

Ireland Gender Pay Gap Report

2024



Foreword

Welcome to AECOM's 2024 Gender Pay Gap Report for Ireland, which shows that the number of women in our workforce and in leadership positions in the country exceed our current regional targets.

Our business in Ireland includes a growing team of more than 350 people across offices in Dublin, Cork and Galway. This year, we maintained our women in leadership target, with 25 per cent of leadership roles in Ireland held by women—9 percentage points above our current Europe-wide regional target. We also increased our female promotion rate by 4.7 per cent, promoting a higher proportion of women than men with an overall promotion rate of 22.6 per cent.

Almost a third (32.7 per cent) of employees in Ireland are women, which is 2.4 per cent higher than our current target for our Europe region. Despite this, our business in Ireland experienced a slight decrease in its total number of women employees, underscoring the need to continue our efforts to attract, retain and grow our female workforce.

Key highlights of this progress include the renewal of several of our policies and benefits, particularly the introduction of an enhanced maternity offer.


Our Gender Alliance Employee Resource Group continues to go from strength to strength and our new women's network in Dublin is creating a strong community support for our employees.

Our progress continues to gain recognition, with AECOM named one of the Times Top 50 employers for Gender Equality last year, commending our action and commitment towards gender equality in the workplace.

However, we recognise that we still have work to do. Our goal is to create an environment where everyone can thrive regardless of gender. Achieving more equal gender representation will be key to further reducing our gender pay gap in the future. Accountability sits at the highest levels, and our leadership team remains committed to driving further progress.

Colin Wood
*Chief Executive,
Europe and India, AECOM*



 *click tabs to view*

Summary

What is AECOM's gender pay gap in Ireland?

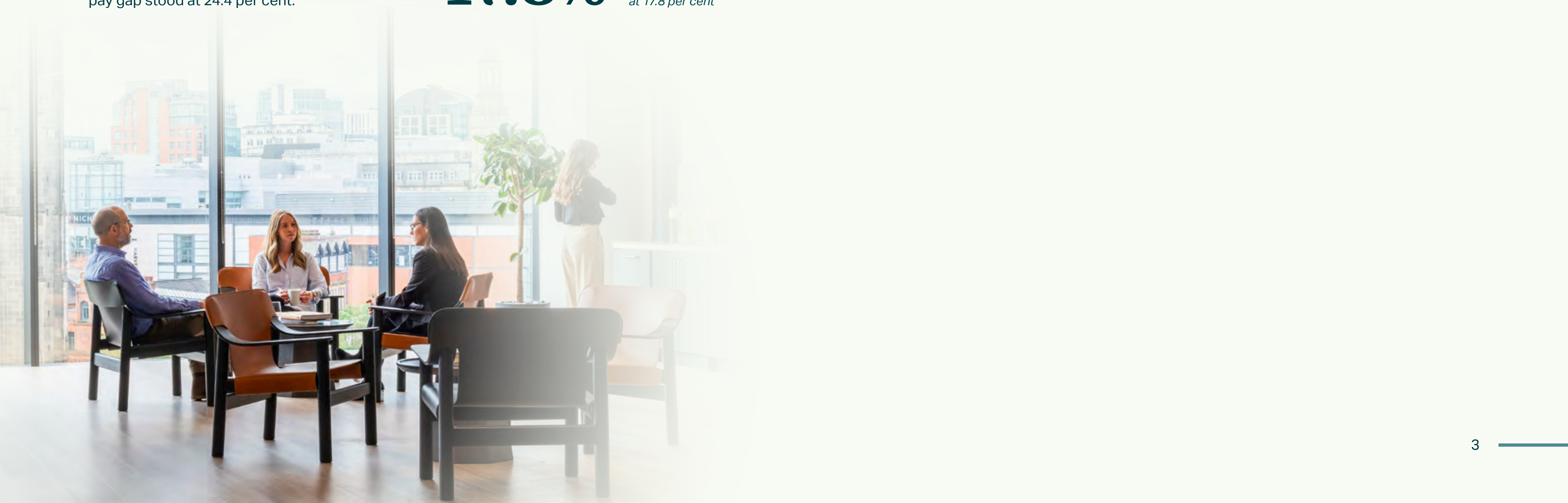
For the 2024 reporting date, AECOM's mean gender pay gap stood at 17.8 per cent and median gender pay gap stood at 24.4 per cent.

24.4%

Our median gender pay gap stood at 24.4 per cent

17.8%

AECOM's mean gender pay gap stood at 17.8 per cent



Summary

What has impacted AECOM's gap?

This year's reporting for AECOM in Ireland shows progress in several key metrics, however we still face challenges as our workforce evolves. Our employee base remains around two thirds male, with a higher proportion of males in more senior, higher paid roles: this is the primary driver of gender pay and gender bonus gap statistics. We have a much closer balance of male and female employees in more junior positions and continue to seek ways in which to retain and develop this pipeline of talent to develop a better balance in more senior roles over time.

We report most metrics in two forms, using the mean average and the median, which should be considered together to give a balanced picture, as they are affected in different ways by change.

Our median hourly pay gap has decreased gradually each year since reporting began. Although the mean gap has moved very marginally upwards this year, it remains over two percentage points lower than our first report in 2022. Note that employees on a leave of absence with reduced pay are included in the calculations, as per legislation, which has an impact on the gender hourly pay gap as those were primarily women on maternity leave.

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 mean bonus gap has shown a marked improvement in three years, reducing from around 30 per cent when reporting began to 13.2 per cent this year. Because of the nature of the relatively small bonus dataset, the median bonus pay gap metric is more volatile. Last year, this metric moved in favour of women, but this year it has flipped in favour of men, despite very little change in the male-to-female distribution of underlying awards in the different years.

The metrics relating to part time and temporary employees have extremely small sample sizes, which makes the data erratic and of limited value for our organisation at this time.



Ireland Gender Pay Gap Report

🕒 Hourly pay gap		🕒 Hourly pay gap for part-time employees		🕒 Hourly pay gap for temporary employees		👉 Bonus pay gap		👉 Proportion of bonus receivers		👉 Proportion of BIK receivers	
Mean	Median	Mean	Median	Mean	Median	Mean	Median	Female	Male	Female	Male
17.8% ↑	24.4% ↓	18.9% ↑	43.5% ↑	-53.4% ↓	-108.4% ↓	13.2% ↓	25.0% ↑	28.0% ↓	32.0% ↓	88.0% ↓	90.0% ↓

🕒
Proportion of female and male hourly pay quartiles

	Upper	Upper middle	Lower middle	Lower	Overall
♀	22% ↓	25% ↓	45% ↑	44% ↓	34% ↓
♂	78% ↑	75% ↑	55% ↓	56% ↑	66% ↑



Our commitment

How we're working to reduce the gender pay gap

 *click tabs to view*



Looking forward

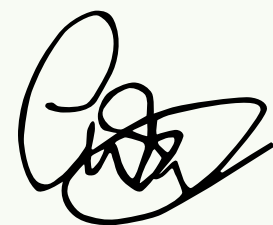
We know that there is still much more to be done. In 2025, we will be introducing additional initiatives to further our efforts in creating a more inclusive workplace. These include a new mentoring hub to provide mentoring opportunities across the business.

We will support women specific issues like the menopause, by raising awareness across all genders and continuing to promote our menopause champions. We will also deliver a campaign to raise awareness about sexual harassment.

Applicable to all genders, the campaign will help us take steps to prevent situations that may impact how safe women feel in the workplace.

We're committed to hitting and resetting our gender targets across the region and to tackling local issues with focused ED&I action plans as we continue to work towards closing our gender pay gap.

Declaration



Colin Wood
Chief Executive, Europe and India



Jo Atkinson
HR Director, Europe and India

AECOM is the global infrastructure leader, committed to delivering a better world. As a trusted professional services firm powered by deep technical abilities, we solve our clients' complex challenges in water, environment, energy, transportation and buildings. Our teams partner with public- and private-sector clients to create innovative, sustainable and resilient solutions throughout the project lifecycle — from advisory, planning, design and engineering to program and construction management. AECOM is a *Fortune 500* firm that had revenue of \$16.1 billion in fiscal year 2024. Learn more at aecom.com.