



***Our Gender Pay
Gap Report***

Ireland, December 2024

JJ Rhatigan is a leading main contractor at the forefront of the construction industry for over 70 years, with offices in Dublin, Galway, Cork, Sligo and London.

The ambitions of the company are clear - to ensure JJ Rhatigan is, and continues to be, the employer of choice for people new to the industry and for those seeking their next opportunity to advance.

We see the evolving role of the company as creating a 'home' for the next generation of skills and passion. This is about so much more than remuneration and benefits; in such a competitive market, people value opportunities, support, success, and the overall culture of the company and JJ Rhatigan is committed to developing the right culture across the team.

Our Gender Pay Gap

The results in this report relate to a reporting period of 29th June 2023 to 28th June 2024. On the snapshot date of 28th June 2024 there were 362 people employed in Ireland by JJ Rhatigan & Company of which 83% were male and 17% were female. JJR Senior Leadership Team as of the snapshot date was 33% Female and 66% Male.

Even though there is a gender pay gap it is important to note the reason for the gap is not that men and women are paid unequally within JJR. As per the Employment Equality Act 1998-2015 it is prohibited to pay individuals less than their colleagues in the same role. This is something we monitor regularly to ensure that parity is maintained.



What is the reason for the Gender Pay Gap?

Within JJR, and the construction industry in general, the reason for our gender pay gap is a result of the challenge we face in attracting females into the sector initially and retaining them. The majority of female employees are based within our support functions versus the majority of male employees are within the QS, Engineering functions for example. The pipeline for recruiting females into these roles is limited as there are fewer numbers of females electing STEM subjects at third level. It is an area that we are committed to addressing in our company and the wider sector and do all we can to retain and develop our existing female employees. In this reporting period JJR continued to engage with students from Primary through to Third Level education to attract individuals to the Construction industry. In addition, JJR launched a Graduate program (12.5% Female, 87.5% Male).

Gender Pay versus Equal Pay

We have published our 2024 Gender Pay Gap report in line with government legislation. It outlines the pay gap between men and women in relation to hourly pay rate and bonuses across our workforce, regardless of their role or location. It is different to equal pay which refers to equal pay for equal work in the same role regardless of gender.



Our Culture & Employee Engagement

Our Senior Leadership team is committed to our strategy of creating an accessible culture and environment where our employees can thrive. We continue to survey our staff to get their feedback on how we can continue to improve and grow. The wellbeing of our staff is important to us, and we have implemented a number of initiatives, based on their feedback, to support them on their wellbeing journey.

Link with Colleges and Secondary Schools

We continue to engage with the schools and colleges to raise awareness on the varied career opportunities available to both genders within the industry i.e., apprenticeships, project managers, quantity surveyors etc.

Development of Employee Value Proposition

Here at JJ Rhatigan, we build great things: Award-winning buildings. Fantastic careers. Contacts and skills for life. We understand that working with us is so much more than just a job – it's being part of a diverse and inclusive team, delivering projects that our employees can be truly proud of.

What are the measures we take to address the Gender Pay Gap in JJ Rhatigan?

In order to address this gap in the long term we need to take a long-term strategic approach to talent acquisition, learning and development, our policies, culture and employee engagement.

Talent Acquisition

We continue to enhance our talent acquisition strategy to ensure we are attracting the best talent while supporting women considering a career in construction. As a business we recognise the importance of having a diverse workforce as this will enhance our decision making, problem solving, and innovation capabilities and also drive retention and employee satisfaction.

Learning & Development and Talent Management

We are committed to ensuring that our staff are supported in the advancement of their career. We are implementing career development frameworks and continue to enhance our performance management and succession planning processes we have put in place. Learning & Development continues to be a key focus to ensure our teams are equipped with the tools to be successful in their respective roles.

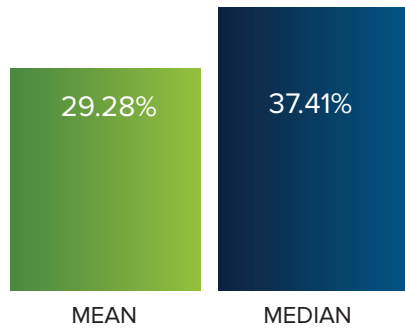
Our Policies

Continue to review our policies in relation to flexibility which will enable all employees to have a better work/life balance. The perceived lack of flexibility within the construction industry could be a barrier to women entering the workforce. We will also continue to look at policies that support women in the workplace to further demonstrate our commitment to ensuring that JJR is a company that they feel supported and can build their career.

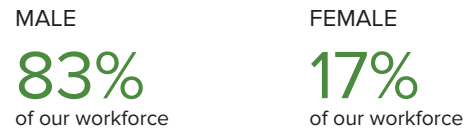
Our Gender Pay Gap Data in Ireland

The Gender Pay Gap Data shows mean and median hourly full-pay earnings of males and females in JJ Rhatigan & Company.

Gender Pay Gap Data for Hourly Pay

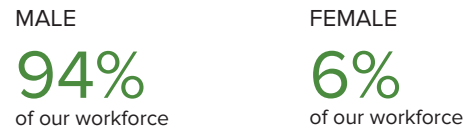


Proportion that receive bonus



The bonus calculations relate to amounts received in the 12 months prior to the snapshot date.

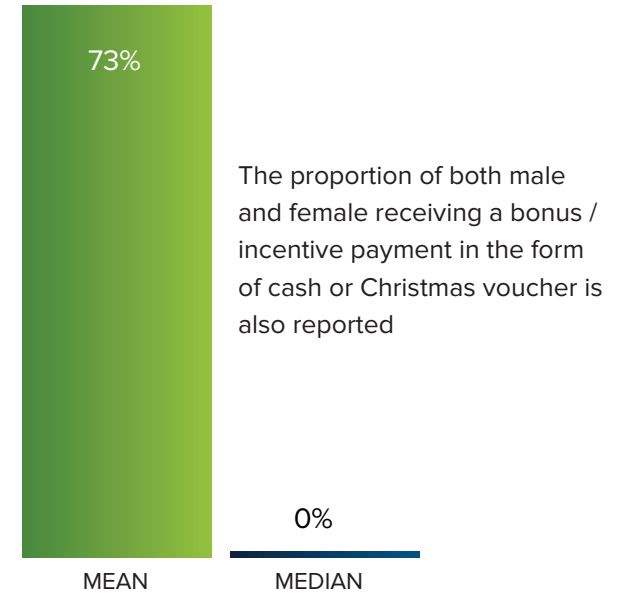
Proportion that receive BIK



Employee head count in snap shot period



Bonus Gender Pay Gap Data



The mean and median calculations are shown to compare bonus payments paid for the 12 months prior to the snapshot date to both male and female.

Gender distribution by Quartile 2024



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to building for
a better future

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