



## GENDER PAY GAP REPORT

### Introduction

**Trinity College Dublin** employs over 5,000 people across a range of job categories including academic, research, administrative, technical, library and support roles.

Whilst the gender pay gap has narrowed by over 2% since 2022 (8.8% in 2023 vs 11% in 2022), no gender pay gap is acceptable and we must strive to do what we reasonably can to address the gap. Some aspects can be addressed with targeted actions in Trinity; some require societal and cultural change.

#### *Why?*

Although we have pay equality in terms of equal pay for equal work, there are greater numbers of male employees in jobs with higher salary scales compared with females.

#### *Why Now?*

New legislation requires organisations with 250 employees or more to measure and report gender pay data.

The aim is that if we measure it, we can take steps to address the gap in the future.

#### *Who is included?*

Anyone who was an employee of Trinity College in June 2023 is included (5,737 people).

#### *Methodology*

In accordance with the regulations and with reference to the Employment Equality Act 1998 (Section 20a) (Gender Pay Gap Information) Regulations 2022, the University's gender pay gap report includes data relating to person who are engaged by Trinity College Dublin. This includes employees in Trinity College departments and occasional staff.

The data provided in this report is based on the snapshot date of 30 June 2023.

### Key Points

- The mean gender pay gap is 8.8%. (2022 was 11%)
- The median gender pay gap is 11% (2022 was 11%)
- The number of people receiving benefit in kind is less than 1% for either gender.
- The bonus pay gap is 0% - no bonuses in Trinity College Dublin.



## Findings

On the 30<sup>th</sup> June 2023 the University's workforce for the purpose of gender pay gap reporting consisted of 5,737 individuals: 3,243 women and 2,494 men.

The University's gender pay gaps are as follows:

Gender pay gaps in ordinary pay	Female earnings
Mean gender pay gap in ordinary hourly pay	8.8% lower
Median gender pay gap in ordinary hourly pay	11% lower

Benefit in Kind	Female	Male
Percentage of staff who received benefit in kind	0.37%	0.52%

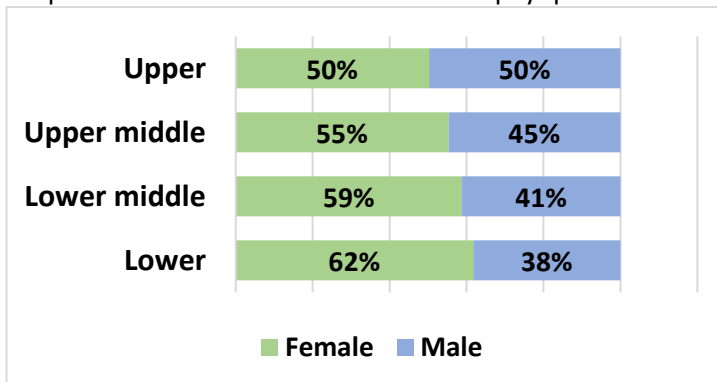
Gender pay gaps in ordinary pay for part-time staff	Female earnings
Mean gender pay gap in ordinary hourly pay for part time staff	9.4% lower
Median gender pay gap in ordinary hourly pay for part time staff	8.5% lower

Gender pay gap in bonus pay	
Mean gender pay gap in bonus pay	0%
Median gender pay gap in bonus pay	0%

Note: The bonus pay gap is 0% as we do not pay bonuses in Trinity College Dublin

Gender pay gaps in ordinary pay for temporary staff	Female earnings
Mean gender pay gap in ordinary hourly pay for temporary staff	2.8% lower
Median gender pay gap in ordinary hourly pay for temporary staff	2.8% lower

Proportion of females and males in each pay quartile:





## Narrative

### Reasons for the Gap

There are several complex issues that typically lead to a gender pay gap in organisations<sup>1</sup>, and we see these occurring in Trinity College.

#### *1. Gender segregation in the labour market*

Gender differences in occupations and industries contribute to the gender pay gap. Men and women tend to work in different occupations and at different levels of the hierarchy within occupations. The root of this gendered segregation lies in the traditional gender roles in society and the different educational and career choices supported and made. From an early age, we are socialised into an expectation of certain roles as “women’s work” or “men’s work”, and into the roles men and women often assume around caring responsibilities.

In Trinity, in the Buildings and Services area, we observe a majority of females in housekeeping and catering roles, and a majority of males in security and maintenance roles. This is known as horizontal segregation. Trinity College is a 24-hour operation, 365 days of the year. Roles such as security and maintenance include elements of additional pay such as allowances for unsocial or irregular working hours, and greater opportunities to earn overtime payments. Thus, a greater proportion of males can earn these additional payments due to their prevalence in these roles.

In the management and administrative job category, we observe that the majority of the entry-level roles are filled by females, with the proportion of male participation increasing as we look up the career ladder to managerial level roles. This is known as vertical segregation.

#### *2. Balancing work and family life*

Family, care and domestic responsibilities are not equally shared and more often borne by women. Women’s ability to participate in the workforce is constrained by societal expectations that family-related duties will be carried out by females, leading to an over-representation of females in part-time work.

In Trinity College, there are many roles involving clerical/administrative work delivered within teams. The nature of the work is low-mid level skilled and lends itself to being carried out on a part-time basis. In many cases, the role is part-time as the employee has requested this, and in some cases, it is because the work is only required on a part-time basis.

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<sup>1</sup> [IBEC Navigating the Gender Pay Gap 2022](#)



### *3. Payscale*

For most employees in Trinity College, their salary is based on public sector paycales. This ensures equal pay for equal work and gives certainty to employees regarding rates of pay and annual increments. For employees who work on an occasional basis, rates of pay are variable. For employees in research roles, the paycales may be aligned to IUA SFI rates, however these are guidelines and there is discretion to determine alternative rates outside these guidelines.

Ambiguity around paycales can lead to female staff being paid less than male staff. Although this may be unintentional and not designed to discriminate, the absence of clear direction or policies can result in unequal treatment.

### *4. Career Development and Progression*

In order to achieve the highest levels of the career ladder, many years' experience is required in a series of progressively more senior roles.

In Trinity College in the Academic Medical job category, the representation of females is imbalanced with females clustered in therapy based and males clustered at the higher paid Consultant grades. Those at the Professor Consultant level would have started their careers in the 1980s or 1990s and built their careers over the following years attaining promotion to ascend the career ladder. Similar issues prevail in some administrative grades, with females under-represented in senior roles.

Research cites that whilst educational attainment is often higher amongst females, it does not offset the loss of work experience. Parenthood largely fails to impact male working hours or pay, however over the course of their careers, mothers will have spent less time in full-time work, ultimately equating to less experience and fewer opportunities for promotion.

Stereotypes and attitudes about how things are done in the organisation can discriminate, for example the way in which organisations identify talent and capability, or how they go about offering developmental opportunities. Stereotypes can result in men being typically hired or promoted based on their potential, while for women the focus is on past performance. Stereotypes can also result in assumptions about the commitment or availability of women with children, leading to them not being considered or selected for certain projects or development.



## Measures being taken

### *1. Gender segregation*

To combat career stereotyping we will review pre-recruitment practices, target recruitment campaigns to attract greater diversity of applicants, and change the language to increase attractiveness for roles for all genders.

We will work with trade unions to initiate the conversation nationally regarding pay scales for certain types of work e.g. childcare.

We will regularly review opportunities to earn overtime and allowances and distribution of payments.

We will undertake cultural audits within the university to ensure that all aspects of the workplace are free from bias and unseen forms of discrimination.

### *2. Flexible working*

Flexible working including part-time work is valued by our employees. Trinity has several family-friendly policies and initiatives in place which go beyond statutory leave entitlements, including blended working, shorter working year scheme, career breaks, flexible working and an on-campus nursery. To assist in addressing gender pay gap differentials, we will foster an environment where part-time or flexible working arrangements are available at all grades. In addition, we will promote all forms of flexible working to all genders to encourage them to avail of these benefits.

### *3. Payscales*

We will review policies on pay scales for occasional staff and research staff to provide greater clarity and promote equality and transparency of structured pay rates.

### *4. Career Development and Progression*

We will review initiatives targeting career development for female staff in academic or academic medical roles. We will create wider pathways for recruitment and create opportunities for recruitment at multiple levels to build an internal pipeline of talent. We will provide mentoring and development initiatives for females to encourage them to apply for promotion or other opportunities that will further their careers, confidence, and networks.

We are committed to gender equality and a multistakeholder and multifaceted approach needs to be taken to address the real causes of the gender pay gap.