

National Transport Authority
Gender Pay Gap Report
2025

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CEO Introduction

At the National Transport Authority (NTA), we are proud to lead the development of accessible, sustainable transport solutions across Ireland. As a statutory body under the Department of Transport, our work shapes the future of public transport through transformative projects like BusConnects, Metrolink, and the DART+ Programme.

In 2025, we expanded our workforce to meet growing public transport demand and to ensure high service standards, reflecting our commitment to delivering efficient, inclusive transport nationwide. As part of our broader focus on equality, diversity, and inclusion, we are pleased to publish our 2025 Gender Pay Gap Report. This report not only highlights our progress but also outlines the challenges we continue to address.

As CEO, I am proud of the progress we have made, and I am optimistic about the path ahead. Closing the gender pay gap is a priority for the NTA, and we are taking meaningful action to build a more inclusive and balanced organisation. Through continued investment in leadership, inclusive policies, and early engagement with future talent, we are committed to making gender equality a lived reality across our workforce.

Organisational Context

Most roles at the NTA are in STEM fields, with female representation in this sector remaining low, both nationally and within our organisation. At the NTA, women make up 41% of our total workforce, with 27.4% in our engineering and technical roles.

The NTA actively works to change this through targeted initiatives like unconscious bias training, coaching, flexible working arrangements, and a strengthened graduate programme. Our partnerships with organisations such as Junior Achievement Ireland and DCU's STEM Internship Programme help us inspire young women to explore STEM careers from an early age.

These efforts reflect our broader commitment to equality, diversity, and inclusion which are core values that guide our recruitment, development, and workplace culture.

What does the Gender Pay Gap Mean?

Under the Gender Pay Gap Information Act 2021, organisations with 50+ employees must report on average pay differences between men and women. This is not about equal pay for equal work as this is a legal requirement but about understanding how gender representation across the different roles impacts overall pay averages.

To provide a clear picture, the report includes both mean and median gender pay gap figures, helping us assess pay distribution and identify areas for improvement.

The Mean Gender Pay Gap is the difference between women's average hourly wage and men's average hourly wage. It is expressed as a percentage of men's pay.

The Median Gender Pay Gap is the difference between the middle-paid woman's hourly wage and the middle-paid man's hourly wage.

Our Gender Pay Gap

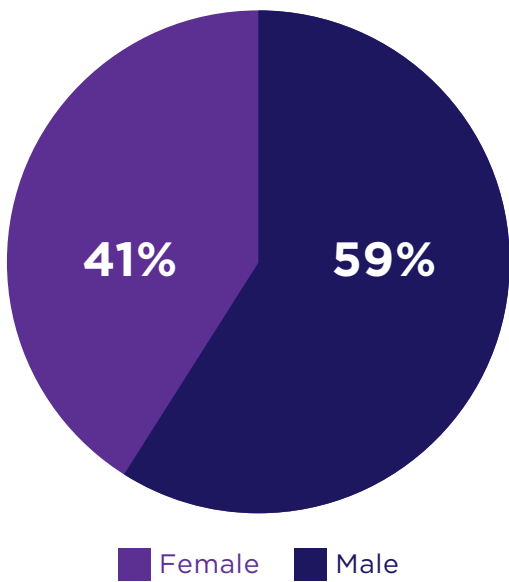
In 2025, the NTA made strong progress. Of the 71 roles filled between June 2024 and June 2025, 58% went to women which is an encouraging shift from the previous year. Our total workforce now stands at 340, with 138 female and 202 male employees.

This improvement reflects our commitment to fair representation and inclusive career development. Ireland’s gender pay gap is 6.9%, well below the EU average of 13%, and at the NTA, we are actively looking to close our own gap through fair and inclusive recruitment, promotion, and development practices.

Gender Distribution Figures

On the snapshot date for this report, 19 June 2025, the NTA has 340 employees. Gender distribution between male and female employees is 202 males, 138 females.

Gender Distribution



Gender Pay Gap

As of 19 June 2025, the NTA’s mean gender pay gap stands at 12.79%, with a median gap of 6.01%. These figures reflect a year-on-year increase of 4.1% (mean) and 1.64% (median) compared to 2024.

Gender Pay Gap 2024	Gender Pay Gap 2025
Mean: 8.69%	Mean: 12.79%
Median: 4.37%	Median: 6.01%

The gender pay gap highlights how the distribution of men and women across job levels affects average pay. The mean figure is particularly sensitive to changes at senior levels, where male representation remains high. Similarly, the median gap reflects ongoing underrepresentation of women in leadership roles.

While these figures show there is more work to do, they also reinforce our focus on building a more balanced and inclusive organisation at senior levels through targeted recruitment, development, and progression initiatives.

Part-time Gender Pay Gap

As of 19 June 2025, the part-time gender pay gap is reported as 0% for both the mean and median. This is due to having only one part-time employee, making meaningful comparison or analysis not possible.

In 2024, the figures showed a negative gender pay gap, reflecting a higher number of female part-time employees, many of whom held roles in the upper pay quartiles (For 2024 the part-time mean gender pay gap was -53.6%, and the part-time median gender pay gap being -74.12%).

Temporary Contract Gender Pay Gap

As of 19 June 2025, the gender pay gap for temporary employees is 0% (mean and median), with equal pay across all three contracts, two male and one female. In 2024, the gender pay for employees on temporary contracts was 40%, with the median pay gap also 40%.

Due to the very small number of employees on temporary contracts, the available data is limited and does not allow for meaningful analysis of gender pay gap trends in this category.

Salary Quartiles Distribution

The salary quartiles chart illustrates how male and female employees are distributed across four pay bands, each representing 25% of the workforce ranked by pay. The data reveals a clear trend: female representation is higher in the lower and lower-middle quartiles, while male representation increases significantly in the upper-middle and upper quartiles. This pattern reflects the current gender imbalance in higher-paying roles and senior positions within the organisation.

Quartile	% Female	% Male
Lower	44%	56%
Lower Middle	40%	60%
Upper Middle	31%	69%
Upper	17%	83%

Understanding Our Gender Pay Gap

The gender pay gap at the NTA is shaped by a range of structural and demographic factors, many of which reflect broader societal trends. While our current workforce is 59% male and 41% female, we view this as an opportunity to strengthen female representation across all levels of the organisation. Differences in career progression and role distribution particularly in STEM related areas have contributed to the gap. We are actively addressing these through inclusive recruitment, targeted development programmes, and support for flexible working arrangements that promote long-term career growth.

Leadership representation is another key area of focus. Recent changes in senior leadership have influenced this year's gender pay gap figures, underscoring the importance of balanced representation at senior management levels. Currently, senior management is predominantly male, but we are committed to building a leadership team that reflects the diversity of our workforce and society. Through continued action, transparency, and investment in leadership pathways for women, we are confident in our ability to close the gender pay gap and create a more equitable future for all.

Our Commitment in Action

We are actively implementing a range of initiatives that support a more gender-inclusive and balanced organisation. These actions reflect our commitment to meaningful, lasting change:

- **Work-Life Balance Supports:** Our flexible working policies, including blended working, menopause support, and flexi parental leave from day one, empower employees to balance career and personal life.
- **Inclusive Recruitment:** We ensure gender equality is embedded in our recruitment practices through gender-balanced panels, bias-free processes, and ongoing training for hiring teams.
- **Women in Leadership:** Our Women's Network drives initiatives that support and develop female colleagues, fostering leadership and growth across the organisation.
- **Training and Development:** We promote continuous learning and development for all staff, supporting both professional advancement and personal growth.
- **Career Coaching:** Coaching sessions are available to all employees, helping individuals build confidence and plan their career paths.
- **Graduate Programme:** Launched in 2024, our programme encourages both male and female graduates especially women into STEM careers in the public sector.
- **DCU STInt Internship:** We expanded our partnership with DCU to offer STEM internships to teachers, with a goal of achieving 50% female participation annually.
- **Junior Achievement Ireland:** We delivered STEM-focused educational programmes in girls' primary schools to inspire early interest and broaden future career pathways.

Looking Ahead: Driving Progress on Gender Pay Equity

We are proud of the meaningful progress made so far, and we are energised by the opportunities ahead. Over the next 12 months and beyond, we will be focused on accelerating change and embedding lasting improvements that support a more inclusive and balanced workplace:

- **Championing Leadership and Accountability:** Senior management is fully committed to closing the gender pay gap. Our upcoming Equality, Diversity and Inclusion Strategy will outline clear, measurable actions, with leaders acting as visible champions of gender equality and ensuring fair, transparent promotion processes.
- **Empowering Retention and Career Progression:** We are investing in long-term strategies to support women in STEM through mentoring, training, and encouragement to pursue senior roles.
- **Expanding EDI Training and Awareness:** We continue to roll out a wide range of inclusive training programmes, including neurodiversity awareness and dignity in the workplace. Our new EDI SharePoint hub will centralise resources and support ongoing engagement.
- **Embedding Inclusive Workplace Practices:** We continue to promote flexible working options across all levels, while encouraging greater uptake among male employees to support shared responsibility and work-life balance. We aim to celebrate the achievements of women in STEM across the organisation.
- **Collaborating for Sector-Wide Impact:** Through building partnerships with professional bodies and public sector organisations we will share best practices and drive systemic change across the STEM sector.
- **Inspire Future Talent:** Our engagement with educational institutions at all levels is helping to spark interest in STEM careers among young women, building a stronger, more diverse pipeline for the future.

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