

# Gender Pay Gap Report 2022





# Gender Pay Gap – what is it?

The gender pay gap is the difference between men's and women's pay, based on the average difference in gross hourly earnings of all employees. The gender pay gap is shown as a percentage of men's earnings and represents the difference between the average gross hourly earnings of male and female employees (Eurofound, 2021).

Equal pay is defined as the elimination of all discrimination on the grounds of gender with regard to all aspects and conditions of remuneration for the same work or for work of equal value (Eurofound, 2019).

The average gender pay gap in the EU27 was 13% in 2020 (Eurostat, 2021), and the estimated gender pay gap in Ireland is 14% (CIPD, 2022).

## Gender Pay Gap Information Act 2021

The Gender Pay Gap Information Act 2021 requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics. Employers are required to choose a snapshot date which must be in June of the current year. The publication of the organisations gender pay gap is 6 months after their chosen snapshot date.

## Gender Pay Gap review 2018

Dublin Bus commissioned EY to conduct a Gender Pay Gap analysis in 2018. The results of the analysis showed a gender pay gap of 2.3% in Dublin Bus. This compares very favourably to the Irish average of 18% in 2018. The report concluded that the systemic and systematic approach to equality, diversity and inclusion is very impressive and serving Dublin Bus very well. The low number of women in the driving grade (3.7%) at the time of the analysis was a particular contributing factor to the gender pay gap.

## Dublin Bus gender pay gap report

All Dublin Bus employees are aligned to pay grades which provide for equal pay for equal work irrespective of gender.

The snapshot date for Dublin Bus is 24 June 2022. The publication date of our gender pay gap report will not be later than 24 December 2022.

On the snapshot date there were 3,763 employees in Dublin Bus, 3,468 men (92%) and 295 women (8%). 49 of our employees were part-time, 36 men (73%) and 13 women (27%). 318 of our employees were temporary on this date, 280 men (88%) and 38 women (12%).

### Gender pay gap

- The mean gender pay gap for all employees is **-2.4%**
- The mean gender pay gap for part-time employees is **-14.1%**
- The mean gender pay gap for temporary employees is **7.2%**
- The median gender pay gap for all employees is **3.5%**
- The median gender pay gap for part-time employees is **0.4%**
- The median gender pay gap for temporary employees is **3.2%**

Although women are underrepresented in the company, 37% of women are in higher paying roles which accounts for the low gender pay gap. Of our part-time employees 73% are men who are in slightly lower paid roles which explains the gender pay gap for part-time employees. Of our temporary employees 88% are men who are in slightly higher paid roles which explains the gender pay gap for temporary employees.



All Dublin Bus employees are aligned to pay grades which provide for **equal pay for equal work** irrespective of gender.

## Bonus gender pay gap

- The mean bonus gender pay gap for all employees is **60.3%**
- The mean bonus gender pay gap for part-time employees is **62.2%**
- The median bonus gender pay gap for all employees is **100%**
- The median bonus gender pay gap for part-time employees is **100%**
- Temporary employees do not receive any bonuses
- **81%** of men in Dublin Bus are eligible for a bonus
- **51%** of women in Dublin Bus are eligible for a bonus
- **76%** of men in Dublin Bus received a bonus
- **40%** of women in Dublin Bus received a bonus

Bonuses are not paid to clerical or executive employees in Dublin Bus. Small value bonuses are paid to grades in Dublin Bus which are dominated by men such as bus drivers (94% male) and engineering (97% male) which explains the bonus gender pay gap. As we increase the number of women into these areas the bonus gender pay gap will decrease.

## Benefit in Kind

No Dublin Bus employee receives Benefit-in-Kind.

## Quartiles

Quartile	Male	Female
A (Upper)	24%	38%
B (Upper Middle)	25%	20%
C (Lower Middle)	26%	7%
D (Lower)	24%	35%

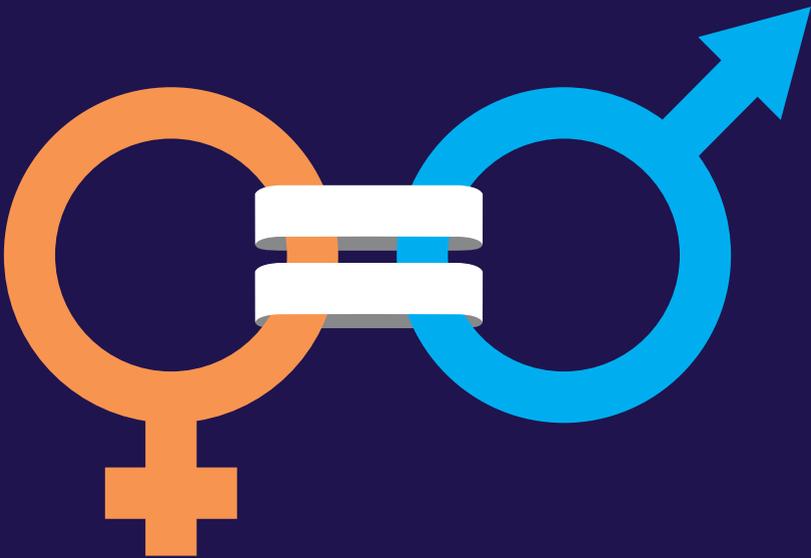
## Diversity and Inclusion in Dublin Bus

Dublin Bus have had a Diversity and Inclusion Policy in place since 2002 which is designed to ensure an efficient and fulfilling work environment for our employees, to meet the changing needs of our customers and underpin the quality of their experience of our services, and to deepen our connection to the diversity of the communities that we serve as a public transport provider. Our Diversity and Inclusion Policy sets out our commitment to promoting equality, accommodating diversity, and ensuring non-discrimination for both our employees and our customers across all grounds of discrimination.

We have a Recruitment and Selection Policy in place which sets out that the recruitment process for all positions will ensure the selection of the best candidate. Commitment to this principle of appointment on merit reflects the Company policy on equal opportunity in practice in the workplace. For recruitment and selection procedures to be effective it is essential that they are fair, transparent and consistent.



**“Gender equality  
is a huge part  
of the ethos of  
Dublin Bus.”**



## Gender diversity in Dublin Bus

As the transport industry is a traditionally male dominated industry, and this is reflected in the gender balance within Dublin Bus, we are committed to addressing this imbalance in the company. In 2016 we held our first open days for women with the aim of recruiting more women into bus driving roles. In 2019 we held further open days for women which invited interested women to attend our Training Centre, drive a bus and to meet with other female bus drivers and inspectors. Although these days had to be suspended due to Covid-19 in 2020 and 2021, between August 2019 and November 2022 the number of female drivers in Dublin Bus has increased by 72%, with over 70% of these new starters having attended an open day. We will run further open days for women in 2023.

Women are also underrepresented within our Engineering section in the company. To address this, we have focused on attracting more women to apply for our apprentice heavy vehicle mechanic programme. In Ireland less than 1% of craft apprentices are women. In our 2020 and 2022 intakes we took on female apprentice heavy vehicle mechanics so they now make up 4% of our apprentices.

We will continue to focus on increasing the number of women within Dublin Bus in the future.



## Education Support Scheme

The Education Support Scheme provides both practical and financial support to Dublin Bus employees for employee development and educational courses that lead to professional, academic and vocational qualifications. The scheme was expanded in 2021 and now allows employees to study subjects not related to the business of Dublin Bus as we believe that a holistic approach to education can have a positive impact on wellbeing, as education enhances mental ability through innovation, productivity and economic growth which will have a positive impact on the company overall.

Of our employees who are receiving full funding (100%) under the Education Support Scheme 23% of them are women.

Of our employees who are receiving 50% funding under the Education Support Scheme 19% of them are women.

57% of our Management Team have gone through the Education Support Scheme, and 71% of those that went through the scheme went through it before they were on the Management Team.

73% of women on our Management Team have gone through the Education Support Scheme, and 88% of those that went through the scheme went through it before they were on the Management Team.

The Education Support Scheme is an integral part of female progression within the company, which we will continue to promote to all Dublin Bus employees.

## Conclusion

In our first year reporting on the Gender Pay Gap, Dublin Bus are proud to have a gender pay gap of 2.4% in favour of women, closing the gap from 2.3% in 2018. Gender equality is a huge part of the ethos of Dublin Bus, and our commitment to increasing the numbers of women in the company, particularly in the largely underrepresented areas of bus driving and engineering is evident in our gender pay gap percentage. We will continue to work to attract women into these areas in the future, as well as to encourage female employees to progress through the company.







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Human Resources Department  
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