



UCD Gender Pay Gap Report 2024

Foreword (UCD President)

I am delighted to present the third edition of our Gender Pay Gap Report, marking another important step forward in our ongoing commitment to equality, diversity and inclusion at UCD. This year, I am especially pleased to report continued progress in reducing the gender pay gap across our institution. Our efforts have resulted in a further narrowing of the gap, which now stands at 7.43% (mean) and 7.14% (median) for all UCD employees.

This achievement is more than just a statistic—it reflects the dedication and hard work of our entire community, who remain committed to fostering a fair and supportive environment for everyone, regardless of gender.

As a university, we are also proud to celebrate a significant milestone on our journey towards equality and inclusion. UCD has been awarded the Silver Athena Swan Award, a recognition of our sustained efforts to achieve gender equality and promote equality, diversity, and inclusion more broadly across all aspects of university life. This award acknowledges both the impact of our initiatives and the strength of our actionable plans for continued progress.

Our commitment to furthering this progress is clearly demonstrated in our new Gender Equality Action Plan 2024–2029, which outlines key strategic initiatives aimed at enhancing gender equality and broadening our focus on diversity and inclusion across the university.

While we celebrate these achievements, we are mindful that there is still much work to be done. UCD has recently launched our new University strategy which re-enforces our dedication to continuous improvement and a sense of belonging for everyone. We will persist in assessing and refining our practices to eliminate any remaining disparities.

This Gender Pay Gap Report serves both as an indication of our progress but also a reminder of the responsibilities we share in building a truly inclusive workplace where a gender pay gap no longer exists. I extend my sincere thanks to everyone who has contributed to reducing the gender pay gap through their efforts in promoting gender equality. Together, we will continue to work towards a culture where everyone is valued and has the opportunity to thrive.



Yours sincerely,

Professor Orla Feely

President, UCD

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Definitions and Abbreviations

Academic: FULL PROFESSOR, PROFESSOR, ASSOCIATE PROFESSOR, LECTURER/ASSISTANT PROFESSOR, OTHER ACADEMICS & TEACHING

Benefit in Kind: Historic or Legacy Fee concessions received by employees

BIK: Benefit in Kind

Core Employees: Any person employed under a contract of employment by UCD. This does not include Hourly Paid Workers

PwC Ireland: PricewaterhouseCooper

EU: The European Union (EU) (27 European countries)

GEAP: Gender Equality Action Plan

GPG: Gender Pay Gap

GPG Reporting Year Pay: This is defined as the sum of:

- Ordinary pay
- Bonus pay (UCD does not issue bonus pay)

Hourly Paid Workers: Workers of a casual nature engaged as required/agreed by the University

Mean Gender Pay Gap: The Mean Gender Pay Gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. A mean involves adding up all of the figures and dividing the result by the number of figures in the list. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the Gender Pay Gap, however, very high or low hourly pay can 'dominate' and distort the figure

In the context of calculating the Gender Pay Gap, the mean can be expressed as follows:

$$\frac{\text{Mean}(\text{Male hourly rates of pay}) - \text{Mean}(\text{Female hourly rates of pay})}{\text{Mean}(\text{Male hourly rates of pay})}$$

Median Gender Pay Gap: This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. The median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers. Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all Gender Pay Gap issues will be picked up. They could also fail to pick up as effectively where the Gender Pay Gap issues are most pronounced in the lowest paid or highest paid employees

In the context of calculating the Gender Pay Gap, the median can be expressed as follows:

$$\frac{\text{Median}(\text{Male hourly rates of pay}) - \text{Median}(\text{Female hourly rates of pay})}{\text{Median}(\text{Male hourly rates of pay})}$$

Ordinary Pay: This is defined as the sum of:

- Basic pay
- Pay for leave
- Shift premium
- Allowances
- Casual/zero hours pay
- Overtime pay

Part-time Contract: A contract where the employee works less hours than a comparable full-time employee doing the same type of work

Professional & Support (PMS): Academic administrative/professional, administrative/professional, technical, other support

Quartile Bands: Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Pay quarters give an indication of women's representation at different levels of the organisation

Reporting Year: The GPG Reporting Year is the 12 months prior to, and ending on, the Snapshot date. All calculations are completed for the GPG Reporting Year period

Relevant Employees: The Irish Government defines relevant employees for the purpose of the Gender Pay Gap report as persons who are deemed as such for the purposes of the Employment Equality Acts 1998, as amended, and employed by UCD on the snapshot date

Research: Researcher and Researcher support

Snapshot Date: UCD snapshot date is the 30th of June 2024, on which the data for the Gender Pay Gap report will be taken, for that year

Senior Academic Posts: Full Professor and Professor

Temporary Contract: A contract to work for an employer for a specified period or purpose

UCD: University College Dublin

UMT: University Management Team

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Executive summary

- According to [PwC Ireland](#), Ireland saw a 1.4% improvement in the mean gender pay gap - this compares to Ireland's latest available national gender pay gap of 9.6% (2022) according to the CSO, and an EU average gender pay gap of 12.7% (2021) based on Eurostat data.
- UCD's 2024 GPG (based on 30 June 2024 snapshot data) is 7.43% Mean and 7.14% Median - this calculation includes all UCD employees. Including hourly paid workers, the Mean reduces to 5.14 % and Median is 2.66%.
- UCD's GPG continues to decrease since 2021. This coincides with the implementation of several actions aimed at reducing gender inequality, under UCD's Gender Equality Action Plan which has been in place since 2017. The Gender Equality Action Plan has a wide range of initiatives supporting the achievement of gender equality across all aspects of an employee's life cycle from the initial recruitment process right through to when a person leaves the institution and will continue to reduce the GPG further.
- The employee category with the largest GPG (both mean and median and excluding hourly paid workers) is Professional and Support. This area has a greater proportion of women than men, though it is noted that there are a greater proportion of men occupying senior positions within professional and Support.

I. High level overview of 2024 GPG by total and temporary and part-time employees

Gender Pay Gap 2024 Category	Mean (average) excluding Hourly Paid Workers	Median (middle) excluding Hourly Paid Workers	Mean (average) including Hourly Paid Workers	Median (middle) including Hourly Paid Workers
University Total	7.43%	7.14%	5.14%	2.66%
Temporary Employees	1.92%	-0.98%	-0.95%	0.89%
Part-Time Employees	3.19%	-11.44%	-0.13%	-2.83%

Table 1 Mean and median 2024 for all employee types including and excluding hourly paid workers

* Negative percentage – meaning that females are paid more than male

II. High level overview of 2024 GPG by category

Gender Pay Gap 2024 Category	Mean (average) excluding Hourly Paid Workers	Median (middle) excluding Hourly Paid Workers	Mean (average) including Hourly Paid Workers	Median (middle) including Hourly Paid Workers
Academic	5.74%	0.05%	-4.63%	-0.09%
PMS	7.66%	7.57%	2.18%	-11.16%
Research	-0.35%	3.60%	0.11%	2.09%

Table 2 Mean and median 2024 for all employees by category including and excluding hourly paid workers

University College Dublin by numbers

UCD is Ireland's most globally engaged university with over 37,000 students drawn from 152 countries, including over 4,500 students based in locations outside of Ireland. UCD consists of six colleges, their associated schools (37 in total) and multiple research institutes and centres. UCD has 4,269 core employees. In addition, the University avails of the services of hourly paid workers (casual workers), in line with the needs of the University. While there are 4,248 hourly paid workers (casual workers) registered in the areas of academic, research and professional support, this is not reflective of the number of hourly paid workers currently engaged by the University. This represents a challenge for the University in ensuring the accuracy of the data relating to this cohort of worker. The University has an ongoing project which is intended to address and regularise these issues and, until such time as that project is completed, it is expected that certain anomalies will arise in the reporting of data concerning this category of worker, including the Gender Pay Gap.

Calculations and scope of reporting

All data presented in this report has been gathered and analysed in accordance with the provisions of the Gender Pay Gap Information Act 2021, which came into operation on 31 May 2022. The data is based on hourly pay rates as of 30 June 2023 and for Benefit in Kind paid on 30 June 2023.

The data includes information relating to all relevant employees, defined as persons who are employees for the purposes of the Employment Equality Acts 1998, as amended, and employed by UCD on the snapshot date. This includes academics, professional and support staff, technical staff, research staff (researcher, research support), and hourly paid workers.

***Hourly Paid Workers** - UCD has a cohort of hourly paid workers (casual workers) in the areas of academic, research and professional support, however only claimants that have claimed for hours worked are included in this report. Any claims for a 'Value' where no hours are entered were not included as an accurate hourly rate could not be calculated. UCD is carrying out a major review of the hourly paid practices under an Hourly Paid project, examining rates and scales of pay, contractual provisions, processes and supporting guidance associated with the hiring of hourly paid workers. The Gender Pay Gap requirements as regards hourly paid workers will be incorporated into this project to ensure the gendered impacts of hourly paid practices are in scope. This will include ensuring that the hours of all hourly paid individuals are recorded so the full cohort of hourly paid workers can be included in future calculations.

The information that employers will be required to publish under sections 7 to 10 of the Employment Equality Act 1998 (Section 20A) Gender Pay Gap Information Regulations 2022, 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
- Reasons for any gaps identified in pay between men and women
- Actions that will be taken by organisations to address the gaps
- Any other relevant information

The UCD Gender Pay Gap (GPG): Outcomes and Analysis 2024

In this section, we will provide analysis of the Gender Pay Gap in respect of UCD employees, both including and excluding Hourly Paid Workers. We then look at the Gender Pay Gap for Core Employees broken down by employee category and contract type. This section concludes with an analysis of data of Hourly Paid Workers alone. In taking this approach, we hope to provide a more accurate reflection of the factors impacting upon the Gender Pay Gap and to better accommodate the natural fluctuations arising in respect of Hourly Paid Work, which vary year-on-year according to the needs of the University.

I. UCD Employees GPG excluding Hourly Paid Workers

UCD's 2024 Gender Pay Gap (GPG) stands at 7.43% for the mean and 7.14% for the median, showing a notable decrease from 2020 levels of 10.97% (mean) and 11.39% (median).

Figure 1 displays the mean and median Gender Pay Gap (GPG) for core employees from 2020 to 2024. The graph highlights a consistent decrease in both metrics over this period. This downward trend in GPG closely aligns with the introduction of initiatives under UCD's Gender Equality Action Plan, designed to reduce gender inequality across the university.

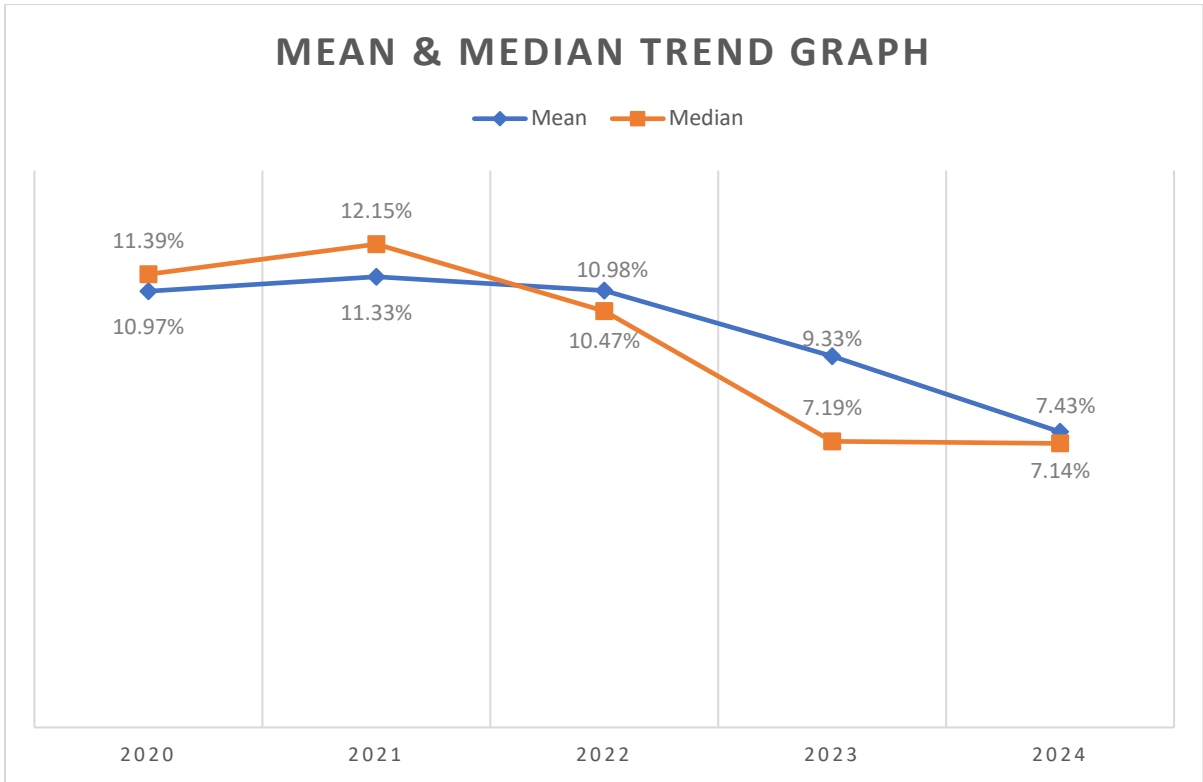


Figure 1 Mean & Median trend graph (2020-2024) excluding hourly paid workers

Table 3 highlights the Mean and Median for the University for 2024 including the hourly rates of pay by gender.

Mean Gender Pay Gap 2024	Median Gender Pay Gap 2024
7.43% (down from 10.97% in 2020)	7.14% (down from 11.39% in 2020)
Mean hourly rate of pay (Males) €41.25	Median hourly rate of pay (Males) €38.06
Mean hourly rate of pay (Females) €38.19	Median hourly rate of pay (Females) €35.34

Table 3 Mean and Median Gender Pay Gap 2024 excluding hourly paid workers

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2024	52.16	47.84
		2023	52.59	47.41
		2022	54.00	46.00
		2021	56.05	43.95
		2020	55.86	44.14
	Quartile3 (Upper-Middle)	2024	42.25	57.75
		2023	41.98	58.02
		2022	43.60	56.40
		2021	42.95	57.05
		2020	42.53	57.47
Lowest paid	Quartile2 (Lower-Middle)	2024	37.20	62.80
		2023	36.51	63.49
		2022	38.02	61.98
		2021	37.62	62.38
		2020	37.45	62.55
	Quartile1 (Lower)	2024	45.19	54.81
		2023	43.87	56.13
		2022	41.75	58.25
		2021	41.47	58.53
		2020	43.82	56.18

Table 4 Summary of employee distribution by gender in each quartile pay band June 2020–2024 excluding hourly paid workers

Table 4 shows the employee distribution by gender in each quartile pay band from June 2020 to the Snapshot Date. Men tend to be in the highest paid quartiles for both academic and PMS areas, however this trend is narrowing year on year. A higher proportion of the second (lower middle) and first (lower) quartiles are dominated by professional and support employees and are women. The highest number of professional and support employees in the second (lower middle) and first (lower) quartiles are also on temporary contracts.

II. UCD Employees including Hourly Paid Workers

In terms of gender, the mean and median pay gaps (including Hourly Paid Workers) at UCD have both reduced since 2020, when the figures were 13.93% (mean) and 6.14% (median) respectively.

Mean Gender Pay Gap 2024	Median Gender Pay Gap 2024
5.12% (down from 13.93% 2020)	2.67% (down from 6.14% 2020)
Mean hourly rate of pay (Males) €39.28	Median hourly rate of pay (Males) €31.75
Mean hourly rate of pay (Females) €37.27	Median hourly rate of pay (Females) €30.90

Table 5 Mean and Median Gender Pay Gap 2024 including hourly paid workers

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2024	47.20	52.80
		2023	49.53	50.47
		2022	50.95	49.05
		2021	52.73	47.27
		2020	53.78	46.22
	Quartile3 (Upper-Middle)	2024	39.78	60.22
		2023	37.72	61.11
		2022	39.72	60.28
		2021	38.40	61.60
		2020	38.46	61.54
Lowest paid	Quartile2 (Lower-Middle)	2024	44.35	55.60
		2023	44.35	55.60
		2022	41.73	58.27
		2021	42.54	57.46
		2020	43.23	56.77
	Quartile1 (Lower)	2024	40.51	59.49

		2023	38.89	61.11
		2022	39.60	60.40
		2021	42.23	57.77
		2020	41.93	58.07

Table 6 Summary of employee distribution by gender in each quartile pay band June 2020–2024 including hourly paid workers

III. Benefit in kind (BIK) payments

None of UCD’s workforce receives a benefit in kind payment in 2024

<p>% Of Employees who received BIK 2024</p> <p>Males: 0.00%</p> <p>Females: 0.00%</p>

Table 7 % of employees who receive benefit in kind payments (2024)

IV. Academic Gender Pay Gap in 2024 and trend analysis

The mean GPG for Academic employees is 5.74% (2024), down from 9.88% (2020). The median GPG is at 0.05% down from 3.36% in 2020. The gender profile of academic employees has changed with an increase in women at senior grades (see figure 2).

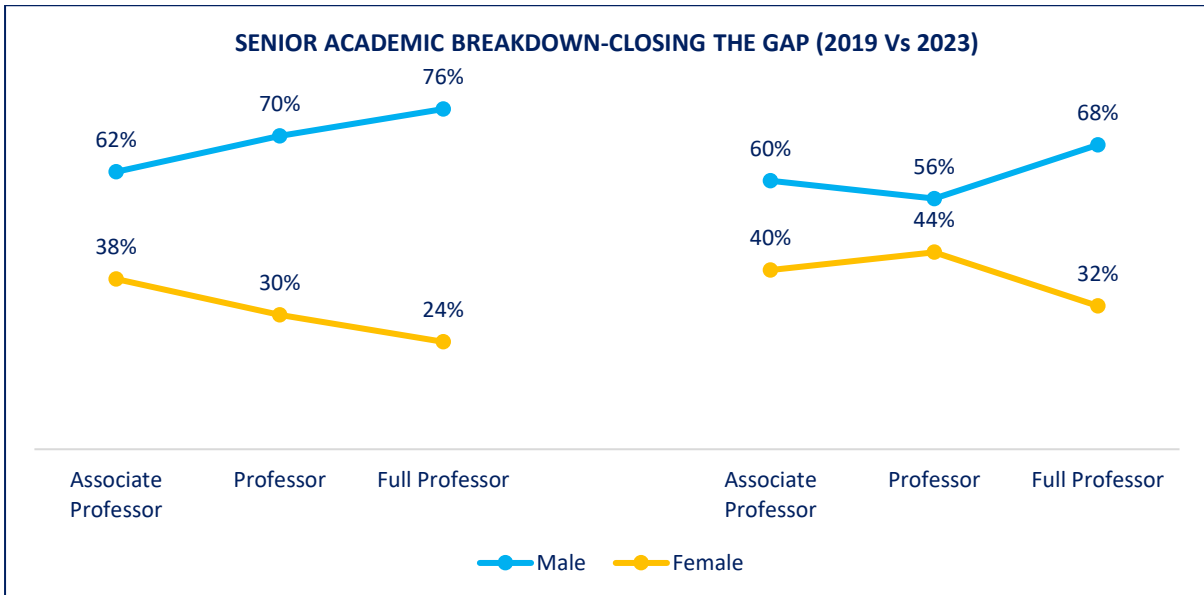


Figure 2 Gender profile of academics by grade 2019/20 -2023/24

This can be linked to positive changes in the recruitment of female applicants for academic roles, and a higher proportion of women have been successfully promoted through the internal faculty promotions system.

Academic Grade	2020 GPG	2024 GPG
Full Professor	5%	1%
Professor	7%	0%
Associate Professor	-1%	0%
Lecturer/Assistant Professor	-1%	0%

Table 8: Gender pay gap by grade 2020-2024 (Mean)

V. Professional and support Gender Pay Gap in 2024 and trend analysis

The mean gender pay gap for professional, and support staff is currently 7.66% in 2024, showing a slight decrease from 7.69% in 2020. The median pay gap, however, has risen to 7.57% in 2024, up from 4.34% in 2020. Women make up a larger proportion of the professional and support staff category, though men are more likely to hold senior positions within it. Additionally, many women in this group work part-time, which likely contributes to the gender pay gap in this area.

To address these disparities, UCD's new Gender Equality Action Plan for 2024-2029 introduces measures aimed at reducing the pay gap in this category

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2024	38.41	61.59
		2023	36.42	63.58
		2022	39.65	60.35
		2021	39.01	60.99
		2020	38.43	61.57
	Quartile3 (Upper-Middle)	2024	35.16	64.84
		2023	32.13	67.87
		2022	31.50	68.50
		2021	32.33	67.67
		2020	32.24	67.76
Lowest paid	Quartile2 (Lower-Middle)	2024	26.27	73.73
		2023	27.54	72.46
		2022	27.59	72.41

		2021	27.37	72.63
		2020	28.01	71.99
	Quartile1 (Lower)	2024	33.13	66.87
		2023	34.25	65.75
		2022	32.38	67.62
		2021	34.05	65.95
		2020	33.41	65.59

Table 9 Summary of professional and support employee distribution by gender in each quartile pay band June 2020–2024

VI. Research (Researcher & Research support) Gender Pay Gap in 2024 and trend analysis

The lowest Gender Pay Gap is in the researcher category with the mean gender pay for 2024 at -0.33% and the median at 3.60%. UCD introduced the Research Careers Framework to support the area of research. The establishment and structure of the Research Careers Framework model in UCD clarifies role definitions and enables better career planning and may be a contributing factor in maintaining a low GPG in this area – which is hoped to be improved on further in the future.

Quartile pay bands	Quartile Bands	Year	Men (%)	Women (%)
Highest paid	Quartile4 (Upper)	2024	48.26	51.74
		2023	47.01	52.99
		2022	48.46	51.54
		2021	46.64	53.36
		2020	52.20	47.80
	Quartile3 (Upper-Middle)	2024	55.60	44.40
		2023	53.65	46.35
		2022	52.21	43.81
		2021	53.13	46.88
		2020	55.12	44.88
Lowest paid	Quartile2 (Lower-Middle)	2024	52.11	47.89
		2023	54.94	45.06
		2022	40.53	59.47
		2021	56.82	43.18
		2020	55.12	44.88
	Quartile1 (Lower)	2024	41.86	58.14
		2023	41.20	58.80
		2022	40.53	59.47
		2021	39.91	60.09
		2020	47.32	52.68

Table 10 Summary of Research (Researcher & Researcher support) employee distribution by gender in each quartile pay band June 2020–2024

VII. Temporary contracts Gender Pay Gap in 2024 and trend analysis

This grouping is made up of employees on temporary contracts and includes temporary part-time employees. The 2024 mean GPG for temporary employees is 2.29%, down from 6.55% in 2020. The median GPG for temporary employees is currently at -1.69% down from 1.11% in 2020.

VIII. Part time contracts Gender Pay Gap in 2024 and trend analysis

The mean gender pay gap (GPG) for part-time employees is 2.47% in 2024, down from 6.99% in 2020. The median GPG is now -11.08% in 2024, a decrease from 14.69% in 2020. This reduction in median GPG can be attributed to an slight increase in the number of females on part-time contracts and a 12% rise in their hourly rates from 2020 to 2024.

There are more women than men on part-time contracts within the University. Perhaps reflective of the fact that research indicates that more caring responsibilities within the home are taken on by women. In addition, support roles make up the largest cohort of part-time positions in UCD.

IX. Hourly Paid workers Gender Pay Gap in 2024 and trend analysis

UCD has 4,248 hourly paid workers. 62% of these are women. Hourly pay for workers in this category tends to either be equal or more favourable towards women. While there are 4,248 hourly paid workers (casual workers) registered in the areas of academic, research and professional support, this is not reflective of the number of hourly paid workers currently engaged by the University. This represents a challenge for the University in ensuring the accuracy of the data relating to this cohort of worker. The University commenced a project in 2023 which is intended to address and regularise these issues and, until such time as that project is completed, it is expected that certain anomalies will arise in the reporting of data concerning this category of worker, including the Gender Pay Gap.

For the purpose of this report, the University has relied on all data currently available, comprising 2,829 (1,696 Women and 1,133 men) of Hourly Paid Workers.

Professional and support roles have the highest amount of Hourly Paid Workers, closely followed by academics. Hourly Paid Workers are more likely to be hired where there is a temporary gap in resources or where additional support is needed on an ad-hoc basis.

The mean GPG for hourly paid workers is -0.64%. The 2024 median GPG is 0.13%. Due to the nature of hourly paid work, the annual mean and median can change dramatically according to the needs of the University at the time.

Benchmarking against other Higher Education Institutions (HEIs 2023 data):

Similar universities to UCD 2023	Mean hourly rate pay gap (%)	Median hourly rate pay gap (%)
University of Galway	18.4%	17.4%
University College Cork (UCC)	14.78%	12.04%
University of Limerick (UL)	11.5%	10.00%
Maynooth University (MU)	9.99%	10.60%
University College Dublin (UCD) (excludes hourly paid)	9.33%	7.19%
Trinity College Dublin (TCD)	8.8%	11.00%
Dublin City University (DCU)	8.18%	10.71%

Table 11 Published outcomes of similar Universities for 2023 * Data includes Hourly Paid Workers where applicable

University initiatives to address the Gender Pay Gaps

I. Key actions taken to date to address gender equality and in turn the GPG

There have been many initiatives in relation to the progression of gender equality over the past number of years in UCD. The University has had Gender Equality Action Plans in place since 2017 with a wide range of initiatives supporting the achievement of gender equality across all aspects of an employee's life cycle from the initial recruitment phase right through to when a person leaves the institution. The impact of these actions is demonstrated in the downward trend in the mean and median gender pay gap (figure 2) and other indicators such as the changing gender profile of academic employees with more women at senior grades). The following are some of the key actions that the University has taken to support gender equality and equality, diversity and inclusion more broadly:

- UCD has a Gender Equality Action Group in place since 2015 and since our last GPG report in 2023, the University now holds a silver Athena Swan award Athena Swan recognises an institution's efforts and commitments towards achieving gender equality. The University is now commencing the implementation of its Gender Equality Action Plan 2024 - 2029.
- A Vice-President for EDI role is in place since 2017 and this role is a member of the University Management Team.
- Vice-Principals for EDI are appointed in Colleges and EDI Representatives in Schools. They are responsible for supporting the removal of barriers to equality and enhancing inclusion at local level and mainstreaming university level initiatives across UCD. They chair the College EDI Committee and sit on the College Executive.

- A gender analytics tool was developed which provides gender disaggregated data at School/Unit/College and University level across a wide range of areas including recruitment, promotions, leaves, training etc. This enables the University to set targets, monitor the impact of the actions in the action plan and measure progress against targets.
- An Employee Self-Service Diversity tool was launched in November 2021 to understand the diversity make-up of employees across all equality grounds.
- Gender cascade model targets are set annually at institutional level for academic promotions – these targets are based on the proportion of men and women at the grade below the promotional grade.
- Mandatory EDI criteria were included in job descriptions for roles including senior management. Candidates must show evidence of leadership in and/or demonstrated commitment to gender equality and the broader equality, diversity and inclusion agenda as part of their assessment in the recruitment process and feeds into subsequent performance for growth conversations.
- An Equality Impact Assessment (EIA) tool was rolled out where policy developers must undertake EIAs on new/revised policies as part of the UCD Policy Development Framework. EIAs will be expanded as part of the UCD Public Sector Duty project.
- UCD introduced a Gender Balance on Committees policy in 2017 requiring a minimum of 40% of the under-represented gender on committees and assessment panels. All senior University Committees in UCD now meet this policy requirement (Governing Authority, University Management Team and Academic Council).
- UCD appointed a female President for the first time in 2023.
- UCD successfully obtained HEA funding for 4 Full Professor posts under the Senior Academic Leadership Initiative and a further 2 were funded by UCD. The Senior Academic Leadership Initiative (SALI) allocated new and gender-specific posts at appropriate levels to create rapid and sustainable change in the representation of women in the senior professor grade. The scheme committed to providing funding for 45 prestigious senior leadership posts over three years.
- UCD operates a seed funding programme to support projects that lead to new knowledge and capabilities, one strand of this is EDI.
- A UCD Gender and EDI Accelerator Fund is in place to support UCD Schools which have successfully achieved an Athena Swan accreditation to pilot innovative actions from their respective gender equality action plans in partnership with other UCD Schools.
- A dedicated EDI programme of training has been in place since 2022 covering a range of topics including unconscious bias, cultural awareness, gender identity and others. UCD's EDI Unit introduced the Digital EDI Badge initiative to encourage and recognize employees who complete specific EDI training, promoting commitment to Equality, Diversity, and Inclusion.

II. Actions to Address the GPG

UCD has recently been awarded the Silver Athena Swan Award, highlighting our commitment to promoting equality, diversity, and inclusion across the University. This recognition reflects the positive impact of our initiatives and our strong, actionable plans for ongoing progress. Our dedication is evident in the new [GENDER EQUALITY ACTION PLAN 2024-2029](#), which sets out clear strategies and objectives to further enhance gender equality and overall diversity within UCD. The plan includes comprehensive approach to closing the gender gap, including specific measures to address pay disparities and achieve greater gender balance at senior levels. Below are some key actions aimed at reducing the gender pay gap at UCD

Key:

	Completed		High Priority
	In Progress		Medium Priority
	New action		

Status	Action	Priority
Completed	Engage with College Principals/VP areas on the GPG in their specific areas with a view to identifying local actions to address the gap i.e. mainstreaming the GPG	High Priority
New Action	Develop a proposal for a new Aspiring Leaders Programme aimed at academics and PMS staff to now include a proportional representation of male colleagues (which would be determined by University HEA return data by grade and gender) Consider the continuation of central UCD funding for the Aurora Programme following the end of the current funding cycle due for completion in 2024.	Medium Priority
In Progress	UCD submitted a proposal on behalf of the network to engage a consultant to work with the HEIs, who are members of the Athena SWAN Practitioner Network, around the engagement of men in gender equality work. This proposal was successful, and funding has been awarded. A toolkit to encouraged and support greater male engagement has been developed and following piloting, the toolkit and a programme will be launched by the end of 2024. In addition, an Engaging Men in EDI Working Group in UCD has been established to make recommendations for improving male engagement in EDI.	High Priority
New Action	UCD to host a Staff Career symposium to support staff career development with experts engaged to deliver clinics, seminars, workshops etc to enhance skills covering topics such as CV development, interview techniques, career guidance etc	Medium Priority
New Action	Through amendment to recruitment materials (see actions in the recruitment section), reduce stereotyping of PMS roles to encourage greater gender balance across all grades. Explore how to promote all PMS careers to current UCD students of all genders	High Priority

New action	Benchmark against the sector nationally and internationally regarding good practice in relation to promotional and secondment opportunities for PMS staff. Recommendations will be made on foot of this.	
New Action	Support Professional Units to apply for Athena Swan awards by: - Expanding the gender analytics tool to capture the necessary gender related data for professional units. - Establishing EDI Committee structures in Professional Units (similar to College Committees) to support Athena Swan applications and EDI mainstreaming more broadly.	
New Action	Develop EDI dashboard for Heads of School/Unit so that hiring managers have easy access to data such as gender, ethnicity, gender pay gap, EDI training uptake etc in their areas so that they are fully informed and can take action to address imbalances.	
In progress	Review of salary determination for new employees is an existing action in the GEAP - salary determination is based on a number of factors including skills, experience, and current salary. The scope of this action will now be broadened to ascertain if there is a gender gap in starting salaries and to ensure further considerations are incorporated into salary determinations	
Completed	Annual progress reports to UMT on GEAP and GPG so that these topics are on the agenda of senior management. This report has been submitted to UMT and progress is also included in the EDI Annual Reports.	
New Action	Expand reporting functionality to enable user-friendly reporting and visuals of intersectionality data with an initial focus on the intersectionality of gender with race/ethnicity with a view to expanding to all equality grounds over time. Data will also include support/professional unit's data to enable the university to identify gaps and trends for this cohort.	
New Action	Identify a set of specific measures to support women at Professor level to apply for Full Professor including the following: - Hold a promotions workshop specifically targeted at women at Professor grade to encourage applications for promotion. - College Principals/Heads of School to ensure that promotion to Full Professor is discussed in P4G conversations with those at Professor grade	
New Action	Increase encouragement to go for promotion through general and targeted approaches: ● Establish a local committee of senior academics in Schools to assess readiness of colleagues in the School for promotion prior to P4G conversations so that those ready can be encouraged to apply based on achievements and activities consistent with a higher grade and disciplinary norms. Session to be provided by past FPC members with CPs and their Heads of School to ensure clarity around the promotions process. Set up an information hub for Heads of School regarding their role in faculty promotions on the Promotions and	

	<p>Grading website.</p> <ul style="list-style-type: none"> ● College Principals in collaboration with Promotions and Grading/Faculty Promotions Committee to support the delivery of tailored workshops aimed at those in Professor grades with a gender component. Actively encourage mentorship at this grade in order to increase those at Full Prof grade over next 4 years. ● School to set up a system where a recently promoted buddy can support those applying for promotion from the perspective of completing the application form. ● Review avenues where disciplinary norms can be communicated. Disciplinary norms for their area can be provided by the candidate in their application, supported by 	
New Action	Mentoring and Work Shadowing: Highlight the current structured mentoring programme and raise greater awareness and understanding of the benefits in support of career development. Ensure Line Managers and alternate P4G Reviewers promote mentoring to PMS staff.	
Completed	Publish regular updates on gender pay gap metrics and action plan to maintain transparency and accountability	
New Action	Review the secondment policy based on good practice to ensure that staff have access to a range of opportunities to gain skills and experience to advance their careers, to encourage considering advertising internally for vacancies where appropriate and that the recruitment process is as streamlined as possible.	

Conclusion

It is reassuring to see the GPG has been narrowing (both the mean and the median) but there remains more for us to do to further close the gaps and ensure that the downward trend continues. The public sector pay scheme tightly regulates our ability to make change so whilst it minimises variation it means that catch up comes with a lag. The analysis undertaken in relation to specific categories of employees including academic, research and professional and support staff has shown where pay gaps among particular groups of employee's impact on the overall gender pay gap. The outputs of this more detailed gender pay gap analysis will inform our actions and initiatives to reduce the overall GPG in future and contribute to achieving gender equality more broadly.

A number of initiatives are in place to advance gender equality and to reduce the GPG and we will continue to build on these and incorporate new actions identified into this programme of work. We are fully committed to achieving gender equality across all cohorts of employees and the elimination of any gender-based pay gap is a critical element and goal for UCD.

