

National Transport Authority

Gender Pay Gap

2024

Contents

Introduction	1
Organisational Context	2
What is the Gender Pay Gap?	2
How is the Gender Pay Gap calculated?	2
Gender Distribution Figures	3
Gender Pay Gap	4
Reasons for the Pay Gap	5
What are we already doing to address the gap	5
Looking Ahead	7
Conclusions	8

CEO 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. The NTA is also the approving authority for the three major public transport projects, supported by the current National Development Plan 2021-2030, Bus Connects Dublin, MetroLink and DART+ Programme.

2024 was a busy year for the Authority with record numbers of people using public transport in Ireland. Several major projects and initiatives were started, progressed and completed. The Authority continued to grow its workforce in 2024 to meet the increasing workload.

We acknowledge that there is still work to be done in closing our gender pay gap, but we remain committed to working towards a more equal environment and we consider all aspects of equality, diversity and inclusion a priority. We are publishing our annual Gender Pay Gap Report for 2024 which details our gender pay gap, as well as outlining the challenges that we face in relation to closing this gap and the initiatives that we are putting in place to better understand and address our gender pay gap and promote gender equality across our organisation.



Organisational Context

The majority of roles in the NTA are in the science, technology, engineering and mathematics (STEM) fields. One of the primary drivers behind the imbalanced gender profile of the organisation is due to lower levels of female participation in technology and engineering roles and a lower proportion of females engaging in STEM qualifications in general. According to a study carried out by Engineers Ireland, the figure for female representation across the engineering profession in Ireland is only 12% (2023). NTA engineer grade roles do have higher female representation than the industry average with 26% of engineer grade roles filled by women. Despite this, the lack of females in the wider industry has a direct impact on the Authority's recruitment. With such strong male representation across the industry, this means that many of our engineering and technical roles continue to be filled by male employees.

Interventions to address this issue include unconscious bias training for interview panels, the provision of coaching opportunities for staff, flexible working policies, the development of the NTA Graduate Programme, and strengthening links with academic institutions from primary up to 3rd level as well as participation in the DCU STEM Internship programme. Further analysis of the reasons for the gender pay gap and steps the NTA is taking to decrease the gap are outlined later in this report.

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

The gender pay gap in the EU stands at 13.0% (Eurostat, 2022), this means that females earn on average 13% less than males. According to the CSO, the gender pay gap in Ireland is 9.6% (2022).

The snapshot date for the NTA's 2024 Gender Pay Gap report is 19th June 2024. Between 20th June 2023 and 19th June 2024, the Authority filled 74 positions. 40 males and 34 females were either recruited or promoted to these roles, bringing the total headcount to 286 with 178 male and 108 female employees.

How is the Gender Pay Gap calculated?

Mean Gender Pay Gap

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 median 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.

Median Gender Pay Gap

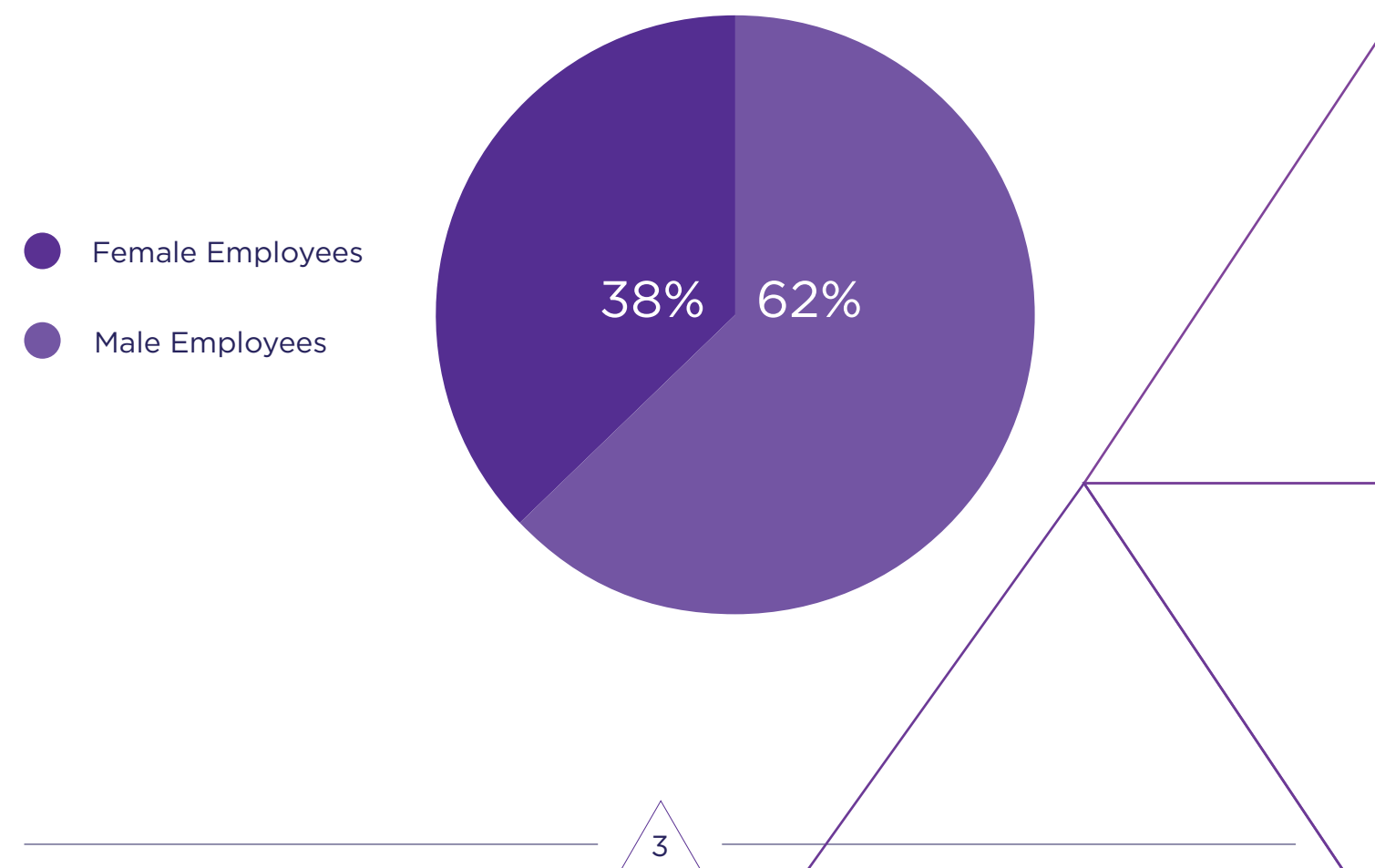
The median pay gap is the difference between the middle paid woman's hourly wage and the middle paid man's hourly wage. In other words, if the women and the men are listed separately from the lowest to the highest paid, it is the difference between the middle person in each of these two lists.

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.

Gender Distribution Figures

On the snapshot date for this report, 19 June 2024, the NTA has 286 employees. Gender distribution between male and female employees is 178 male, 108 female.



Gender pay gap

As at 19 June 2024, the mean gender pay gap for all employees is 8.69% with the median gender pay gap being 4.37%. There has been an increase of 3.74% in our mean gender pay gap for all employees compared to our 2023 report. The median figure for 2024 shows a decrease of 0.52% when compared to the figure reported in 2023.

While the gender pay gap looks at the distribution of men and women across all job levels of the NTA and identifies how this translates into average hourly salary for men and women, the mean gender pay gap can be particularly sensitive to small changes in our employee profile, particularly at senior management level (upper quartile). One of the main driving factors underpinning the increase in the mean gender pay gap compared to the 2023 figure is the high proportion of males occupying senior management positions in the upper quartile. The median figure continuing to decrease is a positive for the organisation as it is less swayed by extreme values particularly in the upper quartile.

Part-time Gender Pay Gap

As at 19 June 2024, the part-time mean gender pay gap is -53.6%, with the part-time median gender pay gap being -74.12%. This means that the average hourly pay of women engaging in part-time work is over 50% higher than the average hourly pay of men engaging in part-time work. As there are a higher number of female employees engaged in part-time working, and a number of these female employees are in the top two quartiles, this gap is expected. These figures are significantly more in favour of female employees than they were in 2023, as in 2023 there was a high earning male working part-time, and the female employees working part-time were not in the highest quartiles.

Temporary contract Gender Pay Gap

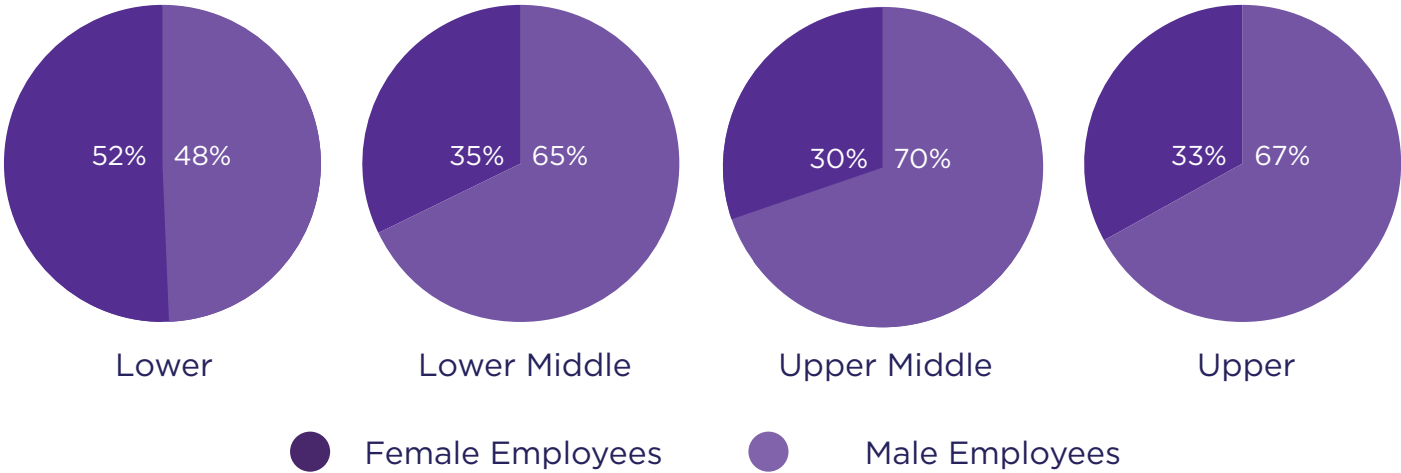
As at 19 June 2024, there are a small number of employees on temporary contracts. The gender pay gap for employees on temporary contracts is 40% with the median pay gap also at 40%. This is due to one male employee on a temporary contract earning significantly more than the other employees on temporary contracts. As there were only female employees on temporary contracts on 19 June 2023, we have no figure to compare it to, however, on the snapshot date this year, there were more males than females on temporary contracts.

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 shows the gender representation at different levels across the organisation.

Females represent a slight majority of employees in the lower quartile with male representation being higher across the remaining three quartiles, with the highest differential being recorded in the upper middle and upper quartiles.

Percentage Male and Female Employees in Each Quartile

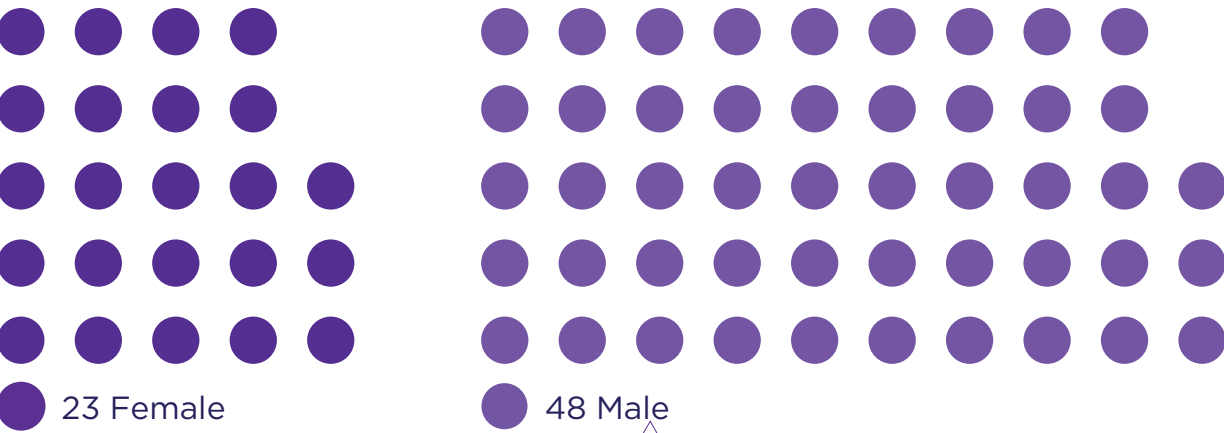


Reasons for the Gender Pay Gap

The NTA's gender pay gap is driven by a variety of factors including:

- ▶ Male:female representation (62% male: 38% female) in the organisation and the length of service at each grade.
- ▶ Significantly lower levels of female participation in STEM, in particular engineering, both in terms of studies and professions
- ▶ The timing and impact of employee joiner, leaver and promotional activities in the organisation
- ▶ Higher level of female engagement in part-time (5:1 ratio of females to males) and shorter working year arrangements (5 females, no males)
- ▶ Highest ratio of women in the lower quartile, when compared to female representation in other quartiles, indicating a higher presence across lower paying roles
- ▶ Higher numbers of males being recruited and promoted to senior positions
- ▶ Vertical segregation with a significantly higher number of males in senior management roles, including at Director and CEO level (5 males:2 females)

Number of male and female employees in upper quartile



What are we already doing to address the gap?

We acknowledge that closing our gender pay gap is a challenge that requires both short- and longer-term planning. We are committed to engaging in a variety of initiatives that will contribute to long-term, meaningful change, ensuring a more gender-inclusive and balanced organisation. Initiatives that we have already undertaken and will continue to engage in include:

- ▶ **Organisational Profiling** – we are engaging in ongoing data gathering activities, to allow us to better understand our employee demographics and their needs, which will in turn inform and support us in developing our EDI (Equality, Diversity and Inclusion) strategy and action plan.
- ▶ **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. We have also launched a menopause policy this year to support those experiencing menopause and to encourage them to stay in the workforce. In addition, we have enabled new joiners to avail of parental leave from their first day, which has been taken up by a number of new female employees and has allowed them to join the organisation knowing that they will have flexibility to maintain work-life balance even while starting a new job.
- ▶ **Recruitment Policies and Procedures** – our policies and procedures are continuously reviewed in line with legislation and best practice to ensure that gender equality remains a primary consideration throughout the recruitment process. We recognise that diversity helps increase creativity and innovation and we aim to attract a diverse range of talent and skills to the Authority. We strive to ensure our recruitment processes adhere to best practices, eliminate unconscious bias and promote equality, diversity and inclusion. We do this by ensuring gender balance on interview panels and ongoing training with hiring managers and interviewers.
- ▶ **IMI Mentoring Programme** – we are participating in the IMI / 30% Club Network Mentor Programme in 2024 which aims to enhance the leadership skills and networks of those participating in the Programme. At least 50% of mentees that an organisation puts forward for the programme are required to be female.
- ▶ **Women in Leadership** – the NTA's Women's Network organises talks, initiatives and programmes to support and develop female colleagues across the organisation.
- ▶ **Learning and Development** – the NTA actively encourages learning across all levels and disciplines within the organisation to support both professional progression and personal development for all employees.
- ▶ **Career Coaching** – we have provided coaching sessions to both female and male staff to support professional and personal development

- ▶ **Graduate Programme** – our inaugural Graduate Programme commenced in September 2024 and is designed to raise awareness around our industry and to encourage recent graduates into STEM careers within the Public Sector. It is important to us to recruit both male and female graduates to encourage female graduates into engineering roles. The Authority aims build and strengthen relations with 3rd level institutions and to grow its graduate programme into the future.
- ▶ **DCU STInt Internship** – we have partnered with DCU to provide primary and post primary teachers with summer internship STEM roles. Two interns completed the programme during summer 2024 and we have plans to grow the numbers participating over the next few years, ensuring that 50% of interns will be female each year.
- ▶ **Junior Achievement Ireland** – we are engaging with Junior Achievement Ireland to deliver 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. The NTA has prioritised delivering this training in girls' schools at primary level to encourage interest in STEM.

Looking Ahead

While we are making strides and supporting our female colleagues through various initiatives, which have shown some improvements, we are conscious that the rate of change is slow and not linear. Looking forward to the next 12 months and beyond, we have identified further measures to put in place that we believe will contribute to a long-term organisational and cultural shift. Areas of focus for the next 12 months include:

Leadership Accountability and Commitment

Addressing the reasons for the gender pay gap is a priority for the NTA's senior management team. Our Equality, Diversity and Inclusion Strategy will set out clear actions enabling us to work towards closing the current gap and monitoring our progress.

Succession planning

We are conscious that more men are hired and promoted at senior levels, therefore we are focused on encouraging females into the engineering fields, supporting them to keep them in the workforce, and giving them the training, mentoring and encouragement to apply for senior positions. This is a long-term commitment and will not have an immediate effect but will over time greatly impact the gender makeup of our employees.

Equality, Diversity and Inclusion

Equality, diversity and inclusion remains a priority for us at the NTA. We are committed to promoting a respectful, inclusive environment for the benefit of all our people. In addition to our existing unconscious bias, dignity at work and Equality and Human Rights in the Public Service Training, our work around organisational profiling and diversity data gathering has enabled us to introduce focused training for directors, managers and employees so that everyone can play their part in creating an inclusive and respectful work environment.

Flexible Working Arrangements

We will continue to promote our flexible working policies such as parental leave, work-sharing, and shorter working year arrangements across all levels of the organisation. Currently many of these flexible working options are disproportionately availed of by female employees. In the reporting period, 11 males took parent's leave, compared to only 4 females, however, 16 females availed of parental leave arrangements, more than double the 7 males who did. We will actively encourage higher uptake amongst male employees.

Engagement with educational institutions at all levels

We will continue to engage with educational institutions at all levels in an effort to promote and encourage greater female engagement in STEM professions.

Conclusions

The gender pay gap is affected by a number of internal and external factors. As mentioned above, these include: overall female representation in technical and engineering roles due to a lower number of female STEM graduates; a significantly higher number of males than females in senior roles across the organisation; and more female employees availing of flexible working arrangements including part-time, shorter-working year and parental leave.

We acknowledge that closing the gap will take time and we are 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, which will assist us in measuring and monitoring the extent of diversity and equality in the NTA and help us to evaluate the effectiveness of the measures we are taking to address it.

We remain fully committed to improving efforts to promote female representation at all levels across the organisation by focusing on and prioritising equality, diversity and inclusion. We are dedicated to our long-term goal of encouraging girls and women in STEM through our partnerships with schools and universities, and will continue to enhance our recruitment and succession planning to encourage females to apply for senior positions.