An Roinn Iompair
Department of Transport

Gender pay gap - Legal Requirements

The gender pay gap is the difference in the average hourly salary of women and men across an organisation. The Gender Pay Gap Information Act 2021 obliges this department to report on our hourly gender pay gap across a number of metrics.

Gender pay gap reporting is one part of a broader strategy **to address female participation rates and employment gaps between genders**. It is only one element in identifying reasons for pay differences along gender lines. In isolation, it will not solve the wide-ranging structural, cultural, and policy causes for these differences. However, it does help to highlight the issue and initiate discussion to bring about change.

Our snapshot date for reporting was 24th June 2022.

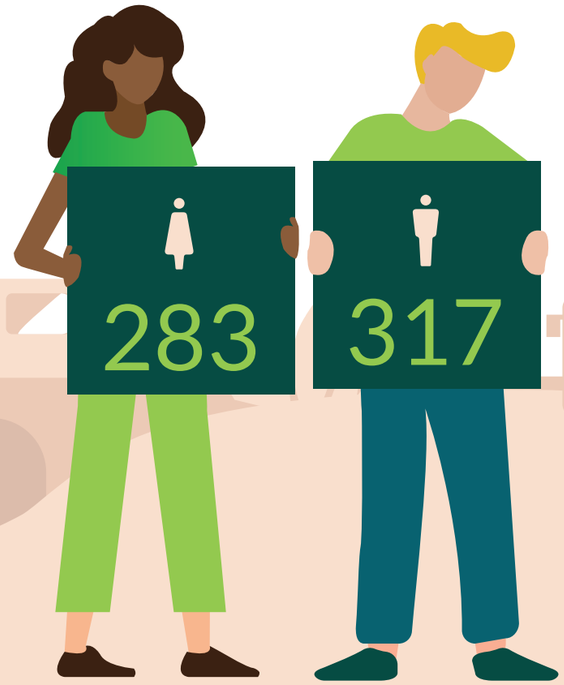
Our Department

As a central government department, serving the government and the people of Ireland, our mission is to shape the safe and sustainable development of transport, to support economic growth and social progress.

On 24th June 2022, we had a diverse workforce of 600 staff members, consisting of 283 females and 317 males, to deliver on the challenging mandate for the department.

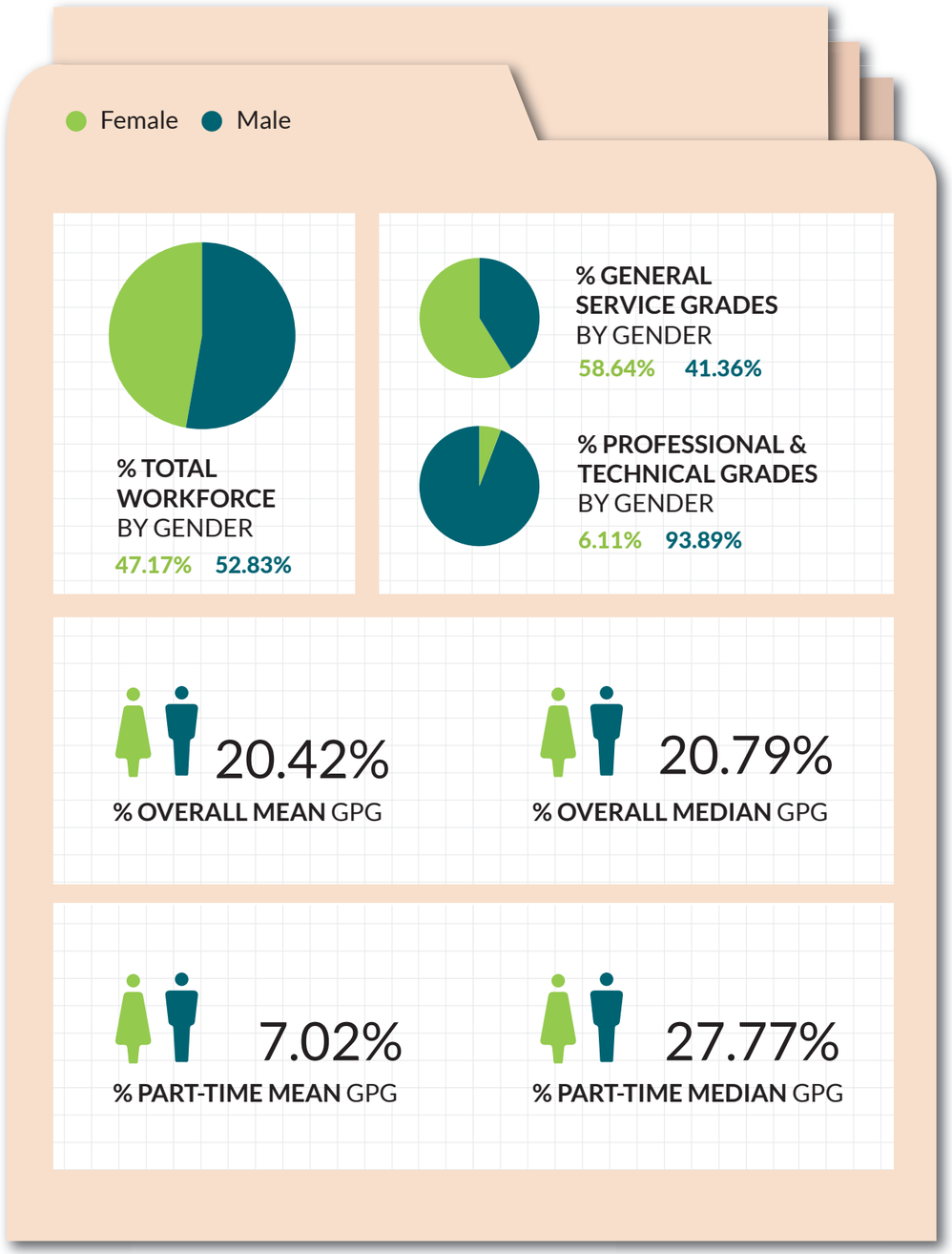
Due to the expansive range of functions within the Department of Transport, there is a significant proportion of staff in Professional & Technical (P&T) grades. The P&T grades differ from general civil service grades. Staff in the P&T grades perform specialist work which requires specific qualifications, experience and skills. Of the 600 staff employed in the Department on the 24th of June 2022, 469 were generalists and 131 were in the P&T grades.

In this Department, the work of the Irish Coast Guard requires staff skilled in providing and supporting a 24/7 emergency response service 365 days of the year, qualified maritime surveyors provide specialist expertise in compliance, our accident investigation units require rail and aviation expertise, and road engineering qualifications are required for roads inspection in other areas. In our Department, 93.89% of staff in these P&T grades are male, and just 6.11% are female.



Department of Transport Gender Pay Gap Report 2022

At a glance



Our gender pay gap explained

There are undoubtedly challenges in achieving better balances in the individual grades across the department, most particularly in the P&T cohort.

However, we are committed to hiring, supporting, developing and retaining a diverse workforce, to better reflect our society, to better inform our decisions and to promote better outcomes across all of society.

Our P&T grades work in areas that most commonly demand overtime. The majority of our staff in P&T grades work in areas such as the Irish Coastguard providing a 24/7 service, 365 days of the year, with many staff required to be on-call and often work longer than standard hours. In the Marine Survey Office, staff are responsible for off-site inspections which often requires overseas travel. Overtime is paid at a higher hourly rate than basic salary and again this has an impact on the gender pay gap.

Our Department offers a range of flexible working arrangements, including work-sharing (considered part time working for the GPG Report). On the 24th June 2022, there were 60 staff who were availing of a work sharing pattern (work less than 5 days per week). 53 of the 60 staff availing of a reduced working pattern were female. A reduced pattern of attendance has a commensurate reduction in pay and impacts our gender pay gap.

METHODOLOGY

To generate the GPG report, we looked at rates of pay across the Department, payments for overtime and allowances received were included. There are three measures used to provide the GPG that are applicable to this Department.

Mean gender pay gap
All salaries are converted to an hourly rate and added up for males and females respectively. The difference between the mean (average) pay for male and female colleagues is then calculated and expressed as a % of men's pay.

Median gender pay gap
All male and female salaries are converted to hourly rates and ranked from the highest to lowest paid respectively. The difference between the median (the middle pay rate in the lowest to highest ranking) hourly rate of males and females is expressed as a % of men's median pay.

Pay per quartile
The percentage of male and female employees in four equal sized groups of employees based on their hourly pay. All employees are sorted in terms of their pay band and then divided into quartiles – i.e. a particular pay level under which 25% of all employees falls would constitute the first or "lower" quartile.

Findings

Our GPG results show, that on average, female staff members earn 20.42% less than their male counterparts. This equates to a €5.68 difference in the mean hourly rate of pay. The mean hourly figure for all staff in the Department is €30.97 per hour.

The median salary for female staff members is 20.79% lower when compared to the median salary for male staff members. This is a €5.19 difference in the median hourly rate. The average median hourly figure for all staff in the Department is €27.30 per hour.

For the purpose of this report, part time employees are classified as staff availing of work-sharing arrangements. The mean salary for part-time female staff members is 7.02% lower when compared to the median salary for male staff members.

To calculate pay per quartile, the staff cohort was divided into four quarters ranked in order by hourly pay. **These quarters are:**

Lower hourly pay made up of staff members on the lower end of Higher Executive Officer (HEO), Administrative Officers (AO), Executive Officers (EO), Clerical Officers, some P&T staff and Service Officer pay-scales. The highest hourly rate paid in this quartile is €20.27. The average hourly pay per female staff member in Quartile 1 is €15.24, compared to €15.69 for male staff – a gender pay gap of 2.95% in favour of male staff. Female staff members make up 51% of this quartile.

Lower middle hourly pay made up of HEO, AO, EO, CO some P&T staff and Service Officers. The highest hourly rate paid in this quartile is €27.30. The average hourly pay per female staff member in Quartile 2 is €23.19, compared to €24.34 for male – a gender pay gap of 4.95% in favour of male staff. Female staff members make up 59% of this quartile.

Upper middle hourly pay made up of Assistant Principal (AP) staff and staff on the higher end of the HEO, AO, EO and P&T pay scales. The highest hourly rate paid in this quartile is €39.17. The average hourly pay per female staff member in Quartile 3 is €32.59, compared to €32.26 for male - a gender pay gap of 1.02% in favour of female staff. Female staff members make up 48% of this quartile.

THE MEAN HOURLY FIGURE FOR ALL STAFF IN THE DEPARTMENT IS €30.97 PER HOUR.

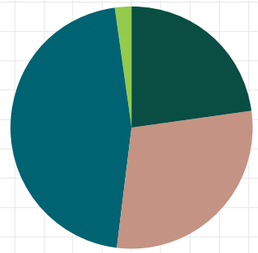
Upper hourly pay quarter which ranges from the higher level of the Station Officer scale to the Secretary General grade. The average hourly pay per female staff member in Quartile 4 is €47.99, compared to €48.69 for male staff – a gender pay gap of 1.45% in favour of male staff. Female members of staff make up 31% of this quartile.

The largest cohort of male staff per quartile are in Quartile 4 (69%), the highest hourly pay group in the Department. There are 47 female staff members in this quartile, compared to 103 male staff members. There are more female than male staff in the generalist grades in this quartile. There is a large disparity between the number of male and female staff in the P&T grades as outlined in the table below. This imbalance drives much of the gender pay gap in hourly pay mean and median pay. While males and females within this quartile are paid on average very similar amounts (1.45% gap), as would be expected, the much greater number of males compared to females (due to the P&T grades) is sufficiently large to increase the Department's overall gender pay gap.

The quartile based analysis confirms that males and females are, on average, at the same pay levels when comparing like with like work. There is no evidence from this analysis of discriminatory pay differentials.

COMPOSITION OF QUARTILE 4

CATEGORY	NO. OF STAFF	PERCENTAGE
Male Generalist Staff	34	23%
Female Generalist Staff	43	29%
Male Professional & Technical Staff	69	46%
Female Professional & Technical Staff	4	2%
TOTAL	150	100



What we already do to promote equality and diversity

RECRUITMENT & SELECTION PROCESSES

- Provide unconscious bias training for interview board members and all managers

OUR BENEFIT PACKAGES

- Equal pay for similar roles
- Attractive pension schemes
- Predictable working hours
- Positive trade union environment
- Dignity at work policy champions
- Transparent salary scales publicly available
- Paid sick leave
- Civil service Occupational Health Department under the Chief Medical Office
- Employee Assistance Service
- TaxSaver employer
- Certified cycle friendly employer and active travel promoter
- Wide ranging wellbeing initiatives such as indoor greening; flu vaccinations; wellbeing information and training

FLEXIBLE WORKING INCLUDING BLENDED WORKING

- Reduced working hours
- Blended working formally introduced delivering better work-life balance options including home workstation supports
- Flexible options including blended working; flexi-time; work-sharing; shorter working year; career break
- Family friendly employer with a broad range of supports alongside those flexible options that encourage both male and female parents to share caring responsibilities including paid maternity and adoption leave; paid paternity leave; parent's leave; parental leave and breastfeeding/lactation leave; carer's leave; force majeure; etc.

TALENT DEVELOPMENT / LEADERSHIP / MENTORING & COACHING / OUTREACH

- Department of Transport Learning & Development Strategy 2022–2024 with strong focus on continuous learning and enablement of managers and leaders throughout the organisation
- Third Level Advance of Fees scheme supports of up to 100% of tuition fees for staff undertaking academic studies
- Grade development programmes in place for all grades
- Training in unconscious bias, disability awareness, menopause awareness; proximity bias available
- Sponsorship of Young Ireland Programme
- Executive coaching
- As part of the relaunch of the Transition Year programme, the Department hosted 5 students from the North East Inner City (NEIC) Initiative
- Participation in the Willing Able Mentoring (WAM) Programme to promote access to the labour market for graduates with disabilities and build the capacity of employers to integrate disability into the mainstream workplace

PUBLIC SECTOR EQUALITY & HUMAN RIGHTS DUTY

- Public Sector Duty (PSD) Working Group established to promote PSD throughout the organisation
- Action plan to develop capability of our people and embed PSD in all of our work practices
- Extensive public consultation on public policy initiatives
- Staff networks established to support LGBTQ+ staff and staff with disabilities and their allies
- Reasonable accommodations for staff with disabilities to maximise their work experience

CULTURE & VALUES

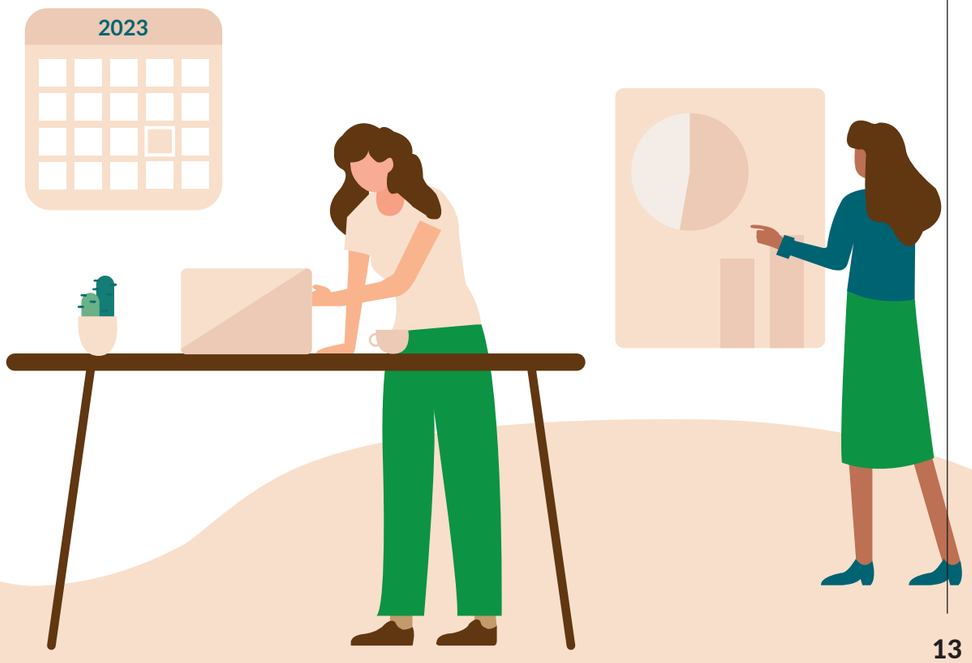
- Culture workshops held with staff in late 2021

SUPPORT SOCIETAL CHANGE

The Department supports to gender equality across society through a number of initiatives such as including:

- Excellent corporate governance arrangements in public bodies under the aegis of our department
- Wide ranging public consultation on policy and initiatives
- Live webinar with the Ministers highlighting on gender equality on state boards as part of international women's day
- Piloting gender budgeting in our policy procedures
- Work on gender in transport and gender analysis toolkit
- Ensuring women's safety in transport has been built into national gender violence strategy
- Observing, supporting and participating in a wide range of national and international events such as PRIDE; international day for people with disabilities; international women's and men's days; black history month; etc.
- Corporate social responsibility through charitable fundraising and awareness raising

What we will do in 2023

1. Further develop inclusive workplace for benefit of all staff, men and women, through our new HR strategy and blended work evaluation.
2. Increase the diversity of the professional and technical grades, including the IRCG.
3. Introduce an externally accredited programme in 2023, to support career development objectives, including encouraging women to apply for senior roles.

We remain committed to improving the employee experience of all of our people through consultation and action, through purposeful work that positively impacts the citizens' lives, increased flexible working options for our people that encourages shared caring responsibilities and allow for individual life choices and increasing the diversity of our workforce as we strive to better reflect and support the community which we serve.