

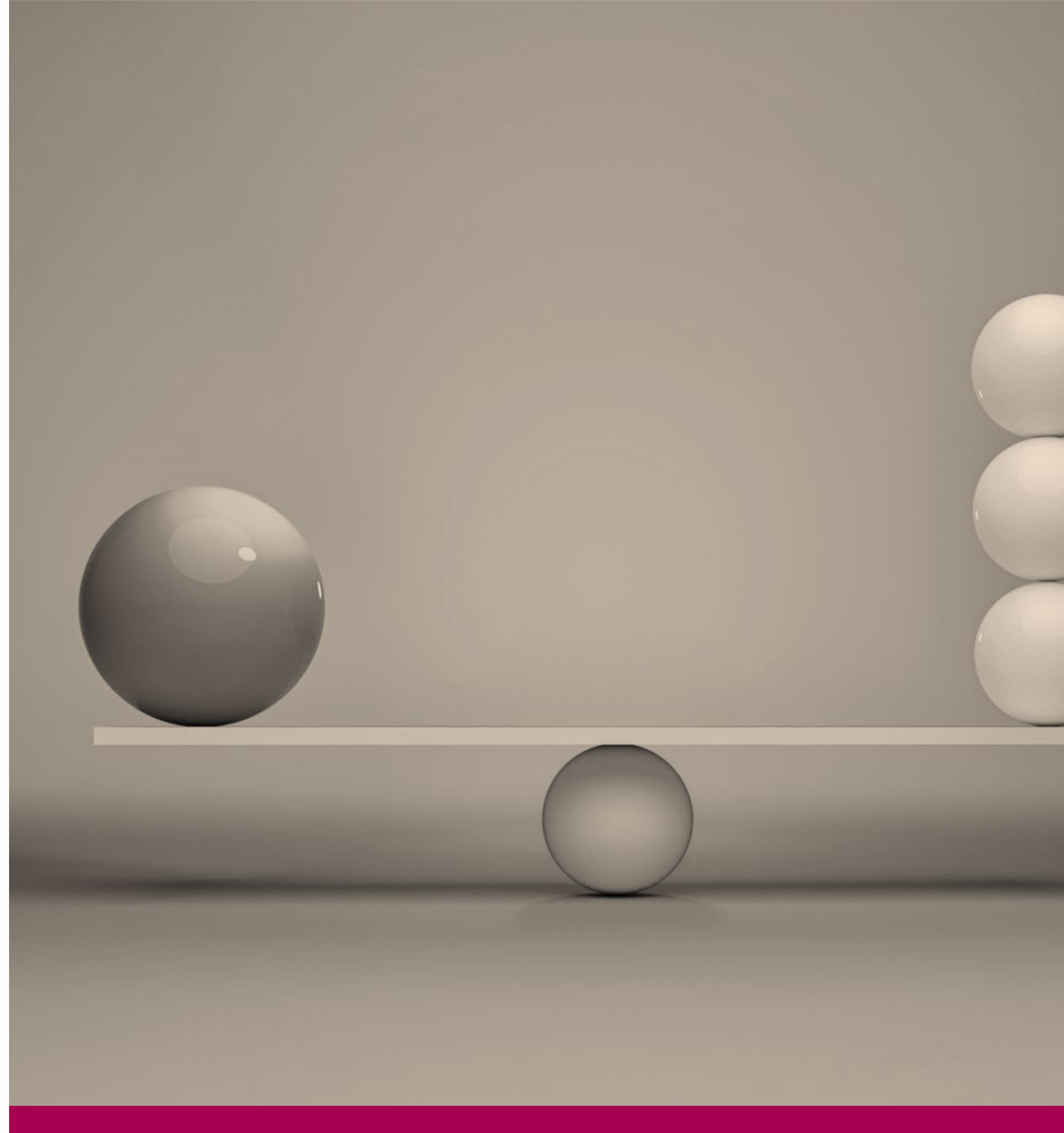


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UNIVERSITY OF GALWAY

Money Talks

What does the Gender Pay Gap tell us about gender equality in Higher Education Institutions?

University
of Galway.ie



Legislative Context & Reporting Requirements

- Gender Pay Gap Information Act 2021
 - From 2022, Irish employers with > 250 employees published their first GPG reports
- Difference between the mean hourly pay of male and female employees
 - Part-time employees & Temporary contracts
- Difference between the median hourly pay of male and female employees
 - Part-time employees & Temporary contracts
- % Male and female employees who fall into quartile pay bands
- Reasons for any gaps
- Actions to address the gaps



What is the Gender Pay Gap?

$$GPG = \frac{Pay_{men} - Pay_{women}}{Pay_{men}}$$

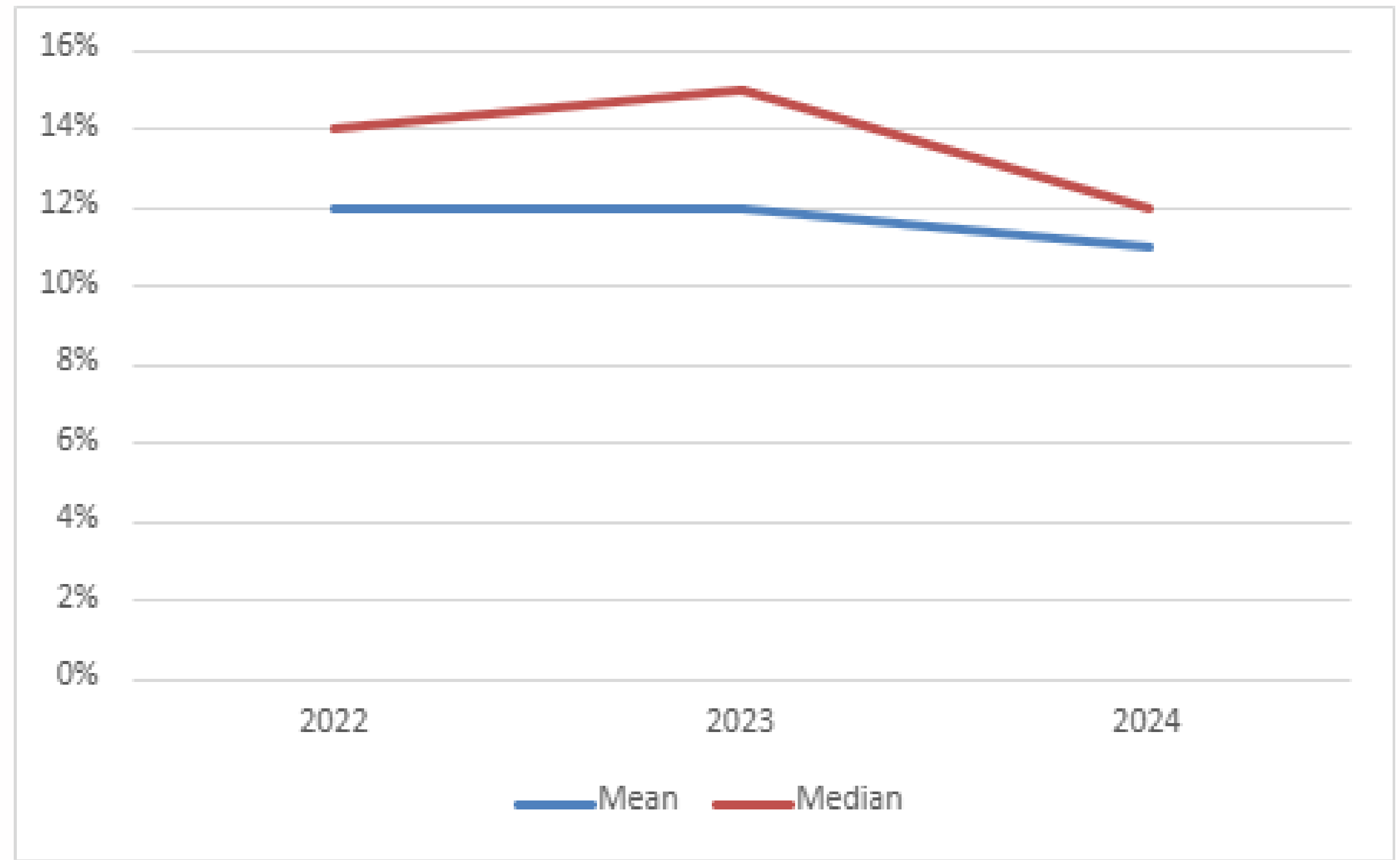
- Captures the extent to which women are represented evenly across an organisation in salary terms
- Difference between men and women's "pay" expressed as a percentage of men's "pay":
- Reported in terms of mean and median pay gap
- Not to be confused with equal pay for equal value work



Overview

- 16 HEIs (HEA Staff Profiles)
- Data from reporting period 2022-2024 (3 years)
- Tracked changes from 2022 to 2024
- Analysis of IUA Universities Gender Pay Gap Reports (Drivers, Actions, Impact)

GPG 3-Year Trend Irish HEIs



Key Findings

2022

Average Mean GPG = 12%
Range: 18.6% - 5%
(13.6% differential)

Average Median GPG = 14%
Range: 28.43% - 6%
(22.43% differential)

2024

Average Mean GPG = 11%
Range: 16.4% – 5.11%
(11.29% differential)

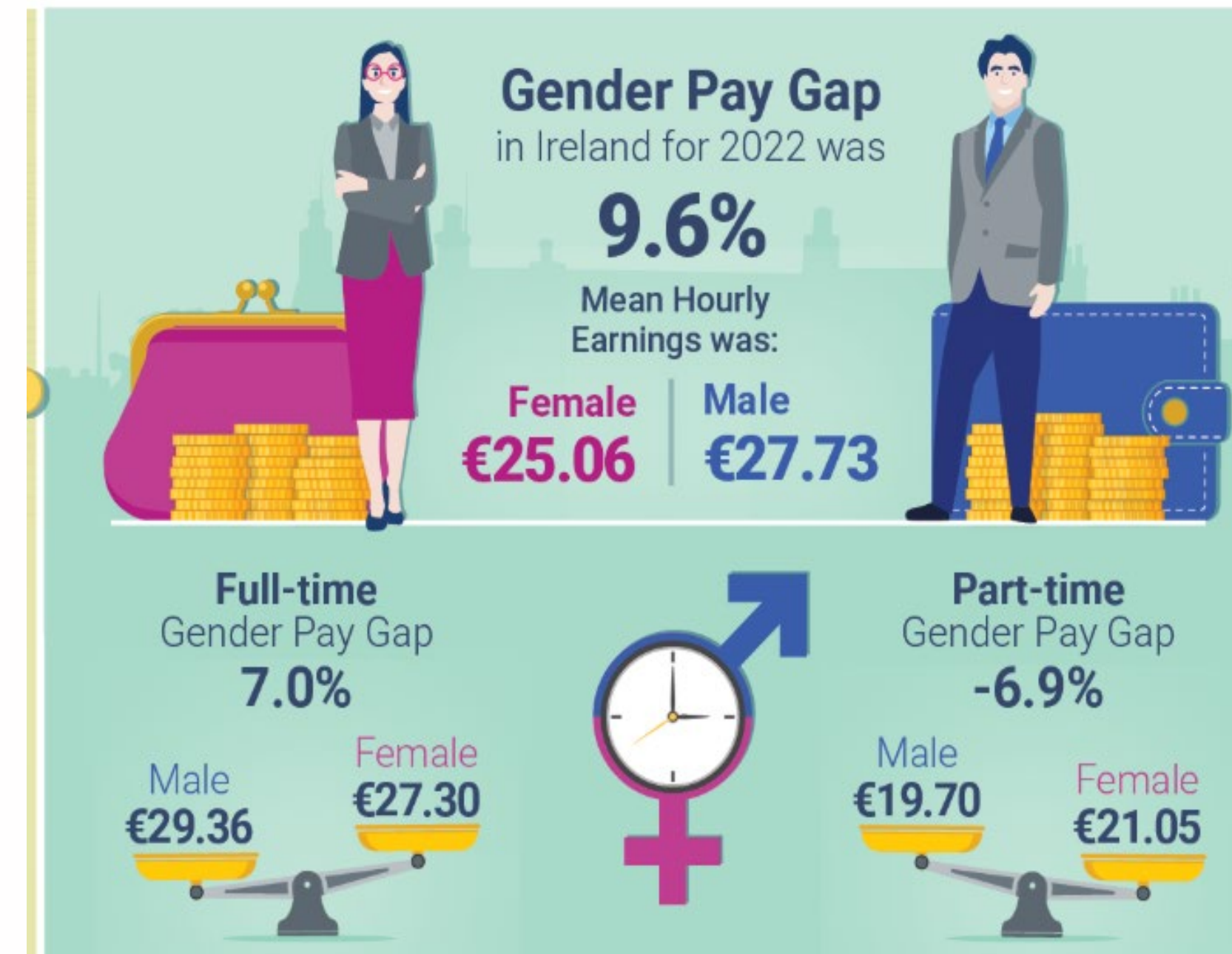
Average Median GPG = 12%
Range: 24.3% - 2.66%
(21.64% differential)





National Mean GPG 2022 =
9.6% (CSO)

EU average is 12.7%
(Eurostat, 2024)



Key Drivers IUA Member Universities

1. Vertical Gender Segregation

Fewer women in senior positions across all job categories

Men overrepresented in highest-paid roles (Full Professor, Senior Management)

Women concentrated in lower quartiles of pay bands

Career pipeline issues where women don't progress to top levels

2. Caring Responsibilities and Work-Life Balance Impact

Unequal distribution of family/domestic responsibilities

Women's career interruptions for childcare/caregiving

Higher female representation in part-time work

Long-term career progression impacts from time out of workforce

Societal expectations about women's roles



Key Drivers IUA Member Universities

3. Horizontal Gender Segregation (Occupational)

Men and women concentrated in different types of roles

Women overrepresented in administrative/support roles

Men overrepresented in technical/maintenance roles with premium pay

Historical gender-specific career paths and educational choices

4. Career Development and Progression Barriers

Stereotypes affecting promotion decisions

Limited mentoring/development opportunities for women

Assumptions about women's commitment/availability

Bias in talent identification processes

Men promoted on potential vs. women on past performance



Key Drivers IUA Universities

5. Pay Structure and Compensation Systems

Men more likely to start on higher salary on appointment

Men more likely to earn overtime, allowances, unsocial hours pay

Ambiguity in research staff and occasional worker pay scales

Public sector pay constraints limiting institutional flexibility



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Key Actions with Impact – IUA Universities



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- Comprehensive **Gender Equality Action Plans** - Downward trend in GPG closely aligned with introduction of initiatives under Gender Equality Action Plan
- **Academic promotions reform** inc. annual targets set for academic promotions (Cascade model) and consideration of Personal Circumstances
- Targetted **recruitment** to attract more diverse candidates
- Systematic EDI Approach
- Athena Swan framework implementation



Future Actions and Recommendations – IUA Universities

Enhanced Data
Monitoring and
Analytics

Targeted Career
Development and
Promotion
Support

Recruitment and
Progression

Pay Transparency
and Scale Reform

Flexible Working
and Family-
Friendly Policies

Sectoral
collaboration



right-direction
more-to-do modest trend
incremental **steady** Progress
slow progress
improvement
Consistent change
Systematic-Approach
takes-time