

Road Safety Authority

Gender Pay Gap Report (GPG) 2024



1. Introduction

The Road Safety Authority (RSA) is a statutory non-commercial body operating under the aegis of the Department of Transport. Our primary responsibility is to make Irish roads safer for everyone. That means working in every way possible to save lives and prevent injuries by helping to reduce the number and severity of collisions on Irish roads.

2024 was an exceptionally busy year for the RSA. At the RSA, we're committed to achieving equality, diversity and inclusion across our organisation, especially when it comes to pay. Part of this commitment focuses on diversity and equality in the workplace and one metric of equality is pay.

2. What is the gender pay gap?

The Gender Pay Gap Information Act 2021 (and related Regulations) set out the statutory basis for Gender Pay Gap reporting in Ireland. The purpose of the legislation is to understand gender representation in the workplace. In June 2022 the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022 were published.

Organisations are asked to select a 'snapshot' date in the month of June. Their reporting will be based on the employees they have on this date.

Employers are required to report on the gender differences in respect of the:

- Mean and median hourly pay for full time, part-time and temporary employees
- Mean and median bonus pay
- Percentage of employees who have received a bonus and/or a benefit in kind
- Setting out the number of men and women across four quartile pay bands.
- The report must explain the reason for the employer's Gender Pay Gap and what measures are proposed or being

taken to reduce or eliminate any gender pay gap.

The Gender Pay Gap captures whether women are represented evenly across an organisation and is the difference in the average gross hourly wage of men and women across a workforce.

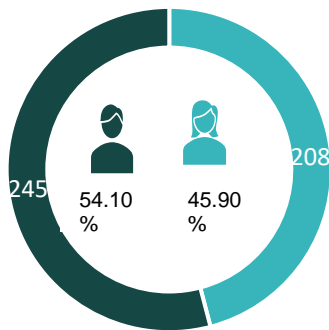
This should not be confused with equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender. The gender pay gap in the EU stands at 12.7% which means that females earn on average 12.7% less than males with the Irish figure for gender pay gap being at 13.70% (based on 2023 figures)

3. Organisational Context

For the reporting period of 01 June 2023 until 01 June 01, 2024, RSA had 453 employees across Ireland. This was made up of 45.90% (208) females and 54.10% (245) males.

RSA's workforce has historically been predominantly made up of a high proportion of administrative support grades, of which Clerical Officer grade makes up 19% of the overall total currently. Clerical Officers make up the majority of the lower quartile and the data indicates that these roles are currently mostly filled by females. Historically, the majority of applicants for driver tester roles have been male. Enforcement Officers have also historically attracted predominantly male applicants, given requirements for the vehicle inspector roles to have a technical/mechanical background (both traditionally filled by majority male candidates).

The Board has three female (43%) and four male (57%) members at time of snapshot. The Board did meet the Government target of a minimum of 40% representation of each gender in membership of State Boards for 2023.



4. How is gender pay gap calculated?

4.1 Calculating the mean gender pay gap

The mean, or average gender pay gap is the difference in the average hourly wage of men and women across a workforce. It is expressed as a percentage of the average men's pay. The RSA Gender Pay Gap is 7.05%

Mean
7.05%

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 for 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.

4.2 Calculating the median gender pay gap

The median pay gap is the difference between the middle-paid women'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.

Median
10.32%

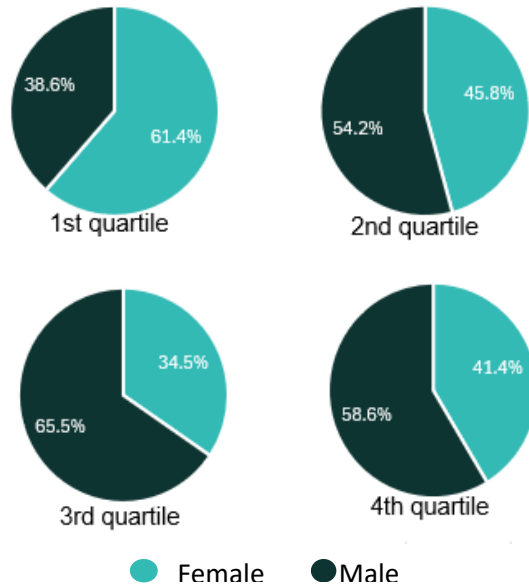
1. List the hourly pay of all male employees in order of lowest paid to highest and identify the middle salary
2. List the hourly pay of all female employees in order of lowest paid to highest and identify the middle salary.
3. Subtract the median hourly pay for female employees from the median hourly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

We acknowledge that closing our gender pay gap is a challenge, one that requires both short and longer-term planning. RSA also acknowledge that closing the gender pay gap completely may not be possible. 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. Our goal is to close the gap to a level that is acceptable to the RSA as a public service organisation with a view to reducing both metrics in 2025 by one percent.

Our dependency on what are and historically have been male dominated roles i.e. mechanics and driver testing. The RSA is seeking to attract both genders to our historically male dominated roles i.e. mechanics and driver testing, as well as looking to attract males to our administrative support grades.

4.3 Percentage Male and Female Employees in Each Quartile

The 'pay per quartile' is the percentage of male and female employees in four equal sized groups of employees based on their hourly pay.



Overall, based on the differences in the Median Hourly Remuneration between males and females, we see males make 7.05% more on average (a difference of €1.75 per hour)

Overall, based on the differences in the Mean Hourly Remuneration between males and females, we see males make 10.32% more on average (a difference of €2.71 per hour)

4.4 Temporary contract gender pay gap

For temporary employees, based on the differences in the **Median** Hourly Remuneration between males and females, we see Males make 30.56% more on average (a difference of €6.01 per hour).

For temporary employees, based on the differences in the **Mean** Hourly Remuneration between Males and Females, we see Males make 18.92% more on average (a difference of €3.60 per hour)

4.5 Part time employment gender pay gap

For part time employees, based on the differences in the **Median** Hourly Remuneration between Males and Females, we see Males make 24.87% more on average (a difference of €6.77 per hour).

For Part Time employees, based on the differences in the **Mean** Hourly Remuneration between Males and Females, we see Males make 12.75% more on average (a difference of €3.85 per hour)

5. Why do we have a gap?

The RSA's gender pay gap can be attributed to a number of factors:

- Higher number of males in certain roles such as Testing and Enforcement account for close to two thirds (64.20% and 61.20% in the lower middle and upper middle quartiles respectively)
- Higher ratio of women in the lower quartile when compared to female percentages in other quartiles. This would indicate a higher presence of females across lower paying roles
- Higher level of female engagement in part-time and shorter worker arrangements across the reporting period.
- The analysis across temporary clerical staff notes a reduction in the number of male temporary staff in June 2023 when snapshot was taken.

It is important to note that even though there is a gender pay gap at RSA, this does not mean that men and women are paid equally. Paying an individual less than a colleague for the same job, purely on account of their gender, is prohibited under equality legislation. All employees are aligned to pay grades which provide for equal pay for equal work irrespective of gender, in line with the Employment Equality Act of 1998-2015.

6. Addressing the Gap

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

Work-life balance policies – We have a blended working policy in place which supports both male and female employees in having flexible working arrangements.

Promotions – Response to promotion competition (internally and externally) show that blended working is a huge attraction for all workers (based on the responses receive to campaigns vs struggles in other organisations). Blended and remote working is one of our main recruitment and retention highlights. Women feel more comfortable going for higher roles knowing they'll maintain the benefit of blended working as well as being confident of transparency on the role and the application process.

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.

As part of the 2024 driver tester recruitment campaign RSA has sought to maximise opportunities for female applications by being as location specific as possible to promote applications.

Organisational Profiling – We are engaging in activities which will support us in developing strategies and actions in relation to equality, diversity and inclusion (EDI) i.e. women in leadership conferences, attendance at public sector EDI events.

Learning and Development – RSA actively encourages learning across all levels and disciplines within the organisation to support both professional progression and personal development.

Supporting Women in Menopause – the publication of the [Menopause in the Workplace Policy Framework for Civil Service](#) has supported our wellbeing sessions.

7. Looking Ahead / Our Action Plan

At the RSA, we are serious about a positive change, however, we need to be realistic about reducing the gender pay gap to a level that is realistic for our business and how we achieve that. We acknowledge there is more that can be done as we look at implementing short and longer actions, some of which are identified below, to close the Gender Pay Gap. We will also continue our work in creating an inclusive and diverse working environment.

7.1 Leadership Accountability & Commitment

The RSA's senior management team is committed to addressing the drivers behind our gender pay gap. We will set out clear actions, as part of our equality, diversity and inclusion planning, and through the implementation of our culture assessment recommendations, as well as undertaking future staff pulse surveys to work towards closing the current gap.

7.2 Flexible Working Arrangements

We will continue to review our flexible working policies such as blended working, parental leave, work sharing and shorter working year. The RSA 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 in taking up parental leave. We will be undertaking an evaluation of blended working arrangements as per public sector guidelines to underpin is priority to show benefits to future employees.

7.3 Equality, Diversity and Inclusion

Equality, diversity and inclusion (EDI) continue to be a priority for us at the RSA. We are committed to promoting a respectful, inclusive environment for the benefit of all our people. Our work on organisational profiling and diversity data gathering will support us in developing a strong EDI strategy and building on our culture of respect and belonging. This will include continuing mandatory unconscious bias training as well as positive engagement with unions to ensure equitable and representative committee membership.

7.4 Recruitment and Retention

Our policies and training on 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 RSA. We will focus on supporting our female colleagues in applying for more senior roles through programmes such as mentoring and coaching.

7.5 Employee Engagement

The RSA will continue to investigate gender differences in employee experiences as part of our staff surveys and wider engagement initiatives. This data will help us to develop action plans to address any problem areas, capitalise on what we are doing well and seek to engage with gender specific issues.

8. 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 our enforcement and driver testing cohorts, and a higher level of females availing of flexible working arrangements such as work-sharing patterns at administrative support grades.

The RSA 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.

Údaras Um Shábháilteacht Ar Bhóithre
Road Safety Authority

Páirc Ghnó Ghleann na Muaidhe, Cnoc
an tSabhaircín, Bóthar Bhaile Átha Cliath,
Béal an Átha, Co. Mhaigh Eo, F26 V6E4.

Moy Valley Business Park, Primrose Hill,
Dublin Road, Ballina, Co. Mayo, F26 V6E4.

Local: 1890 40 60 40 Tel: (096) 25 000
Email: info@rsa.ie Website: www.rsa.ie



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