



South East Technological University

Gender Pay Gap report 2024

1. Background to Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 came into effect in July 2021. The key requirements of the legislation are:

- Provision of data
- Reasons for any gaps identified in pay between men and women
- Actions that will be taken by organisations to address the gaps

Initially employers with in excess of 250 employees are required to publish this information for 2022. It is important to note that a gender pay gap is not necessarily an indication of pay discrimination but could relate to the unequal representation of women across the organisation or across certain grades of an organisation. In mid-May 2022 further regulations were published providing information in relation to the calculations and further requirements of the legislation.

Detailed Requirements

The gender pay gap is a measure of the difference between men's and women's average earnings across the University. The figures to be reported are as follows:

- the mean and median gap in hourly pay between men and women
- the mean and median gap in bonus pay between men and women
- the mean and median gap in hourly pay of part-time male and female employees
- the mean and median gap in hourly pay of temporary male and female workers
- the percentage of men and of women who received bonus pay and benefits-in-kind
- the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Quartiles

The % of male employees and the % of female employees in

- the lower remuneration quartile pay band
- the lower middle remuneration quartile pay band
- the upper middle remuneration quartile pay band
- the upper remuneration quartile pay band

The Mean Pay Gap

The mean hourly wage for women is calculated by adding all rates of pay for female employees together and dividing by the total number of female employees in an organisation. The same is then done 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 mean includes all of the lowest and highest rates of pay, and therefore can reflect the impact of a higher proportion of women working in lower paid roles, and a higher proportion of men in higher paid roles.

The Median Pay Gap

The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man). 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 person in the middle.

Employers are also required to publish a statement setting out, in the employers' opinion, the reasons for the gender pay gap in their company and what measures are being taken or proposed to be taken by the employer to eliminate or reduce that pay gap.

Timelines

Employers are required to produce their gender pay gap information within 6 months of their 'snapshot date'. The snapshot date must be a date in June. The snapshot date for South East Technological University (SETU) is 30th June 2024 with calculations based on the employees' remuneration for the 12 month period that precedes the snapshot date. The reporting deadline is 30th December 2024. The deadline for publication of the University's gender pay gap information is 6 months after the chosen snapshot date.

2. Gender Pay Gap Report 2024

What Employees are included in the Report

An "employee", for the purposes of these reporting obligations, is defined in section 2 of the Employment Equality Act 1998 and means a person who has entered into or works under (or, where the employment has ceased, entered into or worked under) a contract of employment and, where the context admits, includes a member or former member of a regulatory body.

The type of contract workers are engaged on will determine whether they are 'employees' and if you must include them in your organisation's headcount and gender pay gap calculations. The Workplace Relations Commission's case law may be consulted for guidance.

All workers who are employees of the University on our snapshot date must be included in our headcount, and in our gender pay gap calculations. This includes employees who were new recruits on the snapshot date. Employees who left prior to the snapshot date are excluded from the Report.

3. Total Workforce Breakdown

On the 30th June 2024, 2071 (2023 comparative figure:2082) staff employed in the University are included in the Report. Of those employed there were 943 males (46%) and 1128 (54%) females (2023 comparative figures: 952 men who made up 45.7% of the staff population and 1029 women who made up 54.3% of the population). Before commenting on the findings of the Report, it should be noted that the University, similar to all other Third Level Institutions in Ireland, has common pay scales for all staff grades regardless of gender.

Mean and median pay gap

The tables displaying the various Gender Pay Reporting Metrics are as follows:

THIS YEAR DATA							
ALL Categories	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay	
Mean and Median Hourly Gender Pay Gap % =	12.0%	24.3%	44.09	38.82	46.53	35.21	
LAST YEAR Results							
ALL Categories	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay	
Mean and Median Hourly Gender Pay Gap % =	12.0%	23.1%	39.71	34.93	41.63	32.02	
THIS YEAR DATA							
PART TIME	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay	
Mean and Median Hourly Gender Pay Gap % =	28.9%	55.9%	51.14	36.34	63.09	27.80	
LAST YEAR DATA							
PART TIME	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay	
Mean and Median Hourly Gender Pay Gap % =	31.2%	72.3%	42.16	29.00	58.55	16.20	
THIS YEAR DATA							
TEMP CONTRACTS	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay	
Mean and Median Hourly Gender Pay Gap % =	10.9%	8.0%	35.64	31.76	30.24	27.81	
LAST YEAR DATA							
TEMP CONTRACTS	Mean Gender Pay Gap %	Median Gender Pay Gap %	Mean Male Hourly Pay	Mean Female Hourly Pay	Median Male Hourly Pay	Median Female Hourly Pay	
Mean and Median Hourly Gender Pay Gap % =	1.8%	7.9%	25.10	24.65	23.61	21.75	

The mean pay gap is the difference between the average hourly rate of pay between males and females. The University’s mean pay gap is 12% **(2023 comparative figure: 12%)**.

The median pay gap is the difference between the middle point of average hourly rates (when listed in numerical order) of pay for males compared to the middle point of average hourly rates of pay for females. The University’s median pay gap is 24.3% **(2023 comparative figure: 23.1%)**

It is also worth reviewing the number of staff by gender in each quartile. This year’s figures are as follows:

THIS YEARS DATA	Quartile	Male	Female
% of Males & Females in Each Quartile =	A (Upper)	52%	48%
	B (Upper Middle)	53%	47%
	C (Lower Middle)	42%	58%
	D (Lower)	36%	64%

The comparative figures for 2023 were:

THIS YEARS DATA	Quartile	Male	Female
% of Males & Females in Each Quartile =	A (Upper)	47%	53%
	B (Upper Middle)	59%	41%
	C (Lower Middle)	40%	60%
	D (Lower)	36%	64%

Most notable in these figures is the drop in females from 53% in 2023 to 48% in 2024 in A (Upper Quartile) compared to increase in males from 47% in 2023 to 52% in 2024. Our gender pay gap exists due to the balance of men and women colleagues working at different levels – there are currently fewer women in senior roles than men, and more women colleagues than men work at our lower graded roles. Most welcome in this report is the increase in females in B (Upper Middle Quartile) from 41% to 47% in 2024, but it will continue to be a challenge for SETU to maintain and increase this percentage.

4. Why We Have a Gender Pay Gap

The gaps do not reflect unequal treatment of men and women. That is not what pay gap analysis is about. This difference reflects both:

- the high numbers of females in clerical, administrative and library posts
- the high numbers of males at higher points on the incremental scales at Upper and Upper Middle Quartiles.

SETU has sought to increase the number of females in leadership positions at all levels across the University and this is reflected in current management levels. The University’s Executive Management Team presently consists of 53% female and 47% male (2023 Comparative figures: 52.3% female and 47.4% male), Academic Council is currently made up of 48% female and 52% male and Governing Body consists of 58% female and 42% male. We also seek to ensure that roles at all levels across the University attract a diverse pool of applicants.

The University recognises that many challenges remain and is determined to take action to ensure that our day-to-day practice reflects the quality of our policy commitments.

It is noted that while the overall gender pay gap remains the same as last year (2024 & 2023: 12%) some key gaps continue to emerge particularly in the 'Temporary' and 'Part-time' means and medians as outlined above. SETU uses temporary contracts for several reasons, including covering staff members on leave or filling short term requirements for specific projects, which are often externally funded, i.e. TSAF, TU RISE, external research bodies, etc. SETU has found as a consequence that there has been an increase in temporary posts (funded by projects) which has had the domino effect of creating additional temporary posts in order to backfill and support internal mobility.

5. How We Are Addressing the Gender Pay Gap

SETU is committed to closing its gender pay gap. Promoting gender equality and EDI more generally is a key strategic priority for the University as evidenced by SETU's Strategic Plan, Connecting for Impact 2023-2028, and SETU's EDI Strategic Plan 2024-2029. SETU also has a comprehensive EDI Policy and Statement in Place. SETU has an Office for Equality Diversity & Inclusion, led by a Vice President for Equality, Diversity & Inclusion, which works across the university to address EDI and gender equality issues. SETU also has an EDI Committee of Governing Body, and a number of university working groups focusing on specific areas, including an Athena Swan Self-Assessment Team focusing on gender equality.

Athena Swan Ireland

In 2022 SETU was awarded an Athena Swan Ireland Legacy Award in recognition of its work on gender equality in the legacy Institutions in recognition of its formal commitment to the Athena Swan Ireland charter principles and plans for action on gender equality across the university. The university also published its first Gender Equality Action Plan in 2022, containing over 60 actions dedicated to improving gender equality metrics and reducing the gender pay gap over the next 4 years, including actions focused on leadership, structures, resources, academic, research and PMSS careers, workload, promotions and pay, and culture and inclusion. In 2022, SETU's Department of Computing, the School of Engineering and the Department of Humanities also received Departmental Athena Swan Bronze Awards, the first Departmental awards in the Technological Higher Education Sector. The University has now began the process of applying for a full university level Athena Swan Bronze Award to further intensify its efforts to reduce the gender pay gap across SETU.

HR EXCELLENCE IN RESEARCH

The University has held the European Commission's HR Excellence in Research Award since 2014, recognising our full adoption of the principles of the European Charter for Researchers & the Code of Conduct for the Recruitment of Researchers (The Charter and Code). We have successfully retained the award through a number of reviews in 2016 and 2021 under our legacy institution. Our Human Resource Strategy for Researchers (HRS4R) action plan aims to transform the research environment for our researchers.

Since securing the HR Excellence in Research Award in 2014, successive Action Plans have sought to improve the support for, and development of, those whose primary responsibility is to conduct research and who are usually supported by external research grant and contract funding. This award reflects the University's commitment to empower and support all Researchers to conduct research at the highest level, and to support Researchers in terms of building, enhancing and sustaining their careers.

Championing a healthy research culture and environment remains a key strand of HRS4R at SETU, for an inclusive research culture to flourish, strong support mechanisms for researchers are needed. Over the past year, we have continued to strive to support members of our research community in furthering their professional development and long-term career ambitions through practice sharing forums, professional development training sessions, conference participation, seed funding support and recognition awards. SETU's HRS4R action plan primarily aims to deliver an enriched environment where researchers feel welcomed, respected, supported, and valued. Key actions include providing improved access to support and guidance for researchers and their managers on induction, professional development, research careers, mentoring, wellbeing and ample networking opportunities.

Our action plan dovetails with broader commitments to continuously improve inclusive and supportive cultures across the University. We ensure to implement SETU's robust recruitment and selection policy which has Open and Transparent Merit Based Recruitment (OTM-R) practices embedded in it. This includes our 'Recruitment Licence' training for all selection board members which incorporates sessions on unconscious bias and awareness of discrimination grounds listed under national legislation. Gender balance is further ensured by the requirements in the University's Selection Procedures for the composition of Selection Boards. Our talent search is underpinned by a robust planning process conducted prior to advertisement to ensure transparency and a merit-based recruitment. We have an extensive online e-recruit system for our talent search, all of which was adhered to throughout recruitment cycles this past year. We continue to value researcher mobility by facilitating the Hosting Agreement work permit scheme.,

SETU's Broaden Your Horizons Researcher Development programme includes a broad spectrum of activities and events designed to enrich researcher's skills and working relationships, foster their talents, and accelerate their professional prospects. Our provision is as inclusive, accessible and welcoming as possible. We empower researchers to take ownership of their own development; we collaborate with others across the University and the sector. We regularly evaluate, review, and enhance our practice to ensure we are delivering on our HR4R commitments outlined in our HRS4R Action Plan. We have fully aligned the programme with the European Competence Framework for Researchers (ResearchComp), the first competence framework for researchers at EU level. The framework is based on the most recent analysis of the transversal skills that researchers need for successful and interoperable careers in all sectors of the society (academia, industry, business, public administration, NGOs etc.). ResearchComp provides a strategic overview of the knowledge, behaviours, and attributes of researchers who can work across sectors and look to society's future needs. It incorporates equality, diversity and inclusion; wellbeing and mental health; open research; digital skills; diverse careers; interdisciplinarity and internationalisation.

The Promote gender project is funded by the Higher Education Authority (HEA) and supported by the Insight Science Foundation Ireland (SFI) Research Centre for Data Analytics. Project partners include Maynooth University (MU) Lead Partner, Munster Technological University (MTU), University of Limerick (UL), Dublin City University (DCU), University College Cork (UCC) the University of Galway and SETU, collectively leading the call to promote women in research and build the network online. In November 2024, SETU hosted a workshop for early career researchers "Exploring Careers Within and Beyond Academia", one of four dedicated training sessions across the Promote project aimed at providing advice on career progression for early-stage female researchers.

In September, we celebrated SETU's Research Excellence Awards recognising the outstanding achievement, impact and successes of our researchers. Awards were granted under the following categories: Early Career Researcher; Established Researcher; Research Impact, Research Impact Policy & Practice and Research Supervisor Award. Separate to the Excellence awards, the President's Award

for the Advancement of Research and Supervision at SETU was awarded. This award recognises excellence in contribution to the development of research and supervision at the University.

Pension - We continued to advocate for change to the national-level decision that prevents Technological University staff members employed on researcher contracts from being admitted to the university pension scheme. Our efforts are ongoing to advance this dialogue with National government so that our researchers can avail of pension arrangements consistent with those provided to research staff in universities and public bodies outside the technological university sector.

Work/Life Balance -We offer blended working arrangements through our hybrid working scheme. This work/life balance aims to help reduce stress, improve employee motivation, performance and productivity, as well as enhance the attractiveness of the University as a place to work. Within our wellbeing courses we continued to promote work life balance supports and provide training on how to achieve and maintain it.

Embedding EDI in our Research is also paramount in delivering upon our HRS4R EDI ambitions. As part of the Research Culture Conference held at SETU in May 2024, we ran a dedicated thematic session on 'EDI in our Research' to help participants to further embed EDI principles into institutional policy and practice. Aimed at tackling well-known challenges, participants gained a clearer understanding of: Reflections on gender equality and experiences of the Athena Swan Charter; EDI in Research Action Plan at Queen's University Belfast; Equity and inclusivity in Research Funding at University of Oxford: Tackling Barriers to Change; Reflection on Gender Equality and Challenges for Academic Careers at University of Manchester.

SETU's Women In Research Network for research-active women provides female and female identifying staff from the University the opportunity to connect and collaborate to help us build a more equitable and inclusive research culture at SETU. To ensure we develop an inclusive and representative network, the Women in Research Network (WIRN) encourages membership from women in our research community from under-represented groups, particularly those with disabilities, from ethnic minorities, and our LGBT+ community.

The Odyssey Researcher Mentoring Programme , enables early career researchers (Mentees) to receive encouragement, support, guidance, specific skills and knowledge from more experienced researchers (Mentors) to enhance the Mentees career and personal growth during their research journey. In 2025, we will relaunch the scheme with a stronger focus to cultivate a more supportive network through which women researchers can receive greater access, encouragement, support, advice to the necessary knowledge, skills and resources via dedicated leadership CPD programmes to advance their careers.

In June 2024, we welcomed our new Vice President of Research, Innovation and Impact. Under her leadership, we will explore innovative approaches to support our HRS4R mission and foster deeper connections with our research community.

Research Culture is one of the top-level priorities in the emerging new research strategy, which extends to 2028. HRS4R sits at the heart of the 'People, Research Culture and Environment' strand of the strategy which sets out a clear trajectory to achieving a supportive research culture and environment in which researchers are enabled to achieve their potential. The Strategy commits to developing and maintaining an open, diverse, supportive, and inclusive research culture. The progress of our Human Resource strategy for Researchers will be assessed against our commitments and action plans relating to the development of research culture and environment. Feedback from researchers who participate in HRS4R surveys, focus groups, strategy development workshops and consultation

events will give us a greater understanding of the research staff experience across all stages of the research career path.

The next phase of HRS4R at SETU will include renewal of SETU's HR Excellence in Research award in April 2025, this accreditation recognises the steps that the University has taken to support research careers including gender equality and the actions we have committed to undertake to address the gaps identified.

Our 2025-27 Action Plan will ensure that the research culture and environment at SETU is reflective of our commitment to the Charter and Code principles and University values. We will do this through: A Research Culture Survey: Our survey will be administered in Spring 2025 to establish priorities and inform the institutional HRS4R Action Plan.

Strategic Data Gathering: Research culture development work, by its nature, also generates a continuous wealth of engagement data, opinions, evaluation data, feedback, input, demographics data, dialogue, meta-analyses, common threads, complex stories, anecdotes, complaints, reflections, and personal and organisational insights.

Regular Reporting: Reporting regularly to the University's Executive Management Team, the HRS4R Monitoring Group and the HRS4R Operational Group.

Open Sharing: Sharing project rationale, design, delivery, outcomes and impact through our open forums, website, e-newsletters and within the wider research annual report. Communicating successes and failures, as well as plans for future enhancement.

Our next HRS4R Action Plan will solidify our commitment to meeting our obligations as signatories to the EU Charter and Code and we will ensure they are aligned with the European Framework for Research careers and the new Charter for Researchers adopted by the EU European Council, December 2023. The main principles we will focus on going forward for developing a healthy, thriving research culture revolve around diversity, connectivity, inclusivity and engagement. We will engage diverse stakeholders through accessibility and meaningful involvement in shaping our new HRS4R Action Plan to drive real change. This action plan will require approval by the University Executive Management Team, chaired by the SETU President and the Governing Authority of SETU to be published on the University website. The HRS4R Operational group oversees implementation of the HRS4R Action Plan whilst the HRS4R Monitoring Group provide advice, council and guidance on the strategic direction of the plan.

South East Technological University is committed to creating an inclusive workplace culture where all staff regardless of their grade, can reach their full potential. The University wishes to advance and support diversity and inclusion for all staff and students because it isn't just the right thing to do. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives for all members of the University and to create better outcomes for our staff, students, and the local community.

Some other initiatives undertaken by the University include:

- The recruitment of a Vice President whose duties include responsibility for the implementation of Equality, Diversity and Inclusion across the University and in 2024 the appointment of a Vice President for People, Culture & EDI whose duties include the responsibility for the development of a human resources strategy, which will address people management, staff development and cultural priorities in order to support the University's strategy.

- Working with University Trade Union representatives to identify further possible actions to reduce the gender pay gap;
- Ensuring that all University Committees have a gender balance and a diverse membership;
- The introduction of a hybrid working scheme, where possible, for all Professional, Management and Support Staff;
- Mandatory unconscious bias training for all selection panels and senior leadership teams;
- Promoting wellbeing and balance between life at work and outside work;
- Collating quantitative and qualitative data on gender equality in the University;

6. Moving Forward:

- The Executive Management Team (EMT), as well as the EDI Committee of Governing Body and Governing Body itself, understand the need for greater diversity in leadership, and committee membership and chairs across the university, recognising that mere inclusion of minority groups can be tokenistic and does not address structural inequalities. In 2024, SETU's Governing Body began a process to review its competency framework with a view to enhancing diversity and inclusion on the Governing Body of SETU.
- Completing a comprehensive review of all staff promotion criteria and processes to ensure that they align with the developing new strategy and reflect the careers of women and people with other protected characteristics;
- Ensuring all of our recruitment campaigns help us to increase the diversity of applicants. We are doing this by carrying out a comprehensive review of our recruitment practices in order to identify ways in which we can attract more diverse candidates and improve their candidate experience through utilisation of international job vacancy sites and dedicated resources to assist with onboarding of international staff;
- Carrying out a repeat gender equality staff survey in 2025 to measure staff perceptions on progress of actions and contribute to progressing Equality, Diversity and Inclusion in the University;

SETU is committed to the goals of equality, diversity and inclusivity at all career stages, and we are working to enhance our policies and procedures to ensure the supports necessary to achieve our goals on equality, diversity and inclusion are fully realised.