



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University

Gender Pay Gap Report

2023

1. Background to Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 came into effect in July 2021, after which the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 were enacted. The key requirements of the legislation are:

- Provision of data.
- Reasons for any differences identified in pay between men and women.
- Actions that will be taken by organisations to eliminate or reduce such differences.

The gender pay gap is the difference in average gross hourly earnings between women and men. It is based on salaries paid directly to employees before income tax and social insurance contributions are deducted.

Since 2022 organisations with 250 or more employees are required to publish this information. Organisations with 150 or more employees will be required to publish gender pay gap data from 2024, and those with 50 or more employees from 2025.

When determining the number of employees in the organisation, all employees are counted. Where an employee does not self-identify as either gender, an employer may omit the individual from the gender pay gap calculations.

A gender pay gap is not necessarily an indication of pay discrimination but may relate to the unequal representation of women across the organisation or across certain grades, for example an over representation of women in lower paid grades.

The Gender Pay Gap Information Act 2021 requires the annual publication of gender pay gap data. Future regulations made under the Act may provide for a central website on to which employers will be required to upload their information. Such a system is not in place for the current reporting cycle. Plans to develop an online reporting system for future reporting cycles are being advanced by the Department of Children, Equality, Disability, Integration and Youth¹.

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.

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.

Legislative requirements

The 2021 Act requires that gender pay figures must be reported 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

¹ PQ 49805/23

- 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)

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/or a higher proportion of men in higher paid roles.

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.

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 June 30, 2023, 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 April 01, 2022, from the merger of the Institutes of Technology in Letterkenny, Sligo, and Galway/Mayo. Following the official incorporation of St. Angela's College, Sligo on Wednesday 1st November 2023 ATU now comprises of nine campuses². However, as St Angela's incorporated with ATU after the snapshot date, employees from St Angela's are not included in this report.

² ATU locations <https://www.atu.ie/locations> (Accessed 1 November 2023)

ATU is committed to being a diverse, equal, and inclusive University and is making progress on embedding equality, diversity, and inclusion (EDI) across everything we do. This ensures we can all work and learn in an environment defined by dignity and respect, where diversity is celebrated and everyone is treated fairly, regardless of gender, age, race, disability, ethnic origin, religion, sexual orientation, civil status, family status, membership of the travelling community or socio-economic status.

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.

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 June 30, 2023, there were 2,602 staff employed in the University who are included in this Report. Of those employed there were 1,152 men who made up 44% of the staff population and 1,450 women who made up 56%.

2. ATU's Gender Pay Gap

As of June 30, 2023, ATU has a gender pay gap of 9.6% in favour of male staff.

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.

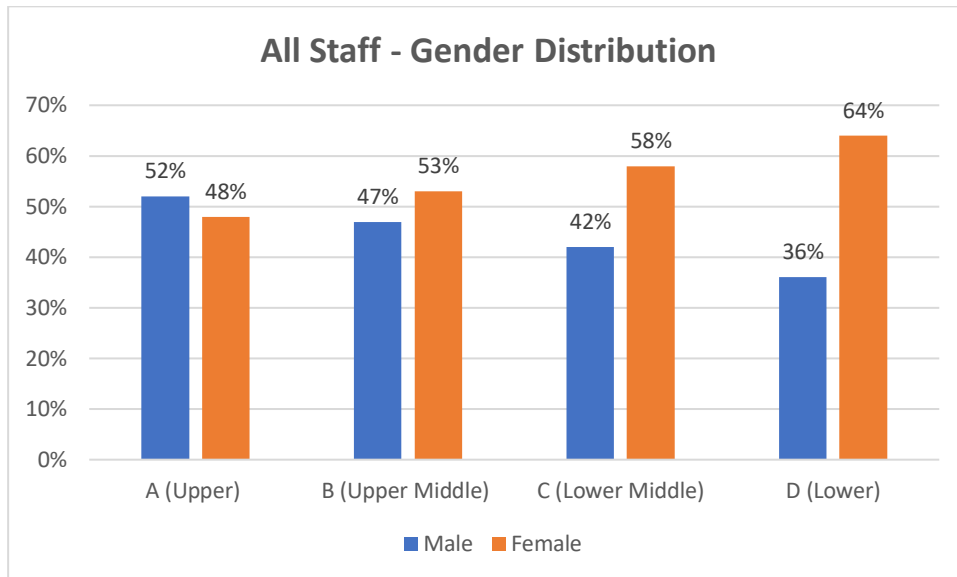
Table 1

Category	Mean Gender Pay Gap %	Median Gender Pay Gap %
All Staff	9.6%	12.6%
Part-time Staff	12.5%	10.1%
Temporary Staff	13.4%	25.9%

Gender Distribution – All Staff

The gender distribution for All Staff is in line with the 2022 report with almost an equal number of male and female staff in the top two pay quartiles and a 3:2 ratio of female to male in the two lower pay quartiles as illustrated in table 2.

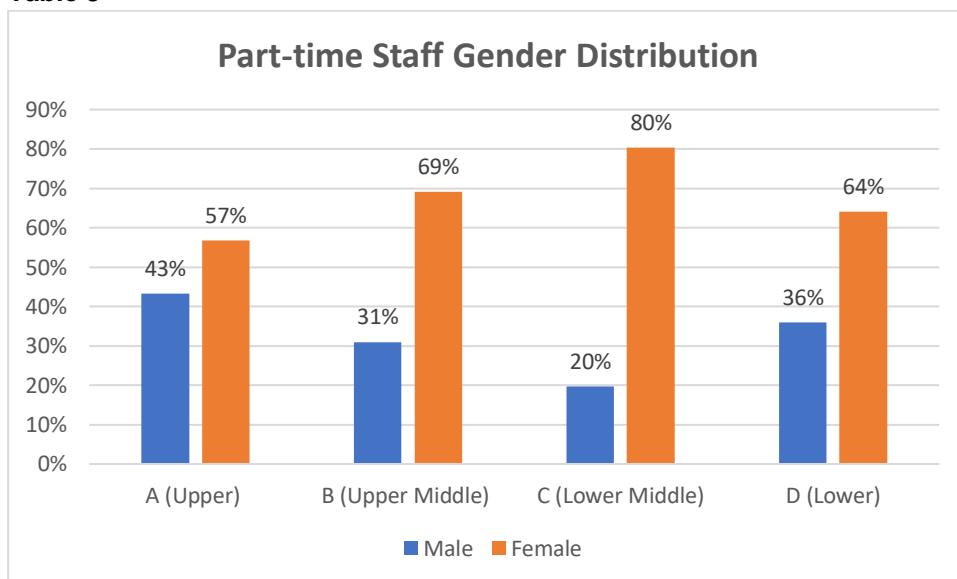
Table 2:



Gender Distribution – Part-time Staff

Table 3, below, illustrates a notable gender imbalance in the composition of part-time staff with 62% of staff in the two upper pay quartiles and 72% of staff in the lower two pay quartiles being female. This has resulted in a mean pay gap of 12.5% and a median gap of 10.1% for this cohort of staff.

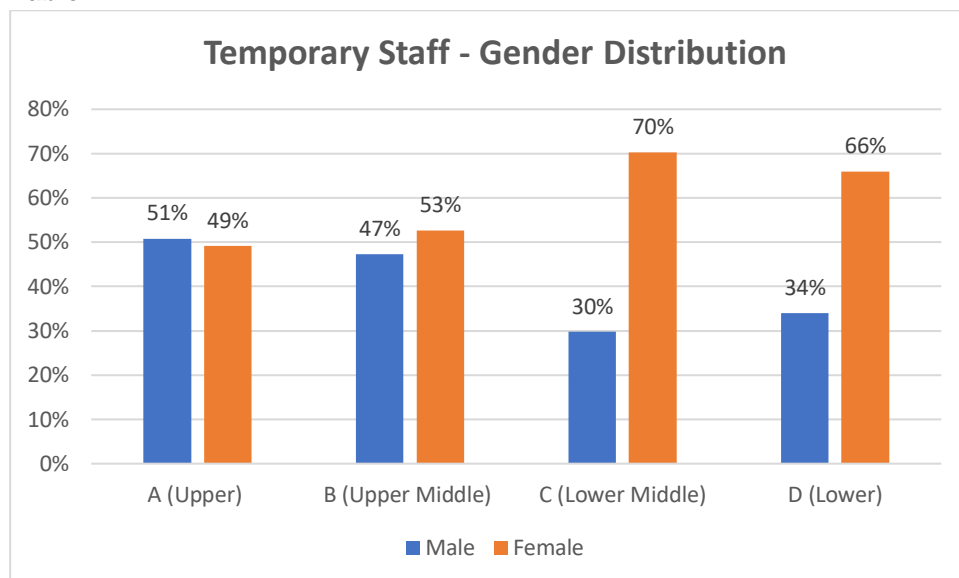
Table 3



Gender Distribution – Temporary Staff

The composition of temporary staff within the two upper pay quartiles is reasonably well balanced with an almost equal distribution of female and male staff, however the two lower pay quartiles is predominantly female at 68% resulting in a mean and median pay gap of 13.4% and 25.9% respectively.

Table 4:



3. Reasons for the gender pay gap

ATU has an all staff mean gender pay gap of 9.6% compared to the national gender pay gap of 9.9%³. Whilst the mean gender pay gap has reduced marginally from 9.7% in 2022, the median pay gap has increased from 7.7% to 12.6%.

At a macro level, there are 11% more female than male staff in the University (55.5% female compared to 44.5% male).

The fact that there is an almost equal split of female and male staff in the two higher pay quartiles is positive. However, there is a disproportionate number of females in the two lower pay quartiles with 50% more female than male staff in these quartiles (60% female / 40% male) which is a primary contributor to the mean and median gender pay gaps in all three categories reported.

4. Actions to reduce and eliminate the gender pay gap

ATU applies national and sectoral pay scales in line with Government policy regardless of gender.

The University continue to review our talent attraction approach to ensure fairness and inclusivity. All vacancies are advertised with transparent pay ranges and an openness to flexible working arrangements. Hiring managers complete a suite of recruitment and selection related training on the University's policies and procedures, unconscious bias and a dedicated half day workshop on recruitment and selection best practices.

³ EuroStat Gender Pay Gap Statistics (March 2023) Available at: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics (Accessed 15 December 2023)

ATU is committed to gender equality and has signed up to the Athena Swan Gender Equality Charter and Principles. Following the establishment 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.

The Action Plan covers a three-year period with 49 individual actions to promote gender equality, remove barriers to equality and further develop a more inclusive workplace. These actions will support the University's efforts to reduce its gender pay gap.

ATU has established an EDI Subcommittee of the University's Governing Body, and an EDI Steering Group which, amongst other things, has responsibility for implementing the Gender Action Plan.

The University has established an Athena Swan Self-Assessment Team for the University's 2025 Bronze Award application.

To support the progression of females to more senior roles, ATU continues to fund the participation of female staff members in the Aurora Women's Leadership Development Programme; the University has funded 14 women for the 2023/24 programme. Run by Advance HE, the Aurora programme has significantly increased the likelihood of promotion or progression by the participants in the past, through their improved confidence, awareness, and ability to seek out and request leadership roles⁴.

Actions that will be prioritised in 2024 include –

- Monitor and report annually on aggregate outcomes from all University recruitment processes.
- Ensure that all those recruited in leadership positions have demonstrable experience of EDI.
- Delivering an annual programme of equality training, including Fair Recruitment training for members of recruitment panels.
- 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.
- Review and revise maternity/adoptive leave policies and procedures.
- Establish a University Equality Champions Network that is representative of the University.

Arising from the analysis of this pay data ATU will seek to increase the number of male applicants for entry level roles in the University and will monitor the success (or otherwise) of same.

⁴ Source: <https://www.advance-he.ac.uk/knowledge-hub/onwards-and-upwards-tracking-womens-work-experiences-higher-education-year-5-report>