



Ollscoil
Teicneolaíochta
an Atlantaigh

Atlantic
Technological
University

Gender Pay Gap Report

2025

ATU's Gender Pay Gap Report 2025

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1. Background to Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 came into effect in July 2021, after which the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 were enacted and updated in 2024.

The key requirements of the legislation are:

- Provision of data.
- Reasons for any differences identified in pay between men and women.
- Actions that will be taken by organisations to eliminate or reduce such differences.

The Gender Pay Gap is the difference in average gross hourly earnings between women and men. It is based on salaries paid directly to employees before income tax and social insurance contributions are deducted.

Organisations with 50 or more employees are required to publish Gender Pay Gap data. This is ATU's fourth Gender Pay Gap report.

When determining the number of employees in the organisation, all employees are counted. Where an employee does not self-identify as either gender, an employer may omit the individual from the Gender Pay Gap calculations.

A Gender Pay Gap is not necessarily an indication of pay discrimination but may relate to the unequal representation of women across the organisation or across certain grades, for example an over representation of women in lower paid grades.

The Department of Children, Disability, and Equality has developed an online centralised reporting database. This year, the Gender Pay Gap Portal will launch on a voluntary basis, in partnership with Ibec and the 30% Club, enabling member employers to submit their reports voluntarily. Employers will still be required to publish their reports on their own websites or ensure they are otherwise publicly accessible. Legislation is currently being drafted to amend the 2021 Act, providing the legislative basis for employers to be required to report through the online portal from 2026¹.

Under the 2021 Act employees can bring claims against their employers to the Workplace Relations Commission (WRC) in respect of non-compliance with the Act. While the Act does not provide for sanctions in the form of compensation for the employee or for a fine to be imposed on the employer, the Director General of the

¹ <https://www.gov.ie/en/department-of-children-disability-and-equality/campaigns/how-to-report-on-the-gender-pay-gap/> (Accessed 4 November 2025)

Workplace Relations Commission can make an order requiring the employer to take a specified course of action to comply with the Act. All decisions will be published and will include the names of the employer and employee.

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.

Legislative requirements

The 2021 Act requires that gender pay figures must be reported 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 upper remuneration quartile pay band (A)
- the upper middle remuneration quartile pay band (B)
- the lower middle remuneration quartile pay band (C)
- the lower remuneration quartile pay band (D)

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 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/or a higher proportion of men in higher paid roles.

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.

Timelines

Employers are required to produce their Gender Pay Gap information within 5 months of their 'snapshot date'. The snapshot date must be a date in June. The snapshot date for ATU is June 30th, 2025, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date.

Atlantic Technological University

Atlantic Technological University (ATU) was established on the 1st of April 2022, from the merger of the Institutes of Technology in Letterkenny, Sligo, and Galway/Mayo. Following the official incorporation of St. Angela's College, Sligo on the 1st of November 2023 ATU now comprises of nine campuses².

ATU is committed to being a diverse, equal, and inclusive University and is making progress on embedding equality, diversity, and inclusion (EDI) across everything we do. This ensures staff and students can work and learn in an environment defined by dignity and respect, where diversity is celebrated and everyone is treated fairly, regardless of gender, age, race, disability, ethnic origin, religion, sexual orientation, civil status, family status, membership of the travelling community or socio-economic status.

Employees 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.

² ATU locations <https://www.atu.ie/locations> (Accessed 4 November 2025)

All employees of the University on our snapshot date were included in our headcount, and in our Gender Pay Gap calculations. This includes employees who were new recruits on the snapshot date, and employees who left the organisation after the snapshot date. Employees who left prior to the snapshot date are excluded from the Report.

On June 30th, 2025, there were 3,046 staff employed in the University who are included in this Report. Of those employed there were 1,312 men who made up 40% of the staff population and 1,734 women who made up 60%.

2. Gender Pay Gap Data for ATU

As of June 30th, 2025, ATU has a mean Gender Pay Gap of 7.1% and a median Gender Pay Gap of 8.8% in favour of male staff.

The mean and median Gender Pay Gaps for all staff, part-time staff and those employed on temporary contracts are set out in **Table 1** below.

Table 1 ATU's Gender Pay Gap for 2025

2025 Mean Gender Pay Gap (%) All Staff	2025 Median Gender Pay Gap (%) All Staff	2025 Mean Gender Pay Gap (%) Part Time Staff	2025 Median Gender Pay Gap (%) Part Time Staff	2025 Mean Gender Pay Gap (%) Temporary Staff	2025 Median Gender Pay Gap (%) Temporary Staff
7.1%	8.8%	13.5%	24.8%	9.2%	14.1%

Gender Distribution – All Staff

The gender distribution for All Staff is in line with the 2024 report with almost an equal number of male and female staff in the upper quartile.

The ratio of female to male increases incrementally in the remaining quartiles with a predominance of females amongst the lower paid as illustrated in **Table 2**.

The following tables present ATU's Gender Pay Gap data, showing the distribution of male and female employees across pay quartiles, together with the corresponding data for part-time and temporary staff.

The gender balance between male and female staff is almost evenly split across the Upper (A) pay quartile (at 49% male and 51% female) with a higher proportion of females in the Upper Middle (B) pay quartile at 55% versus 45% of males.

In both the Lower Middle (C) and Lower (D) pay quartiles, there is a 3:2 ratio of females to males at 60% and 61% respectively.

Table 2 Breakdown of male and female staff by pay quartile

All Staff	Quartile	Number Male	Number Female	Number of Staff in each Quartile	Male	Female
	A (Upper)	372	390	762	49%	51%
	B (Upper Middle)	341	421	762	45%	55%
	C (Lower Middle)	306	455	761	40%	60%
	D (Lower)	293	468	761	39%	61%
	Totals	1,312	1,734	3,046	43%	57%

Gender Distribution – Part Time Staff

Table 3 Mean and median Gender Pay Gap % for part time staff

Part time staff	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean and Median Hourly Gender Pay Gap %	13.5%	24.8%

Table 4 Total number of male and female part time staff

Part Time	Quartile	Number Male	Number Female	Number of Staff in each Quartile	Male	Female
	A (Upper)	63	109	172	37%	63%
	B (Upper Middle)	61	111	172	35%	65%
	C (Lower Middle)	35	137	172	20%	80%
	D (Lower)	64	108	172	37%	63%
	Totals	223	465	688	32%	68%

Gender Distribution – Temporary Staff

Table 5 Mean and median Gender Pay Gap % for temporary staff

Temporary staff	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean and Median Hourly Gender Pay Gap %	9.2%	14.1%

Table 6 Total number of male and female temporary staff

Temporary	Quartile	Number Male	Number Female	Number of Staff in each Quartile	Male	Female
	A (Upper)	89	114	203	44%	56%
	B (Upper Middle)	92	111	203	45%	55%
	C (Lower Middle)	68	135	203	33%	67%
	D (Lower)	76	128	204	37%	63%
	Totals	325	488	813	40%	60%

3. Reasons for the Gender Pay Gap

ATU has an All Staff mean Gender Pay Gap of **7.1%** compared to the national Gender Pay Gap of 8.6%³. ATU's mean and median annual Gender Pay Gaps for 2025, and the prior reporting years are detailed in the table below.

	2022	2023	2024	2025
Mean	9.7%	9.6%	7.5%	7.1%
Median	7.7%	12.6%	10.5%	8.8%

ATU's All Staff Gender Pay Gap is influenced by an overall 60:40 split of females to males across the organisation.

³ EuroStat Gender Pay Gap Statistics Available at https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics (Accessed 4 November 2024)

Since the first Gender Pay Gap report in 2022, measures undertaken to address gender pay gaps appear to be working which are demonstrated by year-on-year reductions to the Mean All Staff Gender Pay Gap of 9.7% in 2022 to 7.1% in 2025.

Furthermore, the Median All Staff Gender Pay Gap has reduced from a high of 12.6% in 2023 by almost 2% year on year since; 10.5% in 2024 and 8.8% in 2025.

We noted an increase in the Part-time Median pay gap in 2025 of 24.8% versus 9.4% in 2024. The reason for this was that the male Median role in 2025 (Actor) had a pay value of €1.78 higher than. This resulted in what we believe to be a Temporary Median Gender Pay Gap value of €7.14 in 2025 versus a pay gap value of €2.55 in 2024. Having reviewed the composition of part-time posts, there has been little change with the top 4 posts for both male and female staff being common and representing 72% of male and female part-time staff in 2025 compared to 66% (female in 2024) and 77% (male in 2025). The team believe that more specialist detailed statistical analysis might be helpful and will undertake further work on this during the first half of 2026.

There was a modest increase in the Temporary Median pay gap in 2025 of 4.7% (14.1% in 2025 versus 9.4% in 2024). The male role in 2025 had a higher pay value increase of €1.67 compared to a moderate increase of €0.22 for the Female Temporary Median post.

4. Actions to reduce and eliminate the Gender Pay Gap

ATU applies national and sectoral pay scales in line with Government policy regardless of gender.

Taking action to address gender inequality is a high priority for ATU. In 2025 ATU approved a 23-point gender equality action plan to address gender equality issues related to career development, workload allocation, recruitment, Dignity at Work, preventing sexual violence and harassment, flexible working and improving support for staff on their return from family related leave. This is ATU's second gender equality action plan, building on the progress made from the first plan, and its implementation is expected to continue to contribute to the overall ongoing reduction of the Gender Pay Gap seen over the last 3 years.

Progress on actions prioritised in 2025

- Prioritised actions for 2025 were reviewed regularly by the EDI Steering Group and several were actioned via policy/procedures being developed, consulted on and coming for approval to the University Planning Team (UPT –

the Executive of the University) and Governing Body. The University's Remote Working Policy and associated procedure has been approved and took effect from 1 Sept 2025 to align with the start of the academic year. An ATU Core Meeting Times Policy was approved in March 2025 and has been rolled across the University.

- The University has significantly broadened the mediums and processes used for advertising its posts to actively target the inclusion of under-represented groups and will continue to keep this issue under review.
- In 2025, ATU Staff Development delivered an extensive range of staff development training to support career progression and inclusive workplace practices. Training included technical upskilling, managerial development and initiatives promoting equality and wellbeing. These activities aligned with the priority of creating a Career Development Framework, equipping staff and managers with the tools to foster professional growth, inclusivity, and fair opportunities across all roles.

Actions prioritised for 2026

- During Q1 and Q2 of 2026 further investigate the Part-Time & Temporary pay cohort to identify more precisely the cause of the increasing median Gender Pay Gap among employees in this group; this will include consultation with relevant managers and whether more in-depth statistical analysis can help identify the contributing factors.
- Review the uptake of the remote working procedure by staff and gauge the effectiveness of the core meetings time policy.
- Review the impact of the newer means of recruitment particularly around entry level roles (in the C & D quartiles).
- Undertake a review of the impact of the Aurora programme to promote women in leadership as well as the more recently introduced inclusive leadership programme.

In 2026, ATU Staff Development plans to:

- Embed Core Competency training to strengthen essential skills and to support career development.
- Expand leadership and management development through programmes on leadership and motivation, team performance, high-performance teams, conflict management and advanced negotiation skills.
- Enhance digital and data capabilities with advanced training options.
- Promote an inclusive and resilient workplace culture through EDI-focused training, mindset mastery, stress management and hybrid team leadership initiatives.