



Gender Pay Gap Report 2024

FOREWORD

Professor John Doran, Interim President of TU Dublin



As a young university, TU Dublin aspires to lead the way in advancing gender equality by becoming a catalyst for change—shaping values that promote inclusivity and challenging traditional gender biases to drive societal transformation. We are steadfast in our commitment to creating a workplace where everyone feels valued, respected, and empowered to thrive. Our 2024 Gender Pay Gap Report highlights both our achievements and the challenges we must address, underscoring our dedication to transparency and equity.

In 2025, we will foster greater inclusion by ensuring women continue to be well-represented in decision-making roles, meeting or exceeding our 40% gender balance target. By supporting women at every stage of their careers through professional development, leadership, and mentoring programmes, and by further investigating areas such as temporary pay cohorts and the potential impacts of financial constraints on equity, TU Dublin is taking proactive steps to drive meaningful and lasting change across our University.

A handwritten signature in black ink, appearing to read 'John Doran'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Professor John Doran

Interim President

OVERVIEW OF GENDER PAY GAP

The gender pay analysis and profile is based on annualised pay effective 30 June 2024. All employees are aligned to pay grades, which provide for equal pay for equal work irrespective of gender.

Our pay structures follow public sector guidelines, are fully transparent and are published on our [website](#).

The total number of relevant employees at the snapshot date of 30 June 2024 was 3446 (females 1685; males 1761). All relevant employees were grouped into three pay cohorts for the purpose of analysis – full-time, part-time, and temporary. Each category is defined as follows:

- **Full-time:** employees with a permanent or contract of indefinite duration, employee status who work full time;
- **Part-time:** employees with a permanent or contract of indefinite duration employee status who work part-time;
- **Temporary:** employees with a specified purpose, fixed term or casual employee status who work full-time or part-time.

The employee headcount in each of these cohorts in 2024 was as follows:

Table 1: Employee Cohorts 2024

Cohorts	Female	Male
Full time	1030	1145
Part-time	84	106
Temporary	571	511
Total all cohorts	1685	1761

TU Dublin does not make bonus or benefit-in-kind payments to employees.

As of the 2024 snapshot date, the overall average TU Dublin gender pay gap is 12.80% in favour of male employees. For part-time employees, the gender pay gap is 9.89% in favour of males, and for temporary employees, it is 18.32% in favour of male employees. Table 2 summarises the mean and median gender pay gaps for all employees, and for full-time, part-time and temporary cohorts.

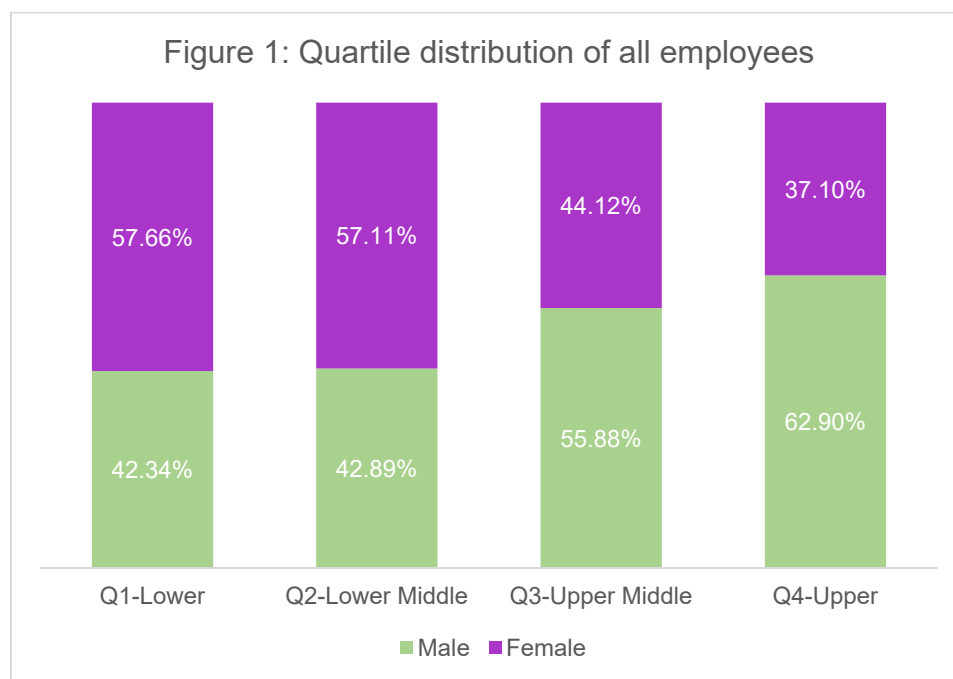
Table 2: Gender Pay Gap 2024

Category	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
All Employees	12.80%	18.25%
Full-Time Employees	9.42%	22.30%
Part-Time Employees	9.89%	7.99%
Temporary Employees	18.32%	28.51%



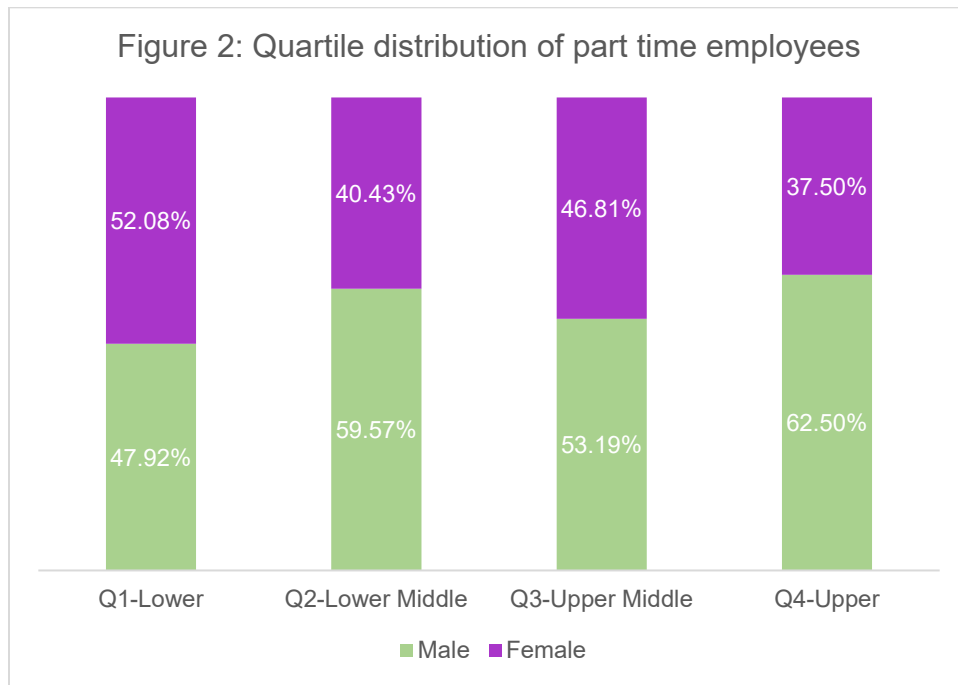
ANALYSIS

A quartile analysis of all employees (Figure 1) shows that female employees are predominant in the lower-paid Quartiles 1 and 2, and male employees are in the majority in the higher-salaried Quartiles 3 and 4. The proportion of females in each quartile increased in 2024 compared with 2023, with the largest proportional increases in the lower paid quartiles 1 and 2, and more modest increases in the share of females in quartiles 3 and 4. Overall, the mean gender pay gap of 12.80% is marginally higher than the 2023 average of 12.68%.

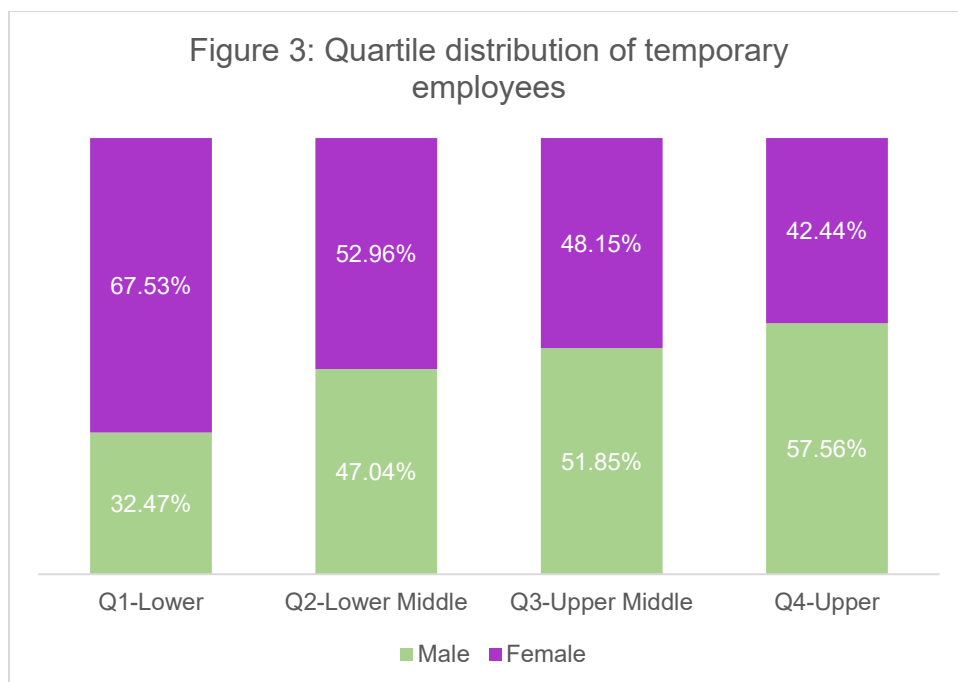


The large median pay gap between women and men with full-time employee status is due to women comprising only 36% of staff in the highest-paid quartile. Full time staff have a gender pay profile similar to the overall distribution in Figure 1.

Part-time employees constitute a small proportion (5%) of all employees in TU Dublin. There was a decrease in the percentage of female part-time employees compared with 2023, with the exception of quartile 2, where an increase is recorded for females (Figure 2). This means that although there is a smaller proportion of part-time women in the lowest paid quartile in 2024, there are also fewer in the higher-paid quartiles 3 and 4. This decrease is likely to be driving the average gender pay gap of 9.89% for this cohort.



The largest pay gap of 18.32% is found among temporary employees, where females are concentrated in the two lower pay quartiles (Figure 3). Compared with the overall distribution illustrated in Figure 1, there is a higher proportion of female employees in this pay cohort quartile 1 and quartile 4. The pay gap for this cohort is slightly smaller than in 2023 when it was 19.84%. The increase of female employees in quartile 4 explains this movement.



CAUSES OF THE GENDER PAY GAP

- The underlying factor for the University's gender pay gap is the imbalance of men and women across job types and grades. Overall, female employees comprise the majority of the two lower pay grades, while male employees comprise the majority of the two upper pay grades. This distribution is a key contributor to the gender pay gap.
- The gender pay gap among temporary employees (18.32%) contributes significantly to the overall gender pay gap. Females constitute 53% of Temporary employees and are disproportionately concentrated in the two lower pay quartiles of this category. Furthermore, the largest overall job category pay gaps (Exam Invigilators, Support, Maintenance) are largely driven by gaps in this pay cohort.
- The 2024 gender pay gap for academics stands at 4.53% in favour of males and is not a major driver of the overall gender pay gap.
- The gender pay gap for part-time employees is less pronounced than in the temporary employees' category, although it stands at 9.27%. However, the part-time employee cohort constitutes only 5.51% of all employees and is not a major driver of the overall gender pay gap.



ACTIONS

- Continue to prioritise the greater inclusion of women in decision-making roles to maintain or increase our current minimum target of 40% gender balance.
- Support women at all stages of their careers to fully engage with the University's professional development, leadership, and mentoring programmes.
- Further investigate the Temporary pay cohort to identify more precisely the cause of the gender pay gap among employees in this group.
- Monitor the impact of financial constraints on employee contract categories to identify any negative gender bias.

