



Ollscoil  
Teicneolaíochta  
an Atlantaigh

Atlantic  
Technological  
University

## **Atlantic Technological University**

### **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 over 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 University.

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 upper remuneration quartile pay band (A)
- the upper middle remuneration quartile pay band (B)
- the lower middle remuneration quartile pay band (C)
- the lower remuneration quartile pay band (D)

## **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 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 ATU is 28 June 2022 with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date.

## Atlantic Technological University

Atlantic Technological University (ATU) was established on 1<sup>st</sup> April 2022 from the merger of the Institutes of Technology in Letterkenny, Sligo, and Galway/Mayo. This Gender Pay Gap report is therefore the first analysis of pay undertaken by the University and given that the data analysed covers the year up to 28<sup>th</sup> June 2022, the picture presented represents the merged position from the legacy Institutes.

With no internal reference points to compare against, this report will become the baseline from which future progress and actions can be measured.

ATU is committed to creating an inclusive culture and environment where all feel welcome regardless of their gender, race, grade, or any other characteristic, and can reach their full potential. ATU is committed to advancing and supporting diversity and inclusion for all staff and students. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives for all members of the University and to create more positive outcomes for our staff, students, and the community at large.

## 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.*

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

On the 28<sup>th</sup> June 2022 there were 2,399 staff employed in the University who are included in the Report. Of those employed there were 1,058 men who made up 44.1% of the staff population and 1,341 women who made up 55.9% of the population.

## 2. Gender Pay Gap Data for ATU

The mean and median gender pay gaps for all staff, part-time staff and those employed on temporary contracts are set out in Table 1 below. The gender pay breakdown by quartile is in Table 2 and Figure 1.

Table 1

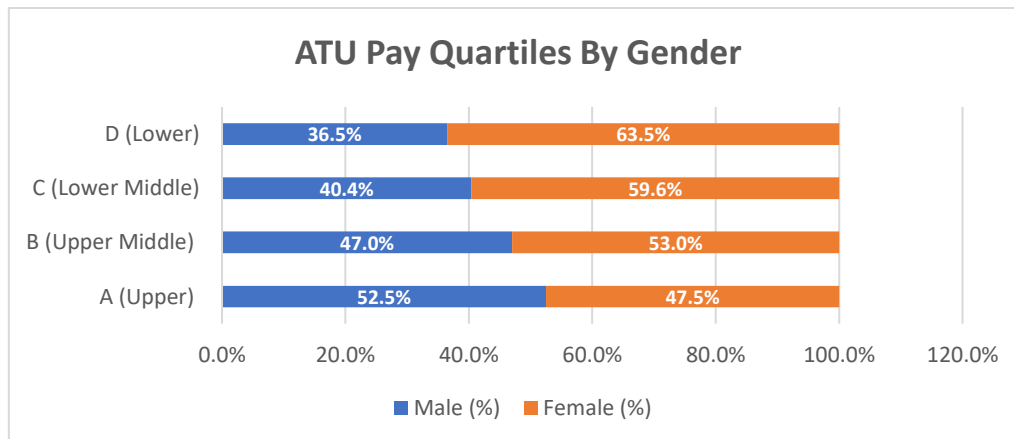
### Gender Pay Reporting Metrics

All Employees Mean and Median Hourly Gender Pay Gap % =	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
	9.7%	7.7%	€32.53	€29.38	€30.49	€28.15
Part-time Mean and Median Hourly Gender Pay Gap % =	Part Time EE Mean Gender Pay Gap %	Part Time EE Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
	7.5%	15.1%	€26.98	€24.96	€26.68	€22.64
Temporary Contracts Mean and Median Hourly Gender Pay Gap % =	Temp Contracts Mean Gender Pay Gap %	Temp Contracts Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay
	9.5%	16.2%	€26.72	€24.17	€25.31	€21.21

Table 2

% of Males & Females in Each Quartile	Quartile	Male (%)	Female (%)	Quartile Ranking System
	A (Upper)	52.5%	47.5%	600
	B (Upper Middle)	47.0%	53.0%	1,200
	C (Lower Middle)	40.4%	59.6%	1,799
	D (Lower)	36.5%	63.5%	2,399

Fig 1



No members of staff received bonus payments or benefits-in-kind.

### **3. What are the reasons for the gender pay gap?**

ATU has a mean gender pay gap of 9.7%. This compares with a national gender pay gap of 11.3%<sup>1</sup>, last reported in 2018.

This does not mean that women are paid 9.7% less than men doing the same jobs. Nationally negotiated pay scales significantly mitigate against this. Rather it is a function of the differential level in the university at which women and men work.

Women are over-represented in the lower grades and men are over-represented in the higher grades. ATU, and its predecessor Institutes, have identified this as a major issue and put in place Gender Action Plans to help address this issue. Progress has been made, as can be seen in the very positive fact that the top two pay quartiles are effectively gender balanced, contributing to bringing the gender pay gap below the national average. However much more needs to be done; for example, the most senior level of management is 60% male and 40% female.

Additionally, as the number of women appointed to senior levels has increased in recent years, the length of pay scales means there can be a lag time of up to 8-9 years before pay parity is achieved.

### **4. Actions to be taken to reduce and eliminate the gender pay gap?**

ATU is committed to gender equality and has signed up to the Athena Swan gender equality charter and principles. Following the established of ATU in April 2022, the university received an Athena Swan Legacy Bronze Award, based on both a recognition of work undertaken by the three predecessor Institutes as well as the submission of a detailed Gender Action Plan. This Action Plan covers a three-year period with 49 individual actions to promote gender equality including;

- Establishing an EDI Committee of Governing Body
- Establish an EDI Steering Group with responsibility for implementing the Gender Action Plan
- Ensure that all those in leadership positions have demonstrable experience of EDI.
- Delivering an annual programme of equality training, including Fair Recruitment training for members of recruitment panels
- Ensure gender balance (a minimum of 40%F and 40%M) on selection boards
- Having a gender balanced Governing Body and Academic Council, including subcommittee membership and chair roles.
- Fund the participation of a minimum of 12 female staff annually in the Aurora Development programme
- Establish a Women's Network to feed into decision making bodies.

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<sup>1</sup> Eurostat <https://ec.europa.eu/eurostat/documents/3888793/14368632/KS-TC-22-002-EN-N.pdf/4951104b-f01d-0964-717a-be0ea3dfd9e4>

- Support the development of a sectoral Remote Working Policy which enables remote/hybrid working arrangements in all suitable roles.
- Develop a Core Meeting Times policy to facilitate engagement and inclusion of all staff in key meetings

The aim of the gender action plan is to promote gender equality, remove barriers to equality and lead to a more inclusive workplace. It is expected that these actions will also go a long way towards reducing the gender pay gap.

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