

ESRI Gender Pay Gap Report 2023

Following the implementation of the Gender Pay Gap Act, 2021, we are pleased to publish our 2023 Gender Pay Gap (GPG). While the reporting requirement will only apply to organisations of our size in 2025, we are choosing to publish our results ahead of time to reflect our commitment to gender equality.

Figure 1: Headcount, 30th June 2023 (Snapshot Date)

	All Staff	Fixed-Term	Part-Time
Male	46 (44%)	28 (55%)	0
Female	58 (56%)	23 (45%)	6 (100%)
Total	104	51	6

On 30th June 2023, the total headcount was 104, of which 56% were female and 44% male. Almost half the workforce are employed on a fixed-term contract basis and 6% (all female) work on a part-time basis.

Figure 2: Mean and Median Pay Gap: All Staff and Fixed-Term Staff 30th June 2023

	All Staff	Fixed-Term	Part-Time
Mean	-5.3%	-1.5%	n/a
Median	-30.9%	0.5%	n/a

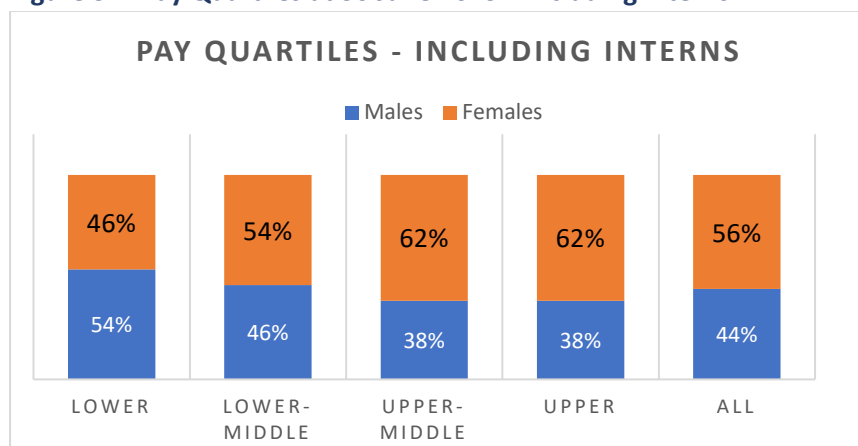
The mean pay gap is in favour of females at **5.3%**. This negative gap reflects the fact that a greater proportion of senior and higher paid staff, such as *Associate Research Professor*, *Senior Research Officer*, and *Research Officer*, are female.

The median, not as affected by extremes, is significantly higher in favour of females at **30.9%**. This reflects not just the higher proportion of females in senior roles but also the fact that pay scales are wider at senior levels.

Pay Quartiles

Figure 3A sets out the percentage of males and females in each pay quartile. Males are disproportionately represented in the **Lower Quartile** at 54%. This is largely due to the fact that 80% of the 2023 intern intake was male.

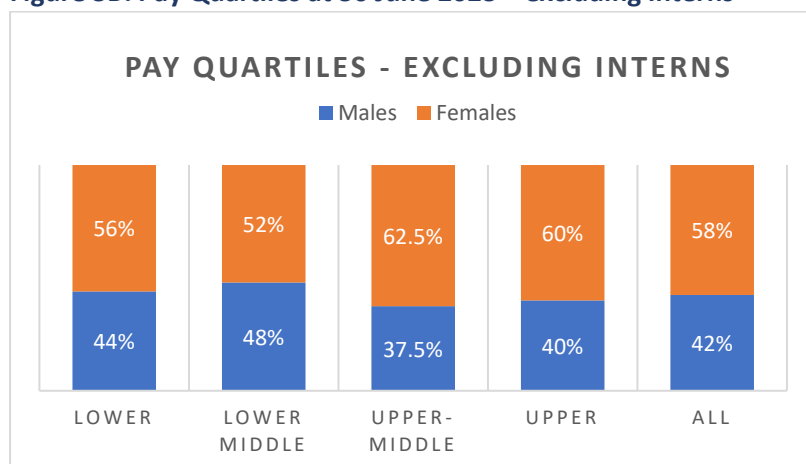
Figure 3A: Pay Quartiles at 30 June 2023 – including Interns



The **Lower Middle** quartile breakdown is broadly representative of the organisation's overall gender breakdown. The **Upper Middle** and **Upper** quartiles have the same proportions of males and females, both reflecting the higher proportion of females in senior and higher paid roles.

Given the relative size and impact of the intern group, **Figure 3B** is provided to set out the quartiles with that group excluded.

Figure 3B: Pay Quartiles at 30 June 2023 – excluding Interns



When the intern group is excluded, the most significant change occurs in the representation in the **Lower Quartile** which switches to 56% female and 44% male, and hence closer to the organisation wide representation. There is also greater divergence in the **Lower Middle Quartile** from the

organisation-wide representation, reflecting the higher proportion of male postdoctoral research fellows.

Mean and Median GPG: Part-Time Staff

All part-time staff at the ESRI are female and thus no pay gap applies.

Bonus and Benefit-in-kind gaps

The ESRI does not make bonus payments or provide benefits-in-kind.

How the ESRI supports EDI

The ESRI has a range of initiatives in place to support EDI. These are set out in our EDI Action plan 2023 – 2027 (for which we received an Athena Swan Bronze award in 2023). Examples of initiatives include:

- The inclusion of a formal commitment to EDI in the ESRI Strategy
- The creation of a permanent EDI committee
- Conducting biennial EDI surveys
- Operating fair and transparent recruitment and selection practices. Examples include ensuring that interview boards are gender balanced and that interviewers are appropriately trained.
- Promoting Dignity and Respect in the workplace: we have a comprehensive Dignity and Respect at Work Policy, and line managers and staff receive training on the operation of the policy
- Providing a comprehensive Wellbeing Programme. This includes a third-party Employee Assistance Service and regular webinars on wellbeing
- Offering a range of Flexible Working policies which includes blended working, flexi-time, and a part-time work policy.