



# Gender Pay Gap Report 2022

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# Introduction

This is the Technological University of the Shannon's first Gender Pay Gap report and serves as a baseline for assessing our gender pay gap in future years.

The gender pay gap shows the difference between the average earnings of all men versus that of all women in an organisation. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women.

## Reporting Gender Pay Gaps – An Overview

The Gender Pay Gap Information Act, 2021 requires organisations with over 250 employees to report on their Gender Pay Gap. Organisations are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date.

This report uses a snapshot date of 30<sup>th</sup> June 2022. As TUS was formed on the 1<sup>st</sup> October 2021, the data used for this report is from 1<sup>st</sup> October 2021 – 30<sup>th</sup> June 2022. The hourly pay calculation is made of total earnings and total hours worked during this period.

Organisations are required to report on:

- Mean and median hourly pay differences between male and female employees;
- Mean and median hourly pay differences of male and female **part-time** employees;
- Mean and median hourly pay differences of male and female employees on **temporary contracts**;
- The percentages of male and female employees who fall into **quartile pay bands**.
- The percentage of male and female employees who were paid **bonus remuneration**;
- The percentage of male and female employees who **received benefits-in-kind**;

As there is no bonus remuneration or benefits in kind within the public service, these are excluded from this report.

# TUS Gender Pay Gap Data

TUS adheres to nationally agreed salary ranges for all job roles. This ensures that everyone is paid fairly for undertaking the same or a similar role. The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary made as a result.

## Employees 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 they must be included in an organisation’s headcount and gender pay gap calculations. The Workplace Relations Commission’s case law may be consulted for guidance.

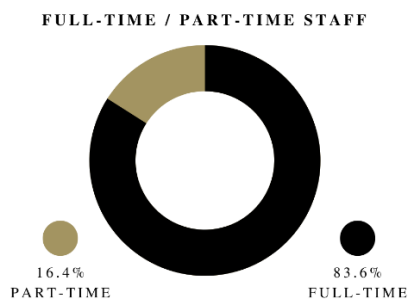
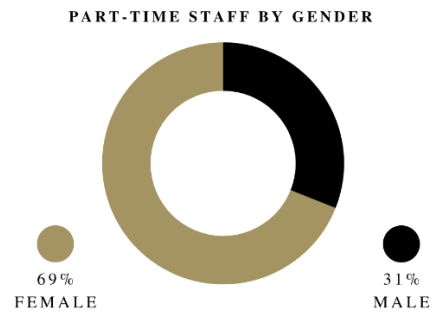
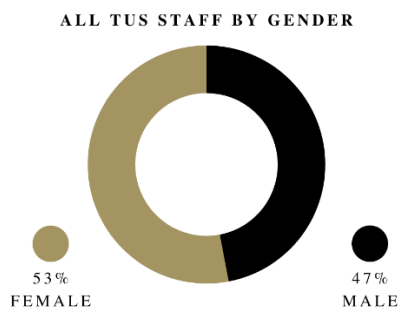
All workers who are employees of TUS on our snapshot date must be included in our headcount, and in our gender pay gap calculations. This includes employees who were new recruits on the snapshot date, and also employees who left the organisation after the snapshot date. Employees who left prior to the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

This report analyses employee data based on the following:

- **All Categories:** this section includes all full-time, part-time and temporary employees employed on the 30<sup>th</sup> June, 2022.
- **Part-time:** this section includes part-time employees employed in permanent, temporary and casual positions on the 30<sup>th</sup> June 2022.
- **Temporary:** this section includes full-time temporary employees in contract posts on 30<sup>th</sup> June 2022.

# Workforce

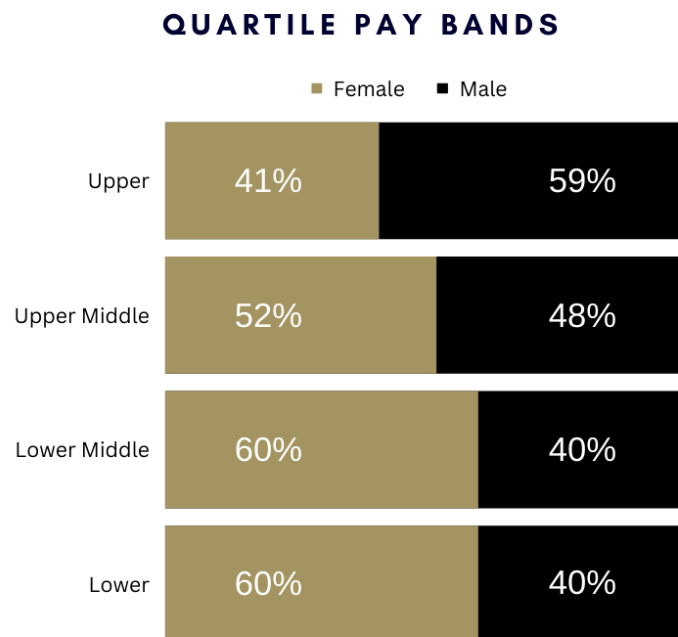
Our gender pay gap data was collected on the snapshot date of 30<sup>th</sup> June 2022. The charts below show the breakdown of staff by gender and contract type.



## Our pay quartiles

Dividing employees into four equal groups (or quartiles) with pay graded from lowest to highest helps us assess pay across different levels of the organisation. Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

In order to group employees into these Quartile Pay Bands, we listed all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or quartiles based on this - lower, lower middle, upper middle and upper. We then showed the proportion of male and female employees in each quartile as a percentage e.g., percentage of male employees in the lower quartile and percentage of female employees in the lower quartile.



As highlighted in the chart above, 41% of those in the upper quartile are female yet 60% of those in the lower quartile are female. These imbalances are contributing to our gender pay gap. In addition to this, 69% of employees who work part time are female. This includes staff who avail of flexible working options such as shorter working year. We need to look at the implications of this in greater depth and ensure that our practices encourage both male and female staff to avail of the various flexible working options.

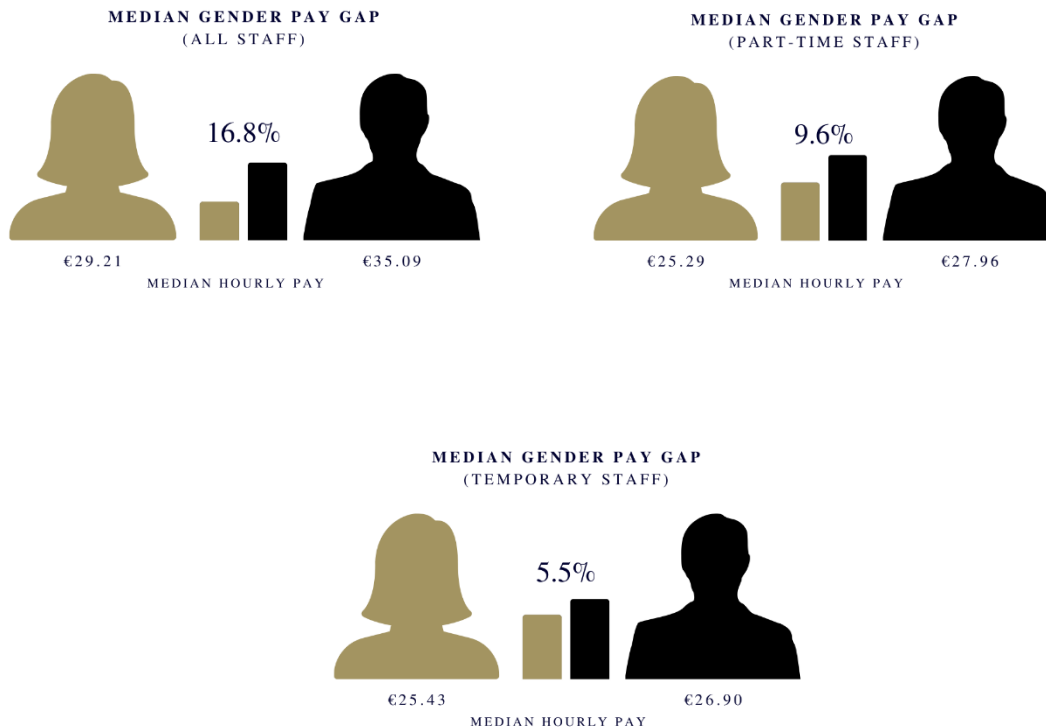
## Our mean gender pay gap

To calculate the mean pay gap, we added together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeated this calculation for men. The difference between these figures is the mean gender pay gap.



## Our median gender pay gap

To calculate our median gender pay gap, we ranked all staff by their hourly pay. We then compared what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.



## Comparing Median and Mean gender pay gaps

The median is less swayed by extreme values, particularly small numbers of people on high salaries. The mean captures the effect of a small number of high earners. The difference between an organisation's mean and median pay gap can provide valuable insight. The presence of low earners can make the mean smaller than the median. A group of very high earners can make the mean larger than the median. The higher proportion of females in the lower quartiles is resulting in a higher median than mean value for TUS when we look at all staff. However, when we look specifically at part time and temporary staff, the mean values are higher. The next section of this report outlines some of the complex reasons for this and strategies we are putting in place to address these imbalances.



## Addressing our gender pay differences

We know that differences between what employees are paid can be impacted by a number of complex factors including:

- **Occupational segregation** – some job categories or occupations may have traditionally attracted more females than males or vice versa. For example, in TUS, 88% of administration staff are female.
- **Working patterns** – full-time and part-time work. In TUS, more females than males seek flexible working arrangements. Although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- **Length of service** – incremental pay and ‘new entrant’ salary scales within the public service may mean that new joiners are paid less than those who have been working in public service for longer.
- **Gender breakdown of senior roles at higher salaries** – a small number of higher paid employees can affect the average figures. 65% of Vice Presidents and Deans within TUS are male, 35% are female.
- **Gender breakdown of lower paid roles** – a large number of lower paid employees can affect the average figures. This is clear in our quartile categories shared above.
- **Societal factors** – Factors such as availability of child and/or elder care, how certain jobs or occupations are perceived may impact on career choices.

TUS has a number of initiatives to support equality, diversity and inclusion, as is outlined in our [Athena Swan Gender Equality Action Plan](#). The data provided in this report serves as a helpful benchmark in tracking progress against our work to support gender equality. Initiatives currently underway and in development include:

### Fair and transparent recruitment practices

- We work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection processes, which are open to all.
- We strive for gender balance on all our interview boards.
- Our job descriptions and job advertisements are gender neutral - we use gender decoder software to analyse them.
- Employees are paid according to an incremental salary scale, as set out by the Department of Further and Higher Education, Research, Innovation and Science (DFHERIS).
- A comprehensive induction programme for new staff is currently under development.

## Health and Wellbeing

- We offer a comprehensive Employee Wellbeing programme including an Employee Assistance Programme and wellbeing webinars through Spectrum Life.
- Following a TUS seminar on menopause in the workplace in October 2022, we are developing a training plan for managers and staff on supporting menopause in the workplace.

## Work life balance

- We offer a wide range of flexible working and leave options which are available to all employees, including carer's leave, career breaks, paid maternity and adoptive leave, paid paternity leave, parent's leave, parental leave, shorter working year schemes, work-sharing.
- We are currently in the process of developing a Blended Working Policy for Professional, Management and Support Staff based on the success of such arrangements throughout the COVID-19 pandemic.
- We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.
- We are in the process of establishing a Parents and Carers Network. The purpose of this network will be to facilitate a safe space for staff with parental or caring duties to support each other, to highlight the pressures associated with this in a work context, and to help inform TUS policies and supports for parents and carers.

## Women in leadership

- We are working on various initiatives to support more women in leadership roles. One such initiative is supporting female staff to participate in the Advance HE Women's Leadership Aurora programme. 12 TUS staff are participating in the 2022/2023 Aurora programme and are part of a structured mentorship programme.
- We are in the process of establishing a Women's Network in TUS
- We currently have a Senior Academic in Leadership Initiative post, funded by DFHERIS and will continue to engage in similar initiatives in the future.

## Data collection and evidence-based policy development

- We welcome the opportunity to report on our gender pay gap and we will work with our colleagues in other Higher Education Institutes to share learnings and best practice.
- We welcome the recently published 2<sup>nd</sup> HEA National review of Gender Equality in Irish Higher Education Institutions (November 2022), and we will work to implement the recommendations of this review.
- We currently have an Athena Swan Bronze Legacy Award, stemming from our previous AIT and LIT Athena Swan Bronze Awards. We are in the process of preparing for a full TUS Bronze Award and will be conducting a staff survey in 2023 to measure staff perceptions on progress of actions which contribute to progressing gender equality within TUS.