



## **Dundalk Institute of Technology**

### **Gender Pay Gap Report 2022**

#### **1. Background to Gender Pay Gap Report**

The Gender Pay Gap Information Act 2021 came into effect in July 2021. The key requirements of the legislation are:

- Provision of data
- Reasons for any gaps identified in pay between men and women
- Actions that will be taken by organisations to address the gaps

Initially employers with in excess of 250 employees are required to publish this information for 2022. It is important to note that a gender pay gap is not necessarily an indication of pay discrimination but could relate to the unequal representation of women across the organisation or across certain grades of an organisation. In mid-May 2022 further regulations were published providing information in relation to the calculations and further requirements of the legislation.

The Gender Pay Gap Information Act 2021 envisages the publication of data and additional plans are in place to develop an online reporting system for the 2023 reporting cycle. It is anticipated that the system will allow members of the public to search for and view individual employers' returns, as well as returns for employers in given sectors and regions. Employees can bring claims against their employers to the Workplace Relations Commission (WRC) in respect of non-compliance with the Act. While the Act does not provide for sanctions in the form of compensation for the employee or for a fine to be imposed on the employer, the Director General of the Workplace Relations Commission can make an order requiring the employer to take a specified course of action to comply with the Act. All decisions will be published and will include the names of the employer and employee.

#### **Detailed Requirements**

The gender pay gap is a measure of the difference between men's and women's average earnings across the Institute.

The figures to be reported are as follows:

- the mean and median gap in hourly pay between men and women
- the mean and median gap in bonus pay between men and women
- the mean and median gap in hourly pay of part-time male and female employees
- the mean and median gap in hourly pay of temporary male and female workers
- the percentage of men and of women who received bonus pay and benefits-in-kind
- the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

### Quartiles

The % of male employees and the % of female employees in

- the lower remuneration quartile pay band
- the lower middle remuneration quartile pay band
- the upper middle remuneration quartile pay band
- the upper remuneration quartile pay band

### The Mean Pay Gap

The mean hourly wage for women is calculated by adding all rates of pay for female employees together and dividing by the total number of female employees in an organisation. The same is then done for all male employees in the organisation. The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage.

The mean includes all of the lowest and highest rates of pay, and therefore can reflect the impact of a higher proportion of women working in lower paid roles, and a higher proportion of men in higher paid roles.

### The Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

### Timelines

Employers are required to produce their gender pay gap information within 6 months of their 'snapshot date'. The snapshot date must be a date in June. The snapshot date for Dundalk Institute of Technology is 28 June 2022 with the calculations to be based on those employees' remuneration for the 12 month period that precedes the

snapshot date. The reporting deadline is 28 December 2022. The deadline for publication of the Institute's gender pay gap information is 6 months after the chosen snapshot date.

## **2. Gender Pay Gap Report 2022**

Dundalk Institute of Technology is committed to creating an inclusive workplace culture where all staff regardless of their grade, can reach their full potential. The Institute wishes to advance and support diversity and inclusion for all staff and students because it isn't just the right thing to do. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives for all members of the Institute and to create better outcomes for our staff, students, and the local community.

This is the first time that the Institute has reviewed our data so there are no comparative periods or reports to compare this report against. Therefore, it is the starting point and will serve as the initial reference point for us each year.

### **What Employees are included in the Report**

*An "employee", for the purposes of these reporting obligations, is defined in section 2 of the Employment Equality Act 1998 and means a person who has entered into or works under (or, where the employment has ceased, entered into or worked under) a contract of employment and, where the context admits, includes a member or former member of a regulatory body.*

The type of contract workers are engaged on will determine whether they are 'employees' and if you must include them in your organisation's headcount and gender pay gap calculations. The Workplace Relations Commission's case law may be consulted for guidance.

All workers who are employees of the Institute on our snapshot date must be included in our headcount, and in our gender pay gap calculations. This includes employees who were new recruits on the snapshot date, and also employees who left the organisation after the snapshot date. Employees who left prior to the snapshot date are excluded from the Report.

## **3. Total Workforce Breakdown**

On the 28 June 2022, there were 841 staff employed in the Institute who are included in the Report. Of those employed there were 410 men who made up 49% of the staff population and 431 women who made up 51% of the population.

Before commenting on the findings of the Report, it should be noted that the Institute, similar to all other Third Level Institutions in Ireland, has common pay scales for all staff regardless of gender for the grade.

## Mean and median pay gap

The tables displaying the various Gender Pay Reporting Metrics are as follows:

Gender Pay Reporting Metrics						
	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
Mean and Median Hourly Gender Pay Gap % =	15.0%	10.7%	75.09	63.86	57.74	51.57
	Part Time EE Mean Gender Pay Gap %	Part Time EE Median Gender Pay Gap %	Part Time EE Mean Male Hourly Pay	Part Time EE Mean Female Hourly Pay	Part Time EE Median Male Hourly Pay	Part Time EE Median Female Hourly Pay
Part Time EE Mean and Median Hourly Gender Pay Gap % =	3.3%	0.8%	44.71	43.22	57.64	57.18
	Temp Contracts Mean Gender Pay Gap %	Temp Contracts Median Gender Pay Gap %	Temp Contracts Mean Male Hourly Pay	Temp Contracts Mean Female Hourly Pay	Temp Contracts Median Male Hourly Pay	Temp Contracts Median Female Hourly Pay
Temp Contracts Mean and Median Hourly Gender Pay Gap % =	11.3%	31.0%	41.17	36.54	38.08	26.28

	Quartile	Male	Female	Quartile Ranking System
% of Males & Females in Each Quartile =	A (Upper)	53%	47%	210.25
	B (Upper Middle)	58%	42%	420.5
	C (Lower Middle)	47%	53%	630.75
	D (Lower)	36%	64%	841

The mean pay gap is the difference between the average hourly rate of pay between males and females. The Institute's mean pay gap is 15%. The median pay gap is the difference between the middle point of average hourly rates (when listed in numerical order) of pay for males compared to the middle point of average hourly rates of pay for females. The Institute's median pay gap is 10.7%.

## 4. Why we have a gender pay gap

The gaps do not reflect unequal treatment of men and women. That is not what pay gap analysis is about. This difference reflects both

- the preponderance of females in more junior administrative and support areas and
- the preponderance of males at higher points on the incremental scales at Upper and Upper Middle Quartiles.

The Institute has sought to increase the number of females in leadership positions at all levels across the Institute and this is reflected in current management levels. The

Institute's Senior Executive Board consists of 50% male and 50% female and the Middle Management levels consist of 60% male and 40% female. We also seek to ensure that roles at all levels across the Institute attract a diverse pool of applicants.

The Institute recognises that many challenges remain and is determined to take action to ensure that our day-to-day practice reflects the quality of our policy commitments.

## **5. How we're addressing the gender pay gap**

Equality, Diversity and Inclusion is integral to the Institute's Strategy Plan. The Institute is committed to deliver against its ambitions as outlined in this Strategy with clear actions being identified as part of the Institute's Gender Action Plan and its Athena Swan Action Plan.

The Institute is very proud to have been awarded a Bronze International Athena SWAN in 2021 by AdvanceHE in recognition of its commitment to advancing gender equality in academia, and in promoting diversity and inclusion for staff and students in higher education. The Institute is currently preparing further submissions for the awarding of Bronze awards at Department Level to AdvanceHE.

Further actions include

- The recent recruitment of a Vice President whose duties include responsibility for the implementation of Equality, Diversity and Inclusion across the Institute;
- Working with Institute Trade Union representatives to identify further possible actions to reduce the gender pay gap;
- Ensuring that all Institute Committees have a gender balance and a diverse membership;
- The introduction of flexible remote working, where possible, for all Professional, Management and Support Staff;
- Made unconscious bias training mandatory for all selection panels and senior leadership teams;
- Promoting wellbeing and balance between life at work and outside work;
- Collating quantitative and qualitative data on gender equality in the Institute.

## **6. Moving forward we are**

- Commencing a comprehensive review of all staff promotion criteria and processes to ensure that they align with the developing new strategy and reflect the careers of women and people with other protected characteristics;
- Ensuring all of our recruitment campaigns help us to increase the diversity of applicants. We are doing this by carrying out a comprehensive review of our recruitment practices in order to identify ways in which we can attract more diverse candidates and improve their candidate experience;
- Establishing a Professional Development Committee to examine how the Institute can address the issue of career development for all staff;

- Carrying out a repeat gender equality staff survey in 2023 to measure staff perceptions on progress of actions and contribute to progressing Equality, Diversity and Inclusion in the Institute;

## **7. Statement**

Equality, diversity and inclusion underpins all our work in the Institute and is at the heart of what we are and what we do. Our commitment is not restricted to the minimum legal requirements of equalities legislation, as we aim to deliver best practice whenever possible.

Dundalk Institute of Technology is a diverse, multicultural and international community, committed to working in an inclusive way, developing a workforce that reflects our student community and the region's diversity.

This Report has been prepared in accordance with the Gender Pay Gap Information Act 2021.