

Gender Pay Gap Reporting

Maynooth University

2022

Executive Summary

Maynooth University (MU) has a deep commitment to equality and inclusion. For the first time, in 2022, all organisations with over 250 employees will be required to report on their Gender Pay Gap, as per the Gender Pay Gap Information Act 2021. MU welcomes the introduction of statutory gender pay gap reporting in Ireland as an important tool for promoting gender equality in the higher education sector.

What is the Gender Pay Gap?

The *gender pay gap* is the difference in the average hourly wage of male and female employees across the full workforce. The *mean* is the average hourly pay point of all male and female employees. The *median* is the midpoint hourly pay point of all male and female employees.

It is important to note that the gender pay gap does not indicate pay discrimination (i.e. an absence of equal pay for the same work, which was outlawed in the Republic of Ireland by equal pay legislation in 1975). Universities operate to nationally approved incremental published salary scales and follow good practice in their job sizing and pay progression policies, in line with the [Irish Human Rights Equality Commission \(IHREC\) Code of Practice on Equal Pay](#)¹.

While not constituting pay discrimination, a gap may indicate that there are differences in the roles that women are represented in compared to men. It is important to identify any barriers or biases that may lead to a gender pay gap and actively work to address these.

What is MU's Gender Pay Gap?

Using the snapshot date of 30/06/2022, MU's mean hourly pay gap for all staff is 17% (Table 1).

Table 1: Maynooth University Gender Pay Gap Data (2022), using the snapshot date of 30/06/2022

| | Mean Hourly Pay Gap - All Staff | Median Hourly Pay Gap - All Staff | Mean Hourly Pay Gap – Temporary Employees | Median Hourly Pay Gap – Temporary Employees | Mean Hourly Pay Gap – Part Time Employees | Median Hourly Pay Gap – Part Time Employees |
|---------------------|---------------------------------|-----------------------------------|---|---|---|---|
| Maynooth University | 16.99% | 24.14% | 14.03% | 9.39% | 16.89% | 4.34% |

¹ https://www.cipd.ie/Images/codes-of-practice-equal-pay-ihrec-march-2022_tcm21-107603.pdf

MU has a higher percentage of female staff in the lower, and lower middle quartile pay bands compared to the upper middle and upper quartile pay bands which are gender balanced (Table 2).

Table 2: Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands (2022), using the snapshot date of 30/06/2022

| | Quartile 1 | Quartile 2 | Quartile 3 | Quartile 4 |
|--------|------------|------------|------------|------------|
| Male | 32.80% | 32.48% | 47.74% | 54.19% |
| Female | 67.20% | 67.52% | 52.26% | 45.81% |

Reasons for the Gender Pay Gap

MU recognises the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people. Reasons for the Gender Pay Gap are likely to comprise a combination of institutional and external factors, including differences between men and women in length of service, historically gender segregated occupations, career progression, educational attainment and qualifications, the prevalence of fulltime and part-time working, gender differences in early career salary expectations (see HEA Graduate Outcomes Survey 2021 – Earnings Analysis²), the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

Actions to be Taken

MU has put in place a range of actions to support gender equality; from commitment to the Athena Swan Ireland initiative, high-level gender equality steering groups, gender equality action plans, policies, and involvement in EU and HEA research projects on gender equality.

MU is a signatory of the [Athena Swan Ireland Charter Principles](#)³ and has held an *Athena Swan Bronze Institution Award* since 2018, which recognises our commitment to advancing gender equality. We have a *Gender Equality Steering Group* who developed the MU *Gender Action Plan 2018-2022*⁴, underpinned by the University's [Equality and Diversity Policy](#)⁵, which includes evidence informed actions and targets tailored for our institution to target potential reasons for the gender pay gap, such as potential bias that can manifest in recruitment and promotions processes, gender differences in early career salary expectations, the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

In addition to this, our actions will be informed by our work as a partner in the European funded project [GenderAction+](#)⁶ which aims to advance gender equality in the European Research Area, and the recently published [Report of the Expert Group: 2nd HEA National Review of Gender Equality in Irish Higher Education Institutions](#)⁷ recommendations. The HEA's *Gender Equality Enhancement Fund* has also recently supported a project titled "Addressing the Gender Pay Gap in Irish Higher

² The gender salary gap in 2021 stood at €4,766 for all graduates and €3,555 for younger graduates. When like-for-like graduates are compared, the gender pay gap reduces by approximately half to €2,421 for all graduates. Average salaries were highest for ICT graduates at €45,197, while Arts & Humanities graduates reported the lowest salaries (€29,770) Given that women are underrepresented in Data/ICT related courses, the gendered impact on pay is clear. <https://hea.ie/statistics/graduate-outcomes-data-and-reports/graduate-outcomes-2021/graduate-earnings-analysis-go-2021/>

³ <https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swain-ireland#principles>

⁴ <https://www.maynoothuniversity.ie/athena-swain/self-assessment-team/action-plan>

⁵ https://www.maynoothuniversity.ie/sites/default/files/assets/document/Equality%20and%20Diversity%20Policy%20-%202018%20FINAL_1.pdf

⁶ <https://genderaction.eu/>

⁷ <https://hea.ie/policy/gender/hea-national-review-of-gender-equality-in-irish-higher-education-institutions/>

Education". This project will create a modelling tool for the higher education sector which MU will benefit from for future gender pay gap reporting.

Table of Contents

| | |
|---|----|
| Executive Summary | 1 |
| What is the Gender Pay Gap? | 1 |
| What is MU’s Gender Pay Gap? | 1 |
| Reasons for the Gender Pay Gap | 2 |
| Actions to be Taken | 2 |
| Table of Figures | 4 |
| Table of Tables..... | 4 |
| 1. Introduction to Maynooth University | 5 |
| 2. The Legislation and Legislative Requirements | 6 |
| 3. Gender Pay Gap Data | 7 |
| 3.1 Data analysis process | 8 |
| 3.2 Benchmarking..... | 8 |
| 4. Commentary on the Gender Pay Gap..... | 8 |
| 4.1 What is the Gender Pay Gap? | 8 |
| 4.2 Reasons for the Gender Pay Gap | 9 |
| 4.3 Proposed actions to address the Gender Pay Gap..... | 11 |

Table of Figures

| | |
|---|----|
| Figure 1: MU staff by funding type vs University staff by funding type, December 2021..... | 6 |
| Figure 2: Profile of Administrative, Technical and Professional Staff (core funded): MU vs all Universities, 2021 | 10 |
| Figure 3: Profile of Academic Staff: MU vs Universities, 2021 (WTE)..... | 11 |

Table of Tables

| | |
|---|---|
| Table 1: Maynooth University Gender Pay Gap Data (2022), using the snapshot date of 30/06/2022. | 1 |
| Table 3: Total number of MU staff by gender and category of post, HEA Review of Gender Equality Tables, December 2021 (headcount)..... | 6 |
| Table 4: Maynooth University Gender Pay Gap Data (2022), using the snapshot date of 30/06/2022. | 7 |
| Table 5: Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands using the snapshot date of 30/06/2022..... | 7 |

1. Introduction to Maynooth University

Maynooth University (MU) has a deep commitment to equality and inclusion. Our goal is to build on our achievements to date and become a model university for equality, diversity, inclusion and interculturalism, where social justice, addressing inequality and empowering people are central to our mission (*MU Strategic Plan 2018-2022*). We recognise the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people.

One of four constituent universities of the National University of Ireland, Maynooth University has c.15,000 students and c.1,200 staff from over from 100 countries and is recognised as a leader in inclusive excellence in relation to our innovative approach to Access and Widening Participation, transformational Teaching & Learning, and research in climate change and climate justice, digital science, global economic shifts, global equity, and human rights.

MU is ranked #1 in Ireland in the latest Times Higher Education Best Young University Rankings and in the top 110 in the world. MU is recognised among the top 600 universities in the world and in the top 250 European universities.

MU is ranked in the top 7% internationally for Gender Equality by the Times Higher Education Impact Rankings (2022). MU has achieved this through a focus on changing our organisation and culture rather than the historical 'fix the women' approach'. Our approach is holistic in focusing on both staff and students and encompasses gender equality, addressing gender-based violence, and consideration of the sex/gender dimension in research content. In addition to this, we have initiatives on LGBTQIA+, race equality, disability, refugees, asylum seekers and migrants.

Our intersectional approach and multi-level state interventions have been noted in a recent report by the EU,⁸ and Ireland is recognised as a role model regarding the development and implementation of Gender Equality Plans in Research & Innovation⁹.

In 2021, our overall staff cohort was gender balanced with 58% Female (F), 42% Male (M). The Academic (core funded) and Research/Specialist Academic categories were also gender balanced. However, the Professional and Support staff categories (both core-funded and research-funded) were over 70% female (Table 3).

⁸ European Commission, Directorate-General for Research and Innovation (2022) *Approaches to inclusive gender equality in research and innovation (R&I)*, Publications Office of the European Union.

⁹ The Standing Working Group on Gender in Research and Innovation (ERAC SWG GRI) assessed the adoption of GEPs by 23 MS and 6 AC to identify the needs at national level in 2020/21.

Table 2: Total number of MU staff by gender and category of post, HEA Review of Gender Equality Tables, December 2021 (headcount)

| | Female | %F | Male | %M | Total |
|--|------------|------------|------------|------------|--------------|
| Academic (core funded) | 195 | 44% | 246 | 56% | 441 |
| Professional and support (core funded) | 285 | 70% | 122 | 30% | 407 |
| Total: Core-funded staff | 480 | 57% | 368 | 43% | 848 |
| Research/Specialist Academic (research funded) | 94 | 47% | 107 | 53% | 201 |
| Research: Professional and support (research funded) | 158 | 72% | 62 | 28% | 220 |
| Total: Research-funded staff | 252 | 60% | 169 | 40% | 421 |
| Overall Total | 732 | 58% | 537 | 42% | 1,269 |

Figure 1. shows the gender profile of MU staff categories in 2021 was similar to the average gender profile across the universities.

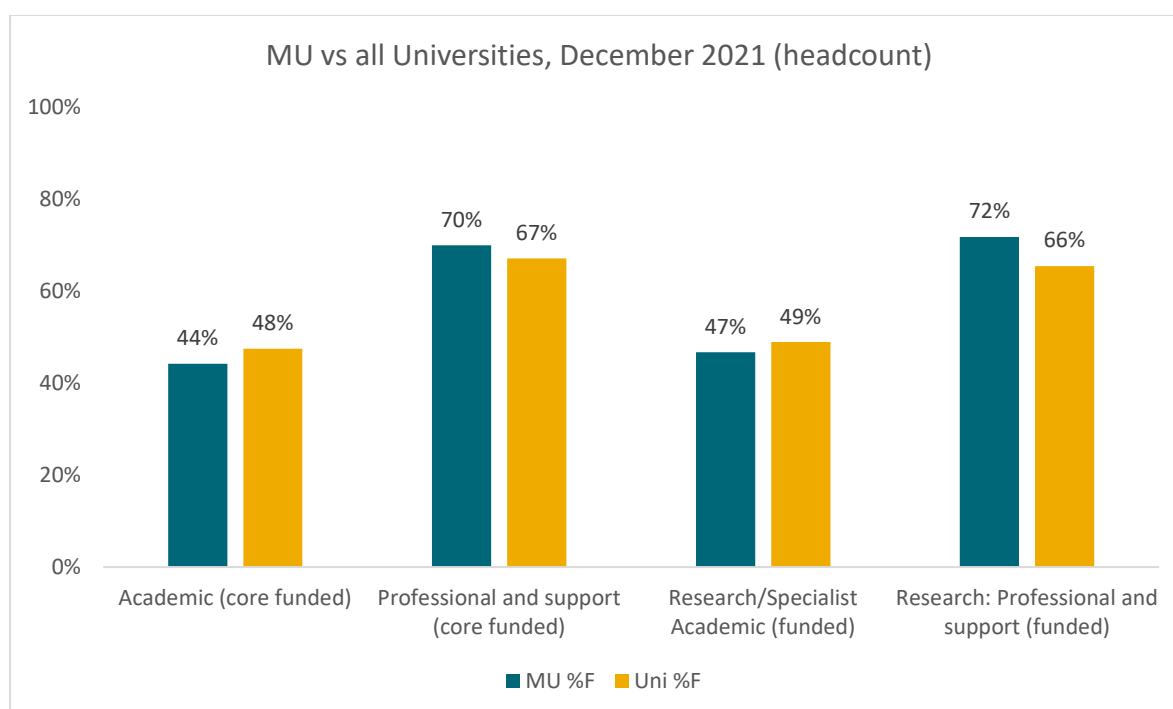


Figure 1: MU staff by funding type vs University staff by funding type, December 2021.

2. The Legislation and Legislative Requirements

The *Gender Pay Gap Information Act 2021* introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics.

Regulations under the Act came into operation on 31 May 2022 and are published in the Irish Statute Book at <https://www.irishstatutebook.ie/eli/2022/si/264/made/en/pdf>.

The Regulations require organisations with over 250 employees to report on their gender pay gap in 2022 by reference to their employees on a snapshot date in June 2022.

The information that employers are required to publish includes:

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

Organisations are required to give reasons for any gaps identified in pay between men and women and to outline the actions that will be taken to address the gaps.

The Department of Children, Equality, Disability, Integration and Youth ([DCECIY](#)) has published [further information on their website](#)¹⁰ including how to calculate the gender pay gap metrics and Frequently Asked Questions (FAQ) on reporting them.

3. Gender Pay Gap Data

Using the snapshot date of 30th June 2022, MU’s gender pay gap for all staff is 17% (Mean Hourly Pay Gap – All Staff) as per Table 4 below.

Table 3: Maynooth University Gender Pay Gap Data (2022), using the snapshot date of 30/06/2022

| | Mean Hourly Pay Gap - All Staff | Median Hourly Pay Gap - All Staff | Mean Hourly Pay Gap – Temporary Employees | Median Hourly Pay Gap – Temporary Employees | Mean Hourly Pay Gap – Part Time Employees | Median Hourly Pay Gap – Part Time Employees |
|----------------------------|---------------------------------|-----------------------------------|---|---|---|---|
| Maynooth University | 16.99% | 24.14% | 14.03% | 9.39% | 16.89% | 4.34% |

MU has a higher percentage of female staff in the lower, and lower middle quartile pay bands compared to the upper middle and upper quartile pay bands which are gender balanced (Table 5).

Table 4: Proportion of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands using the snapshot date of 30/06/2022

| | Quartile 1 | Quartile 2 | Quartile 3 | Quartile 4 |
|---------------|------------|------------|------------|------------|
| Male | 32.80% | 32.48% | 47.74% | 54.19% |
| Female | 67.20% | 67.52% | 52.26% | 45.81% |

¹⁰ https://www.gov.ie/en/campaigns/0cb29-gender-pay-gap-information-act-2021/?gclid=EAlaIqObChMlyK-c1J-B_AIVtPtCh06RwbiEAAYASAAEgKDn_D_BwE

3.1 Data analysis process

The MU Gender Pay Gap data analysis process included:

- i) Snapshot date selected (30th June 2022) and capture of the active payroll for the reporting period 12 months immediately preceding and including the snapshot date (1st July 2021 - 30th June 2022). This gives a publishing deadline of the 30th December 2022, 6 months after the snapshot date;
- ii) Headcount of 'relevant employees' on the snapshot date;
- iii) Identify staff categories;
- iv) Confirm weekly working hours per staff categories (40 hours for academics; 37 hours for administrative, professional and researchers and 39 hours technical staff).
- v) Calculation of their total ordinary pay.

For our calculation, we have calculated the total ordinary pay (**there are no bonuses or benefits-in-kind**) and determined the total number of working hours worked for the reporting period (1 year prior to the snapshot date) for each person employed on the snapshot date. Based on this information, the employee's hourly remuneration was calculated.

For the headcount and gender pay gap calculations, MU has not included hourly paid occasional staff in line with the definition of 'relevant employees' in the [DCEDIY guidance](#)¹¹ (i.e. someone covered by the Employee Equality Act 1998) as there is no requirement for them to take up hours if they are offered to them, and no requirement on the institution to offer hours to them, therefore they are not considered 'relevant employees' by this definition.

3.2 Benchmarking

The [Eurostat gender pay gap statistics](#)¹² show the difference between average gross hourly earnings of male and female employees as % of male gross earnings, in 2020 the European Union gender pay gap was 13%. The highest gender pay gap in the EU was 22.3% (Latvia) and the lowest 0.7% (Luxembourg).

In Ireland, Eurostat data show that the gender pay gap has fluctuated over the past decade. It rose from 12.7% in 2011 to a high of 14.4% in 2017, before dropping to 11.3% in 2019, the final year that figures are available.

4. Commentary on the Gender Pay Gap

4.1 What is the Gender Pay Gap?

The gender pay gap calculates the mean and median hourly wage differentials between men and women.

The mean hourly wage for women is calculated by adding all rates of pay for female employees together, divided by the total number of female employees in an organisation. The same is carried

¹¹ https://www.gov.ie/en/campaigns/0cb29-gender-pay-gap-information-act-2021/?gclid=EAlaIQobChMlyK-c1J-B_AIVtPtCh06RwbiEAAYASAAEgKDn_D_BwE

¹² https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

out 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 median gender pay gap is the difference between women's median hourly wage and men's median hourly wage. 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 individual in the middle.

It is important to note that the gender pay gap does not indicate pay discrimination (i.e. an absence of equal pay for the same work, which was outlawed in the Republic of Ireland by equal pay legislation in 1975). Universities operate to nationally approved incremental published salary scales and follow good practice in their job sizing and pay progression policies, in line with the [Irish Human Rights Equality Commission \(IHREC\) Code of Practice on Equal Pay](#)¹³.

While not constituting pay discrimination, a gap may indicate that there are differences in the roles that women are represented in compared to men. It is important to identify any barriers or biases that may lead to a gender pay gap and actively work to address these.

The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings.

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

4.2 Reasons for the Gender Pay Gap

MU has a deep commitment to equality, diversity and inclusion and it is highlighted as a key goal in our Strategic Plan. We recognise the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented people.

However, reasons for the Gender Pay Gap are likely to comprise a combination of institutional and external factors, including differences between men and women in length of service, historically gender segregated occupations, career progression, educational attainment and qualifications, and the prevalence of fulltime and part-time working.

It should be noted that this is the first time that many of the universities have undertaken a gender pay gap analysis, and this is the first time for all to do so in accordance with the new statutory regulations. On that basis, the results of the analysis will now need to be investigated further to determine the causes in more precise terms and to formulate actions accordingly as part of universities' gender action plans.

MU's Gender Equality Action Plan includes actions to target other potential reasons for the gender pay gap, such as potential bias that can manifest in recruitment and promotions processes, gender differences in early career salary expectations (see HEA Graduate Outcomes Survey 2021 – Earnings

¹³ https://www.cipd.ie/Images/codes-of-practice-equal-pay-ihrec-march-2022_tcm21-107603.pdf

Analysis¹⁴), the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

In MU, a higher percentage of women hold lower paid administrative, technical, and professional (ATP) roles compared to men. For example, Figure 2 below shows the profile of MU ATP staff (core funded) by salary band and gender, compared to the average of the Universities in 2021. The bulk of staff sit below the €76k salary band. It is evident that women are over-represented in all of the pay bands except the highest, however at the €25k – €46k band it appears that MU has a higher percentage of women compared to the university average, which will be contributing to MU’s Gender Pay Gap.

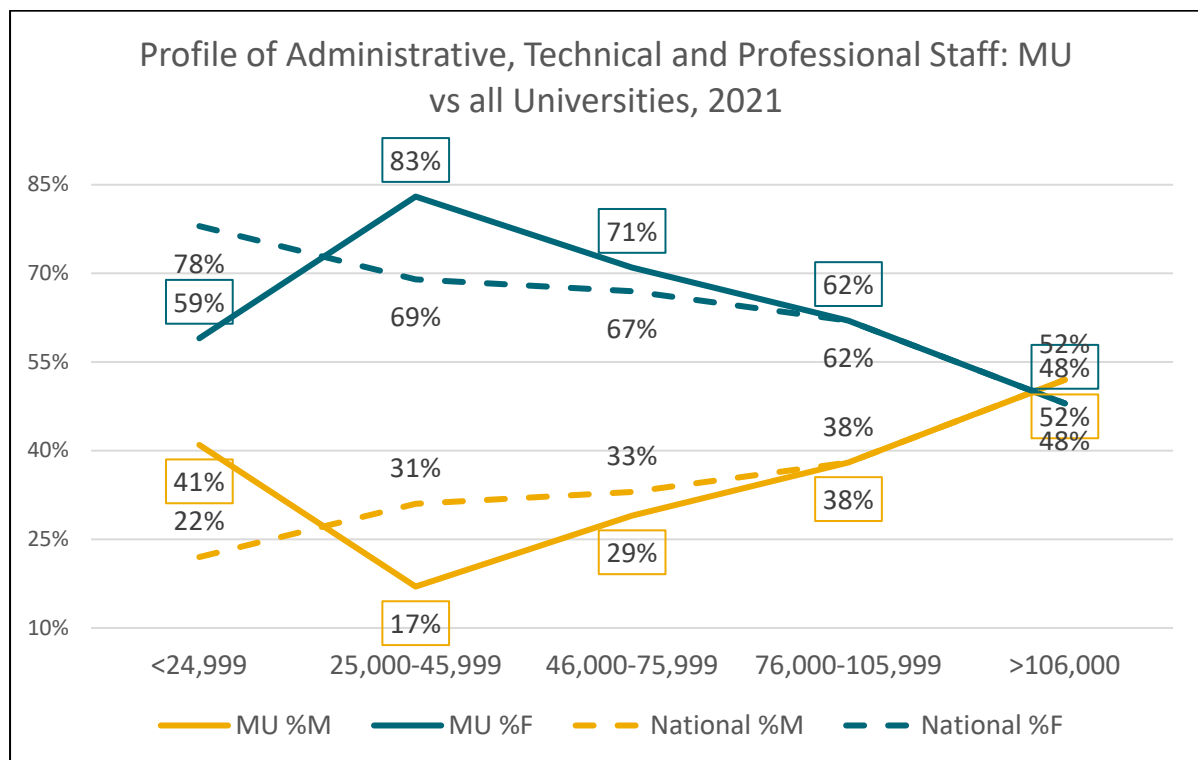


Figure 2: Profile of Administrative, Technical and Professional Staff (core funded): MU vs all Universities, 2021

There is a significant under-representation of female academics at the highest career point as shown below in Figure 3, where only 34% of professors in MU were female in 2021. Although this is one of the highest percentages in the sector, the ‘scissors’ graph clearly shows the significant drop off in female representation at each stage of the career pipeline. Those at Lecturer grade in MU for this pay period represented 47% of total academic staff (229/487).

¹⁴ The gender salary gap in 2021 stood at **€4,766** for all graduates and **€3,555** for younger graduates. When like-for-like graduates are compared, the gender pay gap reduces by approximately half to **€2,421** for all graduates. Average salaries were highest for ICT graduates at **€45,197**, while Arts & Humanities graduates reported the lowest salaries (**€29,770**) Given that women are underrepresented in Data/ICT related courses, the gendered impact on pay is clear. <https://hea.ie/statistics/graduate-outcomes-data-and-reports/graduate-outcomes-2021/graduate-earnings-analysis-go-2021/>

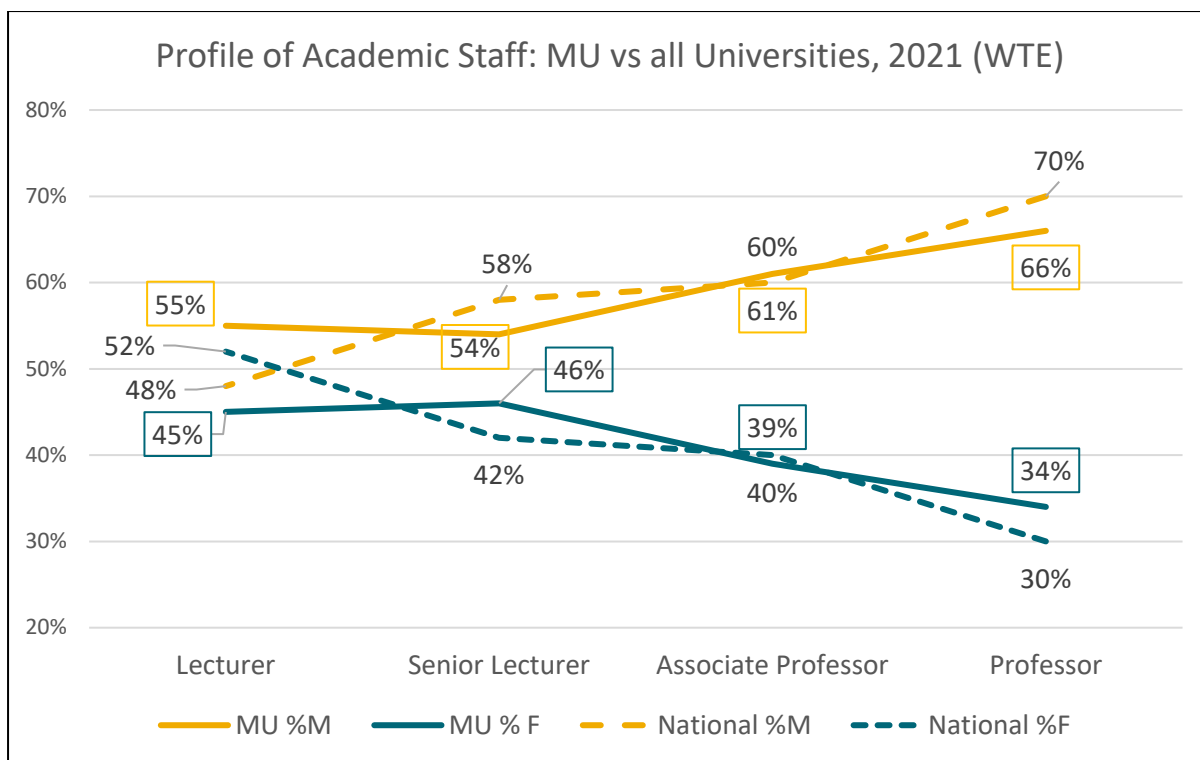


Figure 3: Profile of Academic Staff: MU vs Universities, 2021 (WTE)

4.3 Proposed actions to address the Gender Pay Gap

MU has put in place a range of actions to support gender equality; from commitment to the Athena Swan Ireland initiative, high-level gender equality steering groups, gender equality action plans, policies, and involvement in EU and HEA research projects on gender equality.

MU is a signatory of the Athena Swan Ireland Charter Principles¹⁵ and has held an *Athena Swan Bronze Institution Award* since 2018, which recognises our commitment to advancing gender equality.

Every four years MU undertakes a year-long critical self-assessment gathering quantitative and qualitative data, surveying and consulting with staff and students, and researching best practice nationally and internationally to inform our policy and practice on gender equality. Strategic oversight is provided by a joint Governing Authority/Academic Council EDI Committee and regular progress updates are provided by the Vice-President for Equality and Diversity to the University Executive.

We have a *Gender Equality Steering Group* who developed the MU *Gender Action Plan 2018-2022*¹⁶, underpinned by the University's Equality and Diversity Policy¹⁷, which includes evidence informed actions and targets tailored for our institution to realise our ambition to become a 'model university for equality, diversity, inclusion and interculturalism' (MU Strategic Plan 2018-2022).

¹⁵ <https://www.advance-he.ac.uk/equality-charters/international-charters/athena-swain-ireland#principles>

¹⁶ <https://www.maynoothuniversity.ie/athena-swain/self-assessment-team/action-plan>

¹⁷ https://www.maynoothuniversity.ie/sites/default/files/assets/document/Equality%20and%20Diversity%20Policy%20-%202018%20FINAL_1.pdf

We are currently in the process of creating a new *Gender Equality Action Plan 2023-2026* which will include a specific action on Gender Pay Gap Reporting, as well as actions around recruitment and promotion with the aim of improving gender balance at all grades for both academic and ATP staff.

MU mitigates gender pay gap risks through policies that determine pay e.g. incremental salary scales for all job grades are published online and included in recruitment advertisements. Universities operate to nationally approved incremental published salary scales and follow good practice in their job sizing and pay progression policies, in line with the [Irish Human Rights Equality Commission \(IHREC\) Code of Practice on Equal Pay](#)¹⁸.

MU is a partner in the European funded project [GenderAction+](#)¹⁹ which aims to advance gender equality in the European Research Area through capacity building, policy exchange and coordination, and provision of strategic policy advice.

In 2022, the Higher Education Authority (HEA) convened an Expert Group to conduct a second gender equality review of Irish higher education institutions (HEIs) and the findings and recommendations have now been published in the [Report of the Expert Group: 2nd HEA National Review of Gender Equality in Irish Higher Education Institutions](#)²⁰. This report's recommendations will guide the strategic direction for gender equality in Irish higher education over the next couple of years.

The HEA's *Gender Equality Enhancement Fund* has also recently supported a project titled "Addressing the Gender Pay Gap in Irish Higher Education". This project will create a modelling tool for the higher education sector which MU will benefit from for future gender pay gap reporting.

¹⁸ https://www.cipd.ie/Images/codes-of-practice-equal-pay-ihrec-march-2022_tcm21-107603.pdf

¹⁹ <https://genderaction.eu/>

²⁰ <https://hea.ie/policy/gender/hea-national-review-of-gender-equality-in-irish-higher-education-institutions/>