



# Gender Pay Gap Report 2023

# FOREWORD

As a young university, TU Dublin's ambition is to play a pivotal role in championing gender equality by serving as an influential institution that shapes the values that will foster inclusivity and dismantle traditional gender biases on a societal level.

Since our establishment in 2019, we have developed a gender equality framework capable of delivering structural and sustainable change, which has resulted in women across the University attaining over 40% of senior Academic and Professional, Management and Support roles. But our journey is far from over.

I want our University to achieve a 0% gender pay gap. In reaching this target, our focus must intensify in the coming years to address the systemic and structural challenges underlying our gender pay gap.

The plans in this year's report begin our journey to 0%



A handwritten signature in black ink, which appears to read 'David FitzPatrick'. The signature is written in a cursive style and is positioned above a horizontal line.

**Professor David FitzPatrick**  
President



# OVERVIEW OF GENDER PAY GAP

The gender pay analysis and profile is based on annualised pay effective 30 June 2023. All employees are aligned to pay grades which provide for equal pay for equal work irrespective of gender.

Our pay structures follow public sector guidelines, are fully transparent and are published on our [website](#).

The total number of relevant employees at the snapshot date of 30 June 2023 was 3447 (females 1637; males 1810). All relevant employees were grouped into three cohorts – full time; part time; and temporary. Each category is defined as follows:

- **Full time:** employees with a permanent/contract of indefinite duration status who work full time;
- **Part time:** employees with a permanent/contract of indefinite duration status and work part time;
- **Temporary:** employees with a specified purpose, fixed term or casual status who work full time or part time.

There were 197 employees in the part time category (females 91, males 106). The temporary category had 1177 employees (females 594, males 583) working both full time and part time hours.

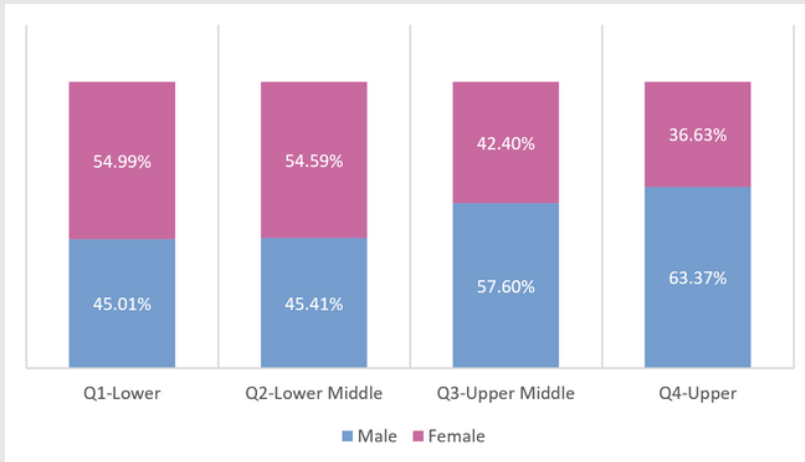
TU Dublin does not make bonus or benefit-in-kind payments to employees. As at 30 June 2023, the gender pay gap is 12.68% in favour of male employees. Table 1 summarises the

**Table 1: TU Dublin Gender Pay Gap 2023**

Category	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
All Employees	12.68%	15.05%
Part Time Employees	5.68%	0.00%
Temporary Employees	19.84%	18.68%

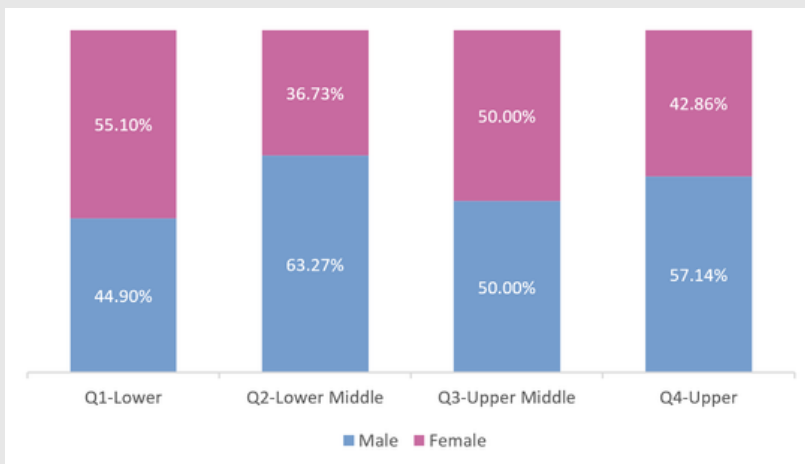
mean and median gender pay gap for all employees, and for part-time and temporary employees.

# ANALYSIS



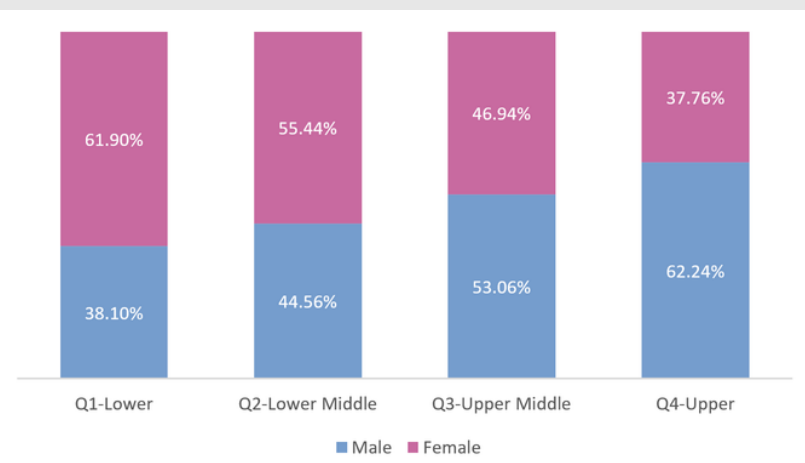
**Figure 1: Quartile Distribution of All Employees**

A quartile analysis of all employees (comprising full time, part time and temporary categories) (Figure 1) shows that female employees are predominant in the lower paid Quartiles 1 and 2, male employees are in the majority in the higher-salaried Quartiles 3 and 4.



**Figure 2: Quartile distribution of Part Time Employees**

Part time female and male employees, unevenly distributed across the pay quartiles, register a mean gender pay gap of 5.68% (Figure 2).



**Figure 3: Quartile distribution of Temporary Employees**

The largest pay gap of 19.84% is found among temporary employees, where females are concentrated in the two lower pay quartiles (Figure 3)



# CAUSES OF THE GENDER PAY GAP

➤ The underlying factor for the University's gender pay gap is the imbalance of men and women across job types and grades. Overall, female employees are in a majority in the two lower pay grades, while male employees comprise the majority in the two upper pay grades. This distribution is a key contributor to the gender pay gap.

➤ The gender pay gap among temporary employees (19.85%) contributes significantly to the overall gender pay gap. Females constitute 50% of Temporary employees, but are disproportionately concentrated in the two lower pay quartiles of this category.

➤ The gender pay gap for part-time employees is less pronounced than in the temporary employees category, and is not a major driver of the overall gender pay gap.

➤ The largest pay gap was in Maintenance, a job category with a significant under-representation of women. A notable gap is also evident for Management, and Technical employee cohorts. In female-dominated job categories, such as Administration, Library, and Student Support Services, a small gender pay gap in favour of women was evident.

➤ The gender pay gap for academics stands at 4.77%, and is not a major driver of the overall gender pay gap.



# ACTIONS

Last year, the university committed to maintaining gender balance at senior levels, which was achieved. During 2023, a bespoke suite of in-house leadership development programmes was delivered to the University's senior managers. In addition, the University signed a three-year membership agreement with AdvanceHE in order to provide external leadership development opportunities for female employees that might not yet be in a position to avail of the in-house programmes.

During 2023, Faculties and Schools planned their Athena SWAN submission schedules, in alignment with the institutional implementation of the Strategic Plan



Gender equality remains an integral part of our Strategic Plan. It is also a core element of our equality and inclusion agenda, where the intersections of gender with age, disability, race/ethnicity and class inform our actions.

Major data challenges were encountered when compiling the 2022 gender pay gap report arising from the legacy of three separate human resources and payroll datasets. In preparation for the 2023 report, a significant data cleanse was undertaken, resulting in more robust data.

Progress towards reaching a 0% gender pay gap requires focused and sustained effort over time. In 2024 we will:

- ▶▶ Further diversify the University's workforce profile
- ▶▶ Continue to prioritise the greater inclusion of women in decision-making, so as to maintain or increase our current minimum target of 40% gender balance in decision-making roles
- ▶▶ Complete the data cleanse, and compile regular updates on the status of the gender pay gap and identify further actions based on detailed analysis
- ▶▶ Support women at all stages of their careers to fully engage with the University's professional development, leadership, and mentoring programmes
- ▶▶ Develop a protocol on starting salary negotiations that brings more transparency to the process

