



**UCC**

University College Cork, Ireland  
Coláiste na hOllscoile Corcaigh

# Gender Pay Gap

REPORT 2022



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**University College Cork**  
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# Gender Pay Gap Information Act 2021

## Foreword

**UCC welcomes the enactment of the Gender Pay Gap Information Act 2021 which provides the legal basis for gender pay reporting in Ireland. The publication of the legislation and its associated regulations (May 2022) brings Ireland into line with its European counterparts by requiring in-scope organisations to publish metrics on gender equality and gender representation across its workforce using contemporary payroll characteristics such as gender in comparison to those used by more traditional analysis methodologies. UCC falls within the scope of the legislative requirements and has completed its year one reporting obligations, the results of which are published in the report below.**

Gender pay gap legislation is not only about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but about gender representation and whether women and men are equally represented across an organisation. The true value of gender pay reporting rests in the importance of raising awareness of this issue and in supporting and accelerating targeted actions to ensure equal representation. The legislation is important to UCC in supporting and underpinning its commitment to promote, enhance and track the progress of gender equality and gender representation across the Institution.

UCC is a comprehensive research-led university which encompasses four colleges at its core: the College of Medicine and Health, the College of Science, Engineering and Food Sciences, the College of Business and Law and the College of Arts, Celtic Studies and Social Sciences.

We are committed to promoting targeted actions and initiatives such as the Senior Academic leadership Initiative (SALI), which are now a key feature of the initiatives in place to promote a more equal, diverse and integrated community. We recognise the progress made on equality matters to date and acknowledge that more work is required to develop new, innovative and expansive initiatives to fully embed the precepts of equality, diversity and inclusion for all staff members.

UCC views the Government as a key stakeholder and partner in establishing a solution based national approach encapsulating dialogue, engagement and funding supports to promote gender equality and gender representation initiatives.

UCC's Strategic Plan 2023 - 2028 provides us with an ideal opportunity and platform to fully integrate informed actions and targeted initiatives under the guidance of UCC's Equality, Diversity & Inclusion Directorate to promote and advance gender equality and gender representation for staff across all levels of the Institution.

**Professor John O'Halloran**

UCC President



**Professor John O'Halloran**



# Gender Pay Gap Report 2022

## **Background**

**Originally founded in 1845, University College Cork (UCC) is one of Ireland's oldest institutions of higher learning, a contemporary Irish university with a global outlook which also serves a local community. UCC is committed to research of the highest international quality and to providing research lead teaching across the breadth of disciplines and specialisms typical of a traditional university.**

## **Public Sector Pay Policy**

UCC's salary placement on appointments are in accordance with public sector pay policy. The rate of remuneration for all appointments may be adjusted from time to time in line with government policy.

The public sector framework encapsulates a number of different scales relating to longer- and medium-term staff and new starters which are dependent on an employee's start date and category of staff. Length of services and the unwinding of some provisions of the Haddington Road Agreement has an impact on an employee's remuneration.

### **Equality of Opportunity**

UCC is an equal opportunities employer actively working towards full equality of opportunity in all aspects of university life for its employees. The Equal Opportunities and Diversity Policy and the procedures contained within it apply to all employees of UCC.

As an equal opportunity employer, we offer a comprehensive suite of flexible working and family friendly initiatives UCC operates a number of leave policies which include: Maternity, Paternity, Parental, Adoptive, Sabbatical and Career leave.

### **Employment**

UCC provides equal opportunities to all applicants in terms of access to employment, conditions of employment, training or experience for or in relation to employment, promotion or re-grading, or classification of job, and in other employment decisions without discrimination on grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the Traveller community. In employment, the University aims to:

- Ensure that all applicants for employment at the University are treated fairly on the basis of their merits, abilities, qualifications and suitability for appointment and that appointment procedures do not discriminate on the basis of criteria which cannot be justified by the demands of the post



- Identify, develop, and support positive action measures to ensure that all members of staff have equal opportunities, and, where appropriate, encouragement, to obtain employment, promotion, and further education and training for personal and career development
- Consult with staff and representative associations, where appropriate and practicable, on issues relating to equal opportunities and to encourage both the involvement of the University community in, and the commitment to, the promotion of equal opportunities
- Ensure that this policy is made known to all employees.

### **The Covid-19 Pandemic**

Covid-19 has impacted our lives in a myriad way and across all walks of life, right across the globe. There is growing evidence that it has impacted different communities differently. Complexities reside within the gender pay gap year on year outputs in respect of the impact that Covid has had on the nature and scale of traditional working life and leave types which may not be reflective of historic year norms. Data trends in future years will moderate the impact of Covid.

### **Gender Pay Gap Legislation**

The gender pay gap legislation is not only about equal pay for equal work or work of equal value, which is required under the Employment Equality Acts, but about gender representation and whether women and men are equally represented across an organisation.

The Gender Pay Gap Information Act 2021 was enacted on the 31st May 2022 and provides the legal basis for gender pay reporting. The legislation requires all employers with greater than 250 employees to publish a report with prescribed information in relation to their gender pay gap. UCC is in scope to report this year given it has more than 250 employees as defined within the legislation.

The Gender Pay Gap Regulations 2022 set out the detail on how to calculate the hourly gender pay report across a range of metrics. The gender pay gap is the difference on average across a population between men's and women's pay and is usually represented as the average difference in gross hourly earnings of men and of women.

A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse that, on average, men are in a less favourable position than women.

Even where an employer has an effective equal pay policy, it could still have a gender pay gap if, for example, the majority of women are employed in lower-paid jobs. Many factors can contribute to the existence of gender pay gaps. These include differences between men and women in educational attainment and qualifications, occupations, career progression, prevalence of fulltime and part-time working, and responsibility for caring roles

This is the first year of gender pay reporting in Ireland, and governmental regulations on the compilation of the data and reporting process may be updated in the New Year. It is anticipated that wider education on awareness and information will require promotion by the Government which will evolve from the gender pay gap legislation and reporting process.



Gender pay reporting of itself will not resolve the intricacies of cultural, structural and national policies which are required for equal representation. Many of the gaps such as occupational segregation, perceived differences in men's and women's human capital, part time working and caring responsibilities (childcare, dependent adult and the elderly) are encapsulated within the socio-economic makeup nationally. The true value of gender pay reporting rests in the importance of raising awareness of the issue and in supporting and accelerating targeted actions by all stakeholders to ensure equal representation.

The benefits at institutional level from closing the gender pay gap includes the ability to recruit and retain the best people, and to promote gender equality and reputation. Equality, Diversity and Inclusion have a positive impact on organisational performance and well-being. UCC 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 are fully realised.

### Snapshot Date

Employers to whom the reporting obligations apply will be required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.

The snapshot date for UCC is the 30th of June 2022 with a reporting requirement by 30th December 2022.

The snapshot date for UCC is the 30th of June 2022





The snapshot date in June looks back at the previous twelve months however it does not align to UCC's academic, financial or revenue year ends. In compiling gender pay information the methodology and process that would encapsulate payroll data for a financial year end was used albeit with its date varied.

### **Employees**

The definition of employee within the Regulations defines for the purposes of gender pay reporting an employee as a person who is an employee for the purposes of the Employment Equality Act 1998 and who is employed by the organisation on its snapshot date.

The guidelines are based on headcount regardless of whether an employee has worked for an hour a day, an hour a week, an hour a month or full time for the year under review. Each employee has equal weight in the outturn if falling within the definition of an employee on the snapshot date.

UCC has a unique complexity in that it incorporates the payroll of clinical, administrative and technical staff within its Dental Hospital in its reporting, no other Higher Education Institution has such a comparative. In addition, temporary part time work here is a complex blend of not only hourly pay but also of tutors, demonstrators, clinicians, exam invigilation, visiting and evening lecturers and so on.

### **Reporting**

The legislation requires information on Bonus and Benefit in Kind payments made to staff to be published. UCC confirms that:

#### **Bonus Scheme**

There is no bonus scheme in operation

#### **Share or Share Option Schemes**

There is no share or share option schemes

#### **Benefit-In-Kind (BIK)**

There are no "benefits in kind"/non-cash benefit of monetary value provided to an employee such as a company car, voluntary health insurance, stock options or share purchase schemes

#### **Other Payment Types**

The legislation excludes the following payment types from the payroll calculation:

- Redundancy payments
- Travel and Subsistence for the reimbursement for expenses, such as travel & subsistence. It does not include reimbursement of expenditure wholly and necessarily incurred by him or her in the course of his or her employment, for example, reimbursement for travel expenses related to their work.

## Salary Top Ups

Salary tops up for statutory leave like maternity/paternity/illness benefit are to be included.

## PRSI and Pension

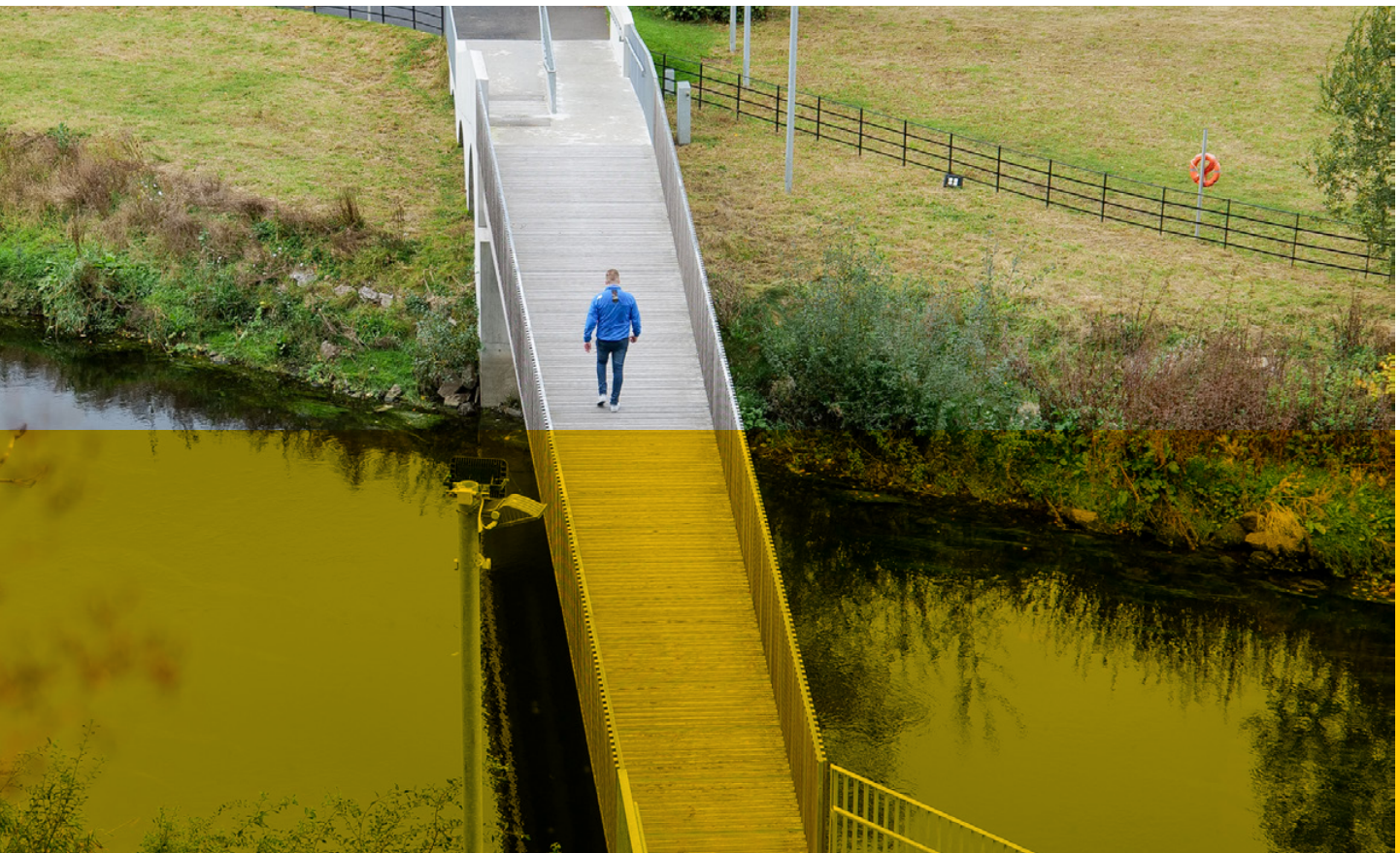
Employer PRSI and Pension are not to be included.

The Regulations do not require organisations to provide any information on job classifications at this time in reporting on their gender pay gaps.

There is no specified format for the gender pay gap information to be published by the employer other than that the information must be published on the employer's website or in some other way in a manner that is accessible to all its employees and to the public, and that it must be available for a period of at least three years beginning with the date of publication. Employers must now publish their gender pay gap information annually.

The legislation notes that employers must publish the mean and median gender pay gap for employees, part time employees and temporary employees. In addition, Bonus and Benefit in Kind information is to be published, this section is not relevant to UCC reporting.

Quartile information on the hourly remuneration of staff is to be published whereby an employer must create a ranking of employees based on their hourly remuneration of lowest to highest which is then divided into quartiles: lower, lower middle, upper middle and upper.



## Equality, Diversity and Inclusion

**UCC 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. A number of established committees, units and initiatives are in place to progress these goals which include:**



### Athena Swan

The Athena SWAN Charter is an accreditation framework that is used across the globe to support and transform gender equality in higher education and research. Athena SWAN launched in Ireland in 2015 and versions of the charter are in place in the UK, Australia, the U.S.A., and Canada. UCC has held an institutional Athena SWAN award since 2016 (renewed in 2019) and now holds 13 School-level awards.

### Equality Committee

The Equality Committee is composed of both staff and student representative bodies and University members who have direct responsibility or expertise in equality matters. The Committee has Terms of Reference which include:

- Driving the equality agenda in UCC ensuring equality is a key consideration in all plans developed by the four colleges and the University as a whole;
- Formulating strategy on Equality for the university and providing guidance and direction for the achievement of the objectives identified in the University Equality Strategy in accordance with the University's Risk Register and Accountability Framework;
- Bringing to the attention of the University Management Team developments in national and European equality policy that have implications for UCC;
- Making recommendations to the University Management Team on addressing inequalities in the University and make suggestions on positive action measures

### Equality, Diversity and Inclusion Unit

The establishment of an Equality, Diversity and Inclusion (EDI) Unit in University College Cork was announced on International Women's Day, 8 March 2017. This announcement came as the Higher Education landscape in Ireland and Europe has begun to focus in a holistic and targeted way at gender equality. UCC was one of seven universities involved in the cross-European GENOVATE consortium in 2015.

Equality, Diversity and Inclusion have been a core focus of teaching, research and policy activity for a wide range of UCC staff and students for decades. At University level, the UCC Equality Committee has existed for many years and has advised the University on equality initiatives and produced equality strategies and annual reports. A Higher Education Equality Unit existed in UCC from 1998 to 2002.



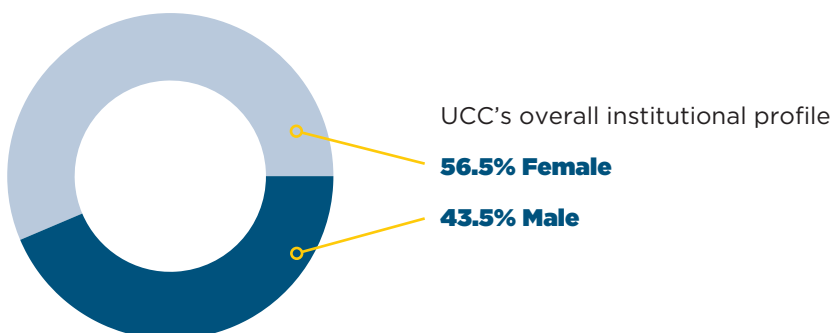
### Quartiles Reporting

Quartile information on the hourly remuneration of staff is to be published whereby an employer must create a ranking of employees based on their hourly remuneration of lowest to highest which is then divided into quartiles: lower, lower middle, upper middle and upper.

Quartile reporting looks at the proportion of men and women in each quartile and gives an indication of the gender representation at different levels of the organisation. Organisations must report on the respective percentages of all employees who fall within the:

- (i) lower remuneration quartile pay band,
- (ii) lower middle remuneration quartile pay band,
- (iii) upper middle remuneration quartile pay band, or
- (iv) upper remuneration quartile pay band,

who are of the male gender and who are of the female gender.



UCC has an overall institutional profile of 56.5% Female and 43.5% Male. Each quartile below represents 25% of the workforce which is ranked by hourly remuneration from lowest to highest.

The quartiles for year one reflect international statistics in relation to the lower representation of women in the top quartile which is a contributor to the gender pay gap possibly indicating an imbalance of job types across certain roles.

Quartiles: Gender Representation	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile
Female	62.47%	63.76%	55.59%	44.00%
Male	37.53%	36.24%	44.41%	56.00%



## Gender Pay Benchmarking with UK Universities

The Global Gender Pay Gap Report 2022 notes the gender pay gap difference stands at 17%, the average for the European Union is 17.5% and the gap in Ireland is an estimated 14% however with only circa 32% of employers contributing to this statistic.

2021/22 Gender Pay Gap Benchmarking		
UK Universities: Mean and Median		
	Mean	Median
<b>University of Oxford*</b>	18.1%	11.1%
<b>University of Cambridge*</b>	17.8%	9.0%
<b>Manchester University*</b>	24.0%	12%
<b>Durham University*</b>	22.1%	20.2%
<b>University of Edinburgh 2021**</b>	16.18%	11.1%

\* SOURCE GOV.UK \*\* SOURCED WEBSITE

## Gender Pay Reporting

The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women for employees, part time employees and temporary employees.

To calculate the hourly remuneration of an employee, all payments to the employee in respect of the reporting period which would include the normal salary paid to the employee, allowances, paid sick leave and salary top-ups for statutory leave like maternity, paternity and so on.

In addition, where an employer pays bonus such as shares or stock options or benefit in kind such as company cars and voluntary health insurance there are also be included, UCC does not have these categories of payment. For the purposes of the gender pay gap regulations Employer PAYE and PRSI are excluded as are travel and subsistence payments amongst others.

UCC has a complex payroll structure, within the public sector salary scales, encapsulating academic, research, clinical and administrative and technical salaries in addition to hospital staff within its payroll dataset.

Specialist skillsets are acknowledged within public sector salaries scales separate to academic, research, administrative and technical and research scales. The range and breadth of staff and their payroll complexities are embedded within the institutional out turn.



### **The Mean Pay Gap**

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage for the relevant group of employees.

### **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 rate of the person in the middle of the relevant group.

Differences between an organisation's mean and median pay gap may indicate that the dataset is impacted by the presence of low earners (mean is lower than median) or by a group of very high earners (mean is bigger than the median).

### **UCC Gender Pay Gap Statistics for the twelve months ended 30th June 2022**

#### **For all employees:**

- (a) Difference between the mean hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean hourly remuneration of employees of the male gender;
- (b) Difference between the median hourly remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median hourly remuneration of employees of the male gender;

The 2022 payroll data calculated as:

Mean Gender Pay Gap	Median Gender Pay Gap
16.06%	17.37%

### Bonus Remuneration

- (c) The difference between the mean bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the mean bonus remuneration of employees of the male gender;
- (d) The difference between the median bonus remuneration of employees of the male gender and that of employees of the female gender expressed as a percentage of the median bonus remuneration of employees of the male gender;
- (g) The percentage of all employees of the male gender who were paid bonus remuneration and the percentage of all employees of the female gender who were paid such remuneration.

No such bonus scheme(s) are in operation.

### Benefit in Kind

- (h) The percentage of all employees of the male gender who received benefits in kind and the percentage of all employees of the female gender who received such benefits.

No such “benefits in kind”/non-cash benefit of monetary value are in operation

### Part Time Employees

- (e) The difference between the mean hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the mean hourly remuneration of part-time employees of the male gender;
- (f) The difference between the median hourly remuneration of part-time employees of the male gender and that of part-time employees of the female gender expressed as a percentage of the median hourly remuneration of part-time employees of the male gender;

Mean Gender Gap	Median Gender Pay Gap
14.61%	(3.43%)

### Temporary Contracts

- (i) The difference between the mean hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the mean hourly remuneration of employees of the male gender;





(j) The difference between the median hourly remuneration of employees of the male gender on temporary contracts and that of employees of the female gender on such contracts expressed as a percentage of the median hourly remuneration of employees of the male gender;

Mean Gender Pay Gap	Median Gender Pay Gap
10.03%	0.00%

**Gender Representation**

Irish equality law provides for nine protected grounds on the basis of which a person must not be paid any less. They are: gender; marital status; family status; age; disability; sexual orientation; race; religion; and membership of the Traveller community. An employee who is performing work that is the same, similar or of equal value to that of another person employed by the same employer, and who differs in respect of one or more of nine protected grounds, has a right to be paid the same as that other person.

UCC has an effective equal pay for equal work policy, and it operates within the confines of the public sector salary scales. UCC employee remuneration is established within the public sector salary scales for all employees: academic,



research, clinical administrative and technical. These salary scales identify distinct categories of staff with particular skillsets and qualifications and the payroll remuneration related to them.

An individual employee's pay is ultimately a blend of their start date, staff category and length of service together with the unwinding of some provisions within Haddington Road which together have a unique impact on an individual's remuneration.

Even where an employer has an effective equal pay policy, it could still have a gender pay gap if, for example, the majority of women are employed in lower-paid jobs. Many factors that can drive a gender pay gap include socio-economic and structural reasons, occupational segregation, career progression and the perception of the value of men and of women's work. In addition, the prevalence of full time and part time working highlight that more women work in part time and temporary roles than their male counterparts given for example that women tend to take on a much larger share of family caring and unpaid work and responsibility related to child, adult and elderly care.

The gender pay gap in UCC stems from the fact that proportionately more women are engaged in part time and temporary work than their male counterparts and similar to the wider HE sector, there is a legacy of under representation of women at senior level, which UCC is actively addressing, through its Athena Swan programme, EDI initiatives and the Senior Academic Leadership Initiative (SALI), the goal of which is to accelerate progress in achieving gender balance at senior academic level in Higher Education Institutions.

The gender pay gap legislation and reporting will not of itself solve or identify the numerous causes of the pay gap however it is seen as a key driver for implementing change. The gender pay gap reporting process is now an annual process and tracking the trends and statistics in the coming years will prove important in identifying, addressing and resolving the root causes of the gender pay gap.

### **UCC Policies, Initiatives and Actions**

UCC has a number of initiatives established to promote and engender change and drive towards a more diverse, equal, and inclusiveness environment for all of its employees. These initiatives include:

#### **Equal Opportunities and Diversity Policy**

UCC is an equal opportunities employer actively working towards full equality of opportunity in all aspects of University Life. The Institution has established an Equal Opportunities and Diversity Policy and the procedures contained within apply to all employees of UCC.

#### **Equality Committee**

UCC's equality, diversity and inclusion work is based on ten equality tenants which include gender and family status.

#### **Athena Swan**

The Steering Group members represent a diverse cross section of the university community, including those in STEMM and non-STEMM disciplines, academic and administrative roles, students, and early to mid and late-career roles.

UCC has held a bronze Athena SWAN award since 2016, and successfully renewed its institutional accreditation in 2019 under the expanded Athena SWAN Charter. Thirteen Schools and Departments now hold departmental-level awards at bronze level, and UCC plans to renew our institutional accreditation in 2024 at Silver Level.

The Athena Swan Action Plan 2019-2024 includes initiatives such as supporting and advancing careers given women remain under represented in applying for roles across all staff categories and ensuring equality-conscious advertisements are circulated and establishing a promotion pathway to Professorial level similar to those other academic grades.

In addition initiatives such as the approval for a second post under the Senior Academic leadership Initiative (SALI), the goal of which is to accelerate progress in achieving gender balance at senior academic level in Higher Education Institutions

### **Family Friendly Policies**

As an equal opportunities employer we offer a comprehensive suite of flexible working and family friendly initiatives University College Cork operates a number of leave policies which include: Maternity, Paternity, Parental, Adoptive, Sabbatical and Career.

### **Training and Development**

UCC run a number of training and development courses including Senior Leadership Programmes

Staff Training and Development Programmes which includes Unconscious Bias Awareness training,

### **Skillset Development and Work Life Balance**

The introduction of more flexible work arrangements has continued post Covid to support a flexible work environment for its staff and in response to reducing our carbon footprint.

### **Staff Wellbeing**

The UCC Staff Wellbeing Programme is committed to enhancing staff welfare and positive wellbeing in the University and this initiative was embedded as part of university life to cement that commitment.

## Conclusion

**UCC is committed to achieving and sustaining greater diversity across our institution which may entail more targeted initiatives which will be crucial to achieving greater inclusion and equal progression.**

**UCC 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.**

