



TU DUBLIN GENDER PAY GAP REPORT 2022

FOREWORD



As the most diverse University in Ireland, matters of Equality, Diversity and Inclusion are integral to our ethos, influencing every policy decision we make and every educational opportunity we offer to create a welcoming and inclusive environment in which to work and study.

Since 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 new senior Academic and Professional, Management & Support Staff roles. But our journey is far from over, and, in publishing our first gender pay gap report, we recognise the challenges that must be addressed. As a result, it is clear that our focus must intensify in the coming years to meet, not just the distinct challenges of gender imbalance, but the range of systemic and structural difficulties that impede many underrepresented minority groups in Higher Education from reaching their full potential in academia and research.

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

WHO WE ARE

TU Dublin employs over 3000 people, and there are over 30,000 students enrolled with us from across the Dublin region. We provide programmes from apprenticeship through to PhD, and our students learn in a practice-based environment, developing the knowledge and skills required to stand out in a globally-focused job market. Our thriving impact-focused research and innovation community is uniquely positioned to drive societal change leveraging our expertise to deliver new and sustainable solutions for some of the world's most pressing challenges. Inclusion is a foundational value of our organisation and an integral part of our [Strategic Intent to 2030](#). Our ambition is to be an exemplar in the practice of equality, inclusion and belonging.

Our pay structures are nationally agreed upon, and pay awards are controlled and regulated through Departmental Circulars and are fully transparent and published on our [website](#). All employees are aligned to public sector established pay scales, which provide for equal pay for equal work, irrespective of gender.

This is the first gender pay gap report from TU Dublin, outlining the difference in the average hourly wage of men and women across our workforce. The data now provide us with a ready-made basis on which to track our gender pay profile and monitor the effect of the actions we commit to undertake.

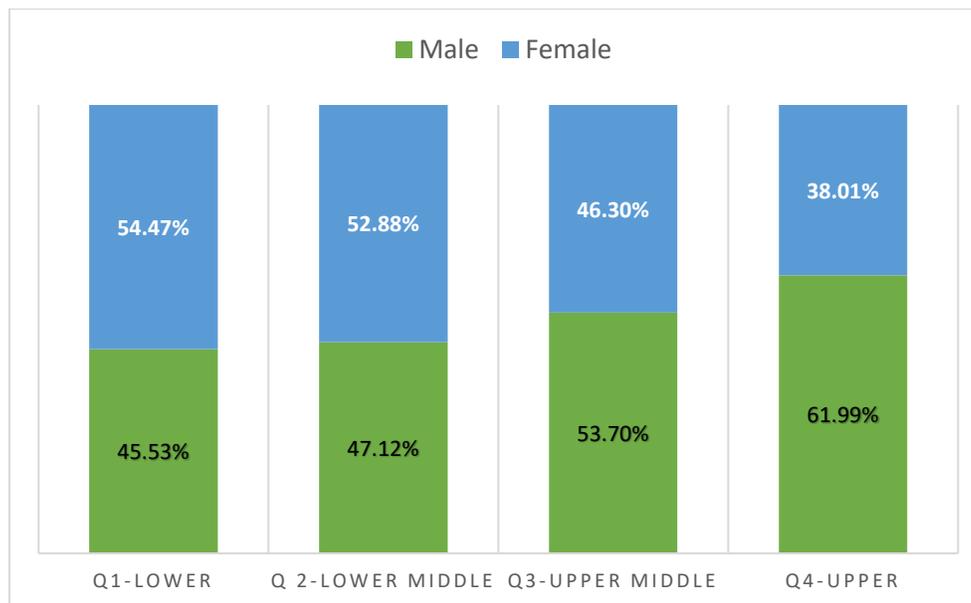
AT A GLANCE

TU DUBLIN GENDER PAY GAP

Gender Pay Gap 2022

Category	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
All Employees	10.77	18.44
Part-Time Employees	32.29	63.05
Employees on Temporary Contracts	6.03	14.93

Quartile Analysis 2022



Key Findings

- TU Dublin has an overall **mean** gender pay gap of **10.77%** and a **median** gender pay gap of **18.44%**.
- There is a **mean part-time** gender pay gap of **32.29%** and a **median** gap of **63.05%**.
- Among **temporary** employees, the **mean** gender pay gap is **6.03%**, and the **median** gender pay gap is **14.93%**.

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. Within the University, female employees are majority represented in the two lower pay quartiles, and male employees comprise the majority in the two upper pay quartiles. These patterns are key contributors to the gender pay gap.
- The gender pay gap for part-time employees is significant. Female employees comprise over half (56%) of part-time employees, but they are concentrated in the lower quartile pay groups (Q1 and Q2).
- The gender pay gap for academics stands at 4.9%, but initial analysis suggests a larger gender pay gap among administrative and management roles, which requires further investigation.
- The gender pay gap for employees on temporary contracts is less pronounced than in the part-time staff category, so this may not be a major driver of the overall gender pay gap.

ACTIONS

Working toward eliminating the gender pay gap, our focus will be on the following:

- Achieving gender balance at senior levels;
- Further enabling career progression at all levels in the University;
- Further diversifying the University's workforce profile.

Gender equality is a core element of our equality and inclusion agenda, and is integral to our understanding of, and actions related to, the intersections of gender with age, race/ethnicity, disability, and class.

Progress requires focused and sustained effort over time. So, looking ahead to 2023, we will:

1. Continue to prioritise the greater inclusion of women in decision-making so as to reach and maintain a minimum 40% gender balance representation in all decision-making roles, with progress reported annually.
2. Compile regular updates on the gender pay gap status and identify further actions, in addition to statutory reporting requirements.
3. Engage professional, management and support staff in tailored events with stereotype-breaking role models who share their career trajectories.
4. Track Principal Officer and Senior Technical Officer vacancies to identify and mitigate any gender bias or unintended restrictions on opportunities at these grades.
5. Support women at all stages of their careers to fully engage with TU Dublin's professional development, leadership, and mentorship programmes.

For more information, please contact:

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