Gender Pay Gap Reporting

Introduction and Executive Summary

Established as an educational institution in 1972 and conferred as University in 1989, University of

Limerick is an independent, research-led university with over 18,000 students and over 1900 Academic, Administrative and Professional Supports and Research Staff. The University of Limerick is committed to equal pay through open and transparent systems supported by Public Service Pay salary bands in place for the Higher Education Sector. The University is an inclusive community committed to removing any obstacles to career advancement and enhancement for all current and future staff, in creating, harnessing and imparting knowledge for the benefit of our students and the enrichment of our community.

The University of Limerick supports the principle of equal pay for work of equal value and is committed to the Athena Swan process which provides the University with a framework through which gender equality can be measured and improved upon at UL.

1. The legislative requirement

The Gender Pay Gap Information Act 2021 and Regulations 2022 published on 3rd June 2022 requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics. The Regulations set out the detail on how these calculations are made.

An ‘Employee’ is defined as a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the university on the snapshot date.

The Snapshot date for University of Limerick is 30/06/2022.

1. Provision of data

The Employment Equality Act 1998 (Section 20A) Gender Pay Gap Information Regulations 2022 information for University of Limerick is as follows:

* **Mean** hourly pay of male and female employees = **11.5%**
* **Median** hourly pay of male and female employees = **11%**
* **Mean** hourly pay of male and female **part-time** employees = **10%**
* M**edian** hourly pay of male and female **part-time** employees = **2%**
* **Mean** hourly pay of male and female employees **on temporary contracts** = **13%**
* **Median** hourly pay of male and female employees **on temporary contracts** = **20%**

The percentage of male and female employees who were paid **bonus remuneration**-

Not applicable for reporting purposes.

* The percentage of male and female employees who received **benefits-in-kind-**

Not applicable for reporting purposes.

* The percentages of male and female employees who fall into quartile pay bands.

|  |  |  |  |
| --- | --- | --- | --- |
| 2023 | **Female** | **Male** |  |
| Q1 % | 53% | 47% |
| Q2 % | 63% | 37% |
| Q3 % | 53% | 47% |
| Q4 % | 46% | 54% |

1. Our Gender Pay Gap Analysis

Based on the on-going analysis of the gender pay figures, our strict adherence to approved levels of pay for public service grades prevents the issue of pay inequality occurring.

We note the concentration of females in various administrative and support grades. While we see equal numbers in Academic grades the trend shows a reduction in female participation at senior academic grades, with the same issue visible across all Research grades.

The effect of the concentration of genders in particular roles become compounded over time

and is further magnified during promotions or advancement processes as a result of, in particular of, length of service.

Like all organisations we have seen the impact Covid-19 has had on the need to provide family responsibilities and how same clashed with the ability to work from home during lockdown. This resulted in people electing to work part-time or step out of the workforce temporarily to provide caregiving responsibilities and contributes to the overall figure noted.

1. Proposed Actions for University of Limerick

Actions regarding gender pay are encompassed in our Athena Swan Framework which includes the following key priorities;

**Priority 1**: To embed gender equality throughout the institution

**Priority 2**: To address the imbalance and advance the representation of women at senior academic levels in the institution

#### **Priority 3**: Demonstrate the impact of Athena Swan

As evidenced by achieving one of the first Athena Swan awards in Ireland, UL considers gender equality to be a key priority and is proud to continue to be a leader in the sector in the following key areas.

* Leadership
* Recruitment and Selection
* Promotions
* Governance and Management
* Culture
* Flexible and Agile Working
* Integrating the Gender dimension into Teaching and Learning Research and Quality
* Workload Allocation Models
* Data-Driven decision-making
* Career Development
* Athena Swan Charter
* Campus Development