Gender Pay Gap Reporting

Introduction and Executive Summary

University of Limerick (UL) is an energetic, research intensive and enterprising institution with over 18,000 students and 2,000 members of staff. UL has a proud record in innovation and excellence in education, research and scholarship. The dynamic, entrepreneurial and pioneering values which drive UL’s mission and strategy ensure that we capitalise on local, national and international engagement and connectivity. We are renowned for providing an outstanding student experience and conducting leading-edge research. Our commitment is to make a difference by shaping the future through educating and empowering our students and undertaking excellent research with impact. UL is a high-ranking university positioned in the top 500 of universities worldwide and the top 150 of European universities.

With the River Shannon as a unifying focal point, UL is situated on a superb riverside campus of over 130 hectares. Outstanding recreational, cultural and sporting facilities further enhance the campus’s exceptional learning and research environment.

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 in 2024 is 30/06/2024.

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 = **12.1%**
* **Median** hourly pay of male and female employees = **8.6%**
* **Mean** hourly pay of male and female **part-time** employees = **18.7%**
* M**edian** hourly pay of male and female **part-time** employees = **5.9%**
* **Mean** hourly pay of male and female employees **on temporary contracts** = **6.8%**
* **Median** hourly pay of male and female employees **on temporary contracts** = **17.7%**

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.

|  |  |  |
| --- | --- | --- |
|  **2024** | **Female** | **Male** |
| Q1 % | 59% | 41% |
| Q2 % | 59% | 41% |
| Q3 % | 53% | 47% |
| Q4 % | 47% | 53% |

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 the more 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.

Covid 19 saw an increase in the number of people electing to work part-time or step out of the workforce temporarily to provide caregiving responsibilities. This impact continues to be felt and is a significant contributor to the overall figures 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

The framework also now recognises work undertaken to address gender equality more broadly. The University of Limerick’s Athena SWAN Silver award is testament to our determination to continue advancing these priorities.