Gender and Trinity Staff:
Trends in Contract Types

Report to Board

Trinity College Dublin, October 2016

Aoife Crawford

Equality Officer

equality@tcd.ie

Introduction

This report follows *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression* in April 2016[1] . In response to this report, Board requested that:

"the Equality Officer …. provide a separate report to Board on gender representation of staff by contract type, to distinguish between: adjunct and part-time staff, part-time and term-time staff, and permanent and contract part-time staff."[2] The two reports should be read in conjunction. Data were obtained from Annual Equality Monitoring Reports (data originally downloaded from the Core HR reporting system), unless otherwise specified.

Gender and Trinity Staff: Trends in Contract Types has been produced by the Equality Officer with the support and advice of the Working Group:

- o   Prof Eileen Drew, Director of WiSER
- o   Prof Catherine McCabe, Equality Committee Chair
- o   Tony McMahon, Director of Diversity and Inclusion

The assistance of members of the Working Group in drafting this report is greatly appreciated, as is the valuable input of the Human Resources department regarding definitions.

---

[1] http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf
[2] Minutes of the Board meeting of 27th April 2016, p11, Item BD/15-16/245

Contents

Table of Figures

4

Summary of Key Findings[3]

Part-time / Full-time Staff

Approximately one-fifth of Trinity staff are part-time [Fig 1], and most part-time staff are female: since 2006/07, women comprised between 73 and 78 per cent of part-time staff [Fig 2], compared with 50 – 52 per cent of full-time staff [Fig 3].

Female representation is lower among academic staff, both full-time (42% female) and part-time (64% female), but these figures still show that among academic staff, women are more likely to work part-time [Fig 11]. Among non-academic staff, who are mostly female, the gender representation in full-time staff is just 52 per cent female, but 88 per cent of part-time non-academic staff are women [Fig 12].

Part-time work is less common among academic than non-academic staff: academic staff make up 40% of the total full-time staff, but just 15% of part-time staff [Fig 10].

Term-time Staff & Shorter Working Year

Four out of five (81%) of staff availing of the Shorter Working Year Scheme [Fig 4], and 82 per cent of term-time staff [Fig 5], are female.

Temporary / Permanent Staff

The overall proportion of staff on temporary contracts (38%) is greater now than in 2006/07 (32%) [Fig 6]. According to staff headcount data, the gender mix among both permanent and temporary staff is very similar to gender representation across the total staff [Figs 7 & 8], indicating no gender imbalance in the distribution of permanent / temporary contracts.

---

[3] *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression* found that 55% of the total Trinity staff are female: therefore if women and men are equally distributed across contract types, 55% of staff on each contract type should be women. See
http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf.

However, WTE data relating to academic and non-academic staff as separate cohorts show that 62 per cent of permanent academic staff are male, and 58 per cent of temporary academic staff are female, i.e. female representation is higher among temporary than permanent academic staff. Female representation is also higher among temporary non-academic staff, of whom 72 per cent are female, than permanent non-academic staff (54% female).

Buy-back Contracts

Approximately 71 per cent of the 121 retired staff availing of the buy-back scheme since 2008/09 (when the scheme first became available) have been male [Fig 9].

Sectoral Comparison[4]

In many contract types, the gender breakdown in Trinity is very similar to the breakdown found across all seven universities in Ireland. However, the following differences can be observed [Figs 11 & 12]:

- A greater proportion of the part-time academic staff in Trinity are female (64%) than the Irish universities' average (57%).
- Female representation in Trinity among both full-time non-academic staff (52% female) and permanent non-academic staff (54% female) is lower than across the sector (61% and 63% female, respectively).

---

4 Ibid.

Analysis

Part-time work is much more common among female than male staff, in Trinity and throughout Irish universities. Women are also significantly more likely to be employed on a term-time basis or to avail of the Shorter Working Year Scheme. Hence female staff are being facilitated in working part-time or working a shorter year, which may assist them in achieving a healthy work-life balance and / or continuing to develop their careers while they raise a family. However, this pattern suggests that male staff may not be enjoying good work-life balance or enabled to participate in caring activities to the same degree as their female counterparts. Furthermore, part-time, term-time and Shorter Working Year staff inevitably earn less than staff who work full-time, so women's over-representation among those working reduced annual hours contributes to economic inequalities between women and men. It is important that the university ensure that male and female staff are equally enabled to work part-time or make shorter working year arrangements to better meet their diverse family roles, their personal lives and professional careers.

Notably, female academic staff are less likely to work part-time than their female colleagues in non-academic roles. Given that female staff are more likely to seek part-time work, if the perception (rightly or wrongly) exists that part-time work is not compatible with a successful academic career, this could have an influence on the number of female academics making working arrangements suitable to their needs, and the number of women entering academic careers at all. Another factor may be that academic staff are not necessarily required to be present in the office from 9am to 5.30pm every day, and therefore in some cases female academics may have the flexible working arrangements they require (such as working from home) without needing to change to a part-time contract. Further investigation of the reasons behind low levels of part-time work among female academic staff is required. But it is safe to say that in order to ensure that Trinity attracts and retains the best talent it needs to ensure that all staff, academic and non-academic, female and male, can access reduced working hours, without fear of disadvantaging their career.

Encouragingly, there appears to be no gender difference between temporary and permanent staff at the overall university level, when headcount figures are used. However, WTE figures indicate that male representation is higher among permanent staff, and female representation is higher among temporary staff, in both the academic and non-academic fields. Given the discrepancy between the headcount and WTE findings[5], the latter of which seem to show a gender imbalance in the attainment of permanent contract types, this is an area that will be monitored closely in future Annual Equality Monitoring Reports. But it should be noted that even the WTE figures for permanent / temporary staff do not show a gender imbalance of the same extent as the difference in numbers of men and women working part-time, which is the key finding of this report.

Suggested Actions

- Gender-neutral information on the available options for working part-time to be accessible to all staff from a central source such as the HR website[6] and in outreach activities such as the Your Trinity Day [owner: HR]
- Content to be added to existing training for line managers and Heads of School that will equip those key leaders to manage any gendered expectations they may have re: contractual arrangements (or leave related to parenting) [owner: HR]
- Possible reasons for low uptake of part-time working arrangements by female academics to be investigated in a qualitative study [owner: Equality Office]
- Ongoing monitoring of the gender distribution among permanent and temporary staff, looking at both headcount and WTE data [owner: Equality Office]

---

[5] This discrepancy may be partially explained by the relatively high representation of women among part-time staff, meaning that female representation by headcount is larger than female representation by WTE; however this would not explain the HEA's finding that women are predominant among temporary staff

[6] An action of this nature is proposed in the Diversity and Inclusion Strategy, and is recommended in the HEA Report on Gender Inequality in Irish HEIs. Shorter Working Year information is already available at https://www.tcd.ie/hr/news/local_articles/2015/SWYS_2015.php

Part-time and Full-time Staff

Comparing the earliest year for which contracts data is available (2006/07) with the most recent (2015/16), the proportion of staff employed on part-time contracts has remained consistent at approximately 20-21 per cent and full-time work remains the norm.
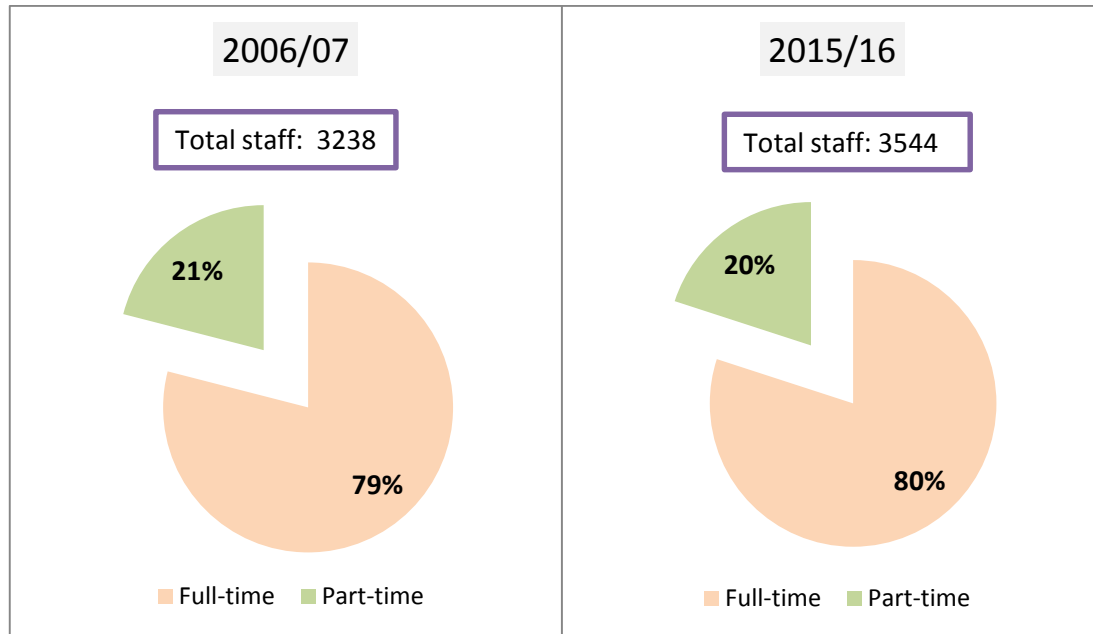
Figure 1: Percentage of Total Staff who are Part-time / Full-time 2006/07 & 2015/16

Part-time work is more common among female staff: since 2006/07, a significant and consistent majority (between 73% and 78%) of part-time staff have been women.
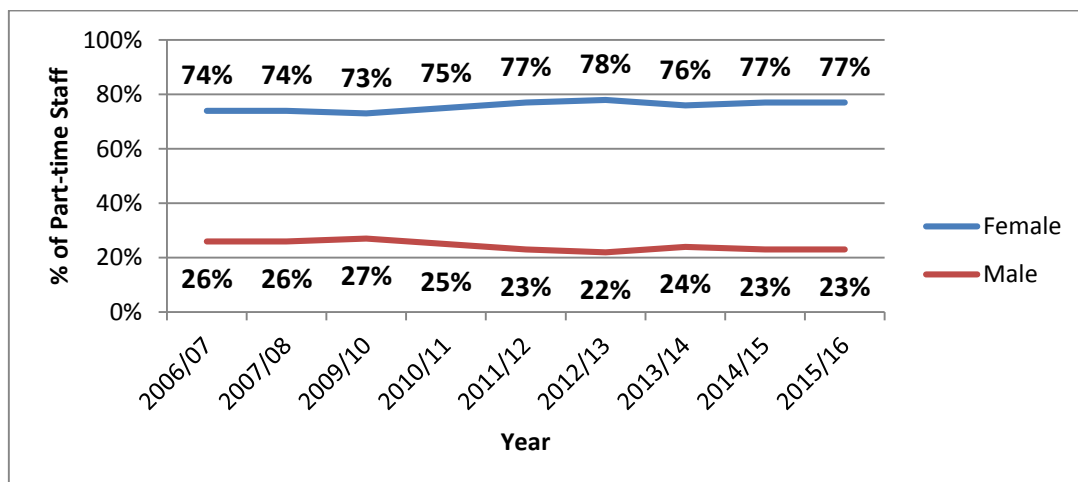
Figure 2: Gender Representation among Part-time Staff 2006-2016

10

Female and male representation among full-time staff have been equal or almost equal since 2006/07 – in fact, the gender balance was precisely 50/50 in 2015/16. Male representation in full-time contracts has been slightly higher than female in some years, whereas female representation has never been higher than male in this timeframe. This may appear surprising given that the majority of staff (between 52% and 55%[7]) were female in the same years. It is, however, consistent with the finding that male staff are less likely to work part-time.
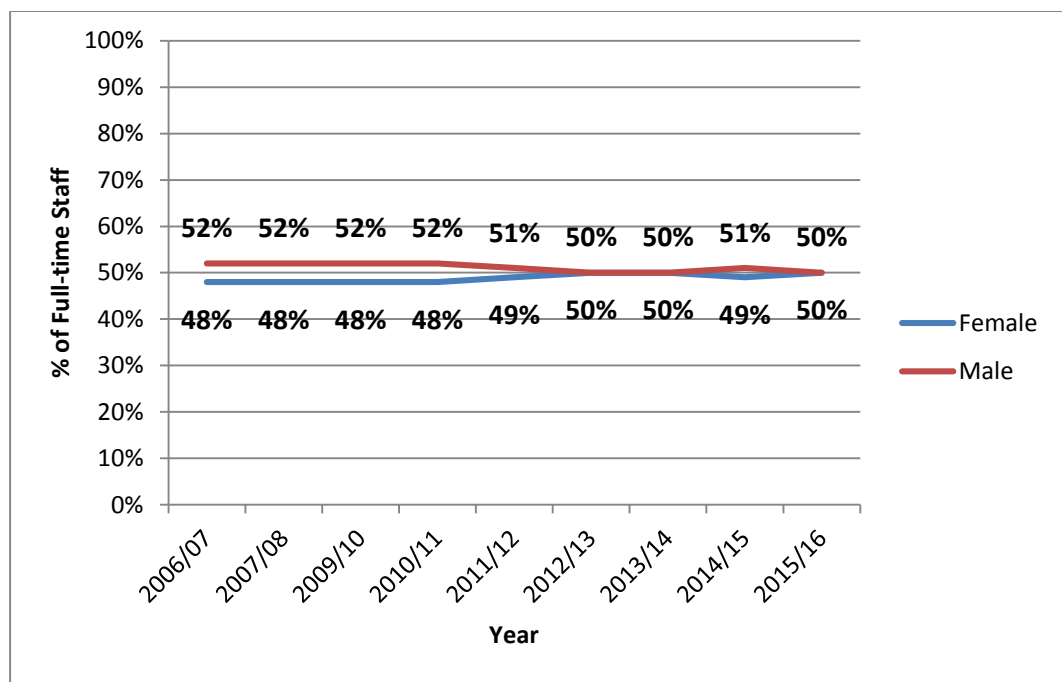
Figure 3: Gender Representation among Full-time Staff 2006-2016

[7] *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression,* p85.
http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf.

Shorter Working Year and Term-time Staff

In July 2016, there were a total of 34 staff availing of the Shorter Working Year Scheme, and 83 working Term-Time. While these cohorts are small, it is noteworthy that the vast majority (81-82%) of staff members participating in each of these arrangements are women. Working parents may be attracted to a term-time contract or shorter working year as these can often coincide with children's holidays from school.
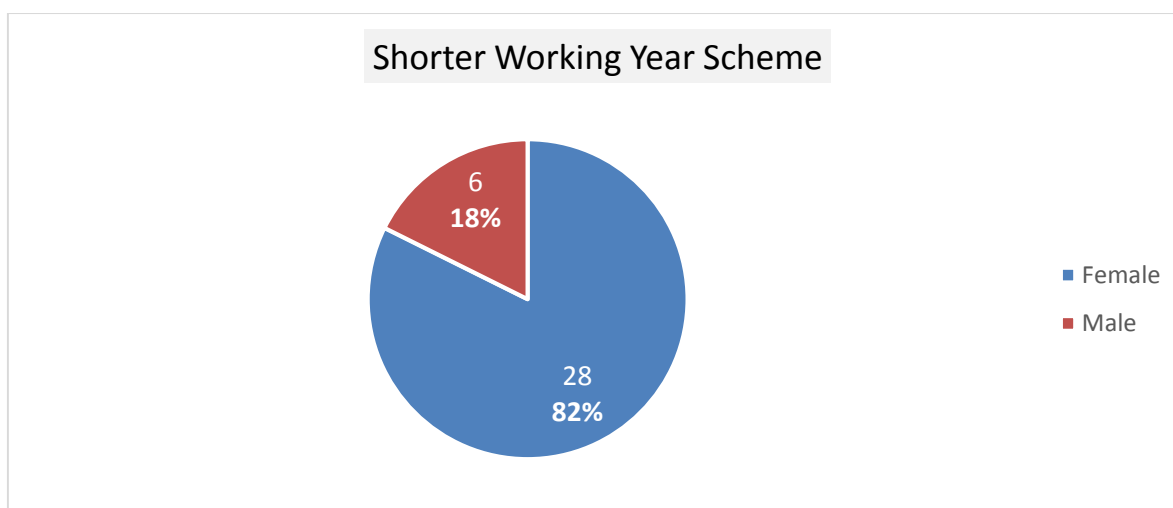
Figure 4: Gender Representation in Staff on the Shorter Working Year Scheme 2016
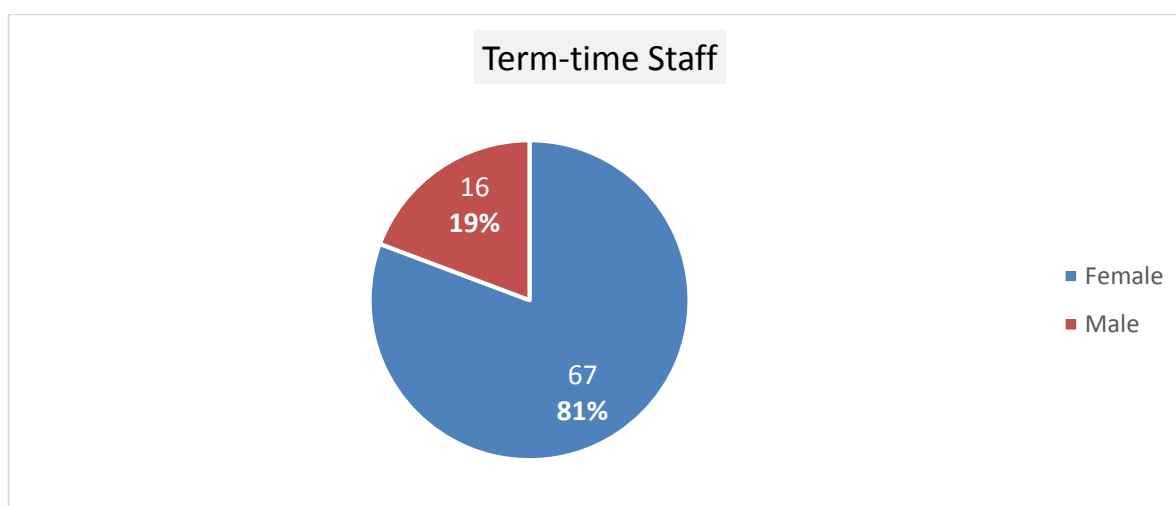
Figure 5: Gender Representation in Term-time Staff 2016

Permanent and Temporary Staff

Around two-thirds of Trinity staff are permanent, while one-third are temporary. The number and percentage of staff who are temporary has increased from 1028 (32%) in 2006-07 to 1340 (38%) in 2015-16.
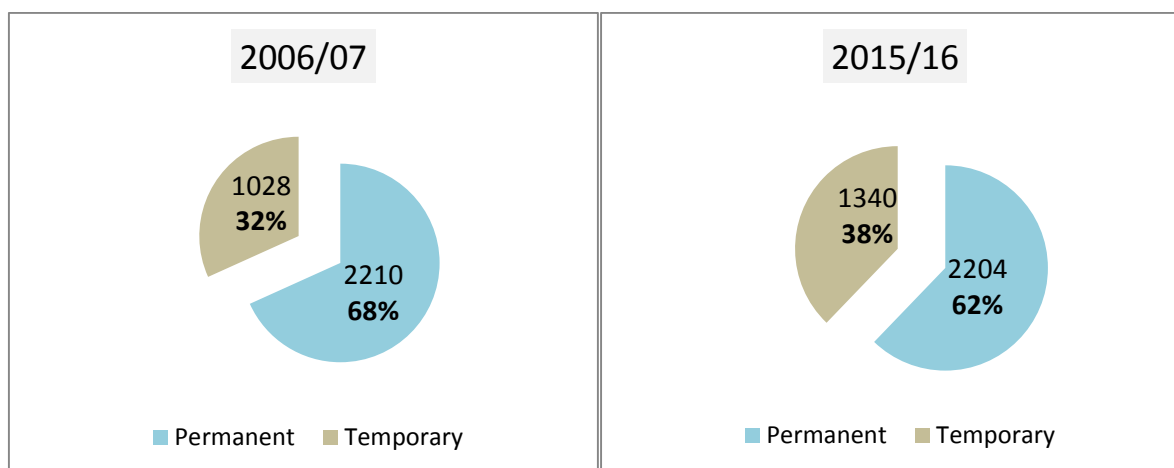
Figure 6: Percentage of Total Staff who are Permanent / Temporary 2006/07 & 2015/16

A slight majority (56%) of permanent staff are female – this is very similar to the female majority among total staff (55%[8]) Female representation among permanent staff has steadily (if slowly) increased from 53 per cent in 2006/07 to 56 per cent in 2015/16.
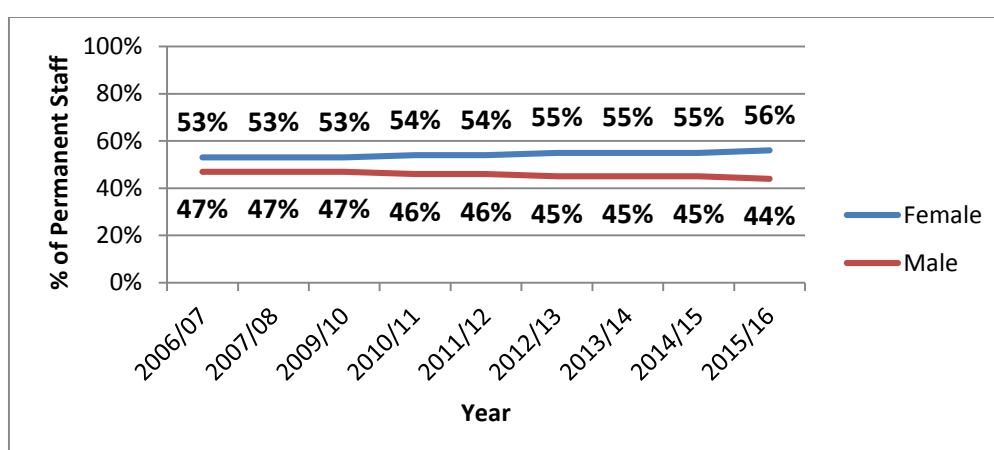
Figure 7: Gender Representation among Permanent Staff 2006-2016

---

[8] *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression,* p14.
http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf.

13

The gender proportion among temporary staff (55% female) is exactly the same as the gender proportion in the total staff. The representation of women and men among temporary staff has varied only slightly (between 53% and 57%) since 2006/07, with no trend for change.
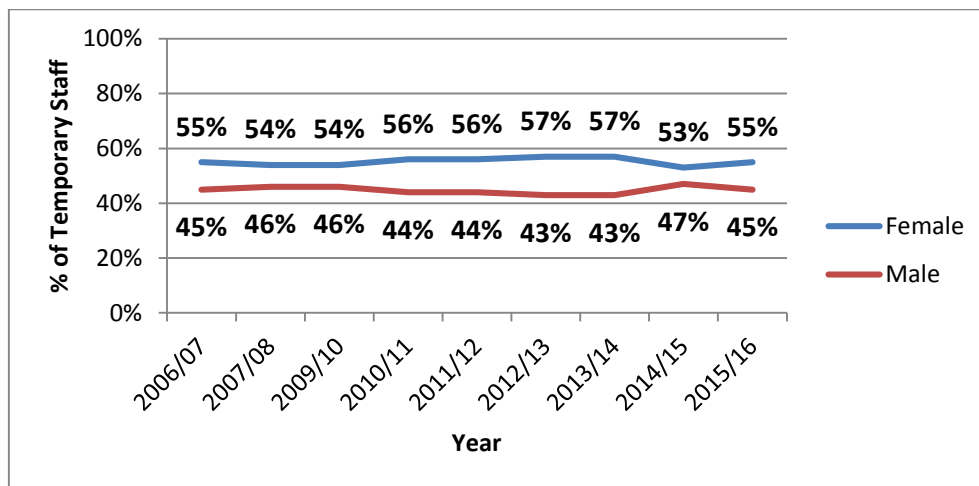
Figure 8: Gender Representation among Temporary Staff 2006–2016

Buy-back Contracts

Uptake of buy-back contracts increased among both women and men since the inception of the scheme in 2009-10 until 2013-14, after which point total uptake dropped slightly. The numbers involved every year have been small (max: 28). A significant majority of staff on buy-back contracts each year have been male: 71% on average across the past 7 years. This is greater than the male representation among academic staff (56%[9]), but it may reflect the prevalence of men among academic staff of retirement age.
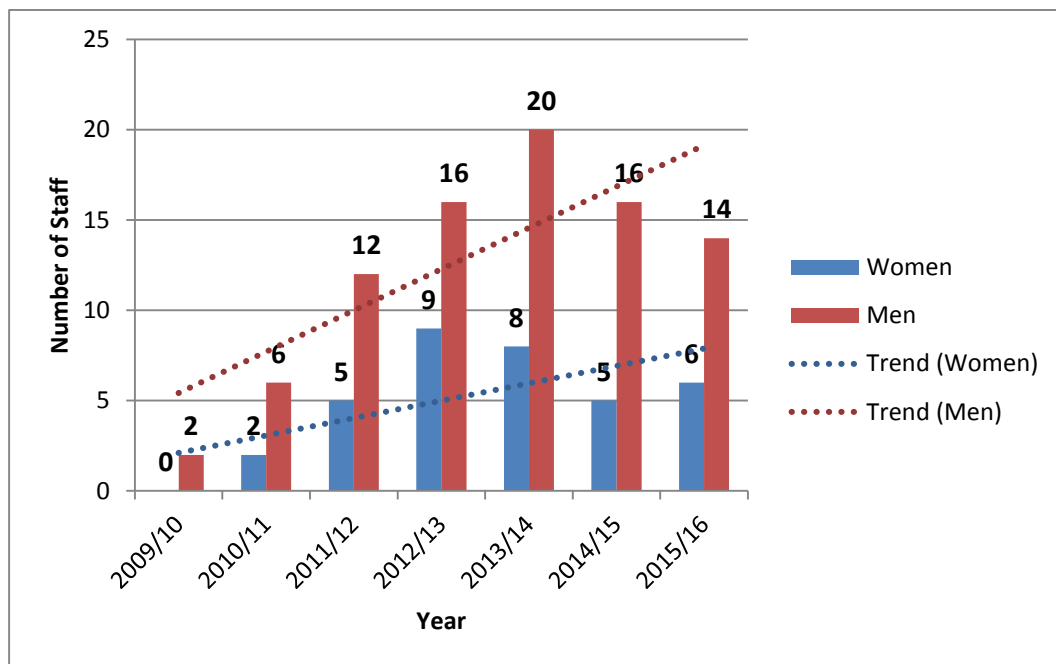
Figure 9: Gender Representation in Staff on Buy-back Contracts 2009-2016

---

[9] *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression,* p22*.*
http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf.

Academic and Non-academic Staff – National Comparison[10]

Numerically, more of Trinity's full-time, part-time, temporary and permanent staff are non-academic than academic. Academic staff make up approximately 40% of full-time, temporary and permanent staff, but only 15% of part-time staff, indicating that part-time work is less common among academic than non-academic staff.
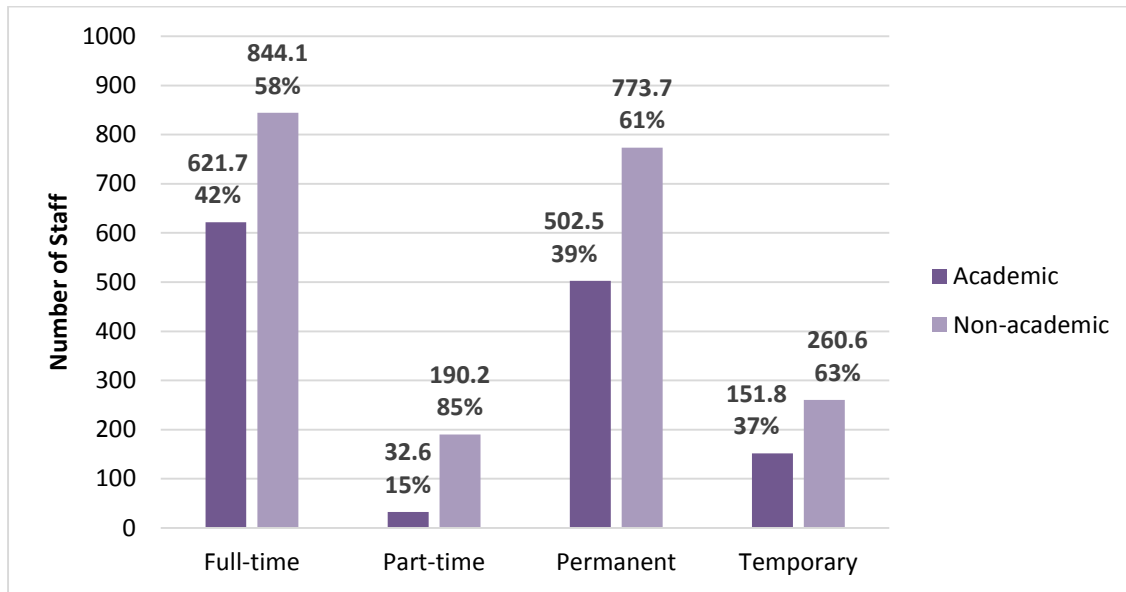
Figure 10: Distribution of Academic & Non-academic Staff by Contract Type 2015

---

[10] The whole-time equivalent (WTE) system is in use in this section, as the source of the data is HEA reporting (specifically, Higher Education Authority, *Higher Education Institutional Staff Profiles by Gender*, 2016). This differs from the "headcount" system used elsewhere in the report: see Definitions for details

The majority (58%) of full-time academic staff are male – a similar proportion (62%) of permanent academic staff are male also. These proportions reverse for part-time and temporary academic staff, who are predominantly female (64% and 58% respectively).

The equivalent figures for the Irish university average are very similar to the Trinity figures in most respects, except that fewer part-time staff are male in Trinity (36%) than throughout the universities (43%).
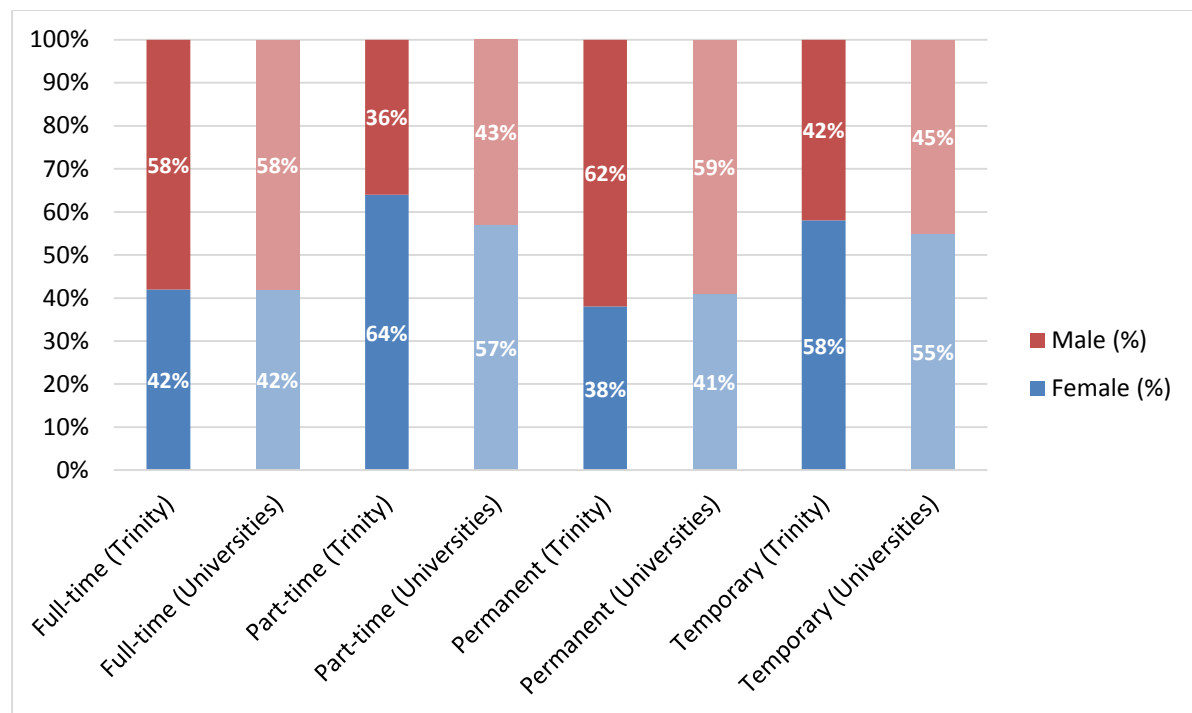
Figure 11: Distribution of Academic Staff by Contract Type 2015 (Trinity and Irish Universities)

Among non-academic staff, the gender representation in full-time and permanent contracts is 52% female and 54% female respectively. This does not necessarily represent an equal distribution of these contracts between women and men, as most non-academic staff are female[11]. A majority (72%) of non-academic staff on temporary contracts are female, as well as a striking 88 per cent of non-academic staff on part-time contracts.

The gender proportions of non-academic staff who are on temporary or part-time contracts are very similar in Trinity to the sectoral averages, but male representation among both full-time and permanent non-academic staff is 9 per cent lower in Trinity.
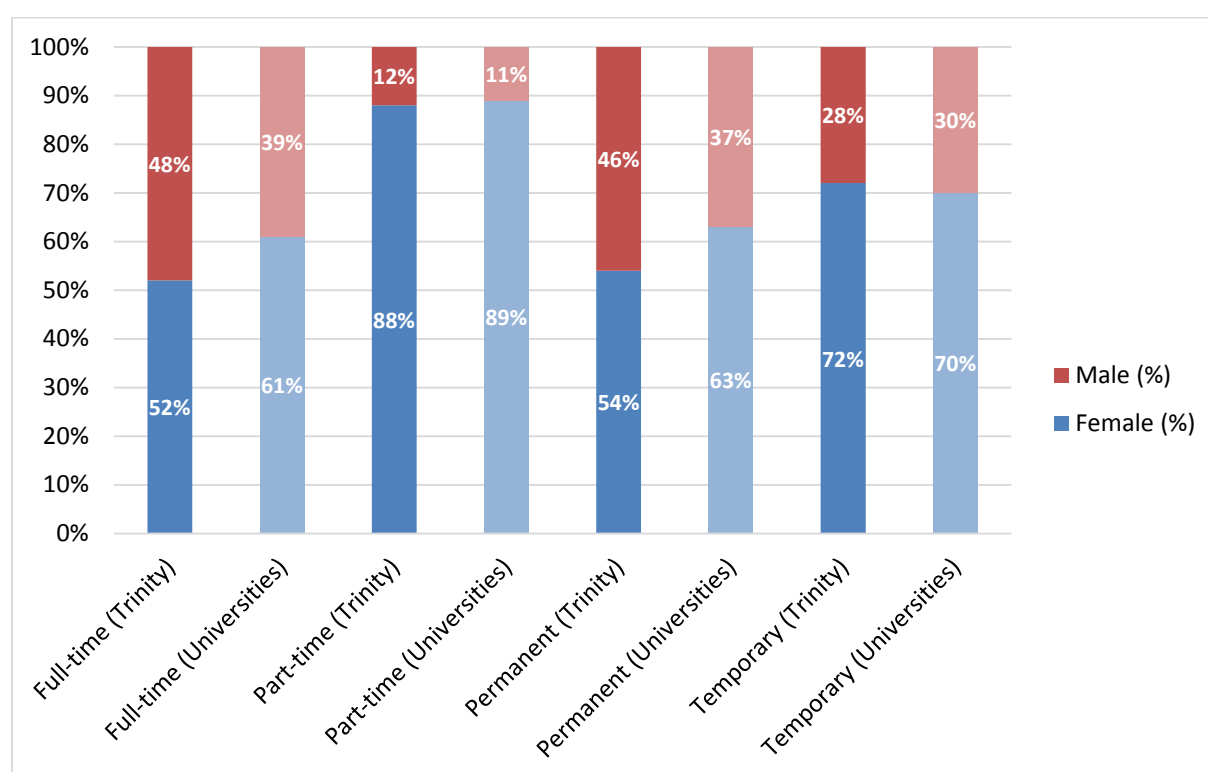
Figure 12: Distribution of Non-academic Staff by Contract Type 2015 (Trinity and Irish Universities)

---

[11] *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression,* p19.
http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf.

18

Definitions

Gender

Terms such as "gender equality" and "equal gender representation" are understood within the context of this report to refer to equality between women and men, which are the only gender identities currently recorded for Trinity staff, although other gender identities are acknowledged and welcomed by the university[12].

Full-time

A standard full-time working week in the Irish public service (including Trinity) ranges from 37 to 39 hours.

Part-time

A staff member is part-time if they work anything less than the standard full-time hours for their role. This can include job-sharing arrangements in which two staff work alternate part-time hours on the same job.

Headcount data

Most of the data presented in this report use the "headcount" system, in which two part-time staff members are counted as "2" staff members in the figures.

Whole-time equivalent (WTE) data

Some data in the report refer to "whole-time equivalents" (WTE) in which two or more part-time staff members completing full-time hours per week between them would be counted as "1". Footnotes will indicate where the WTE system is in use.

---

[12] For further information, please see the Trinity Gender Identity and Gender Expression Policy at
http://www.tcd.ie/about/policies/assets/pdf/Gender%20Identity%20and%20Gender%20Expression%20Policy FINAL.pdf

Shorter Working Year

Both part-time and full-time staff (on any length of contract) may apply for the Shorter Working Year Scheme, a public-service-wide initiative by which staff may take 2-13 weeks of unpaid leave in a year. This is often taken for family reasons during school holidays, however any staff member (who is not on probation) may apply to the scheme for any reason.

Term-time Staff

Term-time staff may be full-time or part-time, permanent or temporary. This arrangement is most common in the Catering area, which experiences a higher volume of customers during term than outside term. Term-time staff often work Oct-Dec, Jan-Mar and Apr-Jun but all arrangements are made on an individual basis.

Permanent Staff

For the purposes of this report, the term "permanent staff" is used to refer to all staff members employed on Permanent Contracts[13] plus all staff members employed on Contracts of Indefinite Duration.

A Contract of Indefinite Duration is a contract in which an end date or specific purpose cannot be precisely specified. This type of contract is similar to a permanent contract, and generally arises by operation of law under the Protection of Employees (Fixed Term Work) Act, 2003. Permanent Contracts arise in general where the work involved meets a permanent and ongoing need of the University and where the post is supported by ongoing funding.

---

[13] The capitalisation of "Permanent Contract", referring to the specific contract type, should help to differentiate it from the term "permanent staff", which also includes staff on Contracts of Indefinite Duration

Temporary Staff

For the purposes of this report, the term "temporary staff" is used to refer to all "Contract" staff members plus all "Temporary[14]" staff members.

The fields "Contract" and "Temporary" used in Core HR reporting both contain a mixture of staff on Fixed-Term Contracts and Specific Purpose Contracts. Staff employed on one of these contract types for less than a year are generally designated "Temporary", while the "Contract" cohort are contracted for one year or more.

Fixed-term Contracts specify the end date of the contract from the outset. There is a maximum duration of successive Fixed-term Contracts after which the contract becomes a Contract of Indefinite Duration. A Specific Purpose Contract fulfils a specific purpose, such as the completion of a project or covering a staff member on leave.

Adjunct Staff[15]

Adjunct academic staff are part-time, temporary staff and they are counted within the "part-time" and "temporary" categories within this report. Their term of appointment is for a defined period, often to teach, but they are not "term-time" staff.

Buy-back Contract

The HEA buy-back scheme allows retired academic staff to continue teaching at a reduced rate of pay. They are employed as an Adjunct member of staff. Staff on buy-back contracts are not included in the "temporary" and "part-time" categories of this report - they are dealt with separately in Figure 9.

---

[15] https://www.tcd.ie/hr/assets/pdf/Criteria_Adjunct.pdf was used as an information source for this section (accessed 4th August 2016)

Non-academic Staff

"Non-academic staff" comprises administrative, support, technical, library and research staff. While the term "Professional Staff" is now used in Trinity, this does not include research staff and would therefore not be comparable to the relevant HEA data (see "Academic and Non-Academic Staff - National Comparison" section,).

Further Reading

Drew et al., 2015. *Athena SWAN Bronze institution award application – Ireland: Trinity College Dublin*. [Online] Available at: https://www.tcd.ie/diversity-inclusion/assets/pdfs/TCD%20Institutional%20Bronze%20Final.pdf

Equality Office, 2007-2015. *Annual Equality Monitoring Reports*. [Online] Available at: http://www.tcd.ie/equality/equality-in-trinity/reports.php

Equality Office, 2016. *Gender and Trinity Staff: Trends in Populations, Recruitment and Progression.* Available at: http://www.tcd.ie/equality/assets/pdf/Gender%20and%20Trinity%20Staff%20Report%20April%202016.pdf

European Commission, 2016. *She Figures 2015*. [Online – Chapter 5 deals with working conditions of researchers including contracts] Available at: http://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf#view=fit&pagemode=none

Higher Education Authority, 2016. *Higher Education Institutional Staff Profiles by Gender*. Available at: http://www.hea.ie/sites/default/files/02574-hea-gender-equality-report_0.pdf

WiSER, 2013. *INTEGER Baseline Data Report*. [Online] Available at: http://www.tcd.ie/wiser/assets/pdf/INTEGER%20Baseline%20Data%20Report-%20Amended%20Final%20WOC.pdf

Appendix: Tables

Employee Status	Women	Female (%)	Men	Male (%)	Total	Total F-T / P-T (%)
Full-time, Permanent	634	43	848	57	1482	
Full-time, Indefinite Contract	162	60	108	40	270	
Full-time, Contract	312	52	290	48	602	
Full-time, Temporary	117	59	80	41	197	
Full-time Total	**1225**	**48%**	**1326**	**52%**	**2551**	**79%**
Part-time, Permanent	315	90	34	10	349	
Part-time, Indefinite Contract	64	59	45	41	109	
Part-time, Contract	77	50	77	50	154	
Part-Time, Temporary	55	73	20	27	75	
Part-time Total	**511**	**74%**	**176**	**26%**	**687**	**21%**
Grand Total	**1736**	**54%**	**1502**	**46%**	**3238**	

Table 1: Percentage of Total Staff who were Full-time / Part-time in 2006/07

Employee Status	Women	Female (%)	Men	Male (%)	Total	Total F-T / P-T (%)
Full-time, Permanent	595	45%	736	55%	1331	
Full-time, Indefinite Contract	242	58%	171	41%	413	
Full-time, Contract	493	54%	420	46%	913	
Full-time, Temporary	89	49%	95	51%	184	
Full-time Total	**1419**	**50%**	**1422**	**50%**	**2841**	**80%**
Part-time, Permanent	264	89%	31	11%	295	
Part-time, Indefinite Contract	124	75%	41	25%	165	
Part-time, Contract	73	57%	56	43%	129	
Part-Time, Temporary	77	68%	37	32%	114	
Part-time Total	**538**	**77%**	**165**	**23%**	**704**	**20%**
Grand Total	**1957**	**55%**	**1587**	**45%**	**3545**	

Table 2: Percentage of Total Staff who were Full-time / Part-time in 2015/16

	Employee Status	Women	Female (%)	Men	Male (%)	Total
2006/07	Part-time, Permanent	315	90%	34	10%	349
	Part-time, Indefinite Contract	64	59%	45	41%	109
	Part-time, Contract	77	50%	77	50%	154
	Part-time, Temporary	55	73%	20	27%	75
	Part-time Total	**511**	**74%**	**176**	**26%**	**687**
2007/08	Part-time, Permanent	321	90%	35	10%	356
	Part-time, Indefinite Contract	75	59%	53	41%	128
	Part-time, Contract	83	54%	72	46%	155
	Part-time, Temporary	67	69%	30	31%	97
	Part-time Total	**546**	**74%**	**190**	**26%**	**736**
2009/10	Part-time, Permanent	318	87%	46	13%	364
	Part-time, Indefinite Contract	91	64%	52	36%	143
	Part-time, Contract	92	57%	69	43%	161
	Part-time, Temporary	48	61%	31	39%	79
	Part-time Total	**549**	**73%**	**198**	**27%**	**747**
2010/11	Part-time, Permanent	318	88%	43	12%	361
	Part-time, Indefinite Contract	96	67%	48	33%	144
	Part-time, Contract	91	61%	57	39%	148
	Part-time, Temporary	57	58%	41	42%	98
	Part-time Total	**562**	**75%**	**189**	**25%**	**751**
2011/12	Part-time, Permanent	297	89%	38	11%	335
	Part-time, Indefinite Contract	100	69%	44	31%	144
	Part-time, Contract	86	64%	48	36%	134
	Part-time, Temporary	77	65%	41	35%	118
	Part-time Total	**560**	**77%**	**171**	**23%**	**731**
2012/13	Part-time, Permanent	291	89%	36	11%	327
	Part-time, Indefinite Contract	99	72%	39	28%	138
	Part-time, Contract	100	68%	48	32%	148
	Part-time, Temporary	86	67%	43	33%	129
	Part-time Total	**576**	**78%**	**166**	**22%**	**742**
2013/14	Part-time, Permanent	283	90%	32	10%	315
	Part-time, Indefinite Contract	107	73%	40	27%	147
	Part-time, Contract	98	61%	63	39%	161
	Part-time, Temporary	92	68%	44	32%	136
	Part-time Total	**580**	**76%**	**179**	**24%**	**759**
2014/15	Part-time, Permanent	272	90%	31	10%	303
	Part-time, Indefinite Contract	119	75%	40	25%	159
	Part-time, Contract	75	60%	50	40%	125
	Part-time, Temporary	73	65%	40	35%	113
	Part-time Total	**539**	**77%**	**161**	**23%**	**700**
2015/16	Part-time, Permanent	264	89%	31	11%	295
	Part-time, Indefinite Contract	124	75%	41	25%	165
	Part-time, Contract	73	57%	56	43%	129
	Part-time, Temporary	77	68%	37	32%	114
	Part-time Total	**538**	**77%**	**165**	**23%**	**703**

Table 3: Gender Representation among Part-time Staff 2006-2016

	Employee Status	Women	Female (%)	Men	Male (%)	Total
2006/07	Full-time, Permanent	634	43%	848	57%	1482
	Full-time, Indefinite Contract	162	60%	108	40%	270
	Full-time, Contract	312	52%	290	48%	602
	Full-time, Temporary	117	59%	80	41%	197
	Full-time Total	**1225**	**48%**	**1326**	**52%**	**2551**
2007/08	Full-time, Permanent	664	43%	881	57%	1545
	Full-time, Indefinite Contract	182	58%	134	42%	316
	Full-time, Contract	365	51%	349	49%	714
	Full-time, Temporary	91	56%	71	44%	162
	Full-time Total	**1302**	**48%**	**1435**	**52%**	**2737**
2009/10	Full-time, Permanent	656	43%	870	57%	1526
	Full-time, Indefinite Contract	185	54%	155	46%	340
	Full-time, Contract	375	53%	335	47%	710
	Full-time, Temporary	73	53%	64	47%	137
	Full-time Total	**1289**	**48%**	**1424**	**52%**	**2713**
2010/11	Full-time, Permanent	636	43%	840	57%	1476
	Full-time, Indefinite Contract	199	57%	153	43%	352
	Full-time, Contract	357	54%	309	46%	666
	Full-time, Temporary	73	57%	54	43%	127
	Full-time Total	**1265**	**48%**	**1356**	**52%**	**2621**
2011/12	Full-time, Permanent	618	44%	799	56%	1417
	Full-time, Indefinite Contract	198	58%	146	42%	344
	Full-time, Contract	391	55%	322	45%	713
	Full-time, Temporary	79	50%	79	50%	158
	Full-time Total	**1286**	**49%**	**1346**	**51%**	**2632**
2012/13	Full-time, Permanent	613	44%	776	56%	1389
	Full-time, Indefinite Contract	221	58%	158	42%	379
	Full-time, Contract	428	54%	370	46%	799
	Full-time, Temporary	88	55%	71	45%	159
	Full-time Total	**1350**	**50%**	**1375**	**50%**	**2726**
2013/14	Full-time, Permanent	605	45%	752	55%	1357
	Full-time, Indefinite Contract	225	58%	164	42%	389
	Full-time, Contract	454	54%	379	45%	834
	Full-time, Temporary	103	54%	86	46%	189
	Full-time Total	**1387**	**50%**	**1381**	**50%**	**2769**
2014/15	Full-time, Permanent	613	45%	757	55%	1370
	Full-time, Indefinite Contract	238	57%	176	42%	414
	Full-time, Contract	496	54%	414	45%	910
	Full-time, Temporary	133	42%	180	58%	313
	Full-time Total	**1480**	**49%**	**1527**	**51%**	**3007**
2015/16	Full-time, Permanent	595	45%	736	55%	1331
	Full-time, Indefinite Contract	242	58%	171	41%	413
	Full-time, Contract	493	54%	420	46%	913
	Full-time, Temporary	89	49%	95	51%	184
	Full-time Total	**1419**	**50%**	**1422**	**50%**	**2841**

Table 4: Gender Representation among Full-time Staff 2006-2016

Employee Status	Women	Female (%)	Men	Male (%)	Total	Total F-T / P-T (%)
Permanent, Full-time	634	43%	848	57%	1482	
Permanent, Part-time	315	90%	34	10%	349	
Indefinite Contract, Full-time	162	60%	108	40%	270	
Indefinite Contract, Part-time	64	59%	45	41%	109	
Permanent Total	1175	53%	1035	47%	2210	**68%**
Contract, Full-time	312	52%	290	48%	602	
Contract, Part-time	77	50%	77	50%	154	
Temporary, Full-time	117	59%	80	41%	197	
Temporary, Part-time	55	73%	20	27%	75	
Temporary Total	561	55%	467	45%	1028	**32%**
Grand Total	1736	54%	1502	46%	3238	

Table 5: Percentage of Total Staff who were Permanent/Temporary in 2006/07

Employee Status	Women	Female (%)	Men	Male (%)	Total	Total F-T / P-T (%)
Permanent, Full-time	595	45%	736	55%	1331	
Permanent, Part-time	242	59%	171	41%	413	
Indefinite Contract, Full-time	124	75%	41	25%	165	
Indefinite Contract, Part-time	264	89%	31	11%	295	
Permanent Total	1225	56%	979	44%	2204	**62%**
Contract, Full-time	89	48%	95	52%	184	
Contract, Part-time	493	54%	420	46%	913	
Temporary, Full-time	73	57%	56	43%	129	
Temporary, Part-time	77	68%	37	32%	114	
Temporary Total	732	55%	608	45%	1340	**38%**
Grand Total	1957	55%	1587	45%	3544	

Table 6: Percentage of Total Staff who were Permanent/Temporary in 2015/16

	Employee Status	Women	Female (%)	Men	Male (%)	Total
2006/07	Permanent, Full-time	634	43%	848	57%	1482
	Permanent, Part-time	315	90%	34	10%	349
	Indefinite Contract, Full-time	162	60%	108	40%	270
	Indefinite Contract, Part-time	64	59%	45	41%	109
	Permanent Total	**1175**	**53%**	**1035**	**47%**	**2210**
2007/08	Permanent, Full-time	664	43%	881	57%	1545
	Permanent, Part-time	321	90%	35	10%	356
	Indefinite Contract, Full-time	182	58%	134	42%	316
	Indefinite Contract, Part-time	75	59%	53	41%	128
	Permanent Total	**1242**	**53%**	**1103**	**47%**	**2345**
2009/10	Permanent, Full-time	656	43%	870	57%	1526
	Permanent, Part-time	318	87%	46	13%	364
	Indefinite Contract, Full-time	185	54%	155	46%	340
	Indefinite Contract, Part-time	91	64%	52	36%	143
	Permanent Total	**1250**	**53%**	**1123**	**47%**	**2373**
2010/11	Permanent, Full-time	636	43%	840	57%	1476
	Permanent, Part-time	318	88%	43	12%	361
	Indefinite Contract, Full-time	199	57%	153	43%	352
	Indefinite Contract, Part-time	96	67%	48	33%	144
	Permanent Total	**1249**	**54%**	**1084**	**46%**	**2333**
2011/12	Permanent, Full-time	618	44%	799	56%	1417
	Permanent, Part-time	297	89%	38	11%	335
	Indefinite Contract, Full-time	198	58%	146	42%	344
	Indefinite Contract, Part-time	100	69%	44	31%	144
	Permanent Total	**1213**	**54%**	**1027**	**46%**	**2240**
2012/13	Permanent, Full-time	613	44%	776	56%	1389
	Permanent, Part-time	291	89%	36	11%	327
	Indefinite Contract, Full-time	221	58%	158	42%	379
	Indefinite Contract, Part-time	99	72%	39	28%	138
	Permanent Total	**1224**	**55%**	**1009**	**45%**	**2233**
2013/14	Permanent, Full-time	605	45%	752	55%	1357
	Permanent, Part-time	283	90%	32	10%	315
	Indefinite Contract, Full-time	225	58%	164	42%	389
	Indefinite Contract, Part-time	107	73%	40	27%	147
	Permanent Total	**1220**	**55%**	**988**	**45%**	**2208**
2014/15	Permanent, Full-time	613	45%	757	55%	1370
	Permanent, Part-time	272	90%	31	10%	303
	Indefinite Contract, Full-time	238	57%	176	42%	414
	Indefinite Contract, Part-time	119	75%	40	25%	159
	Permanent Total	**1242**	**55%**	**1004**	**45%**	**2246**
2015/16	Permanent, Full-time	595	45%	736	55%	1331
	Permanent, Part-time	264	89%	31	11%	295
	Indefinite Contract, Full-time	242	58%	171	41%	413
	Indefinite Contract, Part-time	124	75%	41	25%	165
	Permanent Total	**1225**	**56%**	**979**	**44%**	**2204**

Table 7: Gender Representation among Permanent Staff 2006-2016

	Employee Status	Women	Female (%)	Men	Male (%)	Total
2006/07	Contract, Full-time	312	52%	290	48%	602
	Contract, Part-time	77	50%	77	50%	154
	Temporary, Full-time	117	59%	80	41%	197
	Temporary, Part-time	55	73%	20	27%	75
	Temporary Total	**561**	**55%**	**467**	**45%**	**1028**
2007/08	Contract, Full-time	365	51%	349	49%	714
	Contract, Part-time	83	54%	72	46%	155
	Temporary, Full-time	91	56%	71	44%	162
	Temporary, Part-time	67	69%	30	31%	97
	Temporary Total	**606**	**54%**	**522**	**46%**	**1128**
2009/10	Contract, Full-time	375	53%	335	47%	710
	Contract, Part-time	92	57%	69	43%	161
	Temporary, Full-time	73	53%	64	47%	137
	Temporary, Part-time	48	61%	31	39%	79
	Temporary Total	**588**	**54%**	**499**	**46%**	**1087**
2010/11	Contract, Full-time	357	54%	309	46%	666
	Contract, Part-time	91	61%	57	39%	148
	Temporary, Full-time	73	57%	54	43%	127
	Temporary, Part-time	57	58%	41	42%	98
	Temporary Total	**578**	**56%**	**461**	**44%**	**1039**
2011/12	Contract, Full-time	391	55%	322	45%	713
	Contract, Part-time	86	64%	48	36%	134
	Temporary, Full-time	79	50%	79	50%	158
	Temporary, Part-time	77	65%	41	35%	118
	Temporary Total	**633**	**56%**	**490**	**44%**	**1123**
2012/13	Contract, Full-time	428	54%	370	46%	799
	Contract, Part-time	100	68%	48	32%	148
	Temporary, Full-time	88	55%	71	45%	159
	Temporary, Part-time	86	67%	43	33%	129
	Temporary Total	**702**	**57%**	**532**	**43%**	**1235**
2013/14	Contract, Full-time	454	54%	379	45%	834
	Contract, Part-time	98	61%	63	39%	161
	Temporary, Full-time	103	54%	86	46%	189
	Temporary, Part-time	92	68%	44	32%	136
	Temporary Total	**747**	**57%**	**572**	**43%**	**1320**
2014/15	Contract, Full-time	496	54%	414	45%	910
	Contract, Part-time	75	60%	50	40%	125
	Temporary, Full-time	133	42%	180	58%	313
	Temporary, Part-time	73	65%	40	35%	113
	Temporary Total	**777**	**53%**	**684**	**47%**	**1461**
2015/16	Contract, Full-time	493	54%	420	46%	913
	Contract, Part-time	89	49%	95	51%	184
	Temporary, Full-time	73	57%	56	43%	129
	Temporary, Part-time	77	68%	37	32%	114
	Temporary Total	**732**	**55%**	**608**	**45%**	**1340**

Table 8: Gender Representation among Temporary Staff 2006-2016

	Women	Female (%)	Men	Male (%)	Total
2009-10	0	0%	2	100%	2
2010-11	2	25%	6	75%	8
2011-12	5	29%	12	71%	17
2012-13	9	36%	16	64%	25
2013-14	8	29%	20	71%	28
2014-15	5	24%	16	76%	21
2015-16	6	30%	14	70%	20
Average (all years)	5	29%	12	71%	17
Total (all years)	35	29%	86	71%	121

Table 9: Gender Representation among Staff on Buy-back Contracts 2009-2016