

National Transport Authority Gender Pay Gap

**2022
Report**

Introduction

At the National Transport Authority (NTA), we recognise the importance of having an inclusive culture - a culture in which everyone is welcomed, treated equitably and supported to reach their full potential. We understand the importance of having a diverse workforce and the resulting benefits such as improved decision making, innovation, problem solving, talent attraction and retention, increased employee satisfaction and much more. For all of these positive reasons we are committed to encouraging more women to join us at all levels across the Authority.

In December 2022, gender pay gap reporting becomes a requirement under Gender Pay Gap Information Act 2021. This will oblige organisations with 250 or more employees to publish annual calculations illustrating pay gaps between what women earn and what men earn. NTA welcomes gender pay gap reporting and we consider it an important step towards encouraging greater female representation and participation in the Irish employment market.

The requirement to report on gender pay gap currently applies to organisations with 250 or more employees, the requirement will extend to organisations with 150 or more employees in 2024, and finally to those with 50 or more employees in 2025. Although the NTA is not currently required to report on gender pay gap until 2024, we are choosing to publish our gender pay gap data in advance of this required timeframe. In so doing, we are highlighting the value we place on diversity and inclusion within our organisation and reiterating our commitment to make that a reality.

We will continue to analyse and address insights from our reports and develop action plans as necessary over the coming months and years. As a public sector organisation, it is vital that we strive to continue developing and embracing a fully diverse and inclusive workplace.

Anne Graham, CEO of NTA



Legislation in Ireland

On 13 July 2021, the Irish government introduced legislation for mandatory gender pay gap reporting in Ireland in the form of the Gender Pay Gap Information Act 2021. On 3 June 2022 the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022 were published. The NTA welcome this reporting process and have decided to publish our gender pay gap in advance of the legislative requirements.

What is gender pay gap?

Gender pay gap is the difference in the average gross hourly pay of women compared with men in a particular organisation, regardless of the nature of their work. It is expressed as a percentage of men's pay. The gender pay gap captures whether women are represented evenly across an organisation.

The gender pay gap should not be confused with the concept of equal pay for equal work. The existence of a gender pay gap does not necessarily mean that women are not receiving equal pay.

How is gender pay gap calculated?

To calculate the mean gender pay gap:

1. Add together the hourly pay of all male employees and divide this figure by the number of male employees to get the average pay for men.
2. Add together the hourly pay of all female employees and divide this figure by the number of female employees to get the average pay for women.
3. Subtract the average pay for women from the average pay for men, divide by the average hourly pay for male employees and multiply the result by 100.

To calculate the median gender pay gap:

1. List the hourly pay of all male employees in order of lowest paid to highest and identify the middle salary.
2. List the hourly pay of all female employees in order of lowest paid to highest and identify the middle salary.
3. Subtract the median hourly pay for female employees from the median hourly pay for male employee, divide by the median hourly pay for male employees and multiply the result by 100.

Ireland's gender pay gap

Ireland has a gender pay gap of 11.3%, compared with a European Union average of 13%¹.

1. Source: Eurostat online data code SDG_05_20 - https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en

Our Gender Data Analysis

The gender pay gap analysis is based on annual base pay as of 19 Jun 2022. All employees are aligned to pay grades which provide for equal pay for equal work irrespective of gender, in line with the Employment Equality Acts 1998-2015.

Gender Distribution Figures

Gender distribution between male and female employees as at 19 June 2022 is 65% male: 35% female (Ref. Table 1).

| | Number | Percentage |
|--------|--------|------------|
| Male | 140 | 65 |
| Female | 74 | 35 |
| Total | 214 | 100 |

Table 1. Gender Profile Figures

Gender pay gap

As at 19 June 2022, the mean gender pay gap for all employees is 3.78% with the median gender pay gap being 1.91%.

Part-time gender pay gap

As at 19 June 2022, the part-time mean gender pay gap is -33.99%, with the part-time median gender pay gap being -81.18%.

Temporary contract gender pay gap

As at 19 June 2022, the NTA have no temporary contracts in place.

Salary quartiles distribution

Each pay quartile represents a quarter, or 25%, of our total workforce ranked by pay. The table below illustrates the gender distribution across each quartile (Ref. Table 2)

| Quartiles | Numbers | | Percentage | |
|--------------|---------|--------|------------|--------|
| | Male | Female | Male | Female |
| Upper | 37 | 17 | 69 | 31 |
| Upper Middle | 36 | 17 | 68 | 32 |
| Lower Middle | 38 | 16 | 70 | 30 |
| Lower | 29 | 24 | 55 | 45 |

Table 2. Salary Quartiles

Reasons for the Pay Gap

The following factors have been identified as the primary drivers behind the National Transport Authority's gender pay profile:

- ▶ Significantly lower levels of female participation in technical and engineering roles.
- ▶ Higher number of males in senior management roles across all disciplines.
- ▶ Lower proportion of females engaging in STEM qualifications resulting in an unbalanced gender pool amongst graduates.
- ▶ Higher level of female participation in part-time working arrangements.

National Transport Authority Action Plan

Leadership Accountability & Commitment

The NTA's senior management team is committed to addressing the drivers behind our gender pay gap and will set out clear actions, as part of our equality, diversity and inclusion strategy, to work towards closing the current gap.

Recruitment

We aim to attract a diverse range of talent and skills to the Authority. Recruitment practices will be reviewed to ensure they promote inclusion, objectivity and consistency across all recruitment activities.

Development and talent management

In order to enhance our approach to professional development and talent management, we will include a focus on diversity when engaging in learning and development opportunities and initiatives, such as mentoring and leadership development programmes.

Smart working

We are committed to providing people with the tools and support to do their jobs in a smarter way. Flexible working, along with other family friendly measures, play a key role in improving work-life balance, enabling staff to balance jobs with other responsibilities such as caring. We will review and continue to develop smarter working practices to support diverse talent throughout the career journey.

Looking Ahead

The National Transport Authority remains committed to understanding and improving our gender representation at all levels across the organisation. We recognise that closing the gender pay gap is a long-term plan. Looking ahead, we will commit to improving efforts around gender representation by making equality, diversity and inclusion a priority and continuously enhancing our recruitment and selection processes. All while following our strategic priority of maintaining and enhancing a professional organisation to meet current and future challenges and to drive excellence in governance and service delivery.

