



*Gender Pay Gap Report 2025*

## What is the Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across an organisation. It compares pay of all working men and women, not just those in similar jobs with similar working patterns or with similar competencies, qualifications, or experience. The gender pay gap essentially is reporting on a gender representation gap rather than unequal pay as typically, when women hold more of the lower paid jobs in an organisation than men, the gender pay gap is usually wider.

Even when an employer has an effective equal pay policy, it could still have a gender pay gap if, for example, the majority of women are employed in lower-paid jobs. Many factors can contribute to the existence of gender pay gaps. These include differences between men and women in educational attainment and qualifications, occupations, career progression, prevalence of full-time and part-time working, and responsibility for caring roles.





# STUDENT FACILITIES & SERVICES (UCC) DAC

## **Our Mission:**

At Áras na Mac Léinn, our mission 'is to enhance the campus experience by providing exceptional services and activities to the UCC community on a sound commercial footing.' We support the UCC community by delivering exceptional retail, dining, recreational and student services for the purpose of advancement of the Education of UCC students. We are committed to fostering a vibrant campus environment through continuous improvement, sustainability, and a focus on the student's needs.

## **Our Vision:**

To be the leading provider of innovative and sustainable facilities and retail services that creates a vibrant, inclusive, and sustainable Student Centre that serves as the 'Croí an Choláiste' or heart of campus life, promoting student well-being, academic success and community engagement to every student at University College Cork.

## **Our Values:**

It is important to have distinct values for our organisation, so that they can guide everyday behaviours, decision making and guide our team in our everyday interaction with those who visit our centre. The core SFS values are: Exceptional Services, Loyalty, Trust, Staff Development, Customers & Campus Community, Heart of campus/Location and the Campus Experience.



# STUDENT FACILITIES & SERVICES (UCC) DAC

## Quartiles : Gender Representation and Mean and Median Pay Gaps

Year Ended 30<sup>th</sup> June 2025

2025 Quartiles: Gender Representation	Lower Quartile	Lower – Middle Quartile	Upper – Middle Quartile	Upper Quartile	Overall
Female	72.73%	72.73%	91.30%	82.61%	80.00%
Male	27.27%	27.27%	8.70%	17.39%	20.00%

Gender Pay Gap 2025	Mean Gender Pay Gap	Median Gender Pay Gap
All	-11.45%	-18.45%
Part Time	N/A*	N/A*
Temporary	0.57%	0.00%

\*As there were no male employees in part time roles, the gender pay gap for this category is not applicable

### Bonus and Benefits

For the reporting period ending 30 June 2025:

- Mean bonus pay gap: 0%
- Median bonus pay gap: 0%
- Proportion of men receiving bonuses: 0%
- Proportion of women receiving bonuses: 0%
- Proportion of men receiving benefits-in-kind: 0%
- Proportion of women receiving benefits-in-kind: 0%

No bonus scheme or benefits-in-kind are in operation within the organisation. Accordingly, all bonus and benefit figures are reported as zero.

## What does our data tell us

Our analysis for the reporting period ending June 2025 shows a **mean gender pay gap of –11.45%** and a **median gender pay gap of –18.45%**. These negative values indicate that, on average, female employees earn more than male employees and at the midpoint of pay distribution, women earn 18.45% more than men.

This outcome reflects the composition of our workforce, where women represent approximately **80% of employees**. Female representation is strong across all pay quartiles, including the upper quartile, demonstrating that women are not concentrated in lower-paid roles but are well represented in middle and senior positions. This balanced distribution contributes to the overall negative gender pay gap.

At the same time, men are under-represented across the organisation, including in higher pay quartiles. While this does not indicate a disadvantage for women, it highlights that our workforce is not evenly balanced between genders.

We recognise the importance of achieving greater gender balance and remain committed to encouraging increased male participation and progression within our organisation, while maintaining strong representation of women at all levels.



## Actions to Address the Gender Pay Gap

While our results show strong female representation across all pay quartiles, men remain under-represented. To address this, we will focus on attracting a more gender-balanced applicant pool, supporting equal access to career development, and maintaining inclusive workplace practices. We will continue to monitor workforce composition and pay gap data to ensure progress.

*The legislation requires information on Bonus and Benefit in Kind payments made to staff to be published.*

Student Facilities & Services (UCC) DAC confirms:

## **Bonus Scheme**

There is no bonus scheme in operation in SFS.

## **Share or Share Option Schemes**

There is no share or share option schemes in SFS.

## **Benefit-In-Kind (BIK)**

There are no “benefits in kind”/ non-cash benefit of monetary value provided to an employee such as a company car, voluntary health insurance, stock options or share purchase schemes in SFS

## **Other Payment Types**

The legislation excludes the following payment types from the payroll calculation:

- Redundancy payments.
- Travel and Subsistence for the reimbursement for expenses, such as travel and subsistence. It does not include reimbursement of expenditure wholly and necessarily incurred in the course of employment, for example, reimbursement for travel expenses related to their work.

## **Salary Top Ups**

Salary top ups for statutory leave like maternity/paternity/illness benefit is to be included.

## **PRSI and Pension**

Employer PRSI and Pension are not to be included