Women In Stem

An Post Case Study: Delivering a zero gender pay gap

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Our journey to a zero pay gap

1st Gender Pay report launched in 2019

Actions focussed on three key areas for women at An Post

- Creating opportunities – how we recruit

- Enabling promotion – how we support ambition

- Promoting change – how we support career journeys

Our journey to a zero pay gap

Creating Opportunities

- **Recruitment process** – Gender balance shortlisting for senior management roles

- **Simplification of our job ads** - we have simplified our job ads to be more people centric and less functional to encourage interest from a wider talent pool.

- **Implemented software to remove gender bias** from role profiles.

- Active promotion of roles where we have less female participation.

Enabling Promotion

- **Interviewing skills programme for both interviewees and interviewers**

- **Showcasing of role models within An Post and our industry**

- Re-launch of our **Education support scheme**

- **Flexible working arrangements** for example term time.

Promoting Change

- An Post Green Institute
  - **Aspire our female talent acceleration programme**
  - **Elevate our Advance mentoring programme**
  - **Strategic Leadership Development programme**
  - **Education Support scheme**
  - **UCD Academy supporting Women in STEM**

- Our Management Board led out on our very popular speaker series.

- Learning Pathways

- We enabled **networking circles**, through the Aspire programme

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Still do to…

- Move our overall representation from where 75% / 25% focusing on entry level postal roles where the gap is 87% v 13%.

- Considering how our ways of working & working design support or hinder women joining us.

- Focus on inclusion not just gender in all our recruitment campaigns and put KPI's in place.

- Continue supporting all women across An Post through our programmes, their Line Managers and colleagues.

- Introduction of wellbeing policies for women.

- Ensure we have female representation with skills for the future – data, analytics

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