

# National Transport Authority Gender Pay Gap

**2023  
Report**

# Contents

<b>Introduction</b>	<b>1</b>
<b>Gender Pay Gap (GPG) Analysis</b>	<b>3</b>
<b>Organisational Context</b>	<b>5</b>
<b>Addressing the Gap</b>	<b>5</b>
<b>Looking Ahead</b>	<b>7</b>
<b>Conclusions</b>	<b>8</b>

## Introduction

The National Transport Authority (NTA) is a statutory non-commercial body operating under the aegis of the Department of Transport. Our primary responsibility is to develop and implement strategies that provide high quality, accessible, sustainable transport across Ireland.

2022 was an exceptionally busy year for the Authority with several major projects and initiatives commenced, advanced and completed. There were a number of key achievements and challenges that the Authority had to contend with in 2022. We recognise and acknowledge the important work that everyone at the NTA does and how it contributes to the overall success of the organisation in fulfilling our role. At the NTA, we are committed to achieving equality, diversity and inclusion across our organisation; we are committed to working towards a more equal environment and we consider all aspects of equality, diversity and inclusion a priority. Part of this commitment focuses on diversity and equality in the workplace, one metric of equality is pay.

In the period reported, the NTA had 253 employees, 37% female and 63% male. We are publishing our annual Gender Pay Gap Report detailing our pay gap, challenges that we face in relation to closing this gap and actions that we are committed to putting in place to assess and address our gender pay gap and promote gender equality across our organisation.

As a public sector organisation, it is vital that we strive to continue developing and embracing a fully diverse and inclusive workplace. At the National Transport Authority, we are committed to doing this.

Anne Graham, CEO of NTA



## What is gender pay gap?

The Gender Pay Gap Information Act 2021 requires all organisations with 250 or more employees to report on their hourly gender pay gap across a range of metrics. Gender pay gap is the difference between men and women's average hourly pay across an organisation, regardless of the nature of their work.

The gender pay gap does not refer to equal pay for equal work. Paying women less than men for the same job is illegal under equality legislation. The existence of a gender pay gap does not necessarily mean that women are not receiving equal pay.

The gender pay gap in the EU stands at 13.0% , this means that females earn on average 13% less than males.

## How is gender pay gap calculated?

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. It is expressed as a percentage of men's pay.

### Calculating the mean gender pay gap

- ▶ 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.
- ▶ 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.
- ▶ 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.

The median pay gap is the difference between the middle paid woman's hourly wage and the middle paid man's hourly wage. In other words, if the women and the men are listed separately from the lowest to the highest paid, it is the difference between the middle person in each of these two lists.

### Calculating the median gender pay gap

- ▶ List the hourly pay of all male employees in order of lowest paid to highest and identify the middle salary.
- ▶ List the hourly pay of all female employees in order of lowest paid to highest and identify the middle salary.
- ▶ 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.

1. [https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu\\_en#:~:text=It%20means%20that%20women%20earn,less%20per%20hour%20than%20men](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en#:~:text=It%20means%20that%20women%20earn,less%20per%20hour%20than%20men)

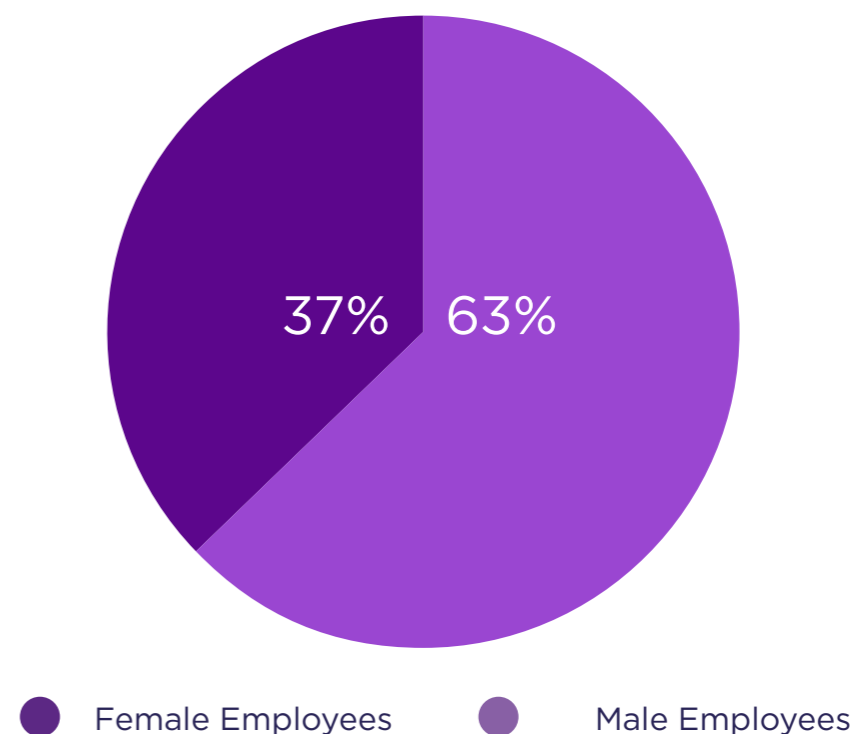
## Gender Pay Gap (GPG) Analysis

This gender pay gap analysis is based on annual base pay as of 19 Jun 2023. 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

As at 19 June 2023, the NTA has 253 employees. Gender distribution between male and female employees is 159 male, 94 female.

## NTA Gender Distribution (Percentage)



## Gender pay gap

As at 19 June 2023, the mean gender pay gap for all employees is 4.95% with the median gender pay gap being 4.89%. While the mean gender pay gap has widened since our previous report, the overall representation levels between males and females has slightly increased in favour of females. Reasons for our gap is further explored later in the report.

We acknowledge that closing our gender pay gap is a challenge, one that requires both short and longer- term planning. We are committed to engaging a variety of initiatives, ones that will contribute to long-term, meaningful change, ensuring a more gender-inclusive and balanced organisation.

### Part-time gender pay gap

As at 19 June 2023, the part-time mean gender pay gap is -14.68%, with the part-time median gender pay gap being -16.75%. This means that the average hourly pay of women engaging in part-time working is almost 15% higher than that of part-time men’s average hourly pay. As there is a higher number of women across various levels of the organisation who are engaged in part-time working, this gap is not unexpected.

Both the mean and median part-time gender pay gaps have reduced slightly when compared to our previous Gender Pay Gap Report. This is due to the higher number of males engaging in part-time working arrangements during the 2023 reporting period.

### Temporary contract gender pay gap

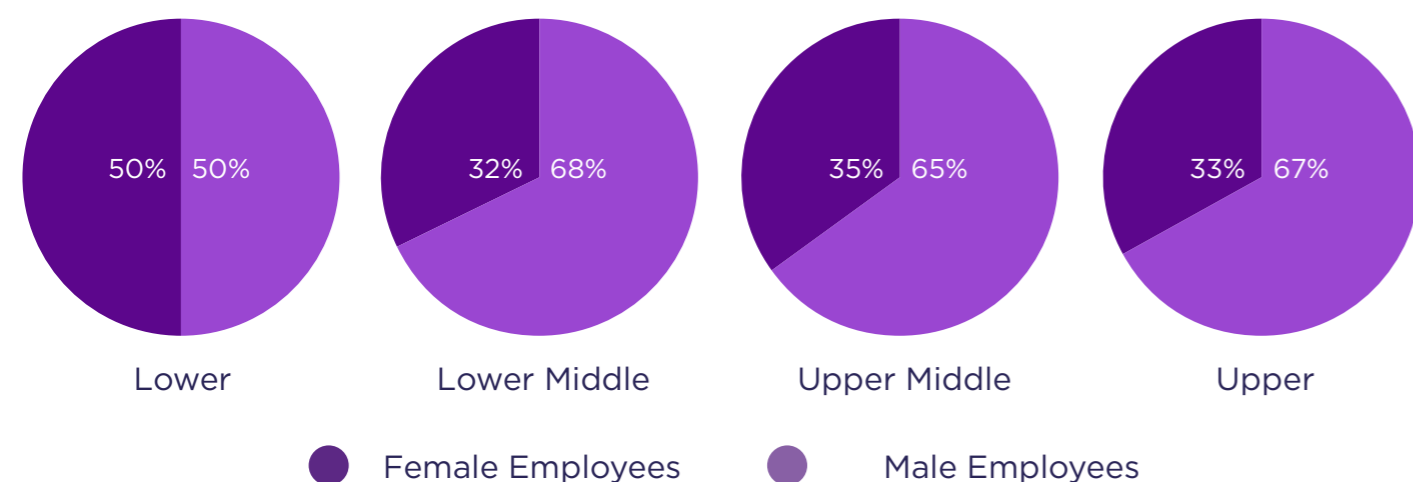
As at 19 June 2023, there is a very small number of female employees on temporary contracts. We will not divulge the exact number as to do so could identify the individuals. As we have no men engaging in temporary contracts, there is no gender pay gap that can be reported on, however we do note that 100% of temporary contracts sit with female employees. These employees are included in our overall pay gap.

### Salary quartiles distribution

Pay quartiles are calculated by putting all employees in an organisation into four even groups according to their level of pay. Therefore, each pay quartile represents a quarter, or 25%, of total workforce ranked by pay. Looking at the proportion of males and females in each quartile demonstrates gender representation at different levels across the organisation.

There is a higher number of male employees across three out of the four quartiles with an equal gender spread in the Lower Quartile meaning that the highest percentage of female versus male employees is in the Lower Quartile.

### Percentage Male and Female Employees in Each Quartile



## Organisational Context

At 63%, the NTA as an organisation is largely represented by male gender. According to the Central Statistics Office, in 2019 there were more than three times as many male graduates compared to female graduates in the fields of Engineering, Manufacturing and Construction. With a significantly larger percentage of males studying engineering and, according to Engineers Ireland, only 12% female representation across the engineering profession in Ireland (2022 data), this has a direct impact on the Authority’s recruitment. With such a strong male representation across the industry, this means that many of our engineering and technical roles are being filled by men.

Considering the above, it is widely recognised that more needs to be done by employers in order to encourage more females into the engineering and STEM sectors. As an employer in this sector, the NTA recognises the important role we play in contributing to this. As such, we are continuously reviewing our strategies around equality, diversity and inclusion, and developing a number of initiatives to encourage females into STEM in an effort to develop and build a more inclusive environment, and also to increase female representation in the industry in the longer term.

### Why do we have a gap?

The NTA’s gender pay gap can be attributed to a number of factors:

- ▶ Significantly lower levels of female participation in the engineering field of studies and profession
- ▶ Double the number of male applicants at recruitment stage over the reporting period (a ratio of 4:2 in favour of male applicants). Our ratio of new employees for this same period is 3:2 (in favour of male employees), so the gender ratio of new employees is relative to the gender ratio of applications received
- ▶ Higher number of males in senior management roles with our Executive Team ratio being 5:2 in favour of male employees
- ▶ Higher level of female engagement in part-time and shorter working arrangements
- ▶ Highest ratio of women in the lower quartile, when compared to female percentages in other quartiles, so a higher presence across lower paying roles.

### Addressing the Gap

Over recent years, the NTA has engaged in a number of initiatives and programmes to promote and develop a more inclusive working environment. These initiatives include:

- **Mentoring Programme** – A pilot mentoring programme was rolled out in 2021 with a more formal programme offered in 2022. These programmes aim to support women in the NTA by offering learning and development opportunities and enhance their personal and professional development
- **NTA’s School GATE (Girls Accessing Technology & Engineering)** – In 2023, we identified possible initiatives focussing on the pipeline of female talent into the areas of STEM. Early stages of initiatives under this programme include:

- Engaging with girls' schools to partner on delivering talks and TY placements;
- Partnering with DCU to provide primary and post primary teachers with summer internship STEM roles (commencing Summer 2024), and
- Engaging in formal educational programmes to support young people in preparing for a future in STEM by offering hands-on learning around employability and the value of STEM.

- ▶ **Women in Leadership** – The NTA's Women's Network is involved in various talks, initiatives and programmes to support female colleagues across the organisation
- ▶ **Career Coaching** – Coaching sessions are offered to both female and male staff to support professional and personal development
- ▶ **Work- life balance policies** – We have a number of flexible working policies, as well as female specific support policies, in place. Our recently introduced Blended Working Policy supports both male and female employees in having flexible working arrangements
- ▶ **Learning and Development** – NTA actively encourages learning across all levels and disciplines within the organisation to support both professional progression and personal development
- ▶ **Graduate Programme** – We are developing our Graduate Programme in an effort to raise awareness around our industry and to encourage recent graduates into STEM careers with the Public Sector.
- ▶ **Recruitment Policies and Procedures** – our policies and procedures are continuously reviewed to ensure gender equality remains a primary consideration in relation to our recruitment activities
- ▶ **International Women's Day** – The NTA marked International Women's Day by holding various talks and events, including an all-female panel discussion focussing on the panel's professional journey and career to date.
- ▶ **Organisational Profiling** – We are engaging in data gathering activities which will support us in developing strategies and actions in relation to equality, diversity and inclusion (EDI) and will help us in identifying focus areas for our EDI strategy and actions going forward.

## Looking Ahead

While we are confident that strong progress is being made around supporting our female colleagues in aspects such as women in leadership activities and initiatives to encourage more females into STEM, we are aware that the rate of change is slow and many initiatives feed in to a longer-term plan involving meaningful, organisational and cultural change. We will continue to focus on activities and initiatives, both in the short and long term, to support and encourage gender equality at the NTA. Areas of focus include:

### 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.

### Flexible Working Arrangements

We will continue to review our flexible working policies such as parental leave, work-sharing, shorter working year. The NTA are proud to support and promote flexible working arrangements across all levels within the organisation and we will actively encourage higher engagement amongst male employees.

### Women in STEM

We are involved in various initiatives to actively encourage, promote and support females to enter STEM career path. These include coaching and mentoring opportunities, internal women's networking and support as well as external engagement through schools, colleges and universities. The organisation will continue to develop these engagements.

### Equality, Diversity and Inclusion

Equality, diversity and inclusion continue to be a priority for us at the NTA. We are committed to promoting a respectful, inclusive environment for the benefit of all our people. Our work around organisational profiling and diversity data gathering will support us in developing a strong EDI strategy and building on our culture of respect and belonging.

### Graduate Programme

We are committed to focusing on engagement with colleges and universities in an effort to promote and encourage greater female engagement in STEM professions. By developing a formal graduate programme we hope to increase awareness around STEM career opportunities within the Public Sector and further build relations with colleges and universities.

### School GATE Initiative (Girls Accessing Technology & Engineering)

As well as developing short term initiatives, the NTA realises the important role longer term initiatives play in ensuring a greater pipeline of female talent. As such, we are committed to developing relations with early education bodies and organisations. We will do this by developing and building on our activities and engagements under our School GATE initiative.

## Recruitment

Our policies and training around recruitment will be further developed and continuously reviewed to identify focus areas that will support and promote inclusion, objectivity and consistency. We recognise that diversity helps increase creative and innovative thinking so we aim to attract a diverse range of talent and skills to the Authority. We will focus on supporting our female colleagues in applying for more senior roles through programmes such as mentoring and coaching.

## Conclusions

There are a number of factors, both external and internal, identified which contribute to our gender pay profile. These include a typically lower level of female participation in technical and engineering roles, a lower number of female STEM graduates and a higher level of females availing of flexible working arrangements such as work-sharing patterns and parental leave, and also a significantly higher number of males in senior management roles across all disciplines.

The National Transport Authority remains committed to understanding and improving our gender representation at all levels across the organisation. We will continue to review and analyse our diversity profile data, including our gender profile, and consider actions and priorities to achieve desirable outcomes. We are committed to improving efforts around gender representation by making equality, diversity and inclusion a priority, reviewing and developing flexible working policies and continuously enhancing our recruitment and selection processes. We will continue to support and develop our people, encouraging diversity and 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.