



Gender Pay Gap Report 2023

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Company Overview

Linesight is a global Construction Consultancy organisation, founded in Ireland in 1974 which offers a range of professional consultancy services to clients across a broad range of sectors. Since its establishment, Linesight has grown to employ more than 1,300 people, operating in 30 countries.

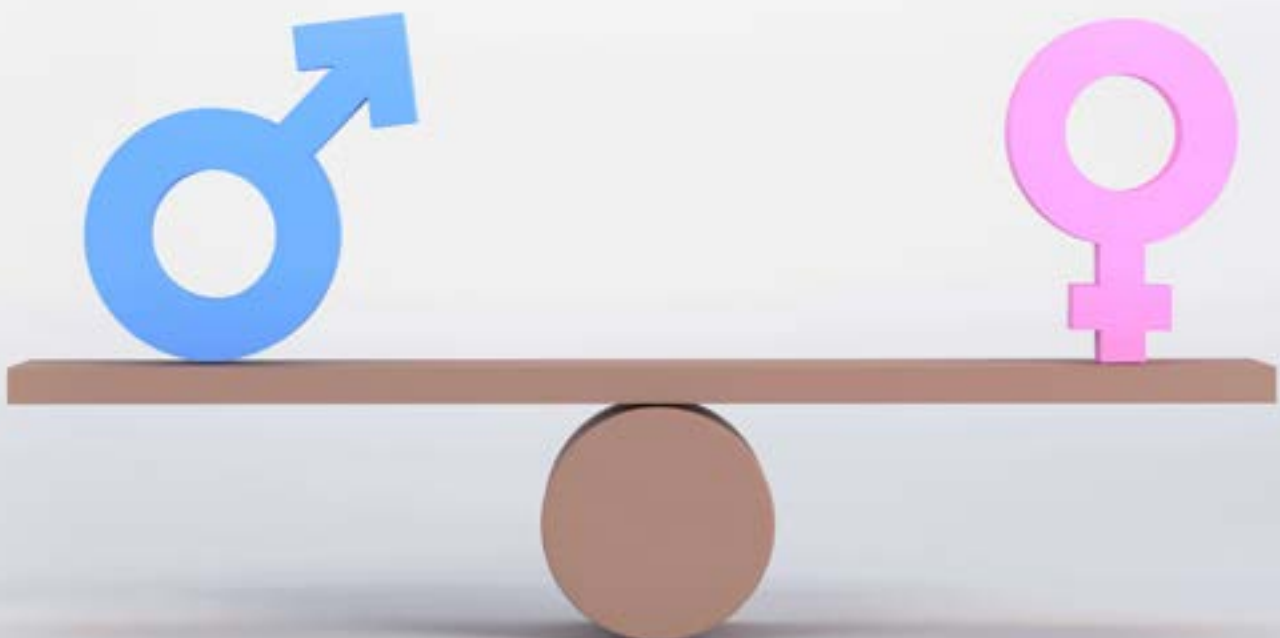
The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics for entities with over 250 employees. Line Radharc in Ireland falls into this category and the following report relates to employees in that entity. The reference period as laid out by the legislation for the purposes of this report is 01st July 2022 – 30th June 2023.

What is the Gender Pay Gap?

The Gender Pay Gap signifies the disparity in average hourly earnings between men and women. It does not signify pay inequity for comparable roles.

We are delighted to see a year on year improvement in our gender pay gap figures this year with a reduction in the overall gap from 20.75% to 18.46%. This represents a small but positive shift as a result of many of our ongoing initiatives and programmes.

The primary factor contributing to this gap in Linesight and in the construction industry in general is the underrepresentation of women in senior level positions. We are confident of the fairness and equity of employee compensation for work of equal value and there continues to be a firm commitment toward closing the gender pay gap through the promotion and hiring of women into senior positions.



At Linesight, pay equity is a metric which is regularly analysed and reviewed at Executive level to ensure that any differences in salary between women and men in the same role / level are on the basis of fair and objective criteria such as; years of experience, qualifications and number of years in a position, unique skills etc. As an integral part of Company's annual pay review process, salary adjustments are made based on fair objective criteria and reviewed to ensure no unintended inequities have occurred. Based on this, we are confident in the fairness and equity of employee compensation for work of equal value and there continues to be a firm commitment toward closing the gender pay gap through the promotion and hiring of women into senior positions.

Key Initiatives in support of increasing the number of Women in Linesight

Linesight have put in place a range of initiatives to increase the number of women overall and to ensure their representation at senior levels.

Targeted Employer Branding to increase our visibility and attractiveness to women in the industry

Recruitment Fairs and college initiatives aimed to encourage young women to consider careers in our industry and company

Partnering with peer companies on initiatives to share best practice in attracting and retaining women in the industry

Monitoring the relative speed of progression of women and men

Women in Linesight Employee Resource Group supported by the Senior Leadership team

Participating and Supporting the Elevate Programme to provide mentors to women in construction

Participating in the inaugural IMI Women in Construction Leadership course

Supporting and attending the iWISH Exhibition aimed at educating transition year girls on opportunities in STEM careers

International Women's Day Events around the globe with influential guest speakers

Employee Perspectives' Series

Recruitment Fairs

A particular focus has been placed on engaging with female students and graduates at the numerous recruitment and job fairs attended by Linesight this year. Our goal is to showcase the available opportunities for both men and women across the organisation, aiming to attract a better balance of candidates and cultivate a workforce that is both diverse and culturally enriched. As part of our strategy to attract more women, we ensure that there are women from Linesight at all our career fairs. The aim is to demonstrate career opportunities for women and to help dismantle perceived barriers that exist for women in the construction sector.

Graduate Programme

The expansion of the Company's Graduate Programme is ongoing, with a focus on increasing the number of women included. This year we have increased female participation in our Graduate Programme, with an increase from zero to 22% in the Cost Manager Apprenticeship group and an increase to 33% female participation in the Masters' student group.

Women in Linesight Initiative

Committed to 'supporting each other to achieve together', Women in Linesight is a global network that aims to build opportunities for our female workforce. Our women-focused programmes strive to educate, develop and nurture women in Linesight to reach their potential.

Women in Construction Leadership Course

We are delighted to have been represented at the inaugural Women in Construction Leadership course by the Irish Management Institute (IMI) in Dublin. This exclusive programme, for women leaders from leading construction firms, offered an engaging platform for collaboration and professional development in an industry that is rapidly evolving. This course provided an invaluable opportunity for participants to connect with and learn from other women leaders in the construction industry and received excellent feedback.

A message from our CEO

Paul Boylan, Group CEO added:

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At Linesight, we are committed to doing our part in fostering a more inclusive industry. While there is still a way to go, I'm personally invested in driving the increased participation of women in our company and industry. We are committed to ensuring that equity is embedded in our culture and that we support more women at the senior most levels of industry. I'm encouraged to see the recognition of the value that more diverse perspectives can bring to leadership positions. ”



iWISH

iWISH is a “community committed to showcasing the power of Science, Technology, Engineering, and Maths to teenage girls”.

Linesight was delighted to participate in this initiative, showcasing the careers and opportunities within the organisation to inspire young women to pursue a career in the construction sector. Proudly sponsoring the 2023 iWish Community gathering, Linesight presented state-of-the-art construction technology to the attendees. This community initiative facilitated direct conversations between participants and several of our female employees, allowing them to learn more about their roles within the Construction Sector. Additionally, we were honoured to have a Company representative as a guest speaker on the panel for this event.

International Women’s Day

To celebrate Women in Linesight, International Women’s Day was marked by our teams globally with various events. To coincide with International Women’s Day, all Linesight employees were presented with the opportunity to participate in a 4-part Women in Leadership mini-programme. The aim of this programme was to actively narrow the gender gap to career advancement by helping attendees develop vital leadership skills. We recognise that having more women in leadership positions helps break down stereotypes and barriers by bringing about the necessary changes that will benefit people of all genders.

As part of the International Women’s Day events, we were delighted to have Linesight women included on the panel for the launch of the Society of Chartered Surveyors Ireland, 2023 Elevate Programme - leadership development & mentoring for women in surveying.

Employee Perspectives’ Series

The launch of the new ‘Employee Perspectives’ series was a key initiative for Linesight in 2023. This series highlights the profiles of a cross section of our employees that make Linesight a unique place to build a career, sharing their unique and inspiring career journeys and perspectives. The participant employee profiles are shared on our various social media platforms to showcase the diversity that already exists within our teams and to highlight that Linesight is an inclusive place to work.

Diversity and Inclusion

We understand that a truly diverse, inclusive workplace has a positive impact on every aspect of our business and world, and we are striving to make our teams as diverse as the communities we work within. Diversity and inclusion is a critical strategic initiative within Linesight and a key focus for our global teams and our Executive Leadership Team.

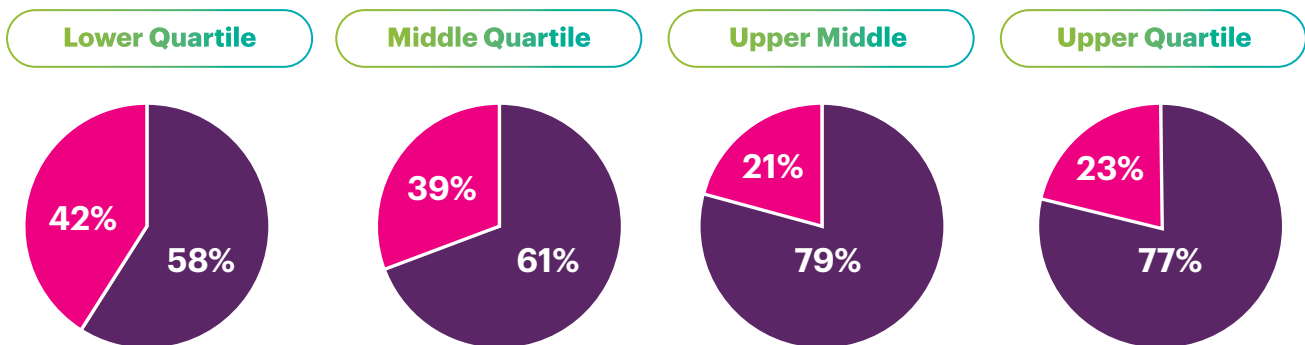
Linesight is fully committed to the initiatives that we have in place to encourage more women into the construction industry and to increase the ratio of women to men in our organisation. Achieving gender equity in our remuneration, bonus and benefit packages is a key goal for Linesight and this is something that we are truly committed to. Already, we have started to see positive trends emerging as a result of the various initiatives that have been implemented, and a shift in the right direction towards closing the gender gap in our employee population and pay structures. It will however take a number of years to see the impact of all the initiatives and focus.

Linesight's Gender Pay Gap 2023

We are delighted to see a positive shift in our mean gender pay gap figures this year for all employees with a reduction in the overall gap from 20.75% to 18.46%. While we acknowledge that this progress represents a small step toward our longer-term goal of increasing gender balance in our team and closing the gender pay gap, it signifies a positive trend in the right direction. The mean gender pay gap for part-time employees is 20.4%. For fixed-term employees, the mean gender pay gap has decreased from 37.06% to 16.32%. Given the small number of employees included these categories, we do not consider these results to provide qualitative data for analysis.

The median gender pay gap is 24.56% for all employees, 15.26% for part-time employees and 37.12% for fixed-term employees. These results can be attributed to the imbalance of women at more senior levels within the organisation.

Distribution of men and women per quartile across the organisation:



During the reference period, our overall female population increased from **29.1% to 31.2%**



As per the above distribution of men and women per quartile across the organisation, highest alignment can be seen in the Lower Quartile. It is expected that this will support more balanced gender pay statistics in the future, as this cohort progress in their careers and move into more senior positions in the future.

There has been further progress in the reduction of the mean bonus gap which has seen an improvement of more than 5%, moving from 42.19% in 2022 down to 37.03% in 2023, and we are pleased to announce that the median bonus gap remains at 0% this year. The percentage of men who received a bonus stands at 85.78% while for women, it is 83.33%. The difference in the percentage of men and women who received a bonus during the reference period is directly linked to the number of men and women who joined Linesight since the holiday bonus vouchers were issued in December 2022.

Within the reference period, the percentage of women who received Benefit in Kind (BIK) increased to 31.25% and for men, the percentage increased to 26.54%.



