

GENDER PAY GAP REPORT

2024



*Foras na Mara
Marine Institute*



WWW.MARINE.IE

1. Introduction

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. This obliges the Marine Institute to report on our hourly gender pay gap across a range of stipulated metrics.

For the purpose of this second report, our snapshot date was June 30th, 2024.

Comparing 2024 to the figures published in 2023:

- Our mean gender pay gap has reduced by 2.48% to 11.82%, from 14.3% in 2023.
- Our overall median gender pay gap has reduced by 5.06% to a gap of 5.04% in 2024, from 10.1% in 2023.

As an organisation we support the discussions, analysis and reporting of Gender Pay Gap statistics as one element of our Equality, Diversity, and Inclusion programme. It informs and is part of a broader National and international strategy to address remuneration, participation, and employment gaps between genders.

We have focused on understanding our organisation better, on encouraging our female talent to participate in a range of leadership, mentoring and development programmes and professional coaching. We continued to ensure a level playing field in accessing opportunities for self-development, professional development, and opportunities to progress in new or promotional roles. The improvement in our gender pay gap reflects a movement in our staffing profile with female employees taking up promotional roles, and an increase in male employees joining clerical or entry level technical roles during the period being reviewed.

2. The Marine Institute

The Marine Institute is Ireland's scientific agency responsible for supporting the sustainable development of the State's maritime area and resources. The Institute conducts applied research and provides scientific knowledge, advice and services to government, industry and other stakeholders and users. Our mission statement is to *"provide 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."* We do this through conducting applied research and providing scientific knowledge, advice and services to government, industry and other stakeholders and users.

The Marine Institute has six core values that inform our strategy and direction and ensure all decisions and behaviours, across every level, align with our objectives. Our values of "Commitment, Integrity, Excellence, Innovation, Collaboration, Respect." act as guiding principles for staff and help us to promote a positive and inspiring employee experience. Our values are the foundation of our culture. Living by these values, putting them into practice, and weaving them into all aspects of our work inspires our people to deliver excellence.

On June 30th, 2024, the Marine Institute had a total staff headcount of 240 consisting of 120 females and 120 males. 90% of staff are in professional and technical or administrative grades and roles that require specialist or specific qualifications. These include staff in the areas of fisheries science, food safety, marine chemistry, fish health, licensing support, marine spatial planning, oceanography, climate, ecosystems, mapping and ocean modelling, marine or maritime equipment and engineering, business development, EU programme delivery, national and international policy advice, research funding and grants, information and communication technology, change management, procurement, corporate governance, risk management, human resources, finance, economics, environmental management and quality management.

As an organisation we offer and support a broad range of flexible working arrangements including part-time, job-sharing, blended working (mix of on and offsite), flexible working patterns, parental leave and other statutory leave implemented with flexibility.

All employees are paid salaries at set public sector pay grades which provide for equal pay for equal work irrespective of gender. Our pay structures are informed by public sector pay policy and are fully transparent.

Profile of our staff on 30th June 2024

Our People		
	Female	Male
% Overall	50%	50%
% Working part-time	6.25%	0.83%
% Working flexi hours	9.20%	1.25%



3. Methodology

How was the gender pay gap calculated?

I. Mean Gender Pay Gap

The mean (average) gender pay gap was calculated by converting all relevant salaries to an hourly rate and added up for males and females respectively. The difference between the mean pay for all male and female colleagues was then calculated and expressed as a percentage (%) of men's pay.

II. Median Gender Pay Gap

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

III. Pay Per Quartile

This is the percentage of male and female employees in four equal sized groups of employees based on their hourly pay. All employees are grouped by their pay band and then divided into quartiles e.g. the lower quartile will include 25% of employees in the organisation whose pay band is in is in the lowest 25% with pay bands under a certain level.



4. Findings

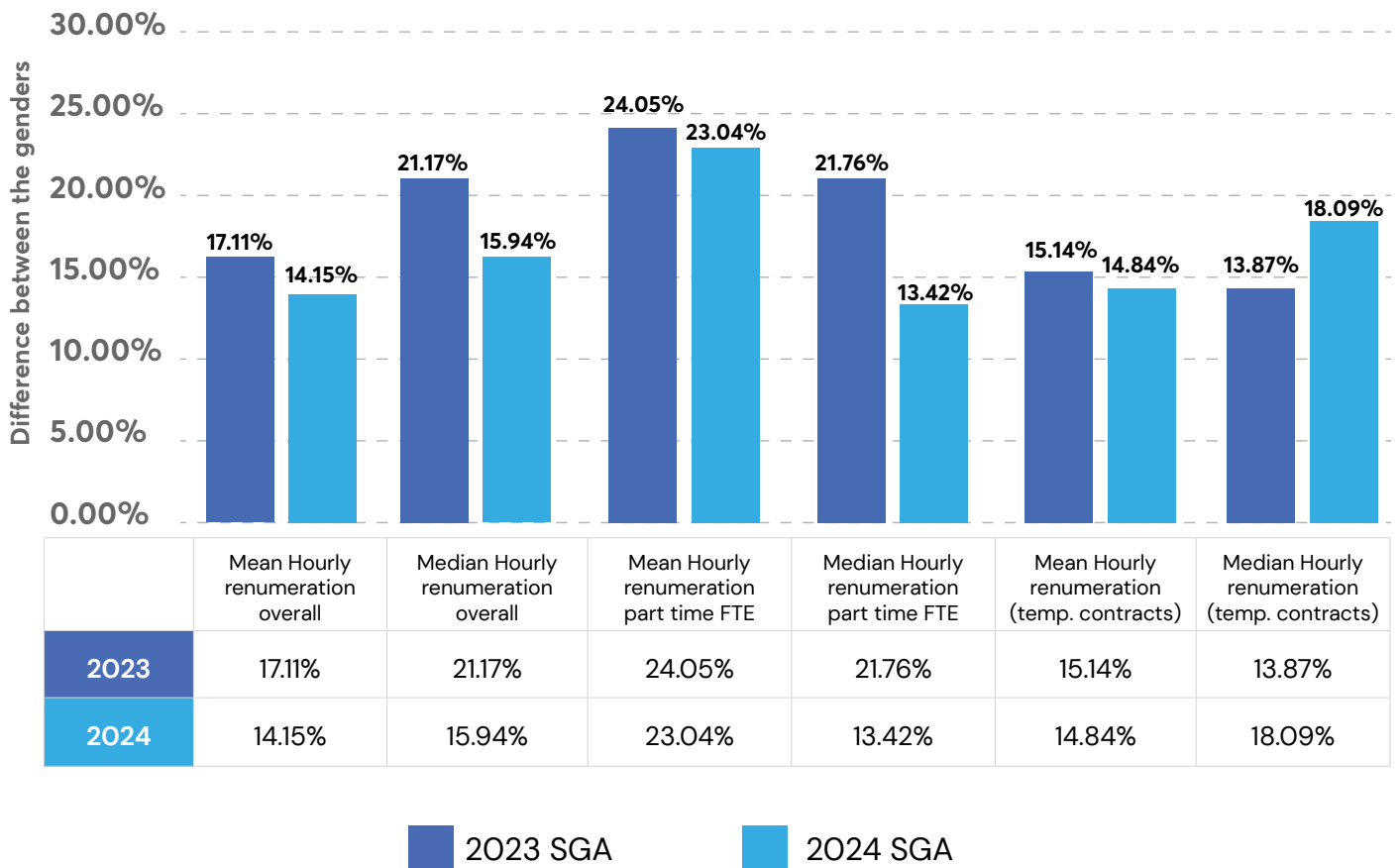
In our 2024 report, we have included the impact of Seagoing Allowances (SGA) which were not included in the 2023 analysis. Seagoing allowance is paid to staff for time spent at sea. The analysis completed on June 30th, 2024, includes people who may have exited the organisation and/or retired within the reporting period.

This is Marine Institutes second gender pay gap (GPG) Report. The data comparing like with like for 2023 versus 2024 shows an overall improvement in reducing our GPG over the past 12 months. Our mean GPG has reduced by 2.96% comparing 2023 to 2024, and our median by 5.23%. These results calculated and reported as per the legislation indicate that female employees earn 14.15% less than their male counterparts.

As public sector employers, salaries by grade are set by government so there are prescribed transparent salary terms that do not differ for any individual doing the same work, regardless of gender. The graph below compares 2023 and 2024.

2023 vs 2024

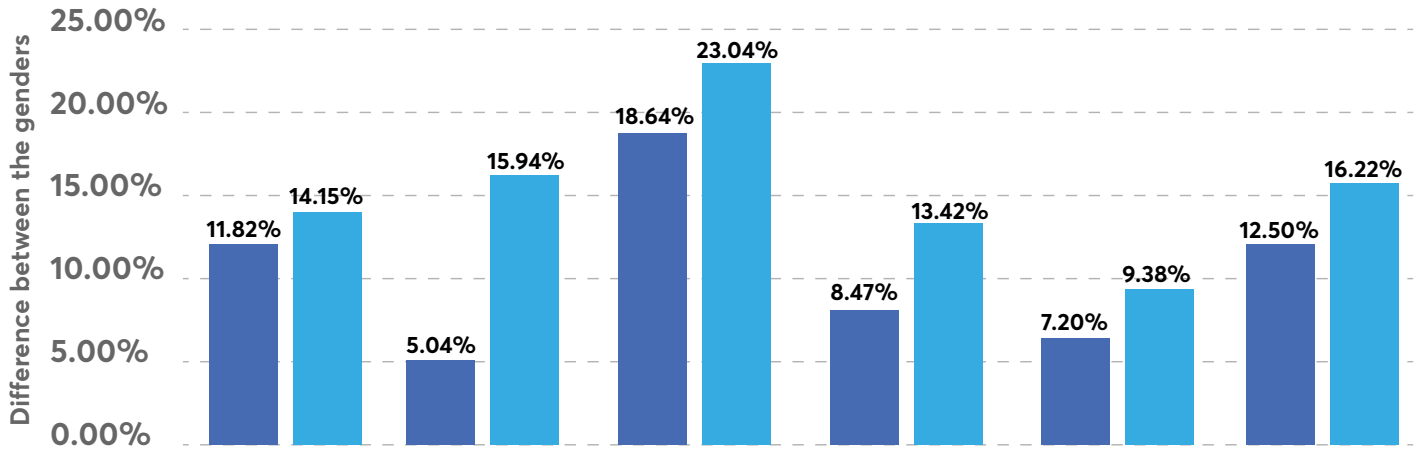
Graph 1



The data analysed on June 30th 2024, also considered part-time employees and those working on temporary contracts of employment. Part-time employees included anyone working less than 1 full time equivalent (FTE) role and reflects those work sharing, working half time and job sharing. The mean hourly rate for part-time workers is 23.04% lower for female than male employees and the difference in the median rate is 13.42%.

As cited above, we have included seagoing allowance (SGA) in the consideration for 2024 and have included below in graph three the comparisons of the gender pay gap analysis with and without seagoing payments for 2024. It reflects that across all categories of work and pay, the numbers of male employees participating in seagoing duties are higher than female and this impacts the gap for this type of role when considering salaries.

Graph 2 2024 Comparisons with/out SGA



	Mean Hourly remuneration overall	Median Hourly remuneration overall	Mean Hourly remuneration part time FTE	Median Hourly remuneration part time FTE	Mean Hourly remuneration (temp. contracts)	Median Hourly remuneration (temp. contracts)
NO SGA	11.82%	5.04%	18.64%	8.47%	7.20%	12.50%
SGA incl.	14.15%	15.94%	23.04%	13.42%	9.38%	16.22%

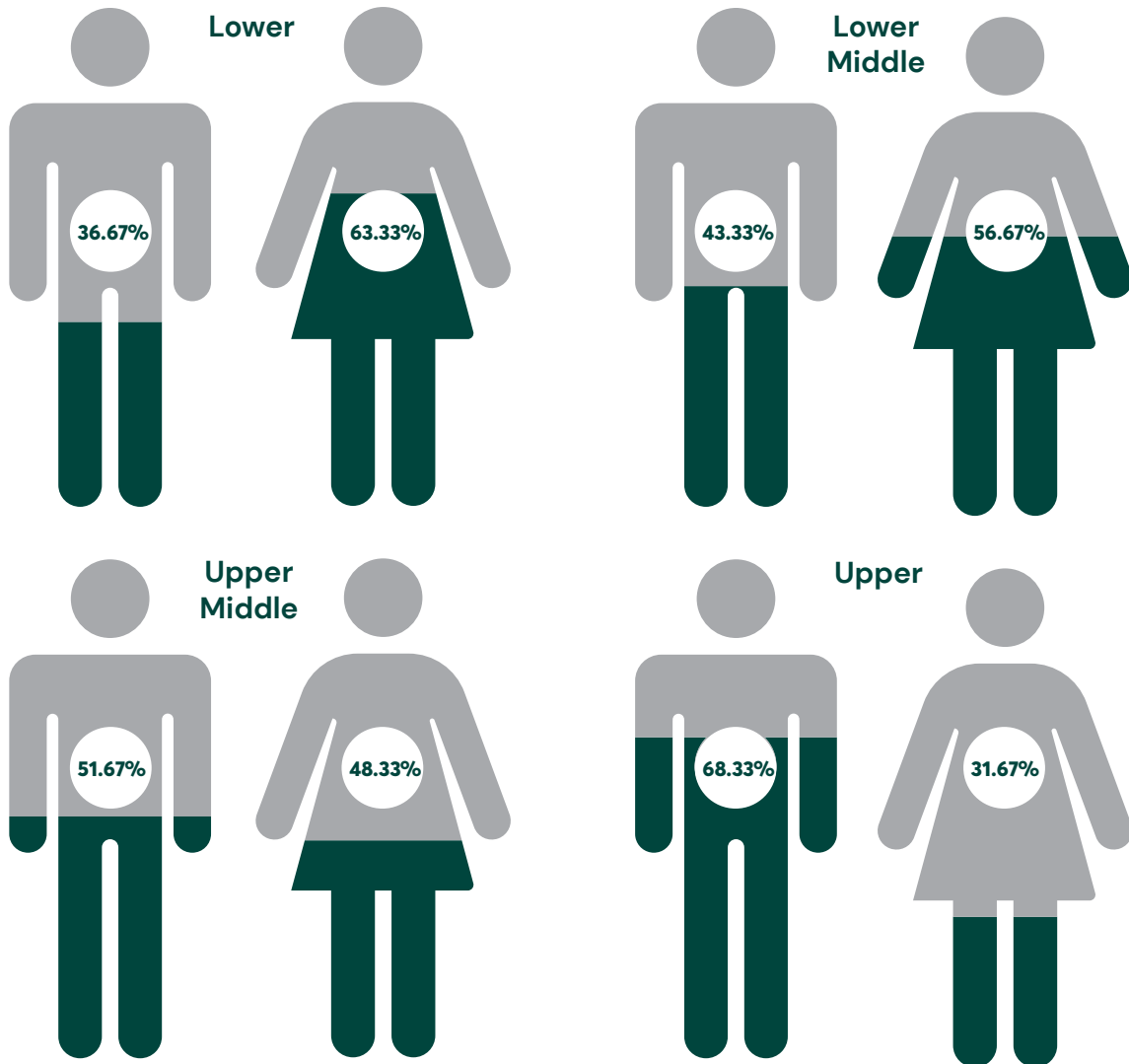
NO SGA
 SGA incl.

Pay Quartiles for employees findings:

- The Lower Quartile included staff members in Clerical Assistant (Clerical Officer), Administrative Assistant (Executive Officer), Laboratory Attendant, Laboratory Analyst, Post Doctoral Researcher and Scientific & Technical Officer (Engineer Grade III) grades and salary scales. Female Staff Make up 63.33% of this Quartile.
- The Lower Middle Quartile includes Laboratory Analyst, Post Doctoral Researcher and Scientific & Technical Officer (Engineer Grade II), Administrative Assistant (Executive Officer), Administrator (Higher Executive Officer), grades and salary scales. Female Staff Make up 56.67% of this Quartile.
- The Upper Middle Quartile includes Laboratory Analyst, Senior Laboratory Analyst, Scientific & Technical Officer (Engineer Grade III), Administrator (Higher Executive Officer), Team Leader (Engineer Grade II), grades and salary scales. Female Staff Make up 48.33% of this Quartile.
- The Upper Quartile Includes, Scientific & Technical Officer (Engineer Grade III), Team Leader (Engineer Grade II), Section Manager (Engineer Grade I), Senior Administrator (Assistant Principal), Director Higher, Director (Principal Officer), Chief Executive Officer (Assistant Secretary) grades and salary scales. Female Staff Make up 31.67% of this Quartile.

We have included below the comparison between male and female employees in each of the quartiles.

Graph 3 Pay Quartiles



The profile of our staff overall is 50% male and 50% female whilst the analysis of staff numbers by quartile indicates higher numbers of females in part-time and lower / lower middle quartiles, with a higher percentage of male employees than female in the upper Quartiles.

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

Staff Overall



5. What We Already Do To Promote Equality, Diversity & Inclusion (EDI)

We have a demonstrated commitment in ensuring equality of opportunity when it comes to recruiting, retaining, developing, and supporting our current and future staff.

The following actions and initiatives have been taken or are in train under our current Equality Diversity & Inclusion and Gender Pay Equality Strategy

Area	Actions and Initiatives
Culture and Values	<ul style="list-style-type: none"> • Our culture and values were independently reviewed by external experts who consulted with our staff in 2020. • In developing our Corporate Strategy for 2023-2027, “Ocean Knowledge That Informs And Inspires”, our Values were reaffirmed to be Commitment, Integrity, Excellence, Innovation, Collaboration and Respect. • We run external independent surveys to assess our staff engagement and satisfaction every two years, considering areas such as Communications, Leadership, Performance Management, Equality & Diversity; Future of Work etc. • In 2023 a pilot Blended Working programme, had an external expert review it in 2024 and have launched our new policy. • Our Culture Ambition reflect in our current Strategic Plan is to enable “Our People Delivering Excellence”. • We promote our diverse organisation using social media platforms. • We promote, support, and celebrate our staff with events and national /international days including our women on International Women’s Day, International Men’s Day and Pride Month. • We have a commitment to operating sustainably. • ED&I champions and Allies groups.
Benefits and Employment Terms	<ul style="list-style-type: none"> • Equal Pay for Similar Roles • Published, transparent salary scales. • Attractive Pension Scheme. • Annual leave including carry over of same • Employee Assistance Programme • Wellbeing programme in place including counselling supports, wellbeing resources, flu vaccinations, medicals, mental health first aiders and training. • Paid Sick leave. • Bike to Work Scheme. • Tax Saver Scheme. • Commitment to investing in learning and development. • Positive Trade Union Environment.
Flexible Working & Family Friendly Working - Environment	<ul style="list-style-type: none"> • Paid maternity and adoption leave. • Paid paternity leave. • Parent’s leave • Parental leave • Breastfeeding/lactation breaks /reduced hours • Carers leave. • Force majeure leave • Study / exam leave. • Special leave • Paid domestic abuse leave. • Right to disconnect. • Blended Working Policy • Flexible Working Policy – including alternate work patterns, job-sharing, part-time working, career break.

Area	Actions and Initiatives
Investing in Our People and Their Development (Current and future) including Leadership Programmes, Mentoring, Coaching and Networking	<ul style="list-style-type: none"> • Buddy and Mentoring frameworks in place for all new and existing employees. • Welcome and Induction Programme – blended with online and in-person modules. • Organisation Leadership Programme in place for all current and future leaders. • Investment in Female Leadership Programmes – IMI Women in Leadership, DCU Women in Leadership, Aurora Leadership for Women in Research or Academia. • Supporting Coaching Programmes at all levels. • Partnering with AsIAm and training all employees in how to work, manage others and support colleagues. Sensory Audits of our main facilities. • Promoting training in unconscious bias, disability awareness, menopause awareness, resilience and mental health, working safely at sea, bullying and harassment, the right to disconnect, blended working, diversity and inclusion whistle blowing, Public Sector Equality and Human Rights Duty. • Contributing up to 100% for 3rd level training. • Protecting budget investment in Learning and Development for all grades and having a Learning and Development Programme in place for all grades annually ranging from mandatory to developmental. • ED&I group in place responsible for our annual programme of deliverables and our 3-year Strategy for ED&I and Gender Pay Gap. This includes our LGBTQI+ and Allies Group. • Supporting Annual Transition Year Programme – 25 to 40 students annually from around the country. • Offering a summer undergraduate work experience programme. • Supporting a primary level schools programme.
Recruitment & Selection	<ul style="list-style-type: none"> • We have reviewed how we advertise, interview, and appoint candidates to ensure equality of access, opportunity, and a diverse pool of successful candidates. • All interviewers must complete unconscious bias and interview training before sitting on a panel. • We use gender neutral language in campaigns. • Use of online platforms for interviewing to make it more accessible. • As an equal opportunities' employer, we work to promote a culture of equality, and we strive to embrace genuine equality of opportunity through our recruitment and selection process which are open to all. • We aim for gender balanced interview panels. • We provide appropriate assistance and accommodation throughout our recruitment and selection processes, including providing the provision of easily accessible interview facilities, agreeing an appropriately timed interviews, and supplying or arranging facilitating appropriate equipment. We also for many campaigns share the interview questions in advance with candidates. • Accessible maps for our largest facilities (Galway and Newport.)

6. What will we do in 2025?

To fortify and strengthen our commitment to EDI in the Marine Institute, we have established EDI strategic objectives including Gender Pay related objectives, to guide and assist us in providing a roadmap to continuous improvement and evolution of our EDI strategic planning and implementation. These strategic objectives have been informed by engagement with the EDI and Alliance groups in the Marine Institute, staff in the wider organisation were consulted and input and feedback from the Senior Leadership Team was sought and included. To that end we have set five objectives and agreed priority areas under each to focus on to the end of 2027, including below those for Q4 2024 and for 2025.

EDI Objective 1 – EDI Culture

- Annual programme of meetings, communications, training, and awareness across multiple areas of focus including LGBTQIA+ and Allies, Women in Leadership, Women’s and Men’s Development, Support Neurodiversity and Celebrating difference.

EDI Objective 2 – Diversity of talent and skills

- Foster and communicate the principles of the ‘Irish Human Rights and Equality duty’ and develop our Equality, Diversity and Inclusion screening methods and screening tools to ensure continuous improvement in knowledge and understanding of barriers to an even more diverse workforce.
- Continue to partner with AsIAm and implement the recruitment and retention feedback to support neurodiverse candidates and employees.

EDI Objective 3 – Career support and Leadership development

- In 2024 / 2025 Support five employees to participate in the Aurora Leadership Development for Women Programme.
- Review staff survey feedback and engage with staff to understand any barriers, to moving into senior roles, with a particular focus on female employees.

EDI Objective 4 – Gender dimension in Research Performance and Research Funding

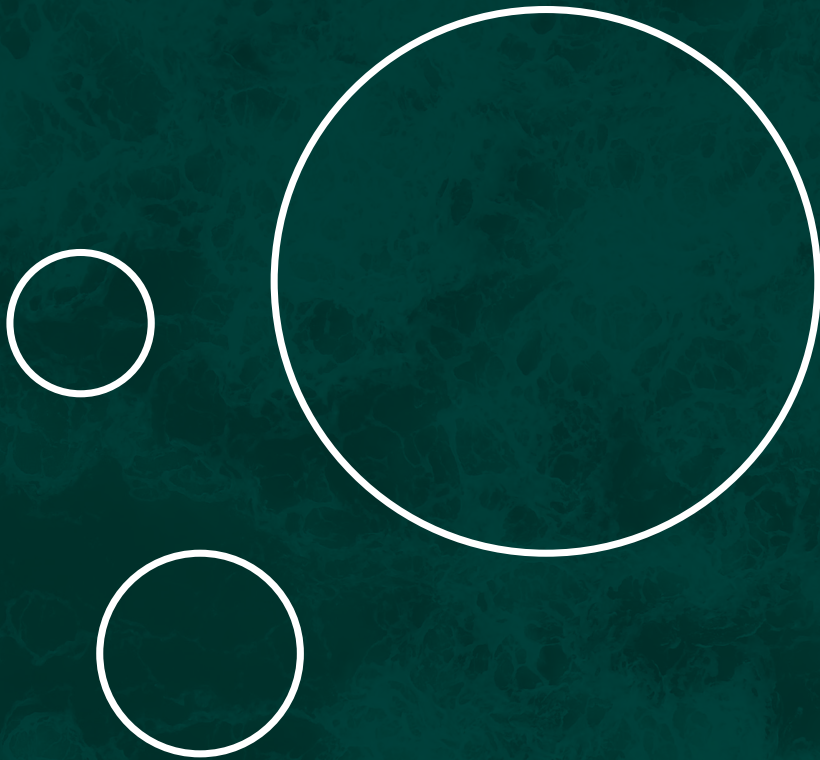
- Develop and rollout guidelines for ensuring gender balance, inclusion and nominations/participation on external steering committees, scientific working groups and project teams.

EDI Objective 5 – EDI Governance and best practice

- Attain Bronze Level Certification with the Irish Centre for Diversity progressing thereafter to Silver level by Q4 2025.

7. Conclusion

While our organisation generally has a 50% - 50% split of male and female employees, equal terms, multiple flexible working policies in place including blended working, with salaries that are transparent with equal pay for equal work by grades; there are differences in our Gender Pay statistics. The Gender Pay Gap reflects a difference between male and female because of the roles that they are delivering – in particular with regards to administrative roles, part-time working and land-based roles which have higher levels of women employed. There are proportionally more males in more senior roles, with higher salaries. The Marine Institute will aim to continue to be an employer of choice and to attract a diverse range of talent to the organisation. We will in particular through our 2025 objectives, increase efforts to understand any barriers to women taking up more senior roles and seek to address any identified barriers. We will encourage our female talent and support them in taking up more senior roles.



Foras na Mara
Marine Institute

Marine Institute Rinville

Oranmore
Co. Galway,
H91 R673

Tel: +353 91 387 200

Email: 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

Marine Institute Newport

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

Tel: +353 (0)98 42300

Email: institute.mail@marine.ie