



Gender Pay Report

December 2022



INTRODUCTION

This is the Designer Group gender pay gap report to comply with the reporting requirements of the Gender Pay Gap Information Act 2021. For the purposes of this report, Designer Group has taken the date of 18th June 2022 as the snapshot date.

Industry Sector

The construction industry is a male dominated industry and mechanical and electrical contracting as a sub-sector of the industry is similarly made up of job roles that are traditionally held by considerably more males than females.

This is widely recognized by both industry employers and educational bodies.

Females currently make up 8.49% of those working in the construction sector (*Source: Construction Industry Federation*).

With respect to Engineering, females account for only 12% of engineers in Ireland (*Source: Engineers Ireland, March 2022*).

At 18th June 2022, Designer Group in Ireland had the following gender breakdown of overall headcount:

Total Headcount – 377 Male: 92.6% Female: 7.4%

At 12th December 2022, Designer Group in Ireland had the following gender breakdown of overall headcount:

Total Headcount – 387 Male: 91.5% Female: 8.5%

Women in Construction

In Designer Group we are actively engaging with the Access to Apprenticeship programme and secondary schools to attract interest in the industry, in craft apprenticeships and Electrical and Mechanical Engineering and Quantity Surveying. We constantly strive to secure making our workforce more representative of overall society and to deliver an inclusive workplace for the future.

Most recently, Designer Group were main sponsors of the World Skills Ireland event at the RDS, which showcased the apprenticeship system and we engaged with students and career guidance teachers from schools and colleges from across the country to deliver the message that we need more females to make construction a career path. Additionally, we are one of the employer groups on the Construction Industry Federation Training and Education Committee where Women in Construction is part of our monthly agenda. We have engaged with Skillnet on their Return with Confidence programme to attract women to return to work in the construction industry by engaging with employers for various roles they had been previously working on such as QS, Engineering and Environmental Health & Safety.

OPERATIONAL & ENGINEERING JOB ROLES & BENEFIT STRUCTURES

"The Pathways to Apprenticeship and Training report showed that in 2018 the make-up of the available apprenticeships was 85% men under 25 years, and only 2% were women" (Source: SOLAS and McSkeane, 2018).

Designer Group is a large apprenticeship employer, with 116 apprentices as of 1st June 2022. Of this number, 97.4% were male and 2.6% female.

It is widely recognized that many challenges exist in attracting females into electrical and mechanical apprenticeships and craft apprenticeships in general. These challenges stem from secondary education onwards and are reflected in a poor pipeline of applications from females for craft apprenticeships. Therefore, on completion of the craft apprenticeship, many more qualified tradespeople are male than female.

This gender challenge continues throughout our operational structures in job roles such as Site, Construction, Project and Contract Manager numbers.

These operational roles attract significant salary packages and traditionally have incentive-based pay structures, such as annual performance bonuses and/or end of project bonuses. This therefore impacts the % of males to females with such bonuses.

Post-pandemic, the construction industry, like several others, has seen a considerable pressure on talent availability and this has contributed to wage pressures in operational job roles as it has been very much a candidate market. Therefore, salaries in the sector in roles that are traditionally held by more males than females, such as Project Managers, Contracts Manager and Electrical and Mechanical Engineering and Quantity Surveying have increased.

This is reflected in the mean and median hourly gender pay gap.

SUPPORT FUNCTION ROLES

In Designer Group the highest percentage of female employees are employed in support function teams such as Finance, HR and Office Support. The majority of these roles do not have incentive pay structures such as performance bonuses.

BENEFIT IN KIND (BIK)

Benefits that result in a BIK liability include car allowances, company vehicle allocation and subsidised health care. More females than males, as a percentage of their respective employee populations avail of the company healthcare options available.

Percentage of employees within lower/lower-middle/upper-middle/upper quartiles

Lower Quartile:	Male: 86%	Female: 14%
Lower-middle Quartile:	Male: 94%	Female: 6%
Middle-upper Quartile:	Male: 93%	Female: 7%
Upper Quartile:	Male: 95%	Female: 5%

Percentage of employees per gender to receive a performance related bonus remuneration:

Male: 14% Female: 5%

Percentage of employees per gender to receive benefit-in-kind:

Male: 25% Female: 50%

Median performance related bonus gender pay gap:

-34%

Mean performance related bonus gender pay gap:

8%

Mean hourly gender pay gap:

19%

Median hourly gender pay gap:

21%

