



# RSA Gender Pay Gap Reporting

December 2023



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# Legal Requirements

- **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.
- **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.



# What is Gender Pay Gap?

- The gender pay gap is the difference in the average gross hourly wage of men and women across a workforce.
- The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.
- Organisations are asked to select a 'snapshot' date in the month of June 2023. Their reporting will be based on the employees they have on this date.
- The Gender Pay Gap captures whether women are represented evenly across an organisation.
- 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 13% which means that females earn on average 13% less than males with the Irish figure for gender pay gap being at 11.3%



# Measuring the Gender Pay Gap explained

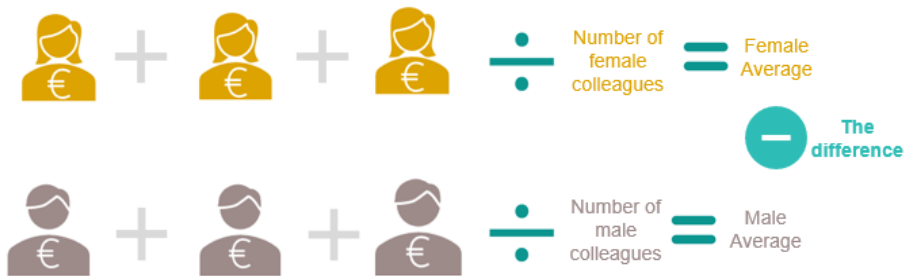
## Measuring the gap – Mean Calculation

- To generate the Gender Pay Gap report, we look at all roles and all rates of pay across RSA.
- **Mean gender pay gap:**
- The salary of every staff member is converted into an hourly rate. These are added up for male and female employees separately.
- The mean pay gap is the difference in the average hourly pay for women compared to men, within our organisation.

## Measuring the gap – Median Calculation

- **Median gender pay gap:** All male and female salaries are converted to hourly rates and listed from the highest to lowest paid respectively.
- The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rates for the middle woman compared to that of the middle man.
- The difference between the median hourly rate of males and females is expressed as a % of men's median pay.

### How we measure the mean gender pay gap



# Measuring the RSA's Gender Pay Gap

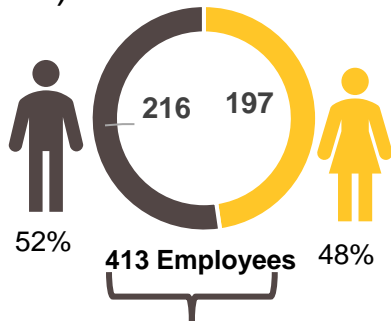


## Measuring the gap – Pay per Quartile

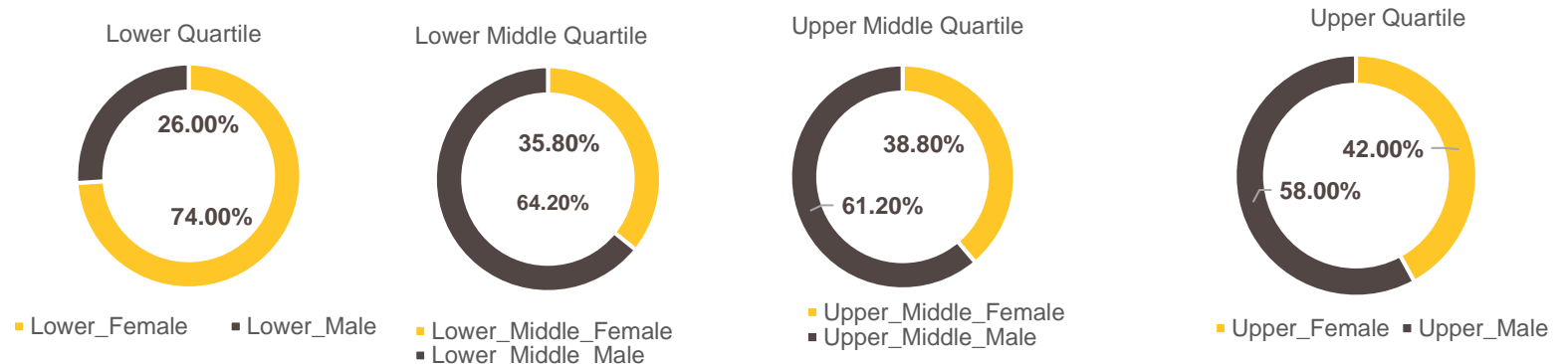
The RSA employs 413 staff.

In 2023:

- 216 employees were male (52%)
- 197 employees were female (48%).



- **Pay per quartile:** The percentage of male and female employees in four equal sized groups of employees based on their hourly pay.
- In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their hourly pay from lowest to highest. This is then divided into quartiles: lower, lower middle, upper middle and upper
- The reporting period is from 11 June 2022 to 12 June 2023.
- Across the **upper middle** there are **marginally less males and more females**.
- The smallest gap, however, is in the **upper quartile** with **58% males** as against **42% females**.



# Measuring the RSA's Gender Pay Gap



## RSA Overall Gender Pay Gap

8.41%

Mean

5.94%

Median

The RSA's gender pay gap shows that on average, females in the RSA earn **8.41%** less than males in our workforce. Median salary for females is **5.94%** lower when compared to males.

On average, **part-time** female employees in RSA earn **10.46%** less than part-time male employees.

The median salary for part-time female employees is **20.23%** lower when compared to male employees.

On average, **temporary** female employees in RSA earn **10.80%** less than temporary male employees. However, there is **39.86%** difference in the median salary for temporary female employees when compared to male employees.

## Gender Pay Gap in Part-Time Employees

10.46%

Mean

20.23%

Median

## Gender Pay Gap in Temporary Employees

10.80%

Mean

39.86%

Median



# Our Organisational Context



RSA's role in the delivery of public services across driver licencing, testing, vehicle testing, education and enforcement activities is well known.

- RSA as a public service authority was established under the 2006 Road Safety Act.
- RSA's workforce has historically been largely 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.
- Driving Tester roles have historically over the years attracted majority of male applicants. 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).
- RSA have fully recognised and embraced the positive benefits that new ways of working have for work/life balance, and we will continue to support further flexible arrangements that will support increased female participation in the workplace.
- The Board has 5 female (62.5%) and 3 male (44%) members. The Board did meet the Government target of a minimum of 40% representation of each gender in membership of State Boards for 2023.
- The RSA is evenly represented by both male and female gender across the organisation with 52% and 48% respectively.
- While RSA is not unique when compared to similar organisations and Departments, increasing female participation in our front-line teams is key to reducing the gap.



# Why do RSA have a gap?

- It is important to note that even though there is a pay gap at the RSA, this does not mean that men and women are paid unequally.
- Remember: 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. Paying our staff members fairly and equitably relative to their grade, experience, skills and performance is a fundamental principle of RSA.
- The reason for the gap that we have identified in this report is as a result of:
  - 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 staff in the two lower quartiles notes a significant reduction in the number of male temporary staff in June 2023 when snapshot was taken.





# What are RSA doing to close the gap?



- Focus on continued learning, development and opportunity for all staff based on their expressed learning needs through engagement at 121 and PMDS process.
- Learning and development mandatory courses to include areas such as unconscious bias, disability awareness, menopause awareness.
- Ensuring an optimum target operating model to support RSA in its delivery of strategic objectives and providing opportunities for all of our internal colleagues.
- Ongoing development of a strategic and holistic workforce planning approach encompassing talent management and succession planning.
- Build on internal capacity requirements allowing for more female participation and applications across all staffing profiles including those historically seen as male dominant.
- RSA is a responsive organisation that provides a positive, engaging and fulfilling work environment for Our People. RSA recognises that positive values that an equal, inclusive and diverse workforce contributes to our organisation and the innovating thinking that enhances the services we provide.
- Flexible working including blended working allowing for reduced working weeks, blended working formally introduced delivering better work-life balance options. RSA offers flexible options including blended working, flexi time, work sharing, shorter working year and career breaks. Family friendly employer that encourage both male and female parents to share a caring responsibilities including paid maternity and adoption leave, paid paternity leave, parent's leave, parental leave and breastfeeding/lactation leave, career's leave, force majeure.



# What are RSA going to do further close the gap?

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## Action Plan



### Strategic

Development of an Equality, Diversity and Inclusion strategy, one of the outputs of which will be building an engaged, inclusive and diverse workforce.

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 aim to attract a diverse range of talent and skills to the RSA.



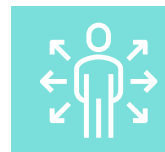
### Engagement

Gathering and analysing data on gender issues/areas, diversity etc. which will enable workforce planning and engagement in key areas of interest for staff.

Regular pulse surveys on issues of interest.

Continued focus on health and wellbeing for all staff offering wider focus on issues of importance to all staff

Engaging with colleagues on practical changes to ensuring better balanced representation across posts.



### People

Development – Focus on development opportunities for all

Diversity of Individuals suitably trained and equipped to assume posts as successors.

