



ESRI Gender Pay Gap Report 2025

1. Introduction

In accordance with the Gender Pay Gap Act of 2021, we are pleased to present our 2025 Gender Pay Gap report.

The report begins with a summary of the Act's key requirements, followed by the ESRI's gender profile. We then review gender pay gap metrics and end with ESRI's EDI support measures.

-Gender Pay Gap Act

The Act defines the hourly gender pay gap as the difference between the mean hourly pay of male employees and female employees expressed as a percentage of the mean hourly pay of male employees.

Thus, a GPG which is positive indicates that, on average, women are in a less favourable position than men. A negative GPG indicates the reverse.

It should be noted that a GPG is distinct from the concept of unequal pay, a practice which is unlawful, and which deals with pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

The Act sets out that a snapshot date in **June** (*any day*) must be used in respect of pay and hours worked in the previous 12 months. The following metrics must be reported:

- i. Mean and median gender pay gap;
- ii. Mean and median bonus pay gap;
- iii. Mean and median benefit-in-kind gap;
- iv. Mean and median pay gaps for part-time employees;
- v. Mean and median pay gaps for fixed-term employees;
- vi. The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Organisations are also obliged to provide an explanation for the underlying reasons for any gap, and the measures the organisation intends to take to address these.

2. Organisational Profile

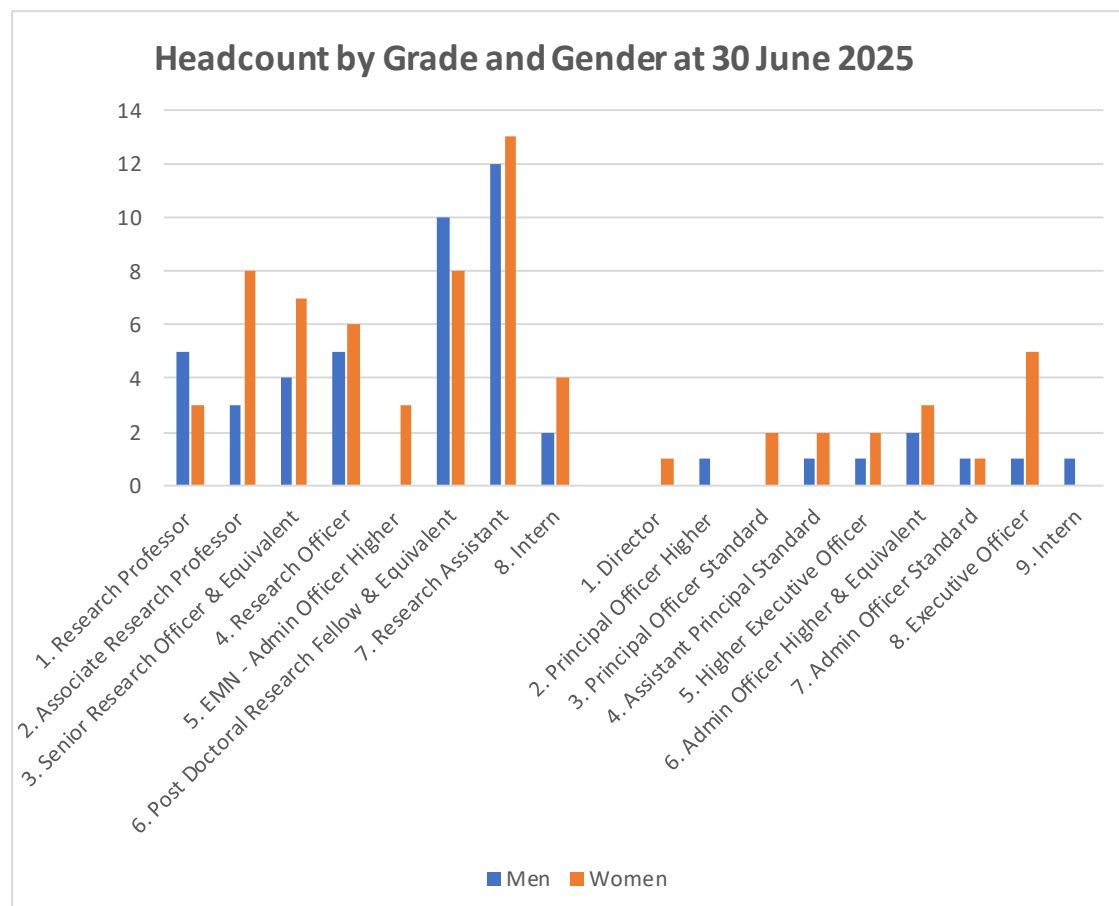
Figure 1: Headcount, 30 June 2025 (Snapshot Date)

	ALL STAFF	Fixed-Term	Part-Time
Men	49 (42%)	30 (51%)	0
Women	68 (58%)	29 (49%)	6 (100%)
Total	117	59	

On 30 June 2025, the Institute employed a total of 117 staff, comprising 58% women and 42% men. Half the workforce held fixed-term contracts and 5% of staff (all women) worked on a part-time basis.

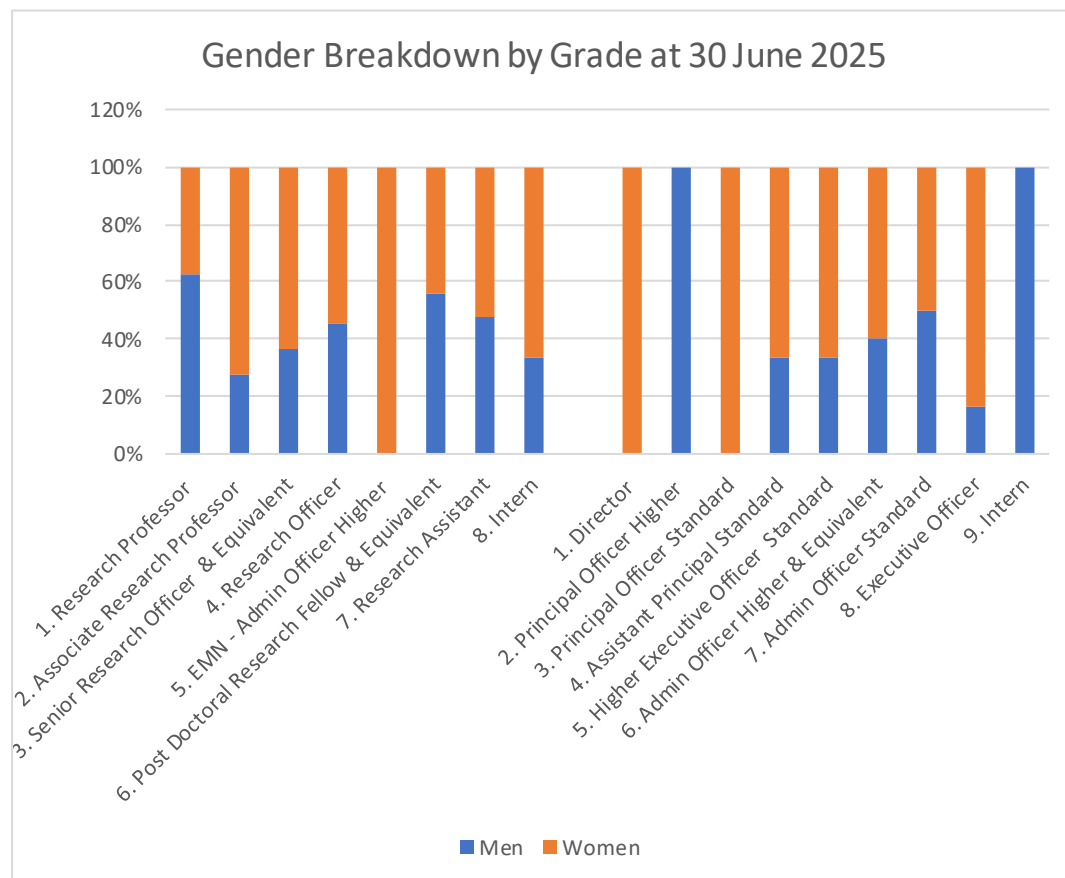
Figure 2 sets out the headcount by gender in each grade and **Figure 3** sets out the percentage of men and women in each grade. Of significance, is the higher representation of women in more senior research roles, particularly at *Associate Research Professor* level.

***Figure 2: Headcount by Grade and Gender**



**Roles 1 to 8 on the left are research roles in order of seniority; roles 1 to 9 on the right are administrative, professional, and technical (APT) roles in order of seniority.*

***Figure 3: Gender Breakdown by Grade**



**Roles 1 to 8 on the left are research roles in order of seniority; roles 1 to 9 on the right are administrative professional and technical roles (APT) in order of seniority.*

The role with the highest number of staff (**Figure 2**) is *Research Assistant*, which makes up 21% of total staff and comprises 48% Men and 52% women. The second most common position is *Post Doctoral Research Fellow* making up 15% of total staff and comprises 56% men and 44% women.

These two roles make up most of the ESRI fixed-term cohort (**Figure 1**) which has close to an even gender distribution.

Points of note in relation to APT roles (**Figure 2, on the right**) is the relatively high number of women in comparison to men particularly in the Executive Officer role.

All **part-time** staff at the ESRI are women.

-Pay Practices at the ESRI and other factors which can affect the GPG:

In interpreting the results, it is important to note the following:

- Like all public service organisations, the ESRI has equal pay for men and women in the same grades. Senior researcher salary scales are aligned with UCD pay scales, and early-stage researcher and administrative, professional and technical salary scales are aligned with civil service scales.
- Employees generally move up one pay scale point each year until they reach the top point on the grade's scales. The number of increments per grade vary; some have as many as 16.
- As the numbers are based on a snapshot date, they can mask the fluidity in pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount and increments.

3. Gender Pay Gap (GPG) Results

3.1 Mean and Median GPG, 30 June 2025

Figure 4

	All Staff	Fixed-Term
Mean	-2.0%	9%
Median	-20.1%	8%

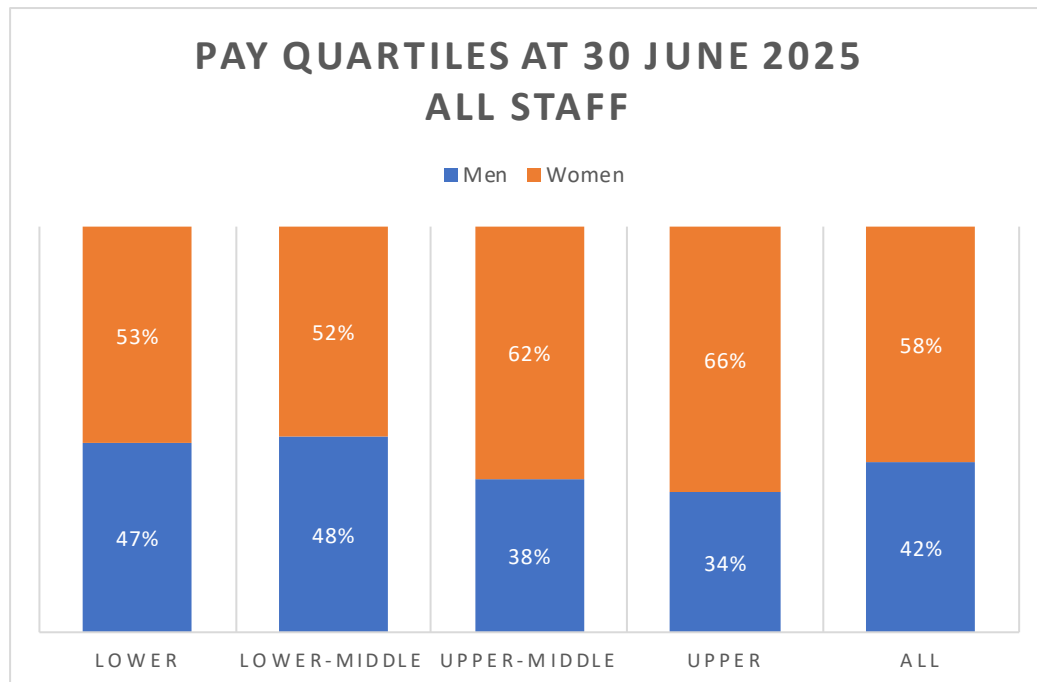
Looking first at **All Staff (Figure 4)** the mean pay gap is in favour of women at 2.0%. However, the median, not as affected by extremes, is significantly in favour of women at 20.1%. This reflects not just the higher proportion of women in senior and higher paying roles, for example, *Associate Research Professor, Senior Research Officer, Research Officer, Principal Officer (Figure 2)* but also the fact that pay scales are wider at senior levels.

Regarding the GPG for **fixed-term** employees (**Figure 4**) the mean and median are in favour of men, reflecting the relatively higher number of women in *intern* roles and the higher number of men in more senior fixed term roles such as *Post Doctoral Research Fellow* and *Research Officer*.

3.2 Pay Quartiles

Figure 5 shows the proportions of men and women in the lower, lower-middle, upper-middle, and upper quartile pay bands. Ideally, each quartile should reflect the workforce demographic of 42% men and 58% women.

Figure 5: Pay Quartiles at 30 June 2025



The breakdown in the **lower** and **lower-middle quartiles** is broadly representative of the organisation's overall gender breakdown. However, there is a significant divergence in both the **upper-middle** and **upper** quartiles, reflecting the greater number of women in more senior and higher-paying positions.

3.3 Mean and Median GPG: Part-Time Staff

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

3.4 Bonus and Benefit-in-kind gaps

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

4. 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 – 2028 (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.