

Gender Pay Gap

Report 2025



Foreword from the CEO

I am proud to introduce Research Ireland's inaugural Gender Pay Gap Report, a milestone that reflects our commitment to transparency, equity, and the creation of a truly inclusive workplace.

This is an exciting period for Research Ireland, as we prepare to launch our first Corporate Plan in January 2026 and as a newly established Agency, we have a unique opportunity to shape a culture that values flexibility, embraces diversity, and fosters innovation—cornerstones of our organisational success.

As of 27th June 2025, our workforce comprises 144 employees: 71% women and 29% men. Our mean gender pay gap is 7.47%, and our median gap is 12.73%. These figures are in line with national averages and public sector benchmarks, but they also highlight a need for continued focus and improvement.

At Research Ireland, we have implemented a range of initiatives to ensure that all staff can work, grow, and thrive in a fair environment defined by dignity and respect. From gender-balanced recruitment practices and diversity data collection to family-focused policies and targeted learning and development programs, we are dedicated to creating a truly inclusive workplace. We believe that diverse and inclusive organisations are higher performing and generate more impact, and we are proud to champion these values at Research Ireland.

Research Ireland also has an obligation to uphold our commitment to gender equity, not just within the organisation, but across the Research sector in Ireland. We have made significant strides in advancing gender equity and increasing the representation of women among grant holders, leadership roles, and review panels. Initiatives such as targeted recruitment for early-career researchers (Pathway Programme) and gender quota eligibility in recent Research Centres calls demonstrate our commitment to engaging historically underserved communities, including underrepresented gender identities.

As CEO, and with the full support of our Senior Leadership Team and Board, I am committed to ensuring that all colleagues have every opportunity to progress and thrive at every level of our organisation. Together, we will continue to work towards an equitable, diverse and inclusive workforce and a culture where everyone can succeed.



Dr Diarmuid O'Brien

Chief Executive Officer

About us

Taighde Éireann – Research Ireland is a competitive research and innovation funding agency in Ireland. Research Ireland was established on 1st August 2024, following an amalgamation of Science Foundation Ireland (SFI) and the Irish Research Council (IRC). The establishment of the agency was a key action of Impact 2030: Ireland’s Research and Innovation Strategy.

Research Ireland is an agency of the Department of Further and Higher Education, Research Innovation and Science working in collaboration with higher education institutions and other state agencies such as the Higher Education Authority (HEA), IDA Ireland and Enterprise Ireland.

As set out in the [Research and Innovation Bill 2024](#) Research Ireland’s key objectives are to:

- Promote the attainment and maintenance of excellence in the standard and quality of research and innovation.
- Support the undertaking of research and innovation in all fields of activity and disciplines by researchers with different levels of knowledge, experience and specialist skills in such fields or disciplines.
- Promote and support the contribution made by research and innovation to economic, social, cultural and environmental development and sustainability in the State.
- Strengthen the engagement of the research and innovation system with:
 - The Government, Ministers of the Government and bodies (whether statutory or otherwise) which are funded wholly or partly by public moneys, and
 - Enterprise, non-governmental organisations, cultural institutions and society generally; to promote and develop the reputation of the State internationally as a location that is favourable for undertaking research and innovation; to advance the principles of equality, diversity and inclusion with regard to opportunities to undertake research and innovation and in the undertaking of that research and innovation.

Introduction

This report is published in accordance with the Gender Pay Gap Information Act 2021. Gender Pay Gap reporting is designed to increase transparency, encourage organisations to examine the factors influencing pay disparities, and drive meaningful action to address them. The gender pay gap is not a measure of equal pay for equal work, but rather an indicator of how pay is distributed across the workforce. By analysing these metrics, Research Ireland aims to identify areas for improvement and ensure equal opportunities for all staff. This report presents our gender pay gap data as of 27th June 2025. It also outlines the steps we are taking to address any disparities and foster a fair and inclusive workplace.

What is the Legislation?

From June 2022, the Gender Pay Gap Information Act 2021 requires organisations to report on their hourly Gender Pay Gap across a range of metrics including mean and median pay gaps, quartile analysis, and the factors influencing these outcomes. Under the Act, organisations must capture their gender pay gap data based on a snapshot date in June each year and are required to publish their report within six months of this date.

Organisations with more than 250 employees were required to report for the first time in 2022. Those with more than 150 employees began reporting in 2024 and those with more than 50 employees (including Research Ireland) must do so in 2025.

What is the Gender Pay Gap?

The gender pay gap refers to the difference in average hourly earnings between women and men across an organisation. It is an indicator of whether women, on average, earn less than men in an organisation, and can reflect a range of factors such as representation at different levels, types of roles held, and patterns of work like part-time or flexible arrangements.

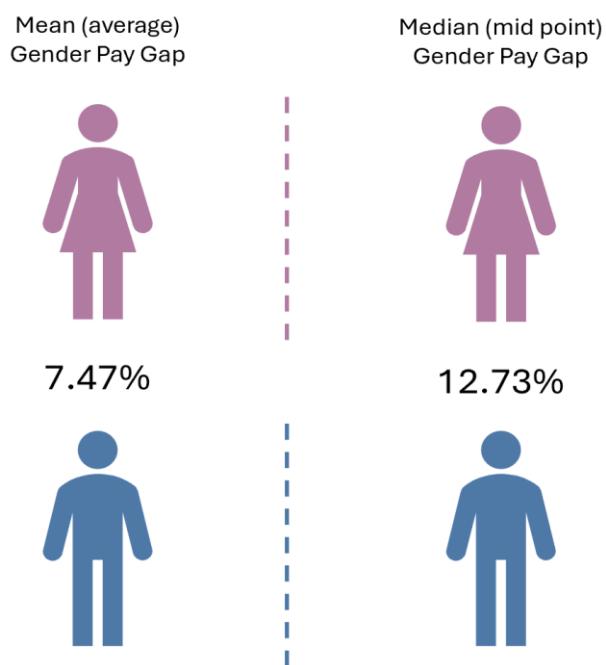
Standard Definitions for Gender Pay Gap Reports:

- **Mean Gender Pay Gap:** The average difference in hourly pay between men and women, calculated by summing all hourly rates and dividing by the number of employees.
- **Median Gender Pay Gap:** The difference between the middle hourly pay value for men and the middle value for women when all pay rates are listed in order.
- **Quartile Pay Bands:** Employees are divided into four equal groups (quartiles) based on hourly pay. The report shows the proportion of men and women in each quartile, highlighting representation at different pay levels.

- **Bonus Pay Gap:** Not applicable, as Research Ireland does not make bonus payments.
- **Part-Time and Temporary Employees:** Gender Pay Gap for these groups is reported separately.
- **Equal Pay vs Gender Pay Gap:** Equal pay is a legal requirement for equal work; the gender pay gap is a broader measure of overall pay differences.
- **Snapshot date:** The specific date each year on which employee data is captured to calculate and report the gender pay gap.

Our Data

The snapshot date for our gender pay gap analysis was **27th June 2025**. At the time there was a **total of 144 employees**, 29% were men and 71% were women. Based on this data, the difference between mean hourly pay of all male employees and all female employees was 7.47%. The difference between the median hourly pay by male employees and that of female employees was 12.73%.



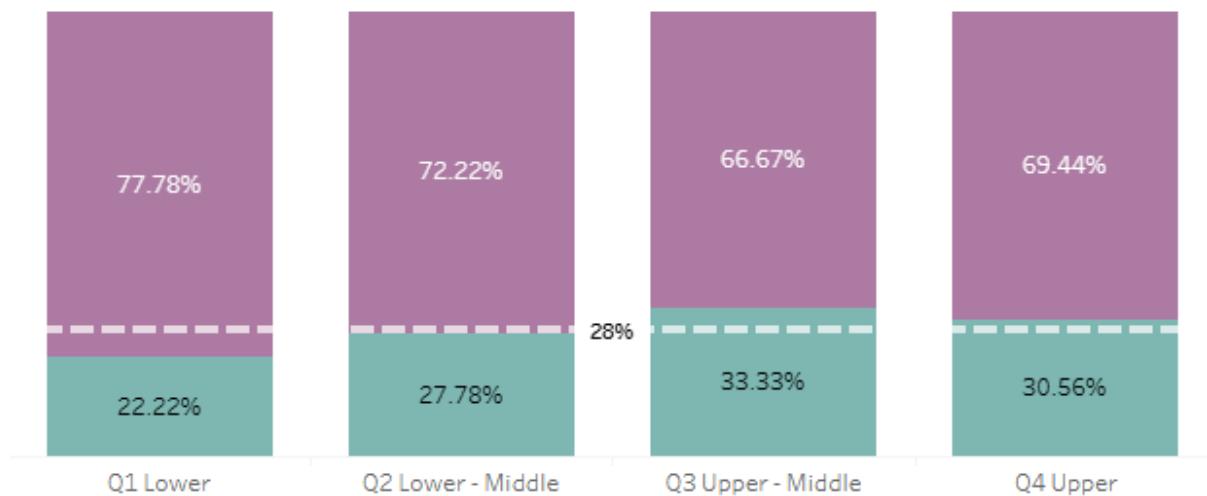
If you look at everyone's hourly pay and calculate the average (mean), women earn about 7.5% less than men. If you line up all the men and all the women by how much they earn and pick the person in the middle of each group (the median), the woman in the middle earns about 12.7% less per hour than the man in the middle.

The difference between the mean pay of male employees on temporary contracts and female employees on temporary contracts is -32.77%. The difference between the median pay in this category is -0.76%.

As reporting may indirectly identify an employee, we are not obliged to publish that data, so we have decided not to report part-time data publicly.

Quartile Distribution

This chart breaks down all employees into four equal groups (called quartiles) based on how much they earn. Each group represents a different pay range, from the lowest earners to the highest.



The gender pay quartiles chart reveals that women (purple) are comprising the majority in each quartile. Their representation ranges from 66.67% in the upper-middle quartile to 77.78% in the lowest quartile, indicating that women are more prevalent across all levels of pay, including the highest earning group. Conversely, men (green) are underrepresented throughout, with their highest presence at 33.33% in the upper-middle quartile and lowest at 22.22% in the lowest quartile.

Factors Influencing Our Gender Pay Gap

The primary driver of our gender pay gap is the concentration of women in lower-paid roles and part-time positions. Rapid organisational growth and the amalgamation of Science Foundation Ireland and the Irish Research Council have contributed to this pattern. While women are well represented in all quartiles, a small number of men or women in top-paying positions or with longer length of service can significantly affect the median and mean pay gap. It is important to note that these pay gaps are not a result of unequal pay for equal work, but rather the outcome of workforce structure during a period of transformation and expansion.

Our Actions

2023 – 2028 Internal EDI Strategy

In 2023 SFI engaged with the Irish Centre for Diversity and achieved a Silver Level Accreditation Award. The HR team, working in collaboration with the Equality, Diversity and Inclusion (EDI) committee rolled out a comprehensive EDI Strategy setting out the organisations vision to be a leader in promoting the principles of Equality, Diversity, and Inclusion (EDI) in the workplace, ensuring that all staff can work, grow, and thrive in a fair environment defined by dignity and respect. Based on this plan Research Ireland EDI Vision continues to be underpinned by our commitment to human rights and equitable inclusion. This plan recognises and champions the evidence that diverse and inclusive organisations are higher performing and generate more impact.

Recruitment and Selection

At Research Ireland we are continually working to improve our recruitment practices to enable fair and balanced opportunities for all, understanding the barriers within our processes and ensuring the language in our recruitment adverts appeals to all genders. We ensure gender-balanced interviewing panels to eliminate bias towards one gender. We offer Interviewer Skills training to all interview panel members. We review our job descriptions and adverts regularly for inclusive language. We are seeking new ways to proactively recruit individuals from disadvantaged minority groups as part of our recruitment strategy, including collaborating with organisations that support these communities.

Diversity Data Collection

Collecting diversity data is essential to understanding the makeup of our workforce, identifying any gaps or patterns, and ensuring that our policies and practices support a truly inclusive environment. By gathering this information, we can monitor progress, tailor initiatives to support underrepresented groups, and hold ourselves accountable to the highest standards of fairness and equity.

Inclusive People Policies

We are proud of our recently launched People Policies that include key policies such as Flexible Working, Career Breaks and Family Friendly policies, enabling parents and carers to take equal responsibility for family commitments. We are working hard to ensure our practices encourage everyone to have the option to work flexibly, in a way that suits them, so they can deliver their best both personally and professionally.

Learning and Development

In 2024 and 2025, we delivered and sponsored a range of training programmes aimed at advancing gender equity across the organisation. These included unconscious bias and inclusive leadership training for managers and staff, gender-sensitive recruitment workshops. We also supported participation in DCU Business School's "Let's Lead! Leadership Development for Women" programme, which provides coaching, 360-degree feedback, and strategic leadership development.

In 2025, we delivered targeted training on our Equality, Diversity and Inclusion (EDI) policies and the Dignity at Work framework. These sessions were designed to ensure all staff understand their responsibilities in fostering an inclusive and respectful workplace. Managers received additional support through scenario-based workshops and policy refreshers, reinforcing their role in upholding a culture of dignity and equity.

Blended Working

Our Blended Working Policy continues to play a key role in supporting gender equity across the organisation. By offering flexible arrangements that accommodate remote and office-based work, the policy enables staff to better balance professional responsibilities with personal and family commitments. This is particularly impactful for women, who are statistically more likely to take on caregiving roles.

Our Salary Scales

In alignment with public sector pay policy, Research Ireland maintains transparent salary ranges, ensuring equal pay for equal roles, hours, and service regardless of gender. This ensures that all team members are paid equally and according to their pay grade, as set down by the Department of Public Expenditure and Reform e.g., appointment at the minimum point of the scale.

Looking Ahead

As a newly established agency, Research Ireland presents a unique opportunity to shape and nurture a culture grounded in our shared values. In 2026, we will engage with colleagues, leaders, and the Board to identify and embed the key values and principles that will define the culture of Research Ireland and resonate most with our staff. These values will form the foundation of our agency as we implement our first Corporate Plan, design our organisational structure, and reinforce our commitment to supporting Ireland's research community.

We are pleased that our gender pay gap aligns with national and public sector benchmarks, though we recognise that there is more work to do in these areas. Publishing this data is a vital step toward greater transparency and accountability, and we are dedicated to ongoing action and will continue to report annually on our progress.

Actions for the Future

- We will continue to ensure fairness and transparency in our recruitment and progression processes.
- We will seek new ways to proactively recruit individuals from disadvantaged minority groups as part of our recruitment strategy.
- We will continue to invest in talent development designed to support career progression and leadership readiness at all levels.
- We will continuously monitor pay and representation data to identify and address disparities.
- We will continue to promote our policies that support flexible working and work-life balance for all employees.
- We will regularly monitor staff experience and sentiment through surveys and feedback channels, ensuring we remain responsive and proactive in implementing inclusive initiatives.
- We will undertake a comprehensive organisational review which ensure clarity of roles, equity in grading, and transparency in career pathways.
- We will comply with pay transparency legislation by publishing annual gender pay gap reports, including salary ranges in job advertisements, and ensuring transparency on pay information, with gender neutral justification for any pay gaps.

Through these actions, we are confident that Research Ireland will continue to make significant strides towards achieving gender equity and fostering a workplace where everyone can thrive.