

Ireland Gender Pay Gap Report

2023



Foreword

Welcome to AECOM's 2023 Gender Pay Gap Report for Ireland, which shows that the number of women working in our company has increased and our gender pay gap has reduced.

This is our second report for Ireland, covering a team of around 350 in our bases in Cork, Galway and Dublin. This year I am pleased to see our proportion of female employees has increased by four percentage points overall, as well as seeing more women promoted across our workforce. In particular, our female graduate intake has increased from 33 per cent last year to 50 per cent for this reporting year.

In Ireland over this reporting period, 36 per cent of promotions were for women, with the representation being 31 per cent at the start of the period, indicating a higher proportion of women being promoted.

Our work to reduce our gender pay gap and promote Equity, Diversity and Inclusion (ED&I) at AECOM continues to gain external recognition. In July we were awarded the Silver level in the Clear Assured Accreditation after previously achieving the Bronze level in 2022. It is a well-recognised and respected ED&I accreditation in the industry and is supported by many clients.

We were also proud winners of The DE&I Award at The TIARA Talent Acquisition Awards this year. Judges praised AECOM for our global commitment to embedding an impressive, collaborative and inclusive ED&I strategy.

Over the past year we have introduced our first ED&I employee survey. The insights from this survey will be incorporated into our ED&I strategy to measure impact and shape its future direction. We have also initiated our ED&I Ambassador programme, with the Ireland business line leaders taking accountability for integrating ED&I through a localised action plan and to integrate into business as usual throughout our organisation.

Despite these achievements, we are not where we need to be. I want to see more progress in reducing the gender pay gap and responsibility for this taken across the business.

Our leaders already have ED&I set into their goals. My leadership team and I continue to take personal responsibility for continuing efforts to drive down the gender pay gap at AECOM.

Colin Wood
Chief Executive, Europe and India, AECOM



Summary

What is a gender pay gap?

The gender pay gap measures the difference in average earnings between women and men. It's determined by calculating the difference between men and women's average hourly earnings, and then looking at that as a proportion of men's average hourly earnings.

What is AECOM Ireland's gender pay gap?

For the 2023 reporting date, AECOM's mean gender pay gap stood at 17.6 per cent and median gender pay gap stood at 25.3 per cent.

A further explanation of these figures, how they have changed and what AECOM is doing to improve them is given in the section titled [Our gender pay gap](#).

What has impacted AECOM's gap?

The mean hourly pay gap has reduced from 19.9 per cent last year. This year we have increased our female representation in AECOM which creates a more diverse organisation that reflects the communities we work in. Whilst this is a positive step in the long-term, our greatest growth in female representation is in our early careers group, which negatively impacts our gender pay gap, as it gives us a higher proportion of women on the lowest salaries.

However, other actions have more than offset this, and our gender pay gap has still reduced; we have also grown our female leadership representation and increased our female promotions across the business.

17.6% *For the 2023 reporting date, AECOM's mean gender pay gap stood at 17.6 per cent*


25.3% *Our median gender pay gap stood at 25.3 per cent*

Key terms

 [click tabs to view](#)

Our commitment

How we're working to reduce the gender pay gap

 *click tabs to view*



Ireland Gender Pay Gap Report

Our female representation increases and gender pay gap improves.

Our proportion of female employees has increased by four percentage points overall. Through increasing our female representation, we are growing a pipeline of female talent for the future. As well as increasing representation, we are continuing to nurture our talent and see a higher proportion of women being promoted across our workforce, which we expect to further improve the gender imbalance at senior levels over time.

The year-on-year increases in female representation has been more pronounced in the lower and lower middle pay quartiles, which we would expect to worsen the gender pay gap, driven in part by increasing our female graduate intake from 33 per cent last year to 50 per cent this year.

We believe this balance is the right thing to do for the long-term but acknowledge that it slows progress on our gender pay gap figures in the short and medium-term since we employ a greater number of our women in more junior roles.

However, both the mean and median average have decreased on last year*. This demonstrates that our actions to ensure pay equity and enable our women to develop their careers are driving meaningful results.

It is worth noting that employees on a leave of absence with reduced pay are included in the calculations, as per the legislation, which has an impact on the gender hourly pay gap, as those were primarily women on maternity leave. We also offer enhanced maternity pay benefits to our employees.

** Please note that, whilst producing the 2023 figures, a calculation error was identified in the first year of reporting. Please refer to last year's [report](#) if you would like to see the figures issued at the time. It stated that our hourly mean figure was 17.1 per cent (actual 19.9 per cent) and our hourly median figure was 25.7 per cent (actual 25.5 per cent). The corrected data is used throughout this report and provides a direct comparison with the 2023 figures.*

Ireland Gender Pay Gap Report

Our gender bonus pay gap is the difference in the average or median bonus pay between all men and women in the workforce. As with the gender pay gap, the gender bonus gap can be influenced by the proportion of females in senior roles, because the accountabilities and targets can lead to higher bonus awards.


Our bonus pay gap this year shows a notable drop in both mean and median values. The mean average has dropped by about ten percentage points from 29.8 per cent to 19.9 per cent and the median has swung in favour of women, from 43.8 per cent to -25 per cent.

Business performance and the discretionary nature of some bonus awards can lead to higher volatility in this metric from year to year.

It is worth noting that the bonus pay gap calculation methodology doesn't account for a full-time equivalent recalculation for our part-time employees, who are primarily women, which has an impact on the data.

Declaration

We confirm the information and data reported is accurate as of the snapshot date 05 June 2023.



Colin Wood
Chief Executive, Europe and India



Jo Atkinson
HR Director, Europe and India


Hourly pay gap		Hourly pay gap for part-time employees		Hourly pay gap for temporary employees	
Mean	Median	Mean	Median	Mean	Median
17.6% ↓	25.3% ↓	-2.0% ↑	27.6% ↑	-11.1% ↑	-0.1% ↑
19.9%	25.5%	-20.4%	-30.9%	-39.3%	-37.0%

Bonus pay gap		Proportion of bonus receivers		Proportion of BIK receivers	
Mean	Median	Female	Male	Female	Male
19.9% ↓	-25.0% ↓	33.0% ↓	36.0%	92.0% ↓	93.0% ↑
29.8%	43.8%	40.0%	36.0%	94.0%	90.0%

Proportion of female and male hourly pay quartiles					
	Upper	Upper middle	Lower middle	Lower	Overall
♀	25.0% ↑	26.0% ↓	43.0% ↑	46.0% ↑	35.0% ↑
♂	75.0% ↓	74.0% ↑	57.0% ↓	54.0% ↓	65.0% ↓
♀	18.0%	28.0%	37.0%	41.0%	31.0%
♂	82.0%	72.0%	63.0%	59.0%	69.0%

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What our people say

 *click tabs to view
what our people say*

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Throughout this report we explain the actions we are undertaking to reduce the gender pay gap impacting women working at AECOM in Ireland. It's a mark of how important it is to us to reduce the gap that we're putting these policies and initiatives in place. This report is an important opportunity to measure and benchmark our work, as well as communicate what we're doing to bring about change. We know there is a lot of work to do and unfortunately we can't make the impact we want immediately. We hope to work in partnership with our teams in Ireland to build momentum and pace in reducing our gender pay gap.



John O'Regan
Director, AECOM, Republic of Ireland

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We cannot improve what we don't measure. The Gender Pay Gap Report is one of several initiatives that can help us to identify where we can make positive change. We won't have a more equitable workplace without equitable representation. This is not only the right thing to do from a social responsibility standpoint, but it also makes good business sense.



Patricia Vieira
Executive Sponsor of the
AECOM Gender Alliance
Employee Resource Group

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Good business starts with listening. By understanding the causes and effects of the gender pay gap — at structural, operational and personal levels — we can implement initiatives and strategies that are impactful. The Gender Alliance plays a pivotal role in this understanding and brings hugely important insights and direction to AECOM.



Javier Muniz Sanchez
Executive Sponsor of the
AECOM Gender Alliance
Employee Resource Group

About AECOM

AECOM is the world's trusted infrastructure consulting firm, delivering professional services throughout the project lifecycle — from advisory, planning, design and engineering to program and construction management. On projects spanning transportation, buildings, water, new energy, and the environment, our public- and private-sector clients trust us to solve their most complex challenges. Our teams are driven by a common purpose to deliver a better world through our unrivaled technical and digital expertise, a culture of equity, diversity and inclusion, and a commitment to environmental, social and governance priorities. AECOM is a *Fortune 500* firm and its Professional Services business had revenue of \$14.4 billion in fiscal year 2023. See how we are delivering sustainable legacies for generations to come at aecom.com and [@AECOM](https://twitter.com/AECOM).

