

# GENDER PAY GAP 2023



*Foras na Mara*  
*Marine Institute*

# Introduction

The Marine Institute provides scientific, research and development services to government, agencies, industry, and society that support the sustainable use of our maritime area, the protection and restoration of marine ecosystems, and promote a shared understanding of the ocean.

Our Corporate Strategy Ocean Knowledge that Informs and Inspires (2023 – 2027) recognises that the Marine Institute has many high-performing, talented and diverse teams and colleagues who are committed to, and passionate about, the work that we do. The Marine Institute is committed to, and will continue to invest in, structures that provide equal access and opportunities for all.

We are committed to gender equality and to the multifaceted approach needed to address the causes of the gender pay gap.



## What is the Gender Pay Gap?

Gender pay gap is the difference in the average hourly wage of men and women across a workforce. This includes basic pay, allowances and overtime.

The presence of a gender pay gap does not mean that men and women are paid differently when performing the same role over equivalent hours. In this regard, we note that all Marine Institute employees are paid in accordance with public sector pay scales which provide for equal pay for equal work, irrespective of gender.

A positive gender pay gap figure indicates that, on average, across the employed population, females are in positions that are remunerated less than males.

A negative gender pay gap figure indicates that, on average, across the employed population, males are in positions that are remunerated less than females.

The Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022 (S.I. No. 264 of 2022) came into operation on 31st May 2022. The Act and Regulations establish the legislative basis for gender pay gap reporting in Ireland.

## Overview of Marine Institute Gender Pay Gap Analysis

For this, the Marine Institute's first gender pay gap (GPG) analysis, a "snapshot" or reporting date of 30 June 2023 has been chosen.

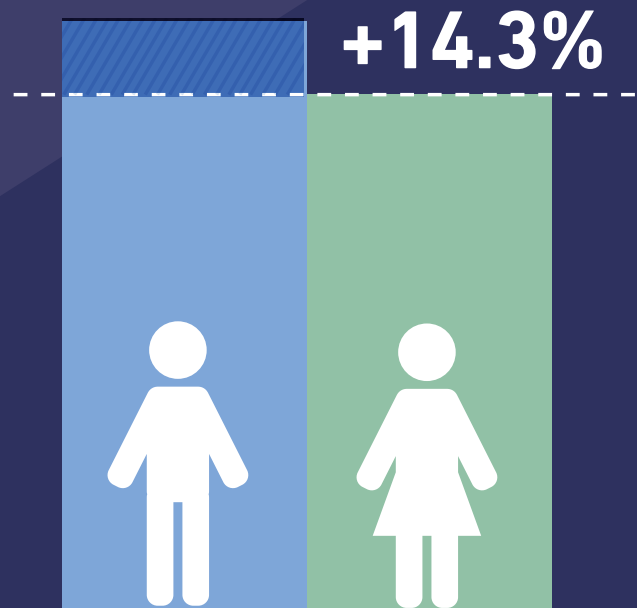
Our People		
	Female	Male
% Overall	51.50%	49.50%
% working part time	6.20%	0.80%
% working flexi hours	9.20%	1.24%

## Findings

### How was the mean gender pay gap calculated?

The mean (average) gender pay gap was calculated by converting all relevant salaries to an hourly rate and totalling them for males and females respectively. The difference between the mean pay for all male and female staff employed by Marine Institute was calculated and expressed as a percentage.

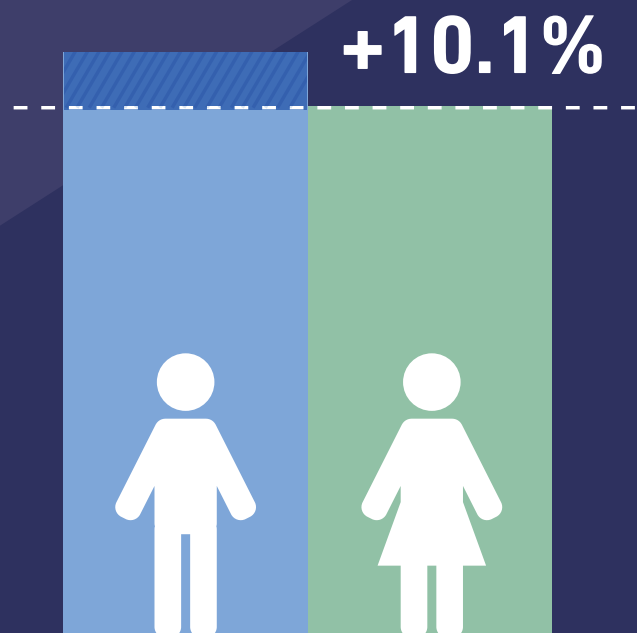
On this snapshot date- overall our findings reflect that males on average are paid **14.3% more than females.**



### How was the median gender pay gap calculated?

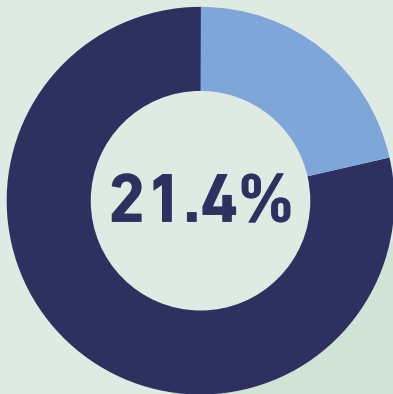
The median hourly rate of all employees was calculated by converting all male and female salaries to hourly rates and listing from the lowest to highest paid, respectively. The difference between the median hourly rate of males and females was expressed as a percentage of men's median pay.

On this snapshot date- overall our findings reflect that the median hourly rate of males is **10.1% higher than those of females.**

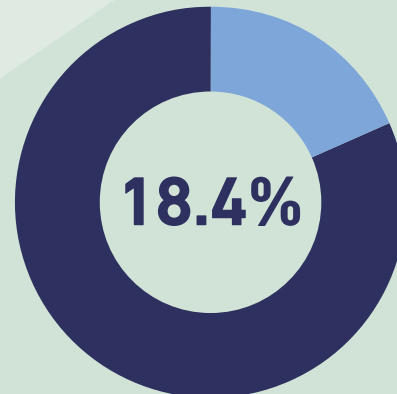


### Mean Hourly Rate of Employees on Part-time contract:

On this snapshot date- overall our findings reflect that the mean hourly rate of males is **21.4% higher** than those of females, and the median hourly rate is **18.4% higher** for males on part-time contracts.



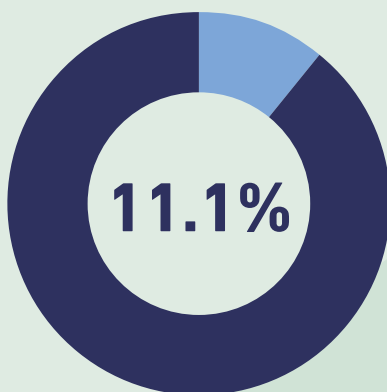
Mean hourly rate  
Part-time contract



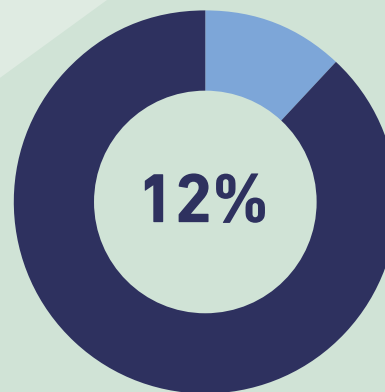
Median hourly rate of  
part-time contract

### Mean Hourly Rate of Employees on temporary contracts:

On this snapshot date- overall our findings reflect that the mean hourly rate of males is **11.1% higher** than those of females, and the median hourly rate is **12% higher** for males on part-time contracts.



Mean hourly rate  
temporary contracts

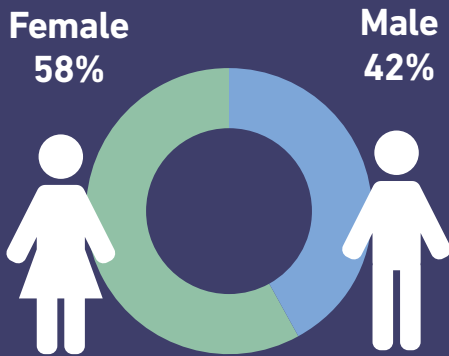


Median hourly rate of  
temporary contracts

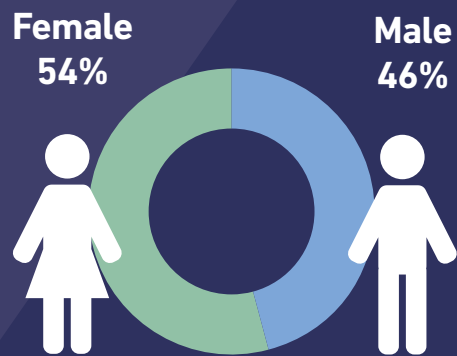
When analysing the respective percentage of employees who fall within each quartile of respective pay bands-the results are as below:

### Our Pay Quartiles:

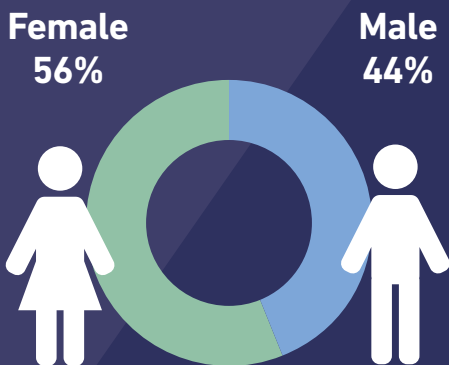
#### Lower



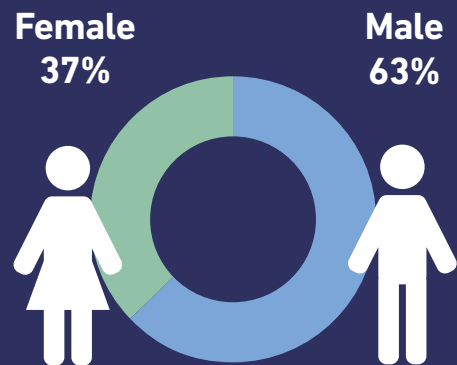
#### Lower middle



#### Upper middle



#### Upper



Marine Institute does not pay its employees a bonus or benefits in kind- therefore there are no statistics to report on same.



## Reasons for the Gap

### Gender Imbalance in Management Roles

While 51.5% of our total staff are female and we believe that there is equality of opportunity and equal access for all, fewer females than males progress to higher paid management grades in the Marine Institute. There are higher numbers of men in the upper pay quartile. We are committed to understanding and addressing the reasons for same.

## Measures to Address the Gap

### Implement Equality, Diversity and Inclusion Strategy

The Marine Institute Equality, Diversity and Inclusion Group comprises of members from across the Institute. Enabling the Marine Institute Equality, Diversity and Inclusion Group to advance equality of opportunity for all, with specific actions focusing on gender equality, is a strategic initiative included in the Marine Institute Corporate Strategy (2023-2027). We will resource and empower our Equality Diversity and Inclusion Group and support them with any actions proposed to address gender pay gap.

### Recruitment Practices

We have reviewed pre-recruitment practices and how we communicate in our recruitment campaigns to ensure we attract a diverse range of applicants. All of our Interview panels are gender balanced and panel members ensure that interviews are conducted in accordance with the Marine Institute recruitment and selection policies, which are based on best practice. Our job descriptions and job advertisements are gender neutral. We will continue to provide training and support to all employees to help them prepare for job applications and interviews. We will ensure that those supports particularly consider any challenges in terms of confidence, concerns regarding periods of leave or other challenges that females may face.

### Analysis and Investigation

We will develop a series of focused and targeted surveys to gather the views of staff on the challenges and blockers that may have been experienced on potential supports and solutions. We will analyse the statistics relating to gender by grade and the genders applying for and being appointed to roles at all levels to identify the specific points at which challenges arise and seek to investigate and address same. We will continue to undertake culture audits/ surveys to identify any actions needed to ensure that all areas of the workplace are free from bias including unconscious bias.

### **Supports available and promotion of Females**

Annually we run campaigns to celebrate our female employees. We will continue to celebrate female careers within the Marine Institute and promote the Marine Institute as a great place to work.

### **Flexible working**

The Marine Institute has several family-friendly policies and initiatives in place including parental leave, paid paternity and maternity leave and the right to apply for blended working. These measures can be of particular support to females at certain stages of their careers. We will continue to ensure that these initiatives are viewed positively and are not a barrier to career development for anyone who accesses them.

### **Career Development and Progression**

Through the performance management system, managers will be required to ensure that all staff are mentored and supported to avail of the many development opportunities available in the Institute. We are committed to improving learning, support and development opportunities so that all staff can develop to their full potential.

## **Conclusion**

The Marine Institute is committed to, and will continue to invest in, structures that provide equal access and opportunities for all. In the case of gender, this is a process which requires us to commit in the long term and the early career females who are supported now will be the leaders of our future. The development of this gender pay gap reporting and the consideration of the measures needed to address the pay gap identified is an important step. We are committed to taking the actions required to reduce the gender pay gap in future periods.





*Foras na Mara*  
*Marine Institute*

**Marine Institute Rinvile**

Oranmore  
Co. Galway,  
H91 R673

**Tel:** +353 91 387 200

**Email:** [institute.mail@marine.ie](mailto:institute.mail@marine.ie)

**Marine Institute Dublin**

Three Park Place,  
Upper Hatch Street,  
Dublin 2. D02 FX65

**Tel:** +353 (0)91 387200

**Email:** [institute.mail@marine.ie](mailto:institute.mail@marine.ie)

**Marine Institute Newport**

Newport, Co. Mayo.  
(Long Term Ecological  
Research Centre)

**Tel:** +353 (0)98 42300

**Email:** [institute.mail@marine.ie](mailto:institute.mail@marine.ie)