



Iarnród Éireann
Irish Rail

Group 36

SDG Analysis

MT340 Responsible Mgmt &
Lship for Sustainable Bus



Company Background



Iarnród Éireann is the national railway company of Ireland. The name "Iarnród Éireann" is an Irish term that translates to "Irish Rail" in English. They provide transportation services across the country.

Iarnród Éireann was established on February 2nd, 1987, under the Transport (Re-organisation of Córas Iompair Éireann) Act, 1986. It was formed as a separate company within the Córas Iompair Éireann (CIÉ) group.



The company operates passenger and freight services on the Irish railway network, providing transportation services across

Iarnród Éireann is responsible for maintaining and developing railway infrastructure, managing stations, and operating a range of train services to serve the transportation needs of the Irish population.



Initiatives



Environmental Impact

The company plays a significant role in the sustainable transportation of people and goods, contributing to environmental goals by providing an alternative to road transport



Initiative's & Projects

Iarnród Éireann has been involved in various initiatives and projects aimed at enhancing rail transport in Ireland. This includes efforts to improve accessibility, reduce travel times, and increase the overall reliability of the railway network.



Environmental Management

They plan to promote initiatives which minimise resource usage including water, reduce activity impact, and integrate green procurement principles across their whole supply chain.

Chosen SDG's

8



Decent Work &
Economic Growth

10



Reduced Inequalities

13



Climate Action

Why #8 applies to Irish Rail?

Employment and Decent Work for All

Iarnród Éireann has committed to facilitate workplace participation for all, and particularly amongst under-represented groups.

They have also pledged to prioritise mental health and wellbeing of their staff, as well as ensuring a continuous reduction in workplace accidents.



Economic Sustainability

Irish Rail provides one of the most vital networks for the transport of goods and people in Ireland. Their transport systems enhance connectivity to Europe through access to ports, and also provide transport links to newer residential developments around the country.

Does Irish Rail's performance align with #8?

01

In 2023, Iarnród Éireann was voted by Statista as Ireland's 3rd best employer amongst employers with >200 employees (Statista, 2023), showing their dedication to the happiness of their staff.

02

Iarnród Éireann remains a major contributor to the Irish economy, spending ~€570m on wages and materials in 2022 which circulate back into the domestic economy (Iarnród Éireann, 2022).

03

In 2022 they transported 81 million tonne kilometers of freight to Irish ports, including ore and timber, with this number expected to keep rising (Iarnród Éireann, 2022).



Recommendations for Improvement #8



Economic Growth

Here are two ways Iarnród Éireann can help to further promote economic growth in Ireland:

- Implementing a strategy to promote tourism in the country; this could be done by partnering with [Fáilte Ireland](#) to offer special ticket deals that combine transport with access to popular attractions for a discount.
- They could also support domestic economies by supplying food and drinks produced in Ireland to passengers, which would provide a boost to local businesses.

Decent Work

Good working conditions are essential for giving people a sense of security, contributes to their well-being, and also promotes economic growth (Cottini, 2012).

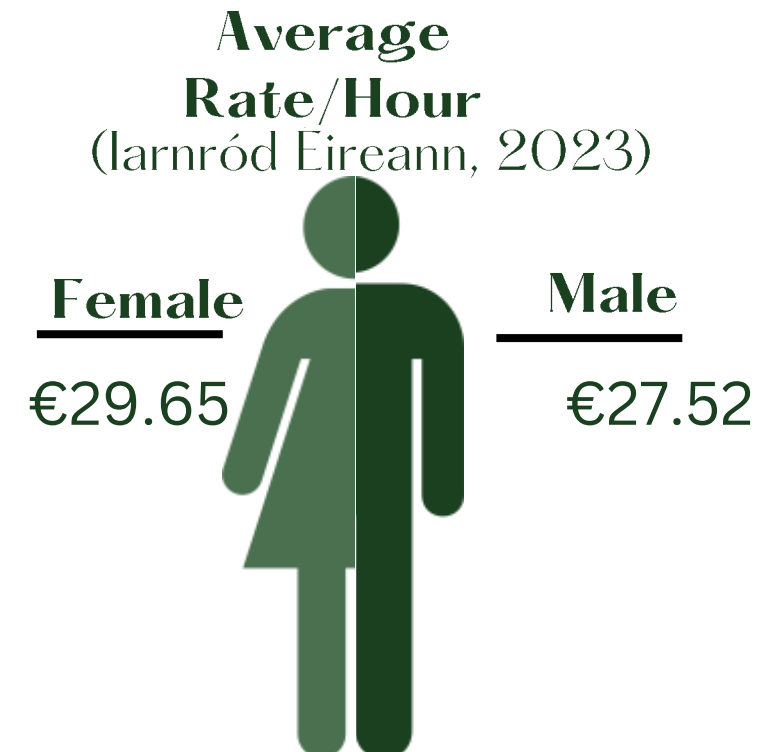
While being awarded as one of the best places to work, Iarnród Éireann could further improve conditions by offering wellness programs for staff that would promote healthy work-life balance, 24/7 mental health support, and a career progression service to support them in advancement and learning further skills.

They could also offer a clear pathway for the employment of migrant workers, whose number in Ireland have grown in recent years.

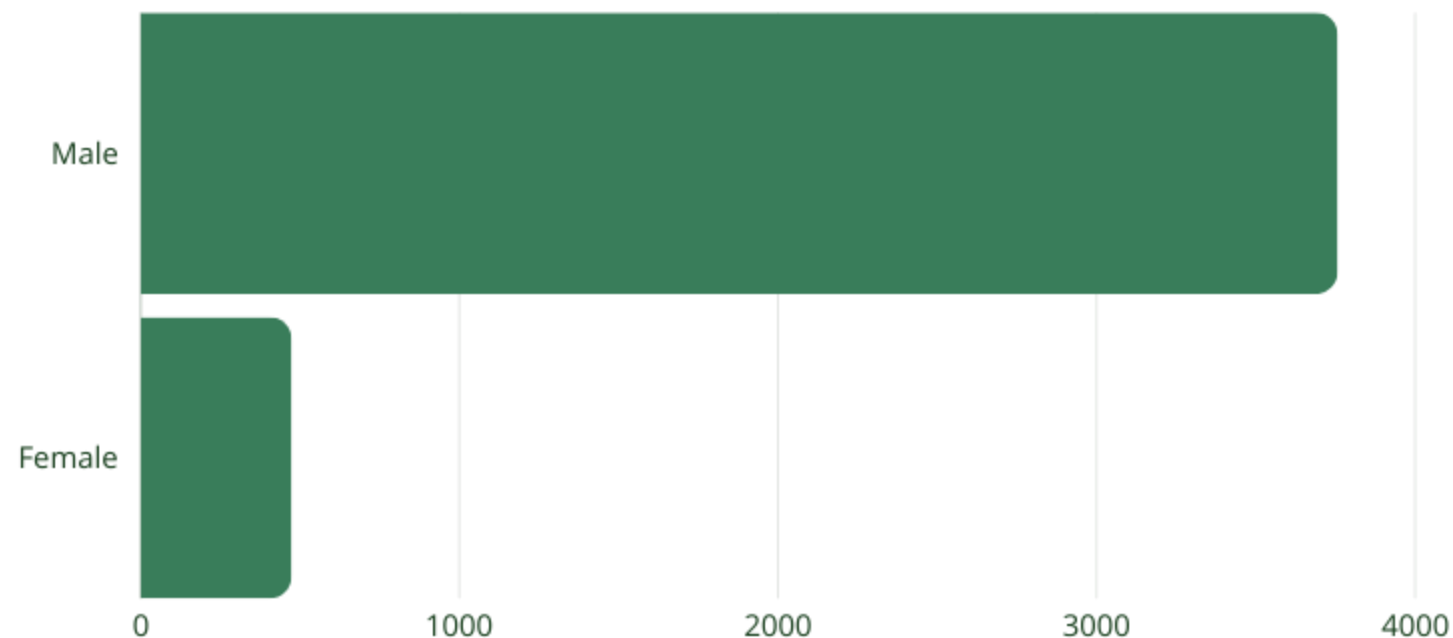
Why #10 applies to Irish Rail?

Gender Pay Gap

- There is a significant gender disparity in the workforce
- Iarnród Éireann exceeded gender pay parity with a 6.32% gender pay gap favourable to women
- Iarnród Éireann is committed to doubling its number of women employees by 2030 through an inclusive recruitment program that provides equal opportunities and actively promotes roles to women externally.



% of males to females working at Iarnród Éireann.



Gender Diversity and Inclusion

- Through their Graduate Programme, spanning various disciplines, they have consistently attracted 34% female graduates annually. The Graduate Programme, the first in Ireland to be CIPD accredited, has witnessed a notably positive surge in the participation of female graduates, particularly within the engineering disciplines.
- Iarnród Éireann is dedicated to supporting the involvement of young females in STEM subjects and motivating their entry into STEM industries. In 2023, they take pride in partnering with iWish, a community committed to highlighting the influence of Science, Technology, Engineering, and Maths for teenage girls.

Why #10 applies to Irish Rail?

Accessibility

Iarnród Éireann focus on customer accessibility for their customers (Iarnród Éireann, 2021).



For example they have;

- Customer Service Officers to allow notice-free travel for mobility impaired customers.
- Started lift replacement in 52 stations and equipping a further 20 stations.
- Equipped 6 major stations with Changing Place facilities

Employee diversity and Inclusion

Iarnród Éireann are making a clear effort to diversify their workforce (Irish Rail, 2021a).



- Partnered with education and industry partnerships (eg Open Doors) to facilitate workplace participation among under-represented groups. (Irish Rail, 2021b)
- Launched an Equality Diversity and Inclusion (EDI) review in partnership with consultancy firm, the Irish Centre for Diversity (Connect Union, 2022).

Talent Management

Iarnród Éireann are striving to incorporate a talent management system that is free from bias.



- Iarnród Éireann advertised an 'Equality Diversity and Inclusion Officer' to start immediately with a starting salary of €79,000 (Brennan, 2022).
- Graduate Induction Programme started in 2022 (Connect Trade Union, 2022).

Health & Wellbeing

Iarnród Éireann embed a Healthy Workforce Framework into their corporate strategy.



Actions include (Connect Trade Union, 2022):

- 5km (Park run/walk) Challenge - €3000 donated to charities
- Free and confidential health checks provided.
- Improve & develop policies to support staff, e.g. Pregnancy/Maternity leave & Menopause
- Winner of "Embedding a Culture of Workplace wellbeing" 2023 (CIPD Ireland, 2023)

Does Irish Rail's performance align with #10 ?



Gender Equality

Irish Rail's performance partially aligns with 'Reduced Inequalities' in terms of gender, showcasing both areas of alignment and areas where there's room for improvement.

There is a significant disproportion of male and female employees with women only making up 11% of their workforce. However, the Talent Management team has developed award-winning internal talent programs specifically tailored for women, emphasizing career development such as their 'Women in Leadership Programme.

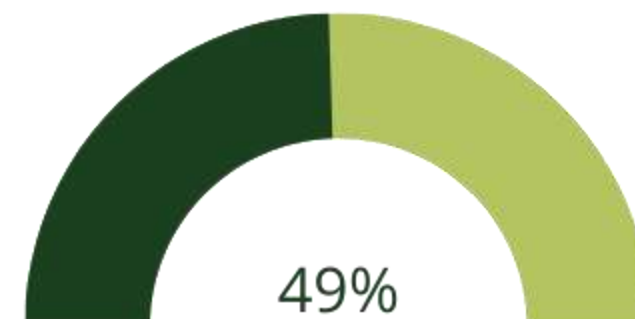
Although Iarnród Éireann exceeded gender pay parity with a 6.32% gender pay gap favourable to women, this figure is likely to decrease as the proportion of female employees increases.



Customers

Irish Rail are on the right track in terms of reducing inequality among their customers. By addressing the specific needs of diverse customer groups, Iarnród Éireann contributes significantly to SDG 10, fostering a more equitable and accessible transportation infrastructure that benefits all members of the community..

% of stations that got a new lift/ lift replacement in 2021 (Iarnród Éireann, 2021)



Diversity and Inclusion



Irish Rail want to be seen as a diverse, inclusive and happy place to work as they are:

- Willing to pay high salaries for an Inclusion Officer
- Win awards for employee wellbeing
- Partnered with outside firms to ensure they are on track to demolish inequality in their company.

Overall, while they can improve in gender equality, we think their strategy aligns with SDG 10, (Reduced InEqaualities)

Recommendations for Improvement #10

Elevating Female Engagement and Incentives in the Workplace

Although Iarnród Éireann has set up initiatives like the Women in Leadership Programmes, they need to create more incentives for women to join the organisation.

- Implementing family-friendly policies such as extended parental leave and on-site or subsidised childcare facilities or offering childcare costs.
- Develop recognition programmes that emphasise female employees' achievements and contributions in STEM, establishing a culture of appreciation and acknowledgement.
- Provide targeted training and development opportunities for women such as workshops, conferences, and skill-building programmes, to help them progress professionally.

Implementing these actions can foster gender equality by dismantling barriers, acknowledging female contributions, and empowering professional growth to create a more inclusive and equitable workplace.

Expand Beyond Physical Disabilities

While the company has taken commendable steps to enhance accessibility for mobility-impaired customers, there is an opportunity to include other forms of diversity, such as neurodiversity. This could involve:

- Training staff to better understand and assist customers with various disabilities.
- Collaborating with relevant organisations to gain insights into best practices (eg. Irish Society of Autism)
- Equip stations with sensory rooms and quiet rooms so neurodivergent customers can explore senses naturally, in a safe and accessible space in their own time.

By adopting a more holistic approach to accessibility, Iarnród Éireann can further reduce inequalities across their customer and employee demographics.

Why #13 applies to Irish Rail?

Emissions

Iarnród Éireann aim to reduce their emissions by 51% by 2030. There are four key drivers of this change; reduced reliance on diesel, the transition to an electric fleet, green energy generation, and fleet/ building work to reduce consumption. (Iarnród Éireann, 2023).



Climate Change Resilience

Iarnród Éireann are determined to develop an infrastructure that will continue to stay fully operational in spite of climate change related challenges. (Iarnród Éireann, 2021).

Environmental Impact

The importance of reducing their environmental impact is central to Irish Rail's climate action plan. They pledge to minimise the usage of natural resources, reduce their impact on the environment, and introduce green procurement principles into the supply chain (Iarnród Éireann, 2021).

Does Irish Rail's performance align with #13?

Electrification

As of 2021, only 50km of Irish railways were electrified. This accounts for just 2.6% of the country's total railway distance. In this respect Ireland is well behind the curve, boasting the lowest percentage of electrified railways in the EU, according to the European Commission.

Diesel Reliance

As of 2023, 82% of the company's overall emissions came as a result of the diesel used to fuel their fleets. Although they have committed to reducing their reliance on diesel by transitioning to alternative fuel sources, the realized results of this pledge are yet to be seen.

Overall

Although Irish rail have set ambitious goals of electrifying their fleet and reducing fossil fuel reliance by 2030, they are still currently behind the curve in terms of their performance in relation to climate action initiatives.



Recommendations for Improvement #13



Electricity Reduction

One way Irish Rail could reduce their impact on the climate is by reducing their electrical consumption.

This could be achieved by transitioning from the use of traditional halogen bulbs to LED lights.

By replacing all the light bulbs in their stations and in their vehicles with LED lights, a significant reduction in their energy consumption could be achieved.

This is a strategy that Dublin Bus have implemented on their fleets as part of their journey towards zero emissions.

Not only do LED lights require less electricity to run, but they also last longer than traditional halogen bulbs, reducing the company's impact on the environment further.

Deposit Return Scheme

The introduction of the new deposit return scheme for bottles and cans provides a unique opportunity for Irish rail to not only improve their climate action initiatives, but also to contribute the nation's sustainability pledges.

The introduction of the deposit banks at railway stations would further encourage passengers to partake in the deposit return scheme as it would become part of their daily commute, and they would not have to go out of their way to return their bottle or cans. This would also reduce pollution in urban areas because people are financially rewarded for disposing of their recyclable waste in the correct manner before/ after their commute.

The company expects to facilitate over 50 million journeys in 2024, therefore this could have a significant impact on both Irish Rail's and Ireland's climate action initiatives.

THANK YOU

