



**Hegarty**

Building Contractors



# Gender Pay Gap 2023 Report



Established in 1925, PJ Hegarty is one of Ireland's most progressive building and civil engineering companies. We execute projects throughout Ireland and the UK from our Dublin, Cork, Limerick and London offices.

PJ Hegarty has an annual turnover of over €500 million, directly employing more than 450 people, and specialises in large, complex projects in commercial, retail, tourism, pharmaceutical, high-tech and institutional buildings, as well as refurbishment and civil engineering works.

The Gender Pay Gap Information Act 2021 places a statutory obligation on organisations with over 250 employees to report their hourly gender pay gap across a range of metrics from 2022 onwards. This report provides an updated analysis based on data for the twelve-month period ending 30 June 2023. This is our second annual report.

At PJ Hegarty, our people are the core of our business. We take great pride in fostering a workplace that cares about and values its people. We are committed to being a safe, diverse, and inclusive employer. We understand that embracing and celebrating diversity creates an environment where everyone can be authentic and contribute their unique perspectives, leading to greater innovation, collaboration, and employee satisfaction. This is evidenced by our exceptional staff retention rate across our Irish and UK operations.

PJ Hegarty welcomes Gender Pay Gap Reporting as it gives us the opportunity to review our gender pay gap and analyse the success of measures implemented throughout the year to increase gender diversity and close the gap where possible.

The construction industry continues to be male-dominated despite the growing percentage of women working in the sector year on year. This means that, like most construction companies in Ireland, men hold more senior positions within our company, thus increasing the gender pay gap as senior roles pay more than junior positions. Addressing our gender pay gap will take time, but we are steadfast in our commitment to the cause and increasing gender diversity across all levels of our business.

### **Gender Pay versus Equal Pay**

Gender pay is different from equal pay. The gender pay gap measures the percentage in the average hourly wage of men and women across an organisation, regardless of the nature of their work. It should not be confused with equal pay for equal work. Equal pay ensures that a man is not paid more than a woman doing the same role and is set out in the Equality Act 2010.

PJ Hegarty is committed to the principles of equal opportunity and equal treatment for all employees and continues to look at ways of increasing female participation in our company and the broader industry.

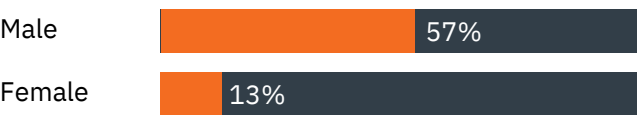
## Gender Pay Gap Hourly Pay

The gender pay gap in hourly pay shows the mean and median hourly full-pay earnings of females and males in PJ Hegarty. The figures represent difference in female earnings expressed as a % below male earnings.



## Benefit in Kind

Proportion of individuals who receive a Benefit in Kind.

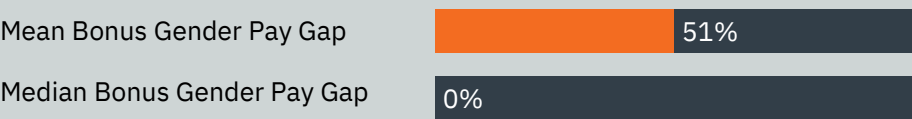


## Bonus

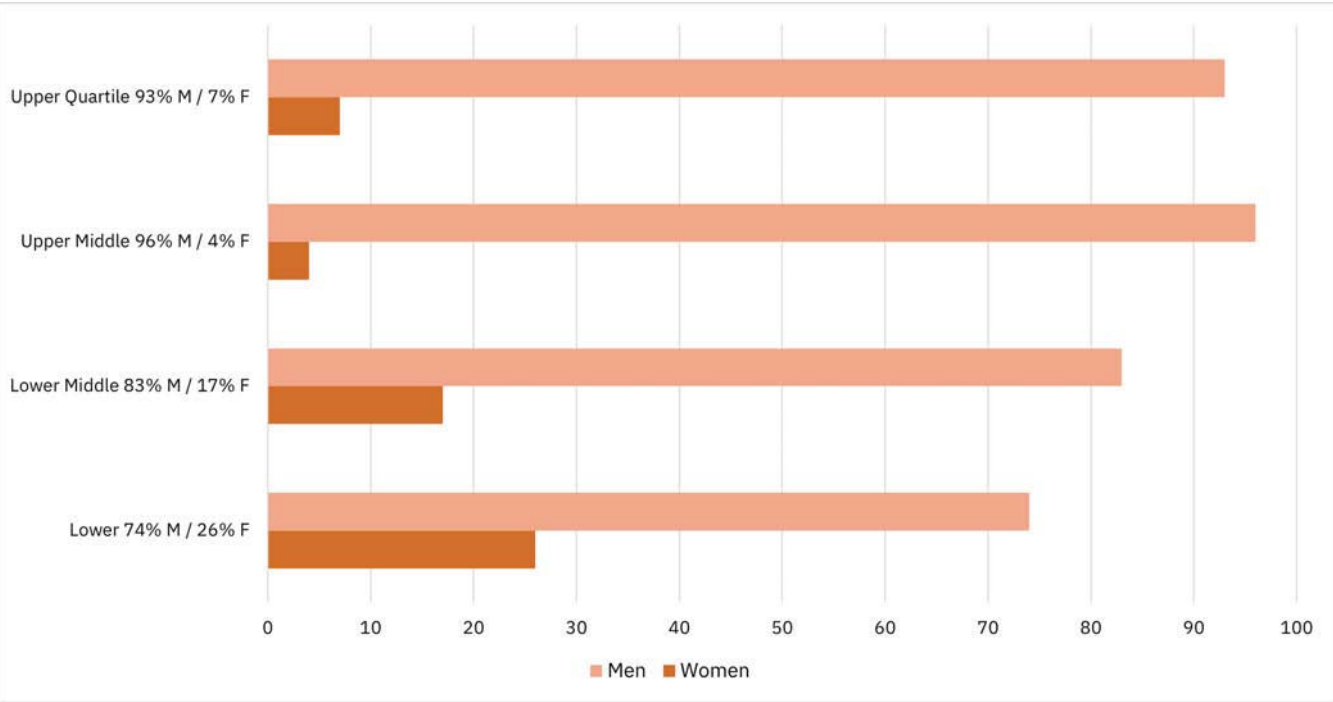









## Bonus Gender Pay Gap

Figures represent difference in female bonus earnings expressed as a percentage of male bonus earnings.



## Pay Quartiles by Gender



 <b>Attracting Talent</b>	<p>To ensure we attract more women into our business and create a pipeline of women leaders for the future, we have attended various women in STEM events throughout 2023.</p>
 <b>Student Outreach</b>	<p>To overcome the gender diversity challenges faced by the construction sector, PJ Hegarty plays its part in encouraging more young women to consider a future in the industry through in-person talks and Q&amp;A sessions at secondary-level schools within our communities.</p>
 <b>Diversity</b>	<p>PJ Hegarty was awarded Silver in the Investors in Diversity in March 2023, reinforcing our commitment to increasing our DE&amp;I agenda within our teams. We have embarked on our “Journey to Gold”, which we hope to achieve 2025. Our DE&amp;I team comprises of a range of staff from all levels and locations within the business, and it is led by two Directors.</p>
 <b>Training</b>	<p>We have completed numerous training and awareness campaigns in 2023 on DE&amp;I and continue our Unconscious Bias training for all our people leaders. The ultimate goal is to ensure that we promote a safe and secure workplace where all our team members can bring their authentic selves to work.</p>
 <b>Recruitment</b>	<p>We review job descriptions to ensure the language used is inclusive and gender-neutral. Through our DEI journey, we are improving our interview process, ensuring diverse panels to help eliminate bias and disrupt homogenous thinking.</p>
 <b>Policies</b>	<p>We have a host of work-life balance policies in place within PJ Hegarty, such as enhanced maternity leave, adoptive leave, paternity leave, parents leave, bereavement and compassionate leave.</p>
 <b>Wellbeing</b>	<p>The health and wellbeing of all our staff is paramount to us; therefore, we have extended our annual leave policy by a whole week for 2024 and beyond. We also have a remote working policy in place to ensure work-life balance.</p>







Throughout 2023, we have carried out many initiatives within the communities we operate and those of our staff to encourage young women to consider a future in the construction industry.

Part of these initiatives was engaging with secondary-level students to pique their interest in the sector and debunk some of the common misconceptions held in society about the industry. This is most effectively done through engaging conversations with students about the industry and the vast array of career paths open to women.

We also recognise the importance of introducing children to science, technology, engineering, arts and maths at a young age. We have participated in the STEAM initiative at primary-level schools for several years. Through fun, hands-on learning, we hope to inspire young minds to take an interest in STEM subjects throughout their education.





# Closing The Gap In Action

In March 2023, we were proud to receive the Silver Investors in Diversity mark from the Irish Centre for Diversity. Since then, we have set up a Diversity, Equality and Inclusion (DEI) Steering Committee and set a roadmap to achieve the Gold mark in 2025. This is an essential element of our journey to close the gender pay gap by making our company and the industry at large a more attractive career choice for women.

We took a moment on International Women's Day to celebrate and show appreciation to all the fantastic women working across our company by gifting them hampers to show a small token of our gratitude.

We were also proud to support the Construction Industry Federation (CIF) International Women's Day event, showcasing our commitment to more female representation and taking the opportunity to showcase some of the great women we have within our organisation.



STEM Women Recruitment Fair



International Women's Day Hamper



International Women's Day Hamper



International Women's Day Hamper



International Women's Day Hamper



CIF International Women's Day Event



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