



Mary Immaculate College
Gender Pay Gap Report – 2023

Introduction

The Gender Pay Gap Information Act, 2021 requires organisations with more than 250 employees to report on their hourly gender pay gap across a range of metrics.

Organisations are required to select a snapshot date in the month of June. MIC selected 30th June as its snapshot date. The MIC gender pay gap report 2023 is based on people employed by MIC on 30th June 2023 using data for the previous 12 months.

The gender pay gap measures the difference in hourly pay between all women in an organisation and all men in an organisation. This difference must be reported as a mean percentage and as a median percentage for all employees, for part time employees only and for temporary employees only. The gender pay gap is not a measurement of equal pay.

Organisations are also required to report on the mean and median difference in bonus pay of male and female employees, the percentage of male and female employees who received a bonus payment, the percentage of male and female employees who received benefit in kind and the proportion of male and female employees within quartile pay bands.

Gender Pay Gap Data

All employees - mean	11.09%
All employees – median	25.81%
Part time employees - mean	-79.31%
Part time employees - median	-68.14%
Temporary employees - mean	-17.82%
Temporary employees – median	-16.05%
Bonus remuneration – mean	0%
Bonus remuneration – median	0%

Proportion of males who received a bonus	0%
Proportion of females who received a bonus	0%
Proportion of males who received benefit in kind	4%
Proportion of females who received benefit in kind	2%
Proportion of males and females in lower remuneration quartile band	31% male 69% female
Proportion of males and females in lower middle remuneration quartile band	12% male 88% female
Proportion of males and females in upper middle remuneration quartile band	28% male 72% female
Proportion of males and females in upper remuneration quartile band	46% male 54% female

Explaining the Data

The Gender Pay Data Explained

The gender pay gap measures the difference in hourly pay between all women in an organisation and all men in an organisation. This difference must be reported as a mean percentage and as a median percentage for all staff, for temporary staff only and for part time staff only. **Explaining the Data**

The mean, or average, hourly rate of pay for all male employees for the reporting period was 11.09% higher than the mean hourly pay rate for all female employees.

The mean hourly rate of pay for part time male employees was 79.31% lower than the mean hourly rate of pay for part time female employees.

The mean hourly rate of pay for temporary male employees was 17.82% lower than the mean hourly rate of pay for temporary female employees.

The median pay gap is the difference between the median hourly pay of women and the median hourly pay of men. The median hourly pay is identified by ranking all female employees and all male employees from the highest paid to the lowest paid and selecting the hourly pay of the male at the midpoint of the male ranking and the female at the midpoint of the female ranking.

The median hourly rate of pay for all male employees was 25.81% higher than the median hourly rate of pay for all female employees.

The median hourly rate of pay for part time male employees was 68.14% lower than the mean hourly rate of pay for part time female employees.

The median hourly rate of pay for temporary male employees was 16.05% lower than the median hourly rate of pay for temporary female employees.

Bonus payments are not made to staff in MIC and this is reflected in the data.

Benefit in kind payments at MIC are, typically, payments of professional registration or membership fees, i.e. the cost of membership of a professional body by the College on behalf of an employee. 4% of all male employees and 2% of all female employees of MIC received benefit in kind in the reporting period.

The pay quartiles are calculated by ranking all employees by hourly rate of pay from lowest to highest and then splitting the employees into four even groups. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

Why Does MIC Have A Gender Pay Gap?

At 30th June 2023, 70% of MIC employees were female and 30% were male.

The gender pay gap is driven by the much larger number of female employees than male employees in lower paid professional services grades and entry level academic grades. The quartile remuneration data is helpful in illustrating this. 69% of employees in the lower quartile, 88% of employees in the lower middle quartile and 72% of employees in the upper middle quartiles are female.

The gender pay gap is also impacted by the greater number of male employees than female employees at the highest grades, though this latter group represents quite a small number of employees.

How the Gender Pay Gap is Being Addressed

The 2023 gender pay gap data shows a welcome improvement in the gender pay gap at MIC from 2022. Of note, the overall gender pay gap has reduced from 14.36% to 11.09%. This change is reflective of the ongoing commitment of MIC to advancing gender equality.

MIC is a member of the Athena Swan charter which is an internationally recognised quality framework and accreditation scheme that promotes gender equality in higher education. The College is the holder of an Athena Swan Bronze Institution award and its Arts Faculty is the holder of an Athena Swan Bronze Departmental award in recognition of its commitment to advancing equality and opportunity for all in higher education.

As part of its Athena Swan commitment, the College has adopted and is implementing a gender action plan. This plan includes a range of actions intended to support the career progression of female colleagues to senior roles. The underrepresentation of males across a range of grades and disciplines is also recognised and the College has partnered with a number of other Higher Education Institutions to identify the causes of male underrepresentation and devise strategies to address these.

As a specific measure, the commencement of an academic promotions scheme in 2022 affords academic staff opportunities for progression, including grade and salary progression. The majority of the promotions to date have been secured by female staff and this has and is expected to continue to impact positively on the gender pay gap. It should be noted that the outcome of the most recent promotions round, to one of the highest grades available to academic staff, is not reflected in the data as the process was concluded after the snapshot date of 30th June.

The MIC gender action plan can be found [here](#)