



University College Dublin Gender Pay Gap Report 2022



Foreword

I am delighted to present UCD's Gender Pay Gap (GPG) report. This is the first time that UCD has published a report of this kind, in line the Gender Pay Gap Information Act 2021 and Regulations published in May and June of this year. This report contains our 2022 data and identifies reasons for gaps and a range of actions to address these.

One of UCD's strategic objectives is to attract and retain excellent and diverse faculty and staff. Achieving gender equality across all aspects of employment, including equal pay, is an important element of ensuring diversity amongst employees. We have a strong and well-established commitment to advancing gender equality, and UCD has taken many steps to achieve gender equality and equality more broadly as demonstrated in the University's [Gender Equality Action Plan 2020 - 2024](#) and [EDI Strategy 2021 - 2024](#).

Over the past four years, I am pleased to note there has been a downward trend in the gender pay gap from 13.45% mean in 2018 to 10.77% and 15.12% median to 10.14% during the same period for core employees (i.e. excluding hourly paid workers). The current overall gender pay gap for UCD (including hourly paid workers) is 7.71% Mean and 7.66% Median. An analysis of the data both including and excluding hourly paid workers is provided throughout the report as the inclusion of hourly paid workers can result in data fluctuations and may present a less accurate picture of the university's overall gender pay gap.

The preparation of this annual report has provided an opportunity to reflect on our progress towards closing the gender pay gap further and will help us to measure the impact of our actions to date and determine what more we need to do to further close the gaps and ensure that the downward trend continues. A significant contributor to the current gender pay gap is the lower number of women than men in senior academic roles. Since 2018, the gender balance of men and women in Professor grades has improved from 70% M/30 F% to 60% M/40% F. There has also been a modest increase in the proportion of women in Full Professor roles, from 24% to 28%. Further increasing the representation of women in these roles will help to ensure that we have a more balanced distribution of gender at roles of all levels. A gender pay gap has also been identified amongst the Professional and Support staff cohort of 9.27%. This area has a greater proportion of women than men, though it is noted that there is a greater proportion of men occupying senior positions. Athena SWAN (an externally accredited application process recognising efforts to achieve gender equality in academia) has now expanded to Professional/Support Units and this process will allow for a detailed review of any gender inequalities amongst this cohort and the development of a dedicated gender equality action plan to address gaps.

Whilst we have made progress over recent years, we are not complacent and acknowledge there is still much to do in order to achieve gender equality and close our gender pay gap. We are committed to continuing to implement and monitor actions to reduce the gap between the pay of men and women. I hope that everyone in our university community will read this report and that we can continue to work together to make progress in reducing the gender pay gap.



Yours sincerely

Professor Mark Rogers
Acting President of UCD

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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

CIPD: Chartered Institute of Personnel and Development

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:

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

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:

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

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: 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 2022, on which the data for the Gender Pay Gap report will be taken, for that year

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

UCD: University College Dublin

UMT: University Management Team

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Executive summary

- According to the Chartered Institute of Personnel and Development ([CIPD](#)), the Gender Pay Gap in Ireland is estimated at an average of 14%. Eurostat estimated that women's gross hourly earnings are on average 13.0 % below those of men in the EU.
- UCD's 2022 GPG is 7.71% Mean and 7.66% Median - this calculation includes all UCD employees and hourly paid workers. Excluding hourly paid workers, the Mean is 10.77 % Mean and Median is 10.14%.
- UCD's GPG continues to decrease since 2018. This coincides with the implementation of several actions aimed at reducing gender inequality, under UCD's Gender Equality Action Plan which has been in place since 2017. The Gender Equality Action Plan has a wide range of initiatives supporting the achievement of gender equality across all aspects of an employee's life cycle from the initial recruitment process right through to when a person leaves the institution. Whilst these initiatives have helped to reduce the GPG, we recognise that we need to continue to reduce the GPG further.
- The employee category with the largest GPG is Professional and Support. This area has a greater proportion of women than men, though it is noted that there are a greater proportion of men occupying senior positions within professional and Support.
- Part-time employees have the highest GPG. There are more women than men on part time contracts within the University. In addition, professional and support roles make up the largest cohort of part time positions in UCD. These tend to be lower grade administrative roles and are occupied primarily by women. However, more part time senior grades are dominated by men. For example, in 2022 snapshot data there were 11 full professors on part-time contracts, 3 of whom were women.

I. High level overview of 2022 GPG by total and temporary and part-time employees

Gender Pay Gap 2022 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	10.77%	10.14%	7.71%	7.66 %
Temporary Employees	6.58%	2.28%	2.76%	2.53%
Part-Time Employees	9.16%	13.57%	4.15%	-4.15%

Table 1 Mean and median 2022 for all employee types including and excluding hourly paid works

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

II. High level overview of 2022 GPG by category

Gender Pay Gap 2022 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	8.85%	0.03%	-1.52%	0.50%
Professional and support	9.27%	7.68%	1.86%	-6.49%
Research (Researcher and Research Support)	2.35%	0.41%	3.13%	1.80%

Table 2 Mean and median 2022 for all employee by category including and excluding hourly paid works

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

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 4,269 core employees and is supported by an additional 4,248 hourly paid workers (casual workers) in the areas of academic, research and professional support.

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 2022 and for Benefit in Kind paid on 30 June 2022.

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.

UCD has 4,248 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 (2,627 (1,567 Women and 1,060 men)). Any claims for a 'Value' where no hours are entered were not included as an accurate hourly rate could not be calculated. UCD has commenced and 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 2022

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

In terms of gender, the mean and median pay gaps (excluding Hourly Paid Workers) at the University have both reduced since 2018, where the figures were 13.45% (mean) and 15.12% (median) respectively. UCD's 2022 GPG is 10.77 % Mean and Median is 10.14%.

Figure 2 illustrates the mean and median GPG for core employees from 2018 up to the Snapshot Date. As this graph shows, both the mean and median GPG have continued to decrease over time. This reduction in mean and median GPG broadly coincides with the implementation of actions aimed at reducing gender inequality, under UCD's Gender Equality Action Plan.

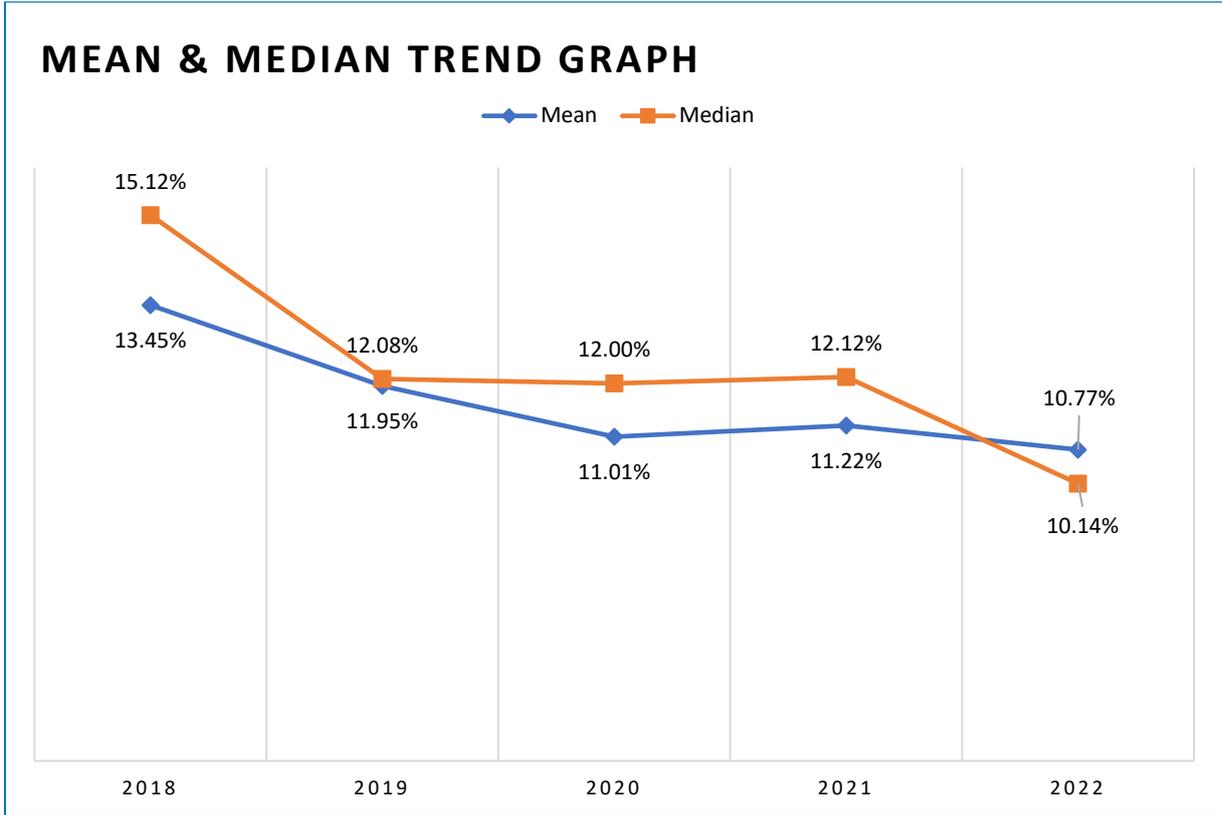


Figure 1 Mean & Median trend graph (2018-2022) excluding hourly paid workers

Table 3 highlights the Mean and Median for the University for 2022 including the hourly rates of pay by gender.

Mean Gender Pay Gap 2022	Median Gender Pay Gap 2022
10.77% (down from 13.45% in 2018)	10.14% (down from 15.12% in 2018)
Mean hourly rate of pay (Males) €38.08	Median hourly rate of pay (Males) €35.18
Mean hourly rate of pay (Females) €33.97	Median hourly rate of pay (Females) €31.60

Table 3 Mean and Median Gender Pay Gap 2022 excluding hourly paid workers

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2022	54.14	45.86
		2021	56.25	43.75
		2020	56.01	43.99
		2019	55.45	44.55
		2018	56.33	43.67
	Quartile3 (Upper-Middle)	2022	43.67	56.33
		2021	42.95	57.05
		2020	42.6	57.4
		2019	41.34	58.66
		2018	42.26	57.74
Lowest paid	Quartile2 (Lower-Middle)	2022	38.09	61.91
		2021	37.3	62.7
		2020	37.66	62.34
		2019	37.93	62.07
		2018	36.11	63.89
	Quartile1 (Lower)	2022	42.36	57.64
		2021	42.07	57.93
		2020	43.68	56.32
		2019	42.91	57.09
		2018	40.33	59.67

Table 4 Summary of employee distribution by gender in each quartile pay band June 2018–2022 excluding hourly paid workers

Table 4 shows the employee distribution by gender in each quartile pay band from June 2018 to the Snapshot Date. Men tend to be in the highest paid quartiles, 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 2018, when the figures were 9.00% (mean) and 7.98% (median) respectively.

Mean Gender Pay Gap 2022	Median Gender Pay Gap 2022
7.71% (down from 9.00% 2018)	7.66% (down from 7.98% 2018)
Mean hourly rate of pay (Males) €37.92	Median hourly rate of pay (Males) €31.39
Mean hourly rate of pay (Females) €34.98	Median hourly rate of pay (Females) €28.99

Table 5 Mean and Median Gender Pay Gap 2022 including hourly paid workers

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2022	48.24	51.76
		2021	51.64	48.36
		2020	51.65	48.35
		2019	50.92	49.08
		2018	51.77	48.23
	Quartile3 (Upper-Middle)	2022	43.75	56.25
		2021	42.13	57.87
		2020	40.33	59.67
		2019	42.33	57.67
		2018	44.4	55.6
Lowest paid	Quartile2 (Lower-Middle)	2022	40.78	59.22
		2021	40.78	59.22
		2020	42.76	57.24
		2019	41.99	58.01
		2018	39.61	60.39
	Quartile1 (Lower)	2022	39.09	60.91

		2021	41.84	58.16
		2020	41.72	58.28
		2019	42.47	57.53
		2018	42.75	57.25

Table 6 Summary of employee distribution by gender in each quartile pay band June 2018–2022 including hourly paid workers

III. Benefit in kind (BIK) payments

Only a small proportion of UCD’s workforce receives a benefit in kind payment: 0.36% of men and 0.08% of women. Benefit in kind payments at UCD are exclusively made up of historical fee concessions, that are no longer in practice.

% Of Employees who received BIK 2022

Males: 0.34% (down 0.06% from 2021)

Females: 0.08% (down 0.06% from 2021)

Table 7 % of employees who receive benefit in kind payments (2022)

IV. Academic Gender Pay Gap in 2022 and trend analysis

The mean GPG for Academic employees is 8.85% (2022), down from 12.45% (2018). The median GPG is at 0.03% down from 0.98% in 2018. The gender profile of academic employees has changed with more females at senior grades. This can be linked to positive changes in the recruitment of female applicants for academic roles, a higher success rate for women in externally advertised competitions at every grade and successful implementation of cascade targets in the promotions system. Whilst this has helped to reduce the GPG, we recognise that we need to continue to address this in order to reduce the GPG further, particularly at professor and full professor levels and to ensure the institution continues to support academic employees with the key professional development and supports towards promotion.

The GPG by grade has also decreased from 2018 to 2022 as highlighted in Table 7.

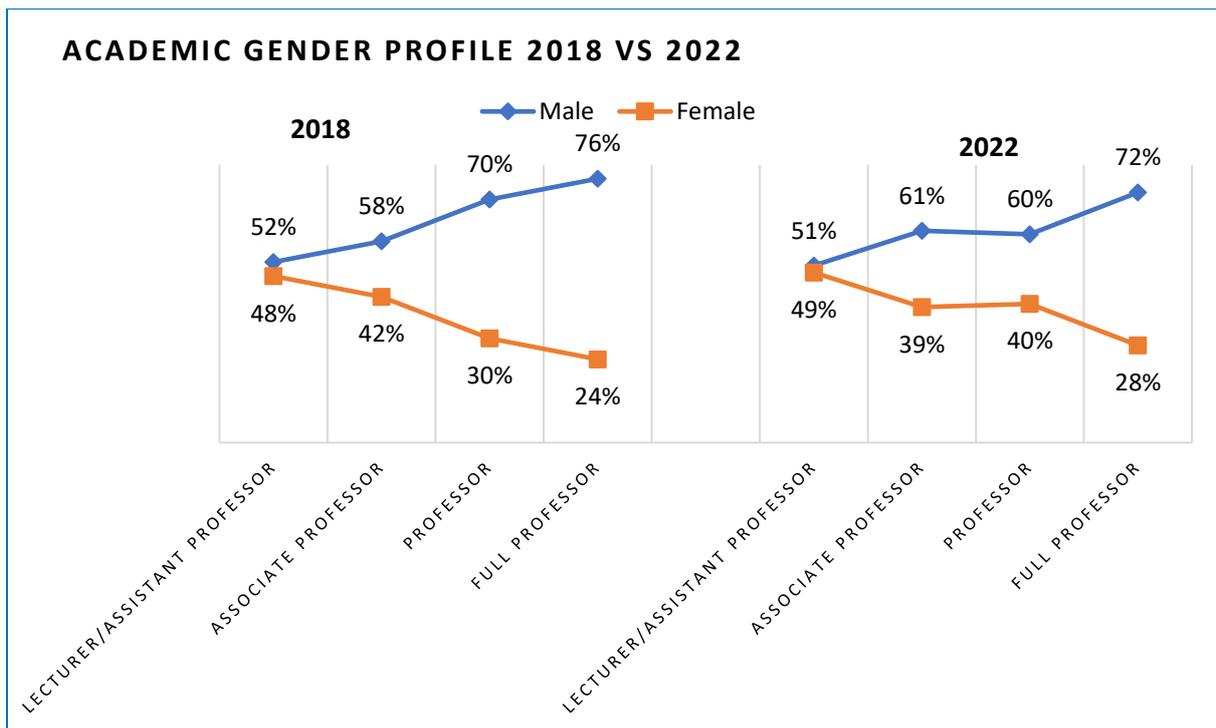


Figure 2 gender profile of academics by grade 2018 -2022

Academic Grade	2018 GPG	2022 GPG
Full Professor	6%	4%
Professor	5%	3.90%
Associate Professor	1%	0%
Lecturer/Assistant Professor	1%	0%

Table 8: Gender pay gap by grade 2018-2022

V. Professional and support Gender Pay Gap in 2022 and trend analysis

The mean gender pay for professional and support staff is 9.27% (2022). This is down from 10.73% in 2018. The median is at 7.68% (2022) which has slightly increased from 7.28% in 2018. This area has a greater proportion of women than men, though it is noted that there is a greater proportion of men occupying senior positions within the Professional and Support category.

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2022	39.65	60.35
		2021	39.22	60.78
		2020	38.57	61.43
		2019	38.03	61.97
		2018	39.06	60.94
	Quartile3 (Upper-Middle)	2022	31.57	68.43
		2021	32.11	67.89
		2020	32.24	67.76
		2019	32.78	67.22
		2018	35.68	64.32
Lowest paid	Quartile2 (Lower-Middle)	2022	27.59	72.41
		2021	27.59	72.41
		2020	27.84	72.16
		2019	27.39	72.61
		2018	27.25	72.75
	Quartile1 (Lower)	2022	32.38	67.62
		2021	33.62	66.38
		2020	33.26	66.74
		2019	33.18	66.82
		2018	29.7	70.3

Table 9 Summary of professional and support employee distribution by gender in each quartile pay band June 2018–2022

VI. Research (Researcher & Research support) Gender Pay Gap in 2022 and trend analysis

The lowest Gender Pay Gap is in the researcher category with the mean gender pay for 2022 at 2.35% and the median at 0.41%. 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 in the future.

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2022	49.13	50.87
		2021	46.88	53.13
		2020	51.94	48.06
		2019	54.11	45.89
		2018	50	50
	Quartile3 (Upper-Middle)	2022	52.05	47.95
		2021	52.68	47.32
		2020	56.31	43.69
		2019	53.88	46.12
		2018	50.25	49.75
Lowest paid	Quartile2 (Lower-Middle)	2022	56.25	43.75
		2021	57.14	42.86
		2020	53.88	46.12
		2019	53.88	46.12
		2018	49.24	50.76
	Quartile1 (Lower)	2022	42.17	57.83
		2021	41.52	58.48
		2020	48.06	51.94
		2019	38.83	61.17
		2018	44.95	55.05

Table 10 Summary of Research (Researcher & Researcher support) employee distribution by gender in each quartile pay band June 2018–2022

VII. Temporary contracts Gender Pay Gap in 2022 and trend analysis

This grouping is made up of employees on temporary contracts and includes temporary part-time employees. The 2022 mean GPG for temporary employees is 6.58%, down from 7.63% in 2021. The median GPG for temporary employees is currently at 2.28% down from 2.68% in 2021.

The biggest GPG in temporary contracts in 2022 is in the Professional and Support area at 11.44% mean and 1.51% median. Whilst there are more females on temporary contracts in the upper quartile, men in the upper quartile have a higher mean and median hourly rate of pay.

VIII. Part time contracts Gender Pay Gap in 2022 and trend analysis

The mean GPG for part-time employees is 9.16% (2022) this is down from 11.23% (2021). The median GPG is 13.57 (2022) which is down from 16.96% (2021).

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. These tend to be at lower grade administrative roles and are occupied primarily by women. However, more part-time senior grades are dominated by men. For example, in 2022 snapshot data UCD had 11 full professors on part-time contracts; 3 of whom were women.

IX. Hourly Paid workers Gender Pay Gap in 2022 and trend analysis

UCD has 4,248 hourly paid workers. 60% of these are women. Hourly pay for workers in this category tends to either be equal or more favourable towards women. UCD does not retain hourly remuneration data in respect of all Hourly Paid Workers. For the purpose of this report the University has relied on all data currently available, comprising 2,627 (1,567 Women and 1,060 men) of Hourly Paid Workers. As indicated, UCD is carrying out a major review of the hourly paid practices under an Hourly Paid project.

Professional and support roles have the highest amount of Hourly Paid Workers, closely followed by academics. Hourly Paid Workers are more likely to be hired where there is a temporary gap in resources or where additional support is needed on an ad hoc basis.

The mean GPG for hourly paid workers is 2.57%. The 2022 median GPG is 7.52%. Due to the nature of hourly paid work the annual mean and median can change dramatically according to the needs of the University at the time.

Benchmarking against other Higher Education Institutions (HEIs):

At time of publication, no other Irish University had published its GPG data. Accordingly, we benchmarked UCD's GPG with similar sized research-intensive UK universities in the Russell Group. The latest available data is for 2021-22.

Similar research-intensive universities to UCD 2021-22	Mean hourly rate pay gap (%)	Median hourly rate pay gap (%)
University of Nottingham	20.1	17.7
The University of Birmingham	17.1	17.6
The University of Edinburgh	16.18	11.1
University of Sheffield	15.8	8.4
University of Glasgow	14.7	13.7
University College Dublin	10.4	11.25

Table 11 Published outcomes of similar Russell Group Universities for 2021/22 (UK only) to UCD * Data used excludes Hourly Paid Workers

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 (figure 3). 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 has obtained two bronze Athena SWAN awards at institutional level. Athena SWAN recognises an institution's efforts and commitments towards achieving gender equality. The Gender Equality Action Plan 2020 – 2024 is currently being implemented with over 70 actions.
- A Vice-President for EDI was appointed in 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. These targets were achieved across all academic promotional grades in 2021/22
- 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 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 new UCD Gender and EDI Accelerator Fund has been established 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.
- An EDI programme of training was launched for the first time in UCD covering a range of topics including unconscious bias, cultural awareness, gender identity and others.

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II. Actions to Address the GPG

As indicated above, there are a range of actions underway in the current GEAP 2020 – 2024 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. It is important to note however that the public sector pay scheme tightly regulates pay in our institution and whilst this helps to minimise variation in pay, it can also impact the range of actions that the University is able to take which in turn can impact the rate at which the gender pay gap is reduced. These actions will be implemented over a multi-annual period and are prioritised below for the purposes of this report. As part of the process of embedding into the GEAP, clear timeliness and areas of responsibility will be assigned in terms of implementation. Progress in relation to their implementation and the impact on the gender pay gap will be monitored closely.

Key:

-  High Priority
-  Medium Priority

Enhanced GEAP Actions	
<ul style="list-style-type: none">● Review of salary determination for new employees is an existing action in the GEAP - salary determination is based on a number of factors including skills, experience, and current salary. The scope of this action will now be broadened to ascertain if there is a gender pay gap in starting salaries and to ensure all considerations are incorporated into starting the salary determination process such as:<ul style="list-style-type: none">○ Reviewing the Gender Pay Gap in a school/unit where someone is appointed and the salary of those in comparator roles○ Consideration of where the appointed individual is coming from such as low-income countries to ensure that cost of living is accounted for○ Identification of other factors that need to be included when considering salaries○ Incorporation of the salary exemption process into this review (process by where a higher salary may be offered) which should only be required in very exceptional circumstances once the starting salary determination process has been revised.● This action will also incorporate salary determination for promotional roles – examine the 5% rule used to determine salary following promotion (current rule is that employees receive a 5% minimum salary increase but as close to 5% as possible). This rule has proved robust and provides both transparency and consistency when determining salaries following promotion however a review is recommended as part of the overall Gender Pay Gap actions to ensure it is not unintentionally disadvantageous to any particular cohort.	
<ul style="list-style-type: none">● Increase the funding available through the UCD EDI Accelerator Fund to support local level actions to be delivered. This will also support the University’s ambition to obtain Athena SWAN Silver accreditation in 2024 and seeks to foster greater alignment with the Gender Equality Action Plan 2020 - 2024 and EDI Strategy 2021 - 2024.	
<ul style="list-style-type: none">● Develop a Leadership Programme in UCD which will support women who are aspiring to become leaders.	
<ul style="list-style-type: none">● As chair of the Athena SWAN Practitioner network in 2021/22, UCD submitted a proposal on behalf of the network to engage a consultant to work with the HEIs, who are members of the Athena SWAN Practitioner Network, around the engagement of men in gender equality work. This proposal was successful, and funding has been awarded. This project will involve the development of a unique programme specifically for male engagement in HEIs based on an understanding of the barriers to male engagement so that the programme addresses the key	

issues specific to the sector. Importantly, this will include the development of a toolkit/set of materials to accompany the programme.	
<ul style="list-style-type: none"> • Undertake an academic led workload allocation model review for faculty to ensure there is a fair allocation of work and types of work amongst all genders which will also help support applications for promotion. 	
New Actions	
<ul style="list-style-type: none"> • Engage with College Principals/VP areas on the GPG in their specific areas with a view to identifying local actions to address the gap i.e. mainstreaming the GPG 	
<ul style="list-style-type: none"> • An hourly paid project is commencing to carry out a major review of the hourly paid practices in UCD. The Gender Pay Gap requirements as regards hourly paid staff 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 this can be included in calculations. 	
<ul style="list-style-type: none"> • Commitment to Athena SWAN <ul style="list-style-type: none"> ○ apply for institutional silver and set ambitious KPIs for all school awards ○ commit to expanding the Athena SWAN application process to Vice-President areas 	
<ul style="list-style-type: none"> • Annual progress reports to UMT on GEAP and GPG so that these topics are on the agenda of senior management 	
<ul style="list-style-type: none"> • Identify Gender Champions (and champions across all equality grounds) to promote gender equality across UCD 	
<ul style="list-style-type: none"> • Establish a sub-group of the GEAG, a Gender Pay Gap Monitoring group, to continue to help identify and address issues that may influence the Gender Pay Gap. This group will look at embedding the actions in this report into the GEAP and monitor their impact on the Gender Pay Gap. 	
<ul style="list-style-type: none"> • Review the Equality Impact Assessment process to expand to recruitment and other processes 	
<ul style="list-style-type: none"> • Consider a UCD scheme based on the same principles as the HEA Senior Academic Leadership Initiative (SALI) following the final round. (The final round has yet to be announced) 	
<ul style="list-style-type: none"> • Draft a Part-Time Working policy which also takes into consideration career progression challenges for these employees. This policy will also encourage managers to consider the option of filling full-time roles on a part-time/job share basis. 	
<ul style="list-style-type: none"> • Set up an EDI Committee covering Professional Units to support a co-ordinated and collaborative approach to gender equality 	
<ul style="list-style-type: none"> • Apply for Athena Swan applications for the Professional Staff areas. This application process will involve carrying out a thorough analysis of gender equality across professional areas to identify where there are gender equality gaps – this will include a more in-depth analysis of gender pay gaps in these areas. An action plan will be developed to address these gaps including career 	

progression challenges and the high proportion of temporary contracts.	
<ul style="list-style-type: none"> • Expand the Gender Analytics tool to include support/professional unit's data to enable the university to identify gaps and trends for this cohort. 	

Conclusion

It is reassuring to see the GPG has been narrowing (both the mean and the median) but there remains more for us to do to further close the gaps and ensure that the downward trend continues. The analysis undertaken in relation to specific categories of employees including academic, research and professional and support staff has shown where pay gaps among particular groups of employees impact on the overall gender pay gap. The outputs of this more detailed gender pay gap analysis will inform our actions and initiatives to reduce the overall GPG in future and contribute to achieving gender equality more broadly.

A number of initiatives are in place to advance gender equality and to reduce the GPG and we will continue to build on these and incorporate new actions identified into this programme of work. We are fully committed to achieving gender equality across all cohorts of employees and the elimination of any gender based pay gap is a critical element and goal for UCD.