WELTEC ENGINEERING

Weltec Engineering Gender Pay Report 2025

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About Weltec Engineering

Weltec Engineering was established in Waterford, Ireland in 2000 and has grown steadily since then in size and reputation as a leading mechanical, electrical and process engineering and contracting company. Under the Gender Pay Gap Information Act 2021, employers in Ireland are required to report on their gender pay gap if they employ 250 or more employees. The purpose of the reporting is to increase transparency around pay disparities between men and women, with the goal of encouraging gender equality in the workplace.

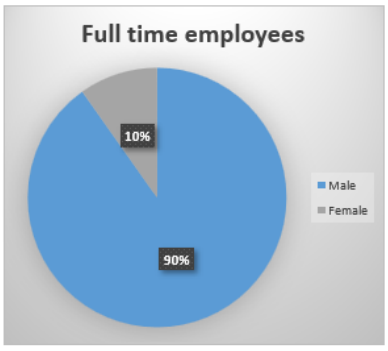
Gender Pay Gap vs Equal Pay

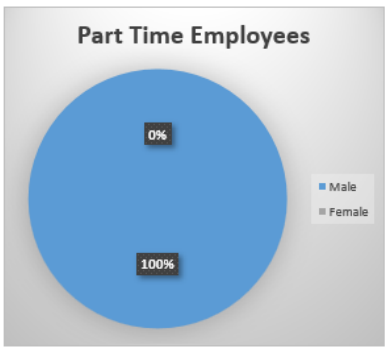
It is important to note that the gender pay gap is distinct from equal pay. While **equal pay** refers to men and women receiving the same pay for the same work, the **gender pay gap** measures the average difference in earnings between all men and women in the organization, irrespective of their roles or positions. At Weltec Engineering we strongly believe in equal pay for equal work, and we are fully compliant with employment equality legislation. However, like many in our industry, we recognise the need to take proactive steps to close the gender pay gap, which reflects broader structural challenges in representation and career progression.

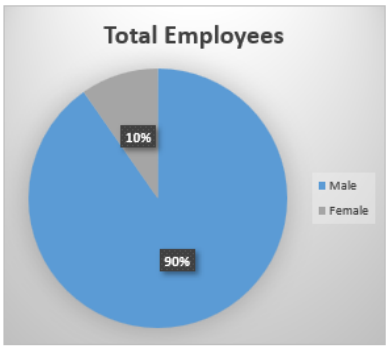
Gender Profile 2025

The Gender Pay Gap Report is based on data as of 26th June 2025.

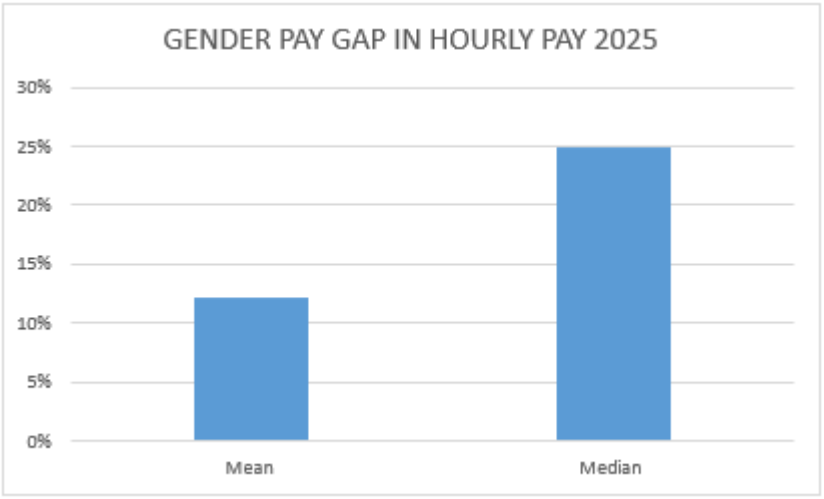
The CSO published figures in 2022 which revealed that only 9% of the Irish construction labour force are female. While Weltec Engineering is in line with the industry average we are committed to working with the CIF and Engineers Ireland promote gender inclusiveness in the construction industry.







Gender Pay Gap in Hourly Pay 2025



The chart above shows our gender pay gap as a percentage in both mean and median for the 12-month period covering 27th June 2024 to 26th June 2025.

Mean: Shows the gender pay gap as an arithmetic average hourly pay for men compared to women across the entire organisation regardless of their position, role, or the work they perform.

Median: represents the difference between the middle point of the hourly earnings for men and women across the company. To calculate the median, the hourly pay for all male employees and all female employees is listed in order, and the middle value for each group is compared.

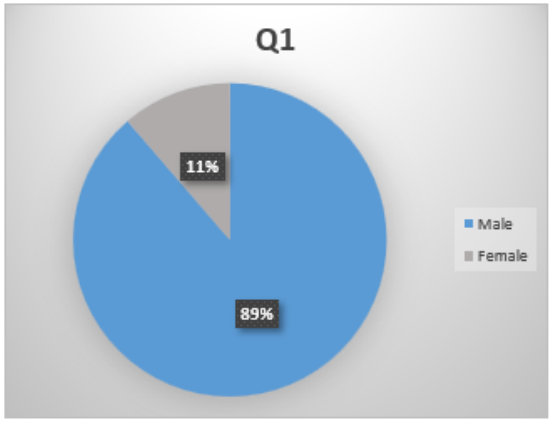
All part-time employees on the snapshot date are male, so we have not reported the mean and median figures as there are no female employees in this group to provide a basis for comparison.

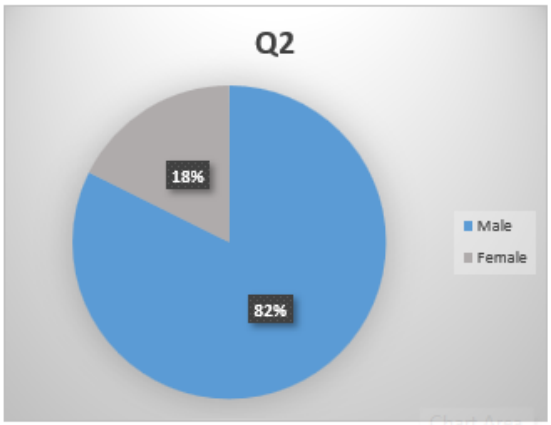
Bonuses: No bonuses were received during the reporting period.

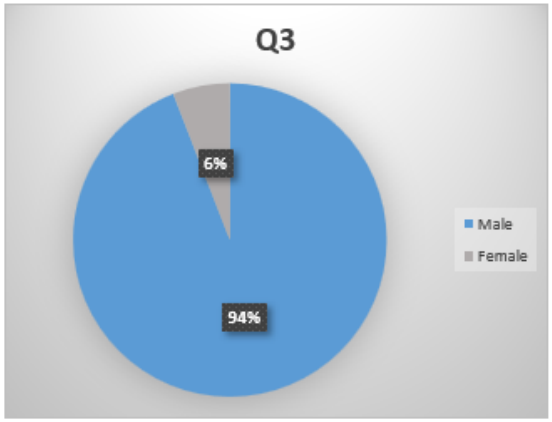
Benefit in kind: the proportion of employees that receive a BIK is only 2.91% across the entire organisation - all these employees were male.

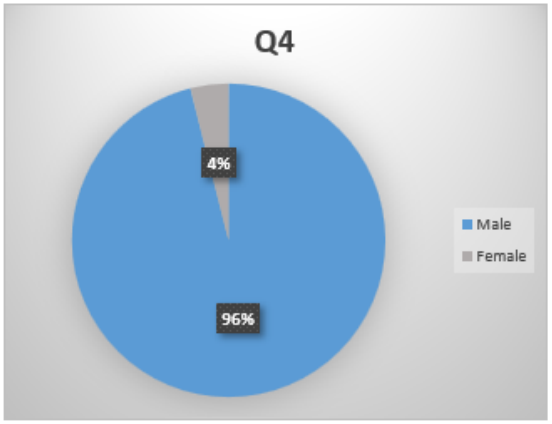
Gender Distribution by Quartile 2025

Employees were organised into quartiles based on hourly renumeration of all males and female full-time employees: Lower (Q1), Lower Middle (Q2), Upper Middle (Q3) and Upper (Q4). The proportion of male and female employees in each quartile was expressed as a percentage.









The construction industry has traditionally been male dominated, making it challenging to attract females to the sector. It is evident from our report that our gender pay gap is predominantly driven by a greater representation of males in the company.

This report has revealed that most of our female employees are concentrated in support roles within the second quartile. Weltec aims to provide training and development opportunities to help them transition into more technical roles, with the goal of retaining these employees in the long term.

Weltec Engineering Action Plan

At Weltec Engineering we are committed to addressing the gender pay gap within our organisation and promoting a more inclusive and diverse workforce. We recognise that achieving gender equality, particularly in the traditionally male-dominated construction sector, requires deliberate and sustained actions.

Weltec Engineering are currently accredited to Investors in Diversity-Bronze level with The Irish Centre for Diversity. Our aim is to achieve the silver accreditation in 2026, showing our commitment to continuous improvement in building a diverse and inclusive culture.

Weltec Engineering will continue to collaborate with educational institutions to promote and encourage women to enter the construction industry.