



Dundalk Institute of Technology

Gender Pay Gap Report 2024

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 were required to publish this information for 2022 and will apply to organisations with over 50 employees from 2025. 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. 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 25 June 2024 with the calculations to be based on those employees' remuneration for the 12-month period that precedes the

snapshot date. The reporting deadline is 24 December 2024. 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 2024

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 third time that the Institute has reviewed our data, and will therefore enable us to compare to the 2022 and 2023 data.

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 25 June 2024, there were 850 staff employed in the Institute who are included in the Report. Of those employed there were 392 men who made up 46% of the staff population and 458 women who made up 54% 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. Irish equality law provides for nine protected grounds on the basis of which a person must not be paid any less. They are: gender; marital status; family status; age; disability; sexual orientation;

race; religion; and membership of the Traveller community. An employee who is performing work that is the same, similar or of equal value to that of another person employed by the same employer, and who differs in respect of one or more of the nine protected grounds, has a right to be paid the same as that other person. The Institute employee remuneration is established within the public sector salary scales for all employees: academic, research, administrative, technical and technical support.

These salary scales identify distinct categories of staff with particular skillsets and qualifications and the payroll remuneration related to them. An individual employee's pay is ultimately a blend of their start date, staff category and length of service. Even where an employer has an effective equal pay policy, it could still have a gender pay gap if, for example, the majority of women are employed in lower paid jobs.

The gender pay gap in the Institute stems from the fact that proportionately more women are engaged in part time and temporary work than their male counterparts.

The gender pay gap legislation and reporting will not of itself solve or identify the numerous causes of the pay gap however it is seen as a key driver for implementing change. The gender pay gap reporting process is now an annual process and tracking the trends and statistics in the coming years will prove important in identifying, addressing and resolving the root causes of the gender pay gap

Mean and median pay gap

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

THIS YEARS DATA	Quartile	Male	Female	Number of staff in each quartile
Academics working 35 hours in Full Year	A (Upper)	43%	57%	213
	B (Upper Middle)	57%	43%	213
	C (Lower Middle)	46%	54%	212
	D (Lower)	39%	61%	212
				850

THIS YEAR DATA	Academics working 35 hours in Full Year		Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
ALL Categories	Mean Gender Pay Gap %	Median Gender Pay Gap %				
Mean and Median Hourly Gender Pay Gap % =	5.6%	8.6%	40.68	38.40	38.51	35.19

THIS YEAR DATA	Academics working 35 hours in Full Year		Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
PART TIME	Mean Gender Pay Gap %	Median Gender Pay Gap %				
Mean and Median Hourly Gender Pay Gap % =	13.3%	28.3%	45.50	39.43	41.23	29.58

THIS YEAR DATA	Academics working 35 hours in Full Year		Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
TEMP	Mean Gender Pay Gap %	Median Gender Pay Gap %				
Mean and Median Hourly Gender Pay Gap % =	4.9%	2.4%	31.05	29.53	27.80	27.15

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 5.6%. This compares to a figure of 14.9% for last year’s return. 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 8.6%. This compares to a figure of 14.5% for last year’s return. The reason for the changes in both the mean and median is that the Institute has changed how academic staff are treated. In previous returns, academic staff were calculated based on their contracted class contact hours during the academic year. For this year’s return, academic staff are treated in a similar manner to all other staff i.e., the figures are not based on contracted class contact but on normal working week hours for a full year. This has therefore resulted in a significant reduction in both the mean and median pay gaps for all staff.

However, this has had a knock-on effect to the figures for Part-time staff. The mean pay gap for Part-time staff for this year is 13.3%. This compares to a figure of 6.5%

in last year's return. The median pay gap for Part-time staff is 28.3%. This compares to a figure of 1.7% for last year's return. The main reasons for these changes are as follows:

- A fall in the number of male Part-time staff employed by the Institute.
- A fall in the number of Part-time female academic staff but with an increase in the number of non-academic employees in areas such as invigilation.

There is also a knock-on to Temporary staff resulting in a significant decrease in both the mean and median figures. The mean pay gap for Temporary staff for this year is 4.9%. This compares to a figure of 24.1% in last year's return. The median pay gap for Temporary staff is 2.4%. This compares to a figure of 37.9% for last year's return.

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
- that more males are at higher points on the incremental scales at Upper and Upper Middle Quartiles. This however is becoming more balanced with each return.

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. This trend has continued in 2024. Institute's Senior Executive Board consists of 33.3% male and 66.7% female and the Middle Management levels consist of 56% male and 44% female. We also seek to ensure that roles at all levels across the Institute attract a diverse pool of applicants. A new Recruitment and Selection Policy has been approved by the Governing Body and this will assist in this.

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 has also recently been informed that the School of

Engineering has been successful in its submission for a Bronze award and this was received in early 2024. We are currently preparing further submissions for the awarding of Bronze awards at Department Level to AdvanceHE and a new Institute wide Athena Swan submission will be submitted in November 2024.

Further actions include

- A member of the Institute Executive Board whose duties include responsibility for the implementation of Equality, Diversity and Inclusion across the Institute;
- Continuing to work with Institute Trade Union representatives to identify further possible actions to reduce the gender pay gap;
- All Institute Committees including Governing Body and its Sub Committees must have a gender balance and a diverse membership;
- The introduction of flexible remote working and shorter working weeks or year, where possible, for all Professional, Management and Support Staff;
- The introduction of a new Recruitment and Selection policy. This will assist in the implementation of positive action measures where necessary to redress any imbalances in employment areas in the Institute;
- All members of Selection Panels must now have completed relevant Equality Training before they are eligible to participate on a Panel. This includes unconscious bias training in now mandatory for all selection panels and senior leadership teams;
- Access to LinkedIn Learning for all staff and students including full access to all EDI e-learning;
- The commencement of four (4) participants on the Aurora Advance HE programmes (leadership development initiative for women);
- Introduction of a Mentoring Programme for all new staff;
- Establishment of a new Professional Career Development Committee to review career opportunities for all staff;
- Establishment of a Health Campus and Well Being Committee;
- Establishment of a Campus Care and Respect Committee which involves external members i.e., Community Garda and relevant external expertise;
- Establishment of an Institute Race Equality Working Group which includes staff and students;
- Establishment of a College of Sanctuary Working Group;
- EDI in Higher Education e-learning training made available to all staff;
- Introduction in the TU/IOT sector of Job Evaluation for Administration and Library staff;
- Introduced a new Research Career Framework;
- 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

- With the introduction of the new Recruitment and Selection policy and in conjunction with the Professional Career Development Committee, to complete the comprehensive review of all staff promotion criteria and processes. This is to ensure that they align with the new strategy and reflect the careers of women and people with other protected characteristics;
- The new Recruitment and Selection policy will ensure that all of our recruitment campaigns help us to increase the diversity of applicants. This includes identifying different methods in which we can attract more diverse candidates and improve their candidate experience;
- Commenced a Career Pipeline review in 2024;
- Completed a repeat gender equality staff survey in 2024 which measured staff perceptions on progress of actions and to contribute to progressing Equality, Diversity and Inclusion in the Institute for the 2024 submission.

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.