GENDER PAY GAP REPORT 2025

Foreword (UCD President)

I am pleased to present the University College Dublin Gender Pay Gap Report for 2025, which reflects our continued commitment to advancing gender equality, diversity, and inclusion across our university community. This year's report shows further meaningful progress, with our Gender Pay Gap decreasing to 6.77% (mean) and 5.86% (median) for core employees and reducing even further when hourly-paid workers are included. These improvements represent significant strides forward since 2021 and demonstrate the impact of sustained, institution-wide efforts to create a more equitable workplace for all.

This year's analysis also provides a more detailed picture of our university community, examining the gender pay gap across academic, professional and support, research, part-time, temporary, and hourly paid roles. While progress is evident across many areas, the data highlights the complexity of the work still ahead—particularly in addressing structural drivers of inequality, improving the representation of women at senior levels, and ensuring that all categories of employment are treated with fairness, transparency, and respect. Our achievements are strengthened by the successful implementation of UCD's Gender Equality Action Plan, in place since 2017 and renewed in the Gender Equality Action Plan 2024–2029. This ambitious framework spans the entire employee lifecycle, from recruitment and promotion to training, leadership development, and cultural transformation, and has been instrumental in narrowing the gap and supporting long-term cultural change. The progress outlined in this report also reflects the dedication of colleagues across the university who champion equality in their schools, units, and communities.

At the same time, we remain conscious that closing the gender pay gap is an ongoing responsibility requiring vigilance, accountability, and continuous improvement. We will continue to align our internal strategies with emerging national and EU-level developments, including the new Pay Transparency Directive, ensuring UCD remains a leader in evidence-based, inclusive practice.

I extend my sincere thanks to all colleagues who contribute to this essential work. Your commitment strengthens our institution and shapes the inclusive culture we aspire to build.

Yours sincerely,

Professor Orla Feely

President, University College Dublin

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Definitions and Abbreviations

Academic: FULL PROFESSOR, PROFESSOR, ASSOCIATE PROFESSOR, LECTURER/ASSISTANT PROFESSOR, OTHER ACADEMICS & TEACHING

Benefit in Kind: Historic or Legacy Fee concessions received by employees

BIK: Benefit in Kind

Core Employees: Any person employed under a contract of employment by UCD. This does not include Hourly Paid Workers

PwC Ireland: PricewaterhouseCooper

EU: The European Union (EU) (27 European countries)

GEAP: Gender Equality Action Plan

GPG: Gender Pay Gap

GPG Reporting Year Pay: This is defined as the sum of:

- Ordinary pay
- Bonus pay (UCD does not issue bonus pay)

Hourly Paid Workers: Workers of a casual nature engaged as required/agreed by the University

Mean Gender Pay Gap: The Mean Gender Pay Gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all of the figures and dividing the result by the number of figures in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the Gender Pay Gap, however, very high or low hourly pay can 'dominate' and distort the figure

In the context of calculating the Gender Pay Gap, the mean can be expressed as follows:

$$\frac{Mean(Male\ hourly\ rates\ of\ pay) - Mean(Female\ hourly\ rates\ of\ pay)}{Mean(Male\ hourly\ rates\ of\ pay)}$$

Median Gender Pay Gap: This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. The median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all Gender Pay Gap issues will be picked up. They could also fail to pick up as effectively where the Gender Pay Gap issues are most pronounced in the lowest paid or highest paid employees

In the context of calculating the Gender Pay Gap, the median can be expressed as follows:

$$\frac{Median(Male\ hourly\ rates\ of\ pay)\ -\ Median(Female\ hourly\ rates\ of\ pay)}{Median(Male\ hourly\ rates\ of\ pay)}$$

Ordinary Pay: This is defined as the sum of:

- Basic pay
- Pay for leave
- Shift premium
- Allowances
- Casual/zero hours pay
- Overtime pay

Part-time Contract: A contract where the employee works less hours than a comparable full-time employee doing the same type of work

Professional & Support (PMS): Academic administrative/professional, administrative/professional, technical, other support

Quartile Bands: Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of women's representation at different levels of the organisation

Reporting Year: The GPG Reporting Year is the 12 months prior to, and ending on, the Snapshot date. All calculations are completed for the GPG Reporting Year period

Relevant Employees: The Irish Government defines relevant employees for the purpose of the Gender Pay Gap report as persons who are deemed as such for the purposes of the Employment Equality Acts 1998, as amended, and employed by UCD on the snapshot date

Research: Researcher and Researcher support

Snapshot Date: UCD snapshot date is the 30th of June 2024, on which the data for the Gender Pay Gap report will be taken, for that year

Senior Academic Posts: Full Professor and Professor

Temporary Contract: A contract to work for an employer for a specified period or purpose

UCD: University College Dublin

UMT: University Management Team

Tables and Figures

Figures

Executive summary

- National Context: According to PwC Ireland's analysis of over 550 Irish companies that submitted gender pay gap reports in December 2023, the mean hourly gender pay gap reported across all companies is 11.2%. This marks a decrease from 12.6% in the previous year. In comparison, Ireland's latest available national gender pay gap is 6.9% (2024), according to the CSO, and the EU average is 12% (2023) based on Eurostat data
- UCD 2025 Snapshot: Based on data as of 30 June 2025, UCD's GPG stands at 6.77% (mean) and 5.86% (median). When hourly paid employees are included, the figures drop to 5.08% (mean) and 3.50% (median).
- Positive Trend: UCD's gender pay gap has steadily decreased since 2021, coinciding with ongoing efforts under the Gender Equality Action Plan (in place since 2017). This comprehensive framework spans the full employee lifecycle—from recruitment to retirement—and continues to support meaningful progress.
- Legislative Progress: Ireland's Gender Pay Gap Information Act (2021) began with reporting by organisations of 250+ employees. This requirement has NOW extended to all organisations with 50+ employees, expanding transparency and accountability.

I. High-Level Overview of 2025 Gender Pay Gap Total, Temporary, and Part-Time Employees

Gender Pay Gap 2025 Category	Mean (average) excluding Hourly Paid Workers	Median (middle) excluding Hourly Paid Workers	Mean (average) including Hourly Paid Workers	Median (middle) including Hourly Paid Workers
University Total	6.77%	5.86%	5.08%	3.50%
Temporary Employees	2.75%	0.31%	0.71%	1.95%
Part-Time Employees	5.26%	1.92%	2.05%	-5.24%

Table 1 Mean and median 2025 for all employee types including and excluding hourly paid workers

* Negative percentage – meaning that females are paid more than male

The analysis in Table 1 is based on employee payroll records. Categories represent an employee's status during each payroll period. If an employee changed category during the year, their pay and hours were apportioned across the relevant categories

II. Mean and median 2025 pay gap by employee category (including and excluding hourly paid workers)

Gender Pay Gap 2025 Category	Mean (average) excluding Hourly Paid Workers	Median (middle) excluding Hourly Paid Workers	Mean (average) including Hourly Paid Workers	Median (middle) including Hourly Paid Workers
Academic	5.84%	0.00%	-3.41%	-1.24%
PMS	6.07%	4.83%	3.73%	-10.42%
Research	1.45%	3.91%	1.28%	2.17%

Table 2 Mean and median 2025 for all employees by category including and excluding hourly paid workers

Data in Table 2 is filtered by category (e.g., Academic, PMS, Research). Only pay and hours from periods when an employee was in that category are included in the calculation of their hourly rate of pay. As a result, the outcomes for individual categories do not add directly to the overall university totals.

University College Dublin by numbers

UCD is Ireland's most globally engaged university with over 37,000 students drawn from 152 countries, including over 4,500 students based in locations outside of Ireland. UCD consists of six colleges, their associated schools (37 in total) and multiple research institutes and centres. UCD has 4,761 core employees. In addition, the University avails of the services of hourly paid workers (casual workers), in line with the needs of the University. While there are 2,892 hourly paid workers (casual workers) registered in the areas of academic, research and professional support, this is not reflective of the number of hourly paid workers currently engaged by the University. This represents a challenge for the University in ensuring the accuracy of the data relating to this cohort of worker. The University has an ongoing project which is intended to address and regularise these issues and, until such time as that project is completed, it is expected that certain anomalies will arise in the reporting of data concerning this category of worker, including the Gender Pay Gap.

Calculations and scope of reporting

All data presented in this report has been gathered and analysed in accordance with the provisions of the Gender Pay Gap Information Act 2021, which came into operation on 31 May 2022. The data is based on hourly pay rates as of 30 June 2025 and for Benefit in Kind paid on 30 June 2025.

The data includes information relating to all relevant employees, defined as persons who are employees for the purposes of the Employment Equality Acts 1998, as amended, and employed by UCD on the snapshot date. This includes academics, professional and support staff, technical staff, research staff (researcher, research support), and hourly paid workers.

***Hourly Paid Workers -** UCD has a cohort of hourly paid workers (casual workers) in the areas of academic, research and professional support, however only claimants that have claimed for hours worked are included in this report. Any claims for a 'Value' where no hours are entered were not included as an accurate hourly rate could not be calculated. UCD is carrying out a major review of the hourly paid practices under an Hourly Paid project, examining rates and scales of pay, contractual provisions, processes and supporting guidance associated with the hiring of hourly paid workers. The Gender Pay Gap requirements as regards hourly paid workers will be incorporated into this project to ensure the gendered impacts of hourly paid practices are in scope. This will include ensuring that the hours of all hourly paid individuals are recorded so the full cohort of hourly paid workers can be included in future calculations.

The information that employers will be required to publish under sections 7 to 10 of the Employment Equality Act 1998 (Section 20A) Gender Pay Gap Information Regulations 2022, includes:

- Difference between the mean hourly pay of male and female employees
- Difference between the median hourly pay of male and female employees
- Difference between the mean hourly pay of male and female part-time employees
- Difference between the median hourly pay of male and female part-time employees
- Difference between the mean hourly pay of male and female employees on temporary contracts
- Difference between the median hourly pay of male and female employees on temporary contracts
- The percentage of male and female employees who were paid bonus remuneration
- The percentage of male and female employees who received benefits-in-kind
- The percentages of male and female employees who fall into quartile pay bands
- Reasons for any gaps identified in pay between men and women
- Actions that will be taken by organisations to address the gaps
- Any other relevant information

The UCD Gender Pay Gap (GPG): Outcomes and Analysis 2025

In this section, we will provide analysis of the Gender Pay Gap in respect of UCD employees, both including and excluding Hourly Paid Workers. We then look at the Gender Pay Gap for Core Employees broken down by employee category and contract type. This section concludes with an analysis of data of Hourly Paid Workers alone. In taking this approach, we hope to provide a more accurate reflection of the factors impacting upon the Gender Pay Gap and to better accommodate the natural fluctuations arising in respect of Hourly Paid Work, which vary year-on-year according to the needs of the University.

I. UCD Employees GPG excluding Hourly Paid Workers

UCD’s 2025 Gender Pay Gap (GPG) stands at 6.77% for the mean and 5.86% for the median, showing a notable decrease from 2021 levels of 11.35% (mean) and 11.96% (median).

Figure 1 displays the mean and median Gender Pay Gap (GPG) for core employees from 2021 to 2025. The graph highlights a consistent decrease in both metrics over this period. This downward trend in

GPG closely aligns with the introduction of initiatives under UCD's Gender Equality Action Plan, designed to reduce gender inequality across the university. designed to reduce gender inequality across the university.

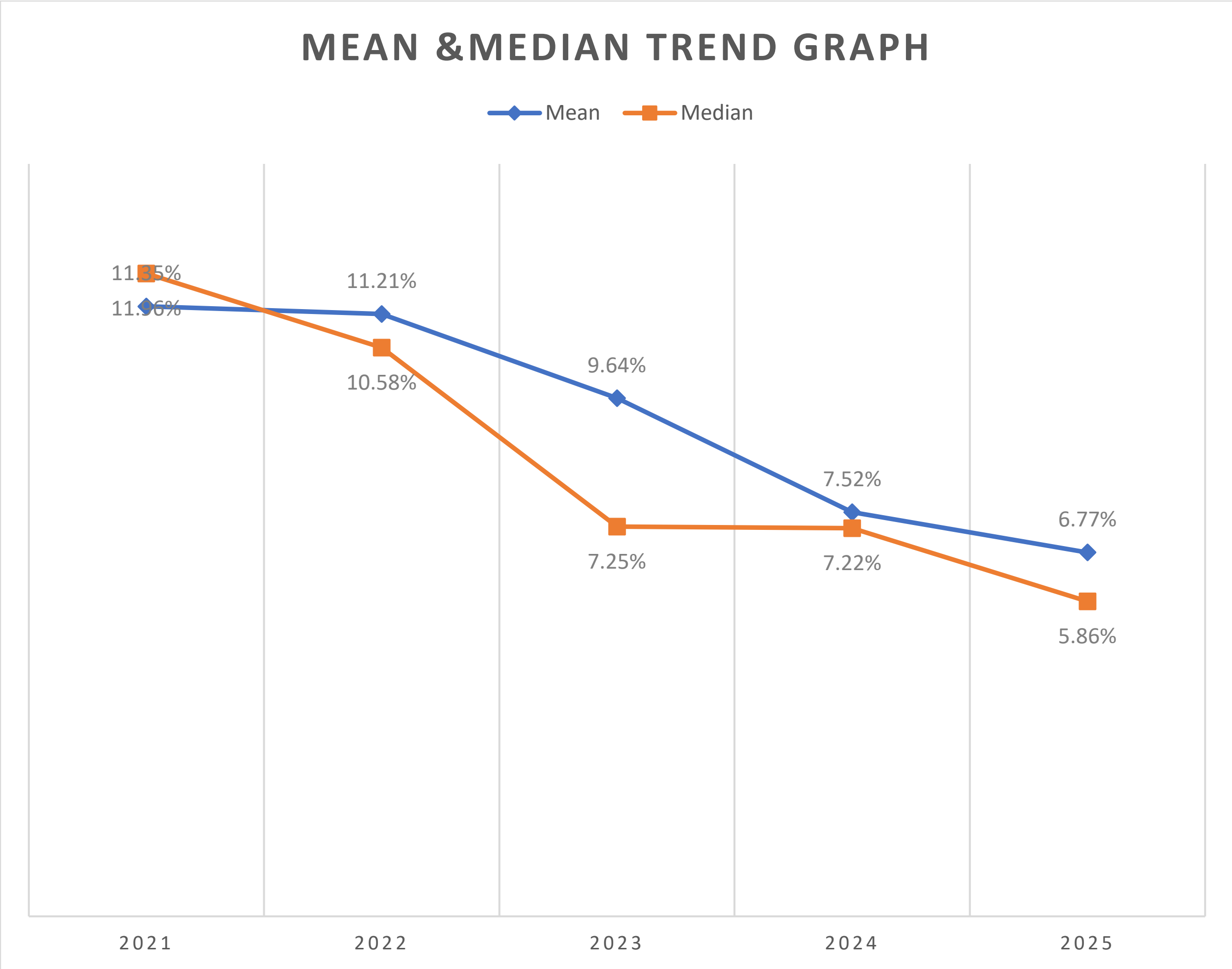

Figure 1 Mean & Median trend graph (2021-2025) excluding hourly paid workers

Table 3 highlights the Mean and Median for the University for 2025 including the hourly rates of pay by gender.

Mean Gender Pay Gap 2025	**Median Gender Pay Gap 2025**
6.77% (down from 11.35% in 2021)	5.86% (down from 11.96% in 2021)
Mean hourly rate of pay (Males) €42.97	Median hourly rate of pay (Males) €39.61
Mean hourly rate of pay (Females) €40.06	Median hourly rate of pay (Females) €37.29

Table 3 Mean and Median Gender Pay Gap 2025 excluding hourly paid workers

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2025	51.09	48.91
		2024	52.16	47.84
		2023	52.59	47.41
		2022	54.00	46.00
		2021	56.05	43.95
	Quartile3 (Upper-Middle)	2025	43.04	56.96
		2024	42.25	57.75
		2023	41.98	58.02
		2022	43.60	56.40
		2021	42.95	57.05
Lowest paid	Quartile2 (Lower-Middle)	2025	38.38	61.62
		2024	37.20	62.80
		2023	36.51	63.49
		2022	38.02	61.98
		2021	37.62	62.38
	Quartile1 (Lower)	2025	44.67	55.33
		2024	45.19	54.81
		2023	43.87	56.13
		2022	41.75	58.25
		2021	41.47	58.53

Table 4 Summary of employee distribution by gender in each quartile pay band June 2021–2025 excluding hourly paid workers

Table 4 shows the employee distribution by gender in each quartile pay band from June 2021 to the Snapshot Date in2025. Men tend to be in the highest paid quartiles for both academic and PMS areas, however this trend is narrowing year on year. A higher proportion of the second (lower middle) and first (lower) quartiles are dominated by professional and support employees and are women. The highest number of professional and support employees in the second (lower middle) and first (lower) quartiles are also on temporary contracts.

II. UCD Employees including Hourly Paid Workers

In terms of gender, the mean and median pay gaps (including Hourly Paid Workers) at UCD have both reduced since 2021, when the figures were 13.93% (mean) and 6.14% (median) respectively.

Mean Gender Pay Gap 2025	**Median Gender Pay Gap 2025**
5.08% (down from 12.50% 2021)	3.50% (down from 6.38% 2021)
Mean hourly rate of pay (Males) €41.42	Median hourly rate of pay (Males) €33.22
Mean hourly rate of pay (Females) €39.31	Median hourly rate of pay (Females) €32.06

Table 5 Mean and Median Gender Pay Gap 2025 including hourly paid workers

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2025	46.34	53.66
		2024	47.20	52.80
		2023	49.53	50.47
		2022	50.95	49.05
		2021	52.73	47.27
	Quartile3 (Upper-Middle)	2025	41.24	58.76
		2024	39.78	60.22
		2023	37.72	61.11
		2022	39.72	60.28
		2021	38.40	61.60
Lowest paid		2025	44.27	55.73

	Quartile2 (Lower-Middle)	2024	44.35	55.60
		2023	44.35	55.60
		2022	41.73	58.27
		2021	42.54	57.46
	Quartile1 (Lower)	2025	39.96	60.04
		2024	40.51	59.49
		2023	38.89	61.11
		2022	39.60	60.40
		2021	42.23	57.77

Table 6 Summary of employee distribution by gender in each quartile pay band June 2021–2025 including hourly paid workers

III. Benefit in kind (BIK) payments

None of UCD's workforce receives a benefit in kind payment in 2025

% Of Employees who received BIK 2024
Males: 0.00%
Females: 0.00%

Table 7 % of employees who receive benefit in kind payments (2025)

IV. Academic Gender Pay Gap in 2025 and trend analysis

The mean GPG for Academic employees is 5.84% (2025), down from 8.92% (2021). The median GPG is at 0.00% (2025) down from 0.64% (2021). The gender profile of academic employees has changed with an increase in women at senior grades (see figure 2).

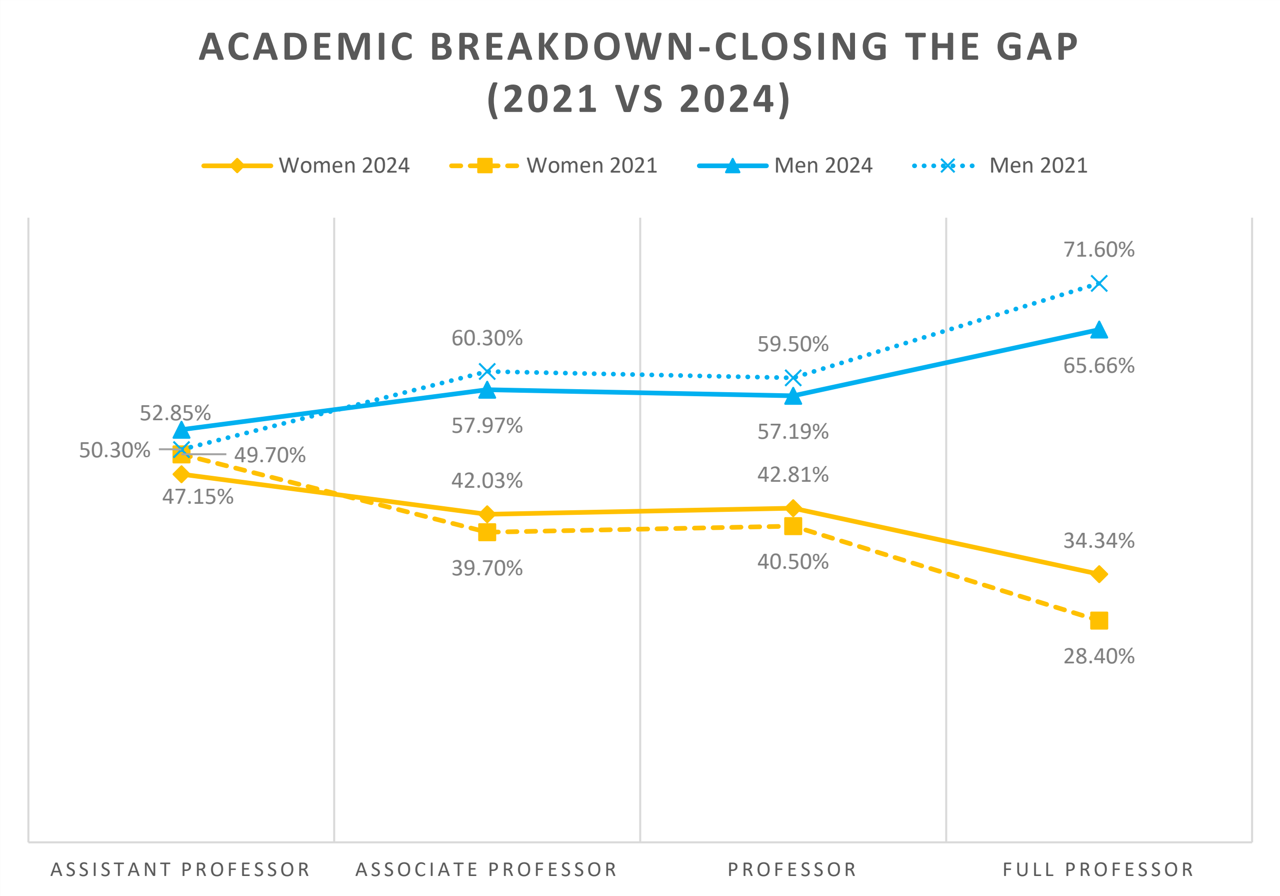

Figure 2 Gender profile of academics by grade 2021 -2024

This can be linked to positive changes in the recruitment of female applicants for academic roles, and women have been successfully promoted through the internal faculty promotions system.

V. Professional and support Gender Pay Gap in 2025 and trend analysis

The mean gender pay gap for professional, and support staff (PMS) is currently 6.07% in 2025, showing a decrease from 8.73% in 2021. The median pay gap has also decreased to 4.83% in 2025, from 7.48% in 2021. Women make up a larger proportion of the professional and support staff category, though men are more likely to hold senior positions within it. Additionally, many women in this group work part-time, which likely contributes to the gender pay gap in this area.

To address these disparities, UCD's new Gender Equality Action Plan for 2024-2029 introduces measures aimed at reducing the pay gap in this category.

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2025	36.74	63.26
		2024	38.41	61.59
		2023	36.42	63.58

		2022	39.65	60.35
		2021	39.01	60.99
	Quartile3 (Upper-Middle)	2025	35.56	64.44
		2024	35.16	64.84
		2023	32.13	67.87
		2022	31.50	68.50
		2021	32.33	67.67
Lowest paid	Quartile2 (Lower-Middle)	2025	28.09	71.91
		2024	26.27	73.73
		2023	27.54	72.46
		2022	27.59	72.41
		2021	27.37	72.63
	Quartile1 (Lower)	2025	32.22	67.78
		2024	33.13	66.87
		2023	34.25	65.75
		2022	32.38	67.62
		2021	34.05	65.95

Table 8 Summary of professional and support employee distribution by gender in each quartile pay band June 2021–2025

VI. Research (Researcher & Research support) Gender Pay Gap in 2025 and trend analysis

The lowest Gender Pay Gap is in the researcher category with the mean gender pay for 2025 at 1.45% and the median at 3.91%. UCD introduced the Research Careers Framework to support the area of research. The establishment and structure of the Research Careers Framework model in UCD clarifies role definitions and enables better career planning and may be a contributing factor in maintaining a low GPG in this area – which is hoped to be improved on further in the future.

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2025	52.22	47.78
		2024	48.26	51.74
		2023	47.01	52.99
		2022	48.46	51.54
		2021	46.64	53.36

	Quartile3 (Upper-Middle)	2025	56.67	43.33
		2024	55.60	44.40
		2023	53.65	46.35
		2022	52.21	43.81
		2021	53.13	46.88
Lowest paid	Quartile2 (Lower-Middle)	2025	48.70	51.30
		2024	52.11	47.89
		2023	54.94	45.06
		2022	40.53	59.47
		2021	56.82	43.18
	Quartile1 (Lower)	2025	44.81	55.19
		2024	41.86	58.14
		2023	41.20	58.80
		2022	40.53	59.47
		2021	39.91	60.09

Table 9 Summary of Research (Researcher & Researcher support) employee distribution by gender in each quartile pay band June 2021–2025

VII. Temporary contracts Gender Pay Gap in 2025 and trend analysis

This group consists of employees on temporary contracts, including those working part-time. In 2025, the mean gender pay gap for temporary employees was 3.67%, down from 4.40% in 2021. However, the median gender pay gap increased to 3.90%, up from 1.57% in 2021.

This rise in the median gap is largely driven by an increase in the median hourly rate of pay for men in temporary roles from €21.81 in 2021 to €25.05 in 2025. While the median hourly rate for women also rose from €21.31 to €24.14the increase was less pronounced, contributing to the widening of the median gap.

VIII. Part time contracts Gender Pay Gap in 2025 and trend analysis

The mean gender pay gap (GPG) for part-time employees is -1.98% in 2025, down from 20.26% in 2021. The median GPG is now -5.80% in 2025, a decrease from 1.91% in 2021. This reduction in median GPG can be attributed to a slight increase in the number of females on part-time contracts and a rise in their hourly rates from 2021 to 2025.

There are more women than men on part-time contracts within the University. Perhaps reflective of the fact that research indicates that more caring responsibilities within the home are taken on by women. In addition, support roles make up the largest cohort of part-time positions in UCD.

IX. Hourly Paid workers Gender Pay Gap in 2025 and trend analysis

UCD has 4,248 registered hourly paid (casual) workers, 62% of whom are women. Hourly pay for workers in this category tends to be either equal or more favourable towards women. While these individuals are recorded across academic, research, and professional support areas, the figure does not accurately reflect the number of hourly paid workers currently engaged by the University at any given time.

This presents a challenge in ensuring the accuracy of data relating to this cohort. In 2023, the University launched a project aimed at addressing and regularising these issues. Until the project is completed, some anomalies are expected to persist in the reporting of data concerning this group, including in the Gender Pay Gap.

For the purpose of this report, the University has analysed all currently available data on Hourly Paid Workers, totalling 2,892 individuals comprising 1,714 women and 1,178 men.

The majority of Hourly Paid Workers are employed in professional and support roles, followed closely by academic roles. These positions are typically filled to address temporary staffing gaps or to provide additional support on an ad hoc basis. The 2025 mean gender pay gap (GPG) for Hourly Paid Workers is 1.95%, while the 2024 median GPG stands at 0.80%. Given the flexible and temporary nature of hourly-paid employment, both the mean and median GPG figures can vary significantly from year to year, depending on the University's operational needs.

Benchmarking against other Higher Education Institutions (HEIs 2024 data):

Similar universities to UCD 2024	Mean hourly rate pay gap (%)	Median hourly rate pay gap (%)
University of Galway	15.9%	14.4%
University College Cork (UCC)	14.52%	11.56%
University of Limerick (UL)	11.5%	11.00%
Maynooth University (MU)	9.38%	8.86%
Trinity College Dublin (TCD)	7.6%	11%
University College Dublin (UCD) (excludes hourly paid)	7.43%	7.14%
Dublin City University (DCU)	5.11%	8.30%

Table 10 Published outcomes of similar Universities for 2024 * Data includes Hourly Paid Workers where applicable

University initiatives to address the Gender Pay Gaps

I. Key actions taken to date to address gender equality and in turn the GPG

There have been many initiatives in relation to the progression of gender equality over the past number of years in UCD. The University has had Gender Equality Action Plans in place since 2017 with a wide range of initiatives supporting the achievement of gender equality across all aspects of an employee's life cycle from the initial recruitment phase right through to when a person leaves the institution. The impact of these actions is demonstrated in the downward trend in the mean and median gender pay gap (figure 2) and other indicators such as the changing gender profile of academic employees with more women at senior grades). The following are some of the key actions that the University has taken to support gender equality and equality, diversity and inclusion more broadly:

- UCD has a Gender Equality Action Group in place since 2015 and since 2024 holds a silver Athena Swan award at institutional level. Athena Swan recognises an institution's efforts and commitments towards achieving gender equality. The University is now commencing the implementation of its Gender Equality Action Plan 2024 - 2029.
- A Vice-President for EDI role is in place since 2017, and this role is a member of the University Management Team.
- Vice-Principals for EDI are appointed in Colleges and EDI Representatives in Schools. They are responsible for supporting the removal of barriers to equality and enhancing inclusion at local level and mainstreaming university level initiatives across UCD. They chair the College EDI Committee and sit on the College Executive.
- A gender analytics tool was developed which provides gender disaggregated data at School/Unit/College and University level across a wide range of areas including recruitment, promotions, leaves, training etc. This enables the University to set targets, monitor the impact of the actions in the action plan and measure progress against targets.
- An Employee Self-Service Diversity tool was launched in November 2021 to understand the diversity make-up of employees across all equality grounds.
- Gender cascade model targets are set annually at institutional level for academic promotions – these targets are based on the proportion of men and women at the grade below the promotional grade.
- Mandatory EDI criteria were included in job descriptions for roles including senior management. Candidates must show evidence of leadership in and/or demonstrated commitment to gender equality and the broader equality, diversity and inclusion agenda as part of their assessment in the recruitment process and feeds into subsequent performance for growth conversations.
- An Equality Impact Assessment (EIA) tool was rolled out where policy developers must undertake EIAs on new/revised policies as part of the UCD Policy Development Framework. EIAs will be expanded as part of the UCD Public Sector Duty project.
- UCD introduced a Gender Balance on Committees policy in 2017 requiring a minimum of 40% of the under-represented gender on committees and assessment panels. All senior University Committees in UCD now meet this policy requirement (Governing Authority, University Management Team and Academic Council).
- UCD appointed a female President for the first time in 2023.
- UCD successfully obtained HEA funding for 4 Full Professor posts under the Senior Academic Initiative and a further 2 were funded by UCD. The Senior Academic Leadership Initiative (SALI) allocated new and gender-specific posts at appropriate levels to create rapid and sustainable change in the representation of women in the senior professor grade. The scheme committed to providing funding for 45 prestigious senior leadership posts over three years.
- UCD operates a seed funding programme to support projects that lead to new knowledge and capabilities, one strand of this is EDI.

- A UCD Gender and EDI Accelerator Fund is in place to support UCD Schools which have successfully achieved an Athena Swan accreditation to pilot innovative actions from their respective gender equality action plans in partnership with other UCD Schools.
- A dedicated EDI programme of training has been in place since 2022 covering a range of topics including unconscious bias, cultural awareness, gender identity and others. UCD's EDI Unit introduced the Digital EDI Badge initiative to encourage and recognize employees who complete specific EDI training, promoting commitment to Equality, Diversity, and Inclusion.

II. Actions to Address the GPG

As indicated above, there are a range of actions in the current GEAP 2024 – 2029 and based on the data presented in this report, a number of these will be strengthened further to support closing the Gender Pay Gap as well as the inclusion of new actions which have been identified. A multipronged approach is required to close the gap including actions directly impacting on pay and further actions that support achieving greater gender balance at senior levels. These actions will be implemented over a multi-annual period and are prioritised below for the purposes of this report.

To read the full list of actions the in **GENDER EQUALITY ACTION PLAN 2024-2029** please click **HERE**

Key:

(dark gold)	Top Priority
(light yellow)	Moderate Priority

Leverage actions outlined in the UCD Gender Equality Action Plan (GEAP) to continue addressing the drivers of the Gender Pay Gap.	Top Priority
A detailed report on each college's Gender Pay Gap, broken down by school and unit, will be shared with CPs, HR Partners, and VPs for EDI in February 2026	Top Priority
Engage with external bodies to ensure UCD remains informed of ongoing developments. UCD also participates in the IBEC working group on the gender pay gap and the new Pay Transparency Directive	Top Priority
Support Professional Units to apply for Athena SWAN awards or equivalent by: - Expanding the gender analytics tool to capture the necessary gender related data for professional units. - Establishing EDI Committee structures in Professional Units (similar to College Committees) to support Athena SWAN applications and EDI mainstreaming more broadly.	Moderate Priority
Develop EDI dashboard for Heads of School/Unit so that hiring managers have easy access to data such as gender, ethnicity, gender pay gap, EDI training uptake etc in their areas so that they are fully informed and can take action to address imbalances.	Moderate Priority
Review of salary determination for new employees is an existing action in the GEAP. Currently, salary decisions are based on factors such as skills, experience, and current salary. The scope of this action will now be expanded to identify any gender gaps in starting salaries and to ensure that additional considerations are incorporated into salary determinations, in line with the new Pay Transparency Directive.	Top Priority

Annual progress reports to UMT on GEAP and GPG so that these topics are on the agenda of senior management. This report has been submitted to UMT and progress is also included in the EDI Annual Reports.	
Expand reporting functionality to enable user-friendly reporting and visuals of intersectionality data with an initial focus on the intersectionality of gender with race/ethnicity with a view to expanding to all equality grounds over time. Data will also include support/professional unit's data to enable the university to identify gaps and trends for this cohort.	
Analyse the gender pay gap in relation to pensions to see the differences in retirement amounts between men and women.	

Conclusion

This report provides a comprehensive analysis of the Gender Pay Gap (GPG) at UCD for 2025, examining both core and hourly paid employees across various contract types and staff categories. Encouragingly, the data show a continued downward trend in both mean and median GPG figures, reflecting the positive impact of targeted actions under UCD's Gender Equality Action Plan. Significant progress has been made, particularly in reducing gaps among academic and professional/support staff, and in narrowing disparities in hourly and part-time roles. However, challenges remain especially in areas such as temporary contracts and senior representation in certain staff categories.

UCD's Gender Equality Action Plan 2024–2029 also sets out a clear roadmap to further reduce the gap, with strategic initiatives designed to embed equality, enhance transparency, and create lasting structural change.