



BM BARRETT MAHONY

# Gender Gap Report 2025

Barrett Mahony Consulting Engineers (BMCE) is an international civil and structural engineering consultancy founded in Dublin in 1994. As an independently owned practice, we have grown steadily over the past three decades and now employ nearly 100 highly skilled professionals across our offices in Dublin, London and Sofia. Throughout this growth, our Directors have upheld a longstanding commitment to investing in our people and ensuring we have the capability, expertise and resources needed to deliver high-quality engineering services for our clients.

As we publish our first Gender Pay Report, BMCE reaffirms its commitment to fostering a fair, equitable and inclusive workplace. This report has been prepared in accordance with the Gender Pay Gap Information Act 2021, which requires employers in Ireland to analyse and explain the difference in average hourly pay between women and men. With the regulations now applicable to all employers with 50 or more employees, 2025 marks BMCE's first year of reporting.

Our report outlines the principal factors contributing to the gap, and sets out the actions we are taking—and will continue to take—to reduce it over time.

The gender imbalance within the wider engineering and construction sectors remains an industry-wide challenge. While this context influences our figures, BMCE is committed to playing its part in building a more diverse and balanced profession. We actively support initiatives aimed at increasing the participation of women in engineering and making the sector a more attractive, rewarding and sustainable career choice for females. Our engineers participate in STEM in Schools and STEPS programmes, mentor young women pursuing STEM pathways, and collaborate with industry bodies such as Engineers Ireland and ACEI to champion diversity within the profession.

At BMCE, we recognise that diversity and inclusion enrich our organisation, strengthen our teams and enable more creative and effective engineering solutions. While legislation requires reporting solely on male and female categories, we acknowledge and support people of all genders. We remain committed to fostering an inclusive culture where every individual feels respected, valued and able to thrive.

This report represents an important step in our continuing journey. We will build on this work, investing in initiatives that broaden gender representation and ensuring BMCE remains a workplace where everyone has the opportunity to grow and succeed.

**Ciaran Kennedy**  
**Managing Director**



## 2. GENDER REPRESENTATION

This report sets out the gender pay gap for BMCE based on a snapshot date of 27 June 2025. The reporting period covers pay and hours worked from 27 June 2024 to 27 June 2025. A total of 65 employees were in scope on the snapshot date. This was made up of 75.4% males (49) and 24.6% females (16).

## 3. METHODOLOGY

All employees employed on 27 June 2025 were included. Ordinary pay includes basic pay, allowances, overtime, and shift premiums. Bonus data includes performance bonuses and commissions paid in the 12-month period. Hourly rates were calculated by dividing total remuneration by total hours worked. Employees were then sorted into quartiles based on hourly pay to determine gender representation.

## 4. OUR GENDER PAY GAP FIGURES

|            | Mean | Median |
|------------|------|--------|
| Hourly Pay | 24%  | 24%    |

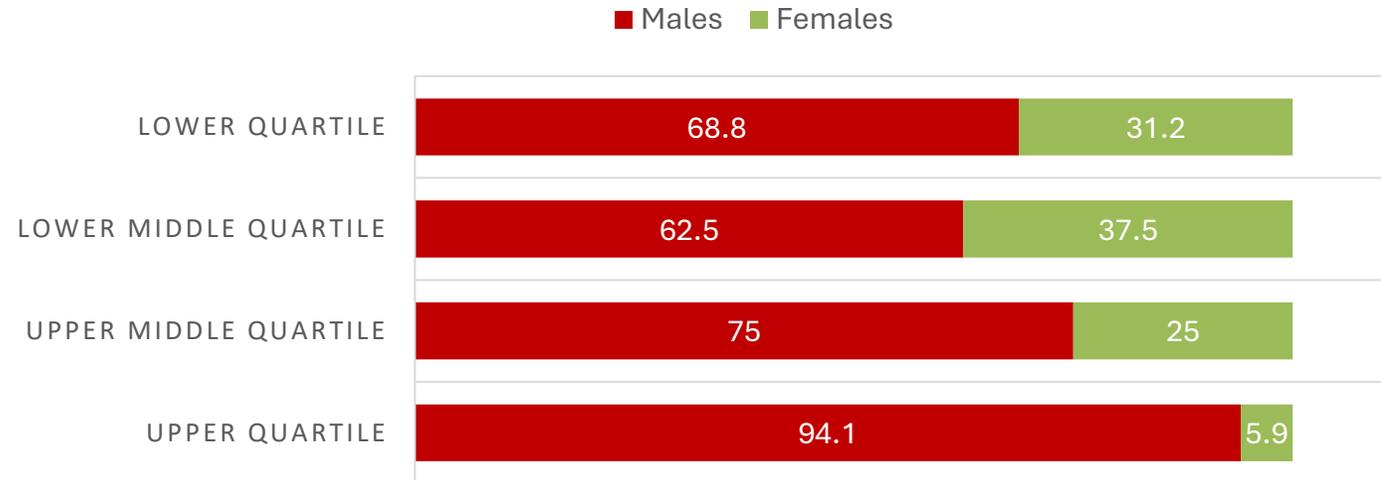
|       | Mean | Median |
|-------|------|--------|
| Bonus | 14%  | 15%    |

## 5. BONUS

Proportion of Males who received a Bonus = 67%  
 Proportion of Females who received a Bonus = 75%

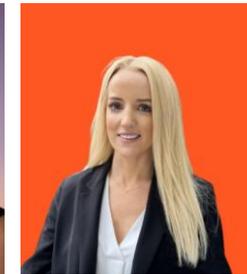
Proportion of Males who received BIK = 0%  
 Proportion of Females who received BIK = 0%

## 6. PAY QUANTILES



## 7. What are we doing to address the Gap?

At Barrett Mahony, we are committed to supporting women at every stage of their career. We offer enhanced paid maternity leave of up to 100% of salary depending on service, paid time off for antenatal care, and flexible and remote working options designed to support women balancing work and family life. Our policies ensure that women maintain full employment rights during maternity leave, including continuous service and annual leave accrual. We also provide enhanced sick pay, income protection, and strong protections against harassment and discrimination. Through equal access to CPD, professional memberships, and pension benefits, we actively support the development, safety, and wellbeing of women in our business



## 8. Key Findings

- A total of **65 employees** were in scope on the snapshot date.  
The workforce is **75.4% male (49 employees)** and **24.6% female (16 employees)**.  
This uneven gender split is consistent with typical representation levels in the engineering and construction sector.
- **75% of females** received a bonus compared with **67% of males**, indicating strong bonus participation among female employees.
- The organisation's gender pay gap is primarily driven by a lower proportion of women in **senior and higher-paid technical positions**.
- Bonus gaps **remain smaller** than the hourly pay gap, reflecting relatively consistent bonus participation across genders.
- No BIKs were awarded, removing that factor from the gap analysis.
- Increasing female representation in the upper quartiles will have the greatest long-term impact in narrowing the pay gap.

## 9. Closing the Gap

### 1. Strengthening Female Representation Through Education, Outreach & Early Talent Initiatives

We are working to increase the number of women entering engineering and construction roles by engaging with schools, colleges, universities across Dublin. Our STEM ambassadors help promote engineering to young people, and we actively participate in graduate fairs and outreach events to encourage more women to pursue STEM pathways. We continue to highlight diverse career opportunities within consulting engineering and aim to build a broader, more inclusive graduate pipeline.

### 2. Recruitment

Continuously review and monitor our recruitment processes to ensure they are accessible to all.

### 3. Supporting Career Progression & Leadership Development for Women

We are committed to ensuring equal access to development opportunities at every career stage. Our initiatives include mentoring, structured CPD pathways, and clear, transparent promotion processes—particularly for progression to senior engineering, project management and management-team roles. These measures support long-term growth and help increase female representation in senior and higher-paid positions where the pay gap is most pronounced.

### 4. Enhancing Retention Through Flexible, Family-Friendly & Supportive Working Policies

To support employees balancing work and family commitments, we have enhanced maternity benefits, annual leave, and formalised flexible and hybrid working arrangements. These policies help parents share childcare duties, reduce commuting constraints and remain engaged with their career development. We also conduct regular exit interview analysis to identify gender-specific trends and ensure that workplace practices continue to evolve in line with employee needs.