

Teagasc | Agriculture & Food
Development Authority



Gender Pay Gap Report

2024





Foreword

Teagasc are delighted to present our third gender pay gap report. The analysis of the salary gap and review of how effective our gender initiatives are, come into sharp focus for this very important annual publication. We are disappointed that for the first year ever, since we started to measure our gender pay gap in 2017, it has widened rather than narrowed. Heretofore, Teagasc has closed the gap by about 1% each calendar year.

While Teagasc staff at large are well balanced, only 25% of senior positions are held by women. The appointment of more female colleagues to key management roles and senior scientific roles has helped to close the pay gap in recent years, however in 2024 this slowed somewhat and we had some turnover of leading female scientists to outside organisations. Teagasc are proud to have talented staff, and to have encouraged female staff to accelerate through the glass ceiling supported by our various development programmes, however inevitably colleagues will want to seize opportunities in other institutes within our great sector of agriculture and food.

Teagasc ran a number of events and workshops during the year, including supporting Inspiring Inclusion on International Women's Day and producing a report on supporting women in agriculture, a DAFM championed initiative. Teagasc launched its new corporate values of Respect, Excellence and Integrity which support our existing Gender Equality Values.

In 2024, female staff continued to receive awards, were nominated for prestigious national boards and committees and are leading many strategies within and outside of the organisation. We must keep the focus and visibility on the importance of diversity in an organisation, particularly in decision making roles and boards. We know that gender-diverse management teams outperform organisations that do not have such diversity. Getting our gender pay gap into single digits over the next couple of years remains our ambition and this will be a clear marker in our new Diversity and Inclusion strategy which will be advanced in 2025.

Valerie Farrell
Head of Human Resources



1. Growing a Gender Inclusive Culture



Teagasc People Strategy

The Teagasc People Strategy 2018–2022, identified gender equality as an area that needed to be prioritised and it recognised that immediate steps needed to be taken to progress and promote this objective. Teagasc was a partner in an EU Horizon funded project which aimed at achieving gender equality in research organisations operating in the agriculture and life science research fields. This project provided a platform for Teagasc to take action as well as gaining valuable resources to help us on our journey. As part of the project, Teagasc developed a Gender Equality Plan.

The Teagasc Gender Equality Plan is comprised of four main strategic objectives:

- Building a gender equality culture
- Reshaping decision-making and governance
- Developing equal career support measures
- Integrating gender in funding, research and teaching

Resources are prioritised by Teagasc each year to maintain new gender equality programmes, such as our Leading from Within leadership programme for female staff, as well as designing new initiatives that can remove barriers for women in advancing their careers.

In 2024 Teagasc appointed a specialist staff member with responsibility for EDI, including gender equality initiatives and delivering our Gender Equality Plan.

2. Gender & Diversity Values



Gender Equality Values

One of the most important actions from the Teagasc Gender Equality plan was the development of a set of gender equality values. Through a participatory process, the values and behaviour statements illustrated below were developed and rolled out to all staff.

EQUAL OPPORTUNITIES

ENSURE THAT EVERYONE IN TEAGASC HAS EQUAL OPPORTUNITIES TO ACHIEVE THEIR POTENTIAL

NO BARRIERS

ENSURE THAT THERE ARE NO BARRIERS TO ACHIEVING GENDER EQUALITY WITHIN THE ORGANISATION

ACTIVE INCLUSION

ACTIVELY ENSURE THAT ALL VOICES IN THE ORGANISATION ARE HEARD & STAFF ARE EMPOWERED TO SHARE THEIR VIEWS & IDEAS

3. Gender Balance in Teagasc

The tables below show the change in gender balance by seniority since January 2017 when Teagasc started first recording it's gender data

Table 1. Teagasc permanent staff profile by gender 2017

2017	2017 Total	% Female	% Male
All Staff	1071	41%	59%
Senior Staff	79	12%	88%
Non-senior Staff	992	43%	57%

The breakdown of male and female staff in Teagasc has remained around the 60:40 range; however, the gender profile of senior staff has improved from 12% six years ago to 25%. However only 18% of the middle/senior management roles are held by women.

Table 2. Teagasc permanent staff profile by gender 2024

2024	2024 Total	% Female	% Male
All Staff	1165	42%	58%
Senior Staff	89	25%	75%
Non-senior Staff	1076	44%	56%

In the non senior staff category the gender balance remains equal with 44% female & 56% male in these lower paid grades. This means that there is be a strong pipeline of gender balanced candidates who can avail of career development opportunities & progress in the organisation.

4. Teagasc Gender Pay Gap Explained

The Gender Pay Gap refers to the difference between what is earned on average by women and men based on average gross hourly earnings of all paid employees. It compares the 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 does not refer to equal pay for equal work. Paying women less than men for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation.

In 2022 Ireland introduced legislation for mandatory gender pay gap reporting in the form of the Gender Pay Gap Information Act 2021 and subsequent Regulations. Teagasc welcomed the opportunity to report on its gender pay gap for the first time in 2022.

This year, Teagasc can report that its mean gender pay gap is **14%**. While this appears to be a substantial increase on previous years, in 2024 we started to include overtime payments. As more male staff earn overtime than female staff, this has caused the gap to widen. When the calculation was done as per the previous years, the percentage gap slightly increased at 12.5%.

Before addressing the gender pay gap in Teagasc, there are requirements in the legislation on how the data should be published, they are explained in the panels on the right side of this page.

‘Mean’ and ‘Median’ Pay Gap

The mean pay gap is the difference between men and women’s average hourly wage across the organisation.

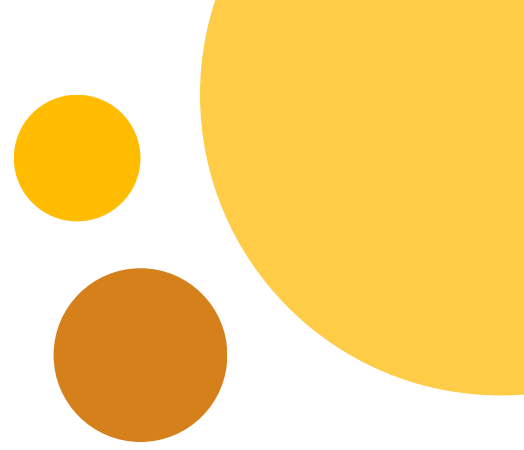
The median pay gap is the difference between the middle paid woman’s hourly wage and the middle paid man’s hourly wage, i.e., if the men and women are separately listed from the highest to the lowest paid, it is the difference in the hourly wage between the person in the middle of each list.

Quartiles

The Regulations provide that in publishing the information an employer must divide its workforce into quartiles by reference to the relevant pay band to which the employees belong. This has been done by determining the hourly remuneration of employees in Teagasc as of the 30th June 2024.

Staff are then ranked according to their rates of hourly remuneration and divided into four groups, which act as comparator groups. This allows for comparisons to be drawn between male and female employees in the relevant quartiles.

5. Teagasc Gender Pay Gap



As stated Teagasc's Gender Pay Gap is

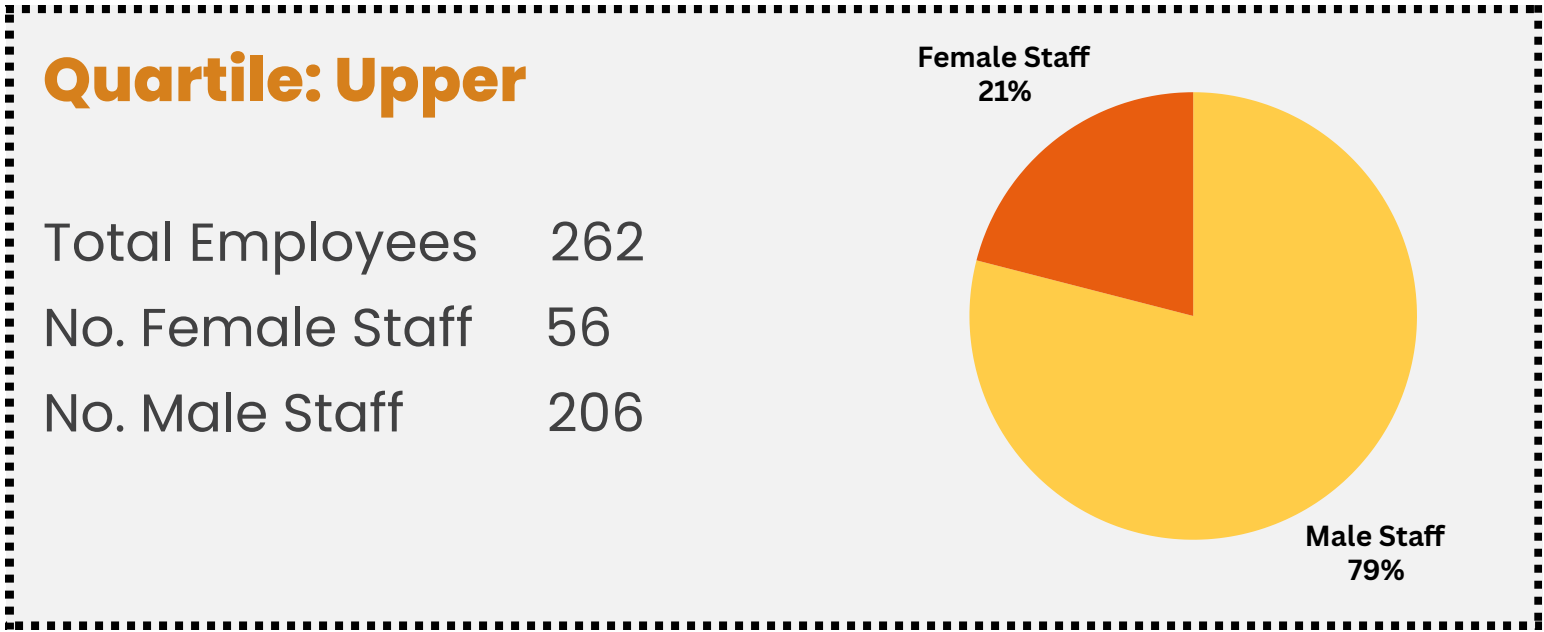
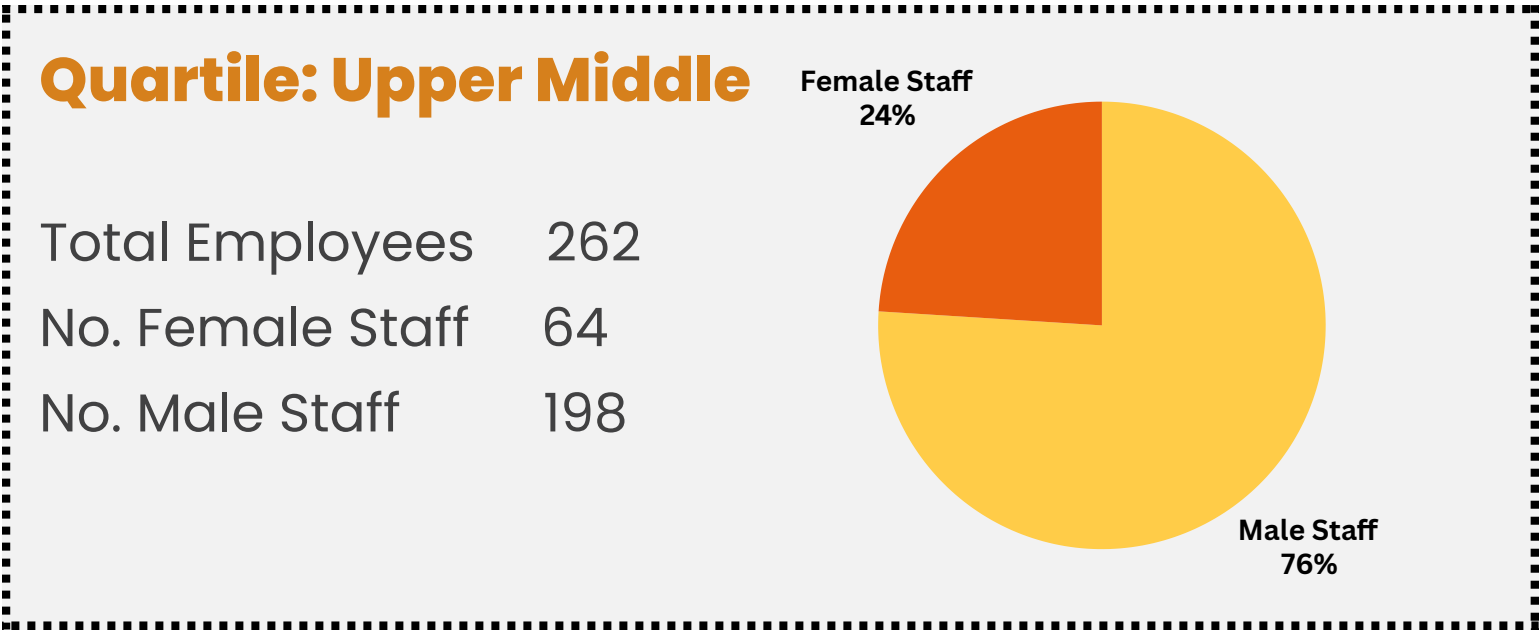
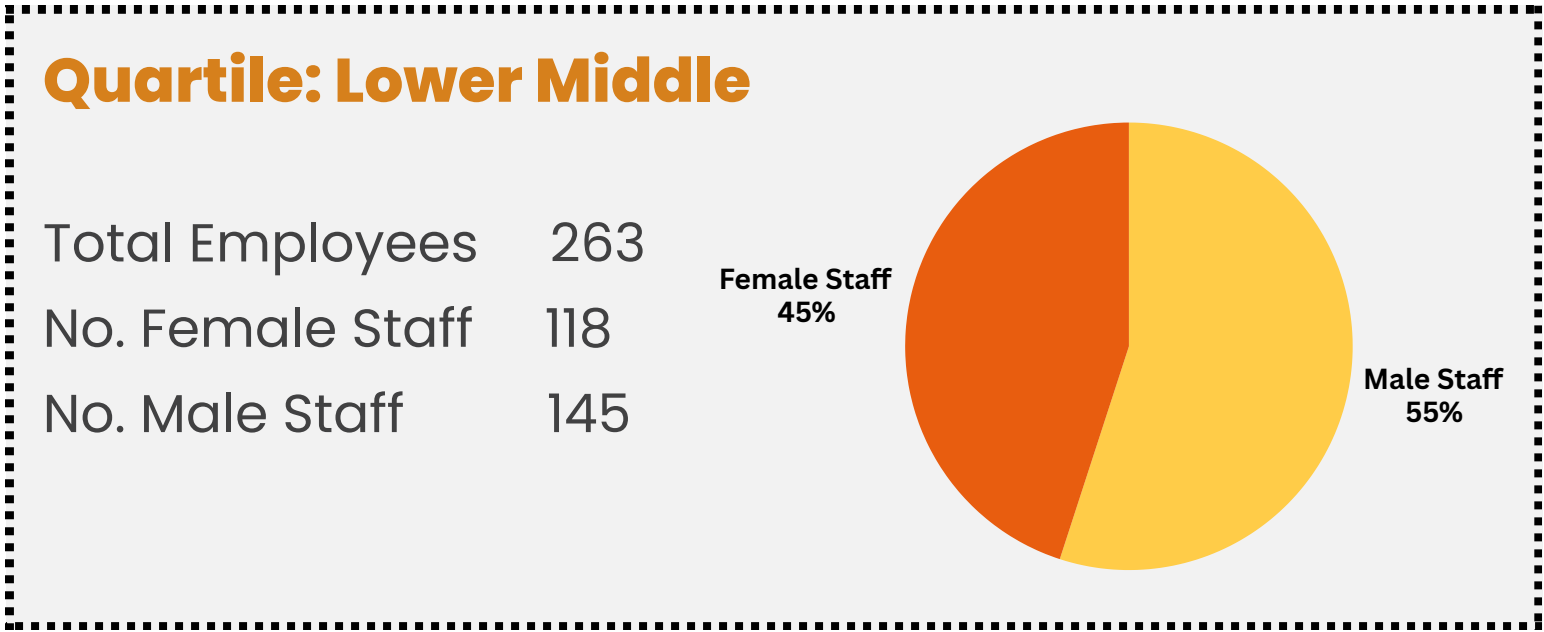
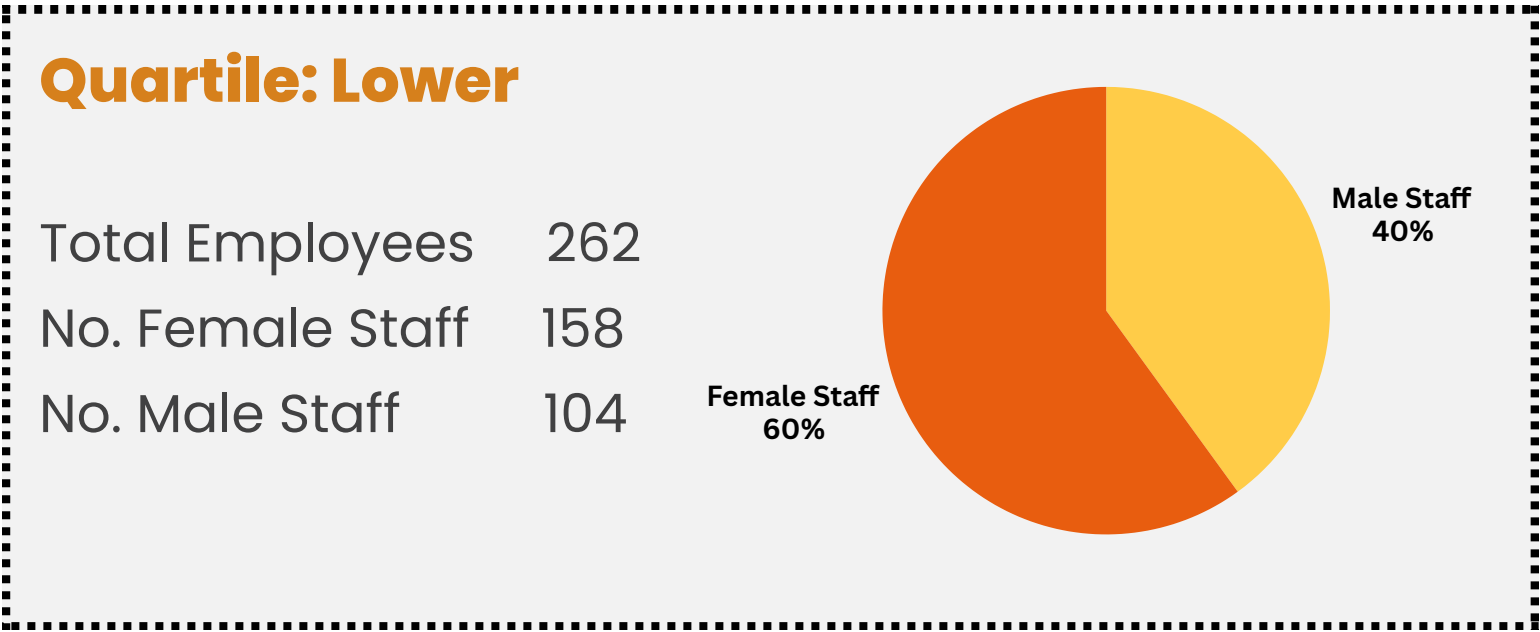
14% as at 30th June 2024

Which is the annual reporting date for Teagasc

The following sections detail the Pay Gap from a number of different subsections of Teagasc

5.1 Permanent Full-time Staff

The charts below show a breakdown of the male & female permanent full-time staff, per quartile, working in Teagasc on **30th June 2024**



Mean Gender Pay Gap- Permanent Full-time Staff

Mean Hourly Renumeration

Total Hourly Pay of Females € 13,743	Total Hourly Pay of Males € 26,305
Total Female Employees 396	Total Male Employees 653
Average Hourly Pay € 34.70	Average Hourly Pay € 40.28

Mean Gender Pay Gap

$\frac{40.28-34.70}{40.28}$	Equals	14%
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The above charts indicate that the mean average hourly pay of the total number of permanent full-time males working in Teagasc is €40.28 and the mean average hourly pay of the total number of permanent full-time females working in Teagasc is €34.70. Therefore, the mean gender pay gap for permanent full-time staff is 14%.

Median Gender Pay Gap- Permanent Full-time Staff

Median Gender Pay Gap

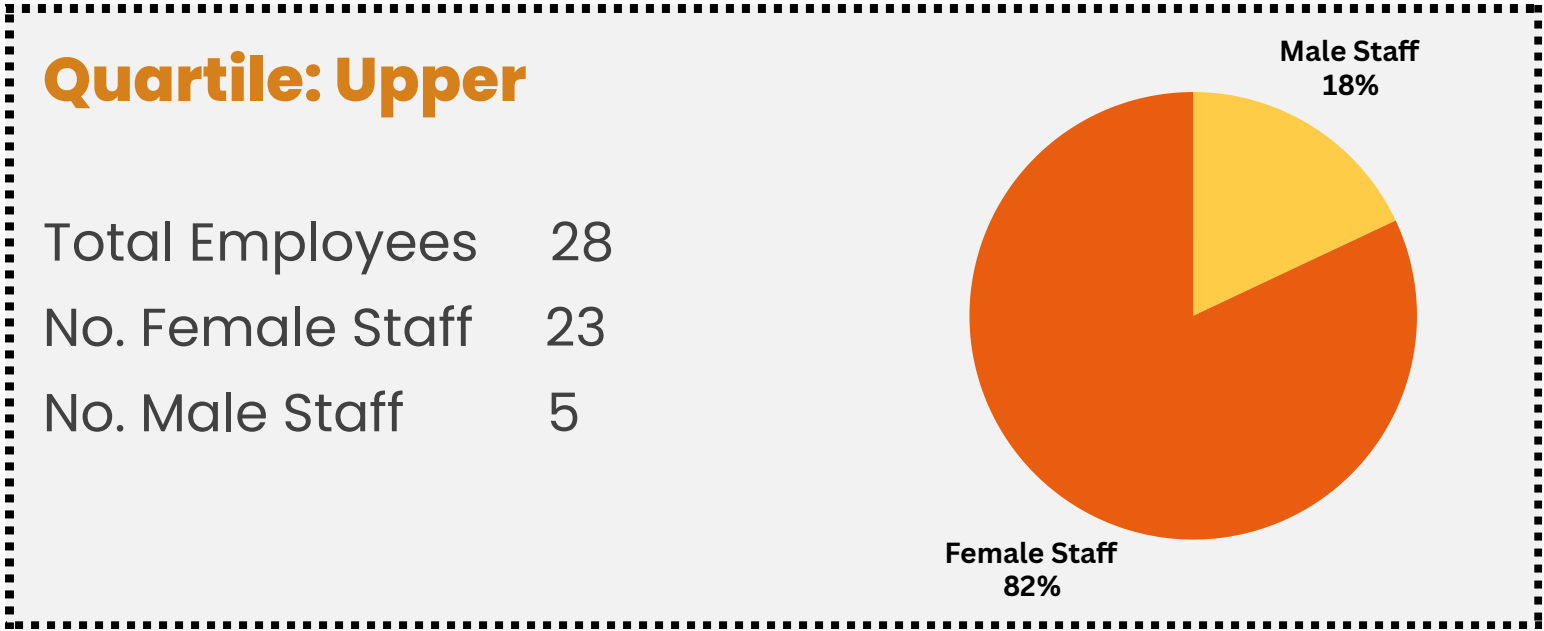
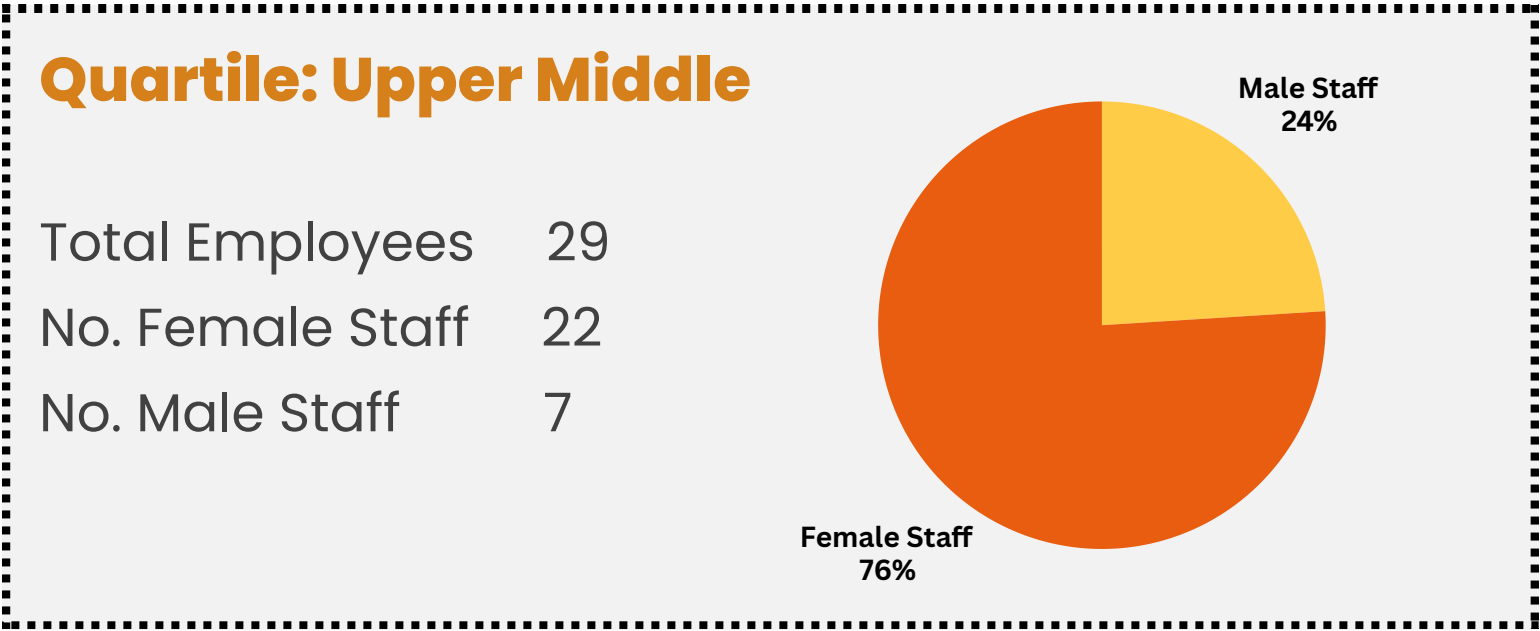
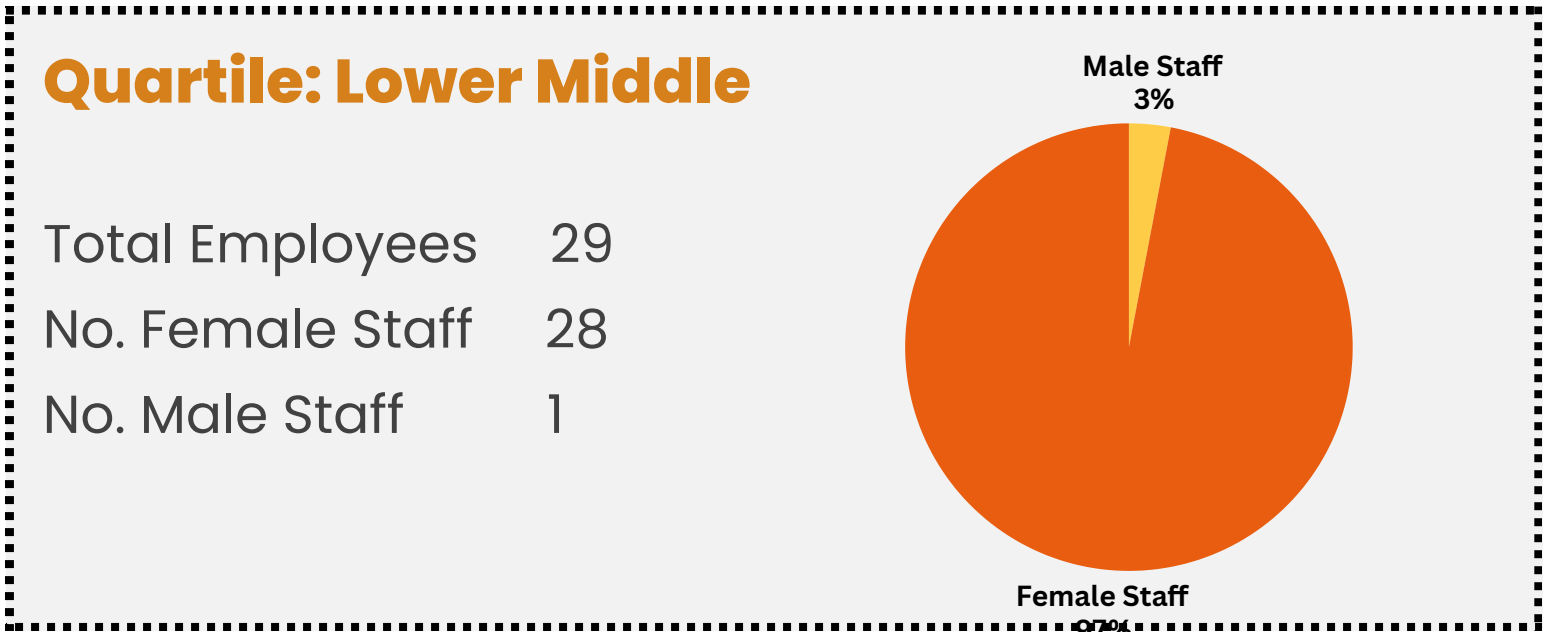
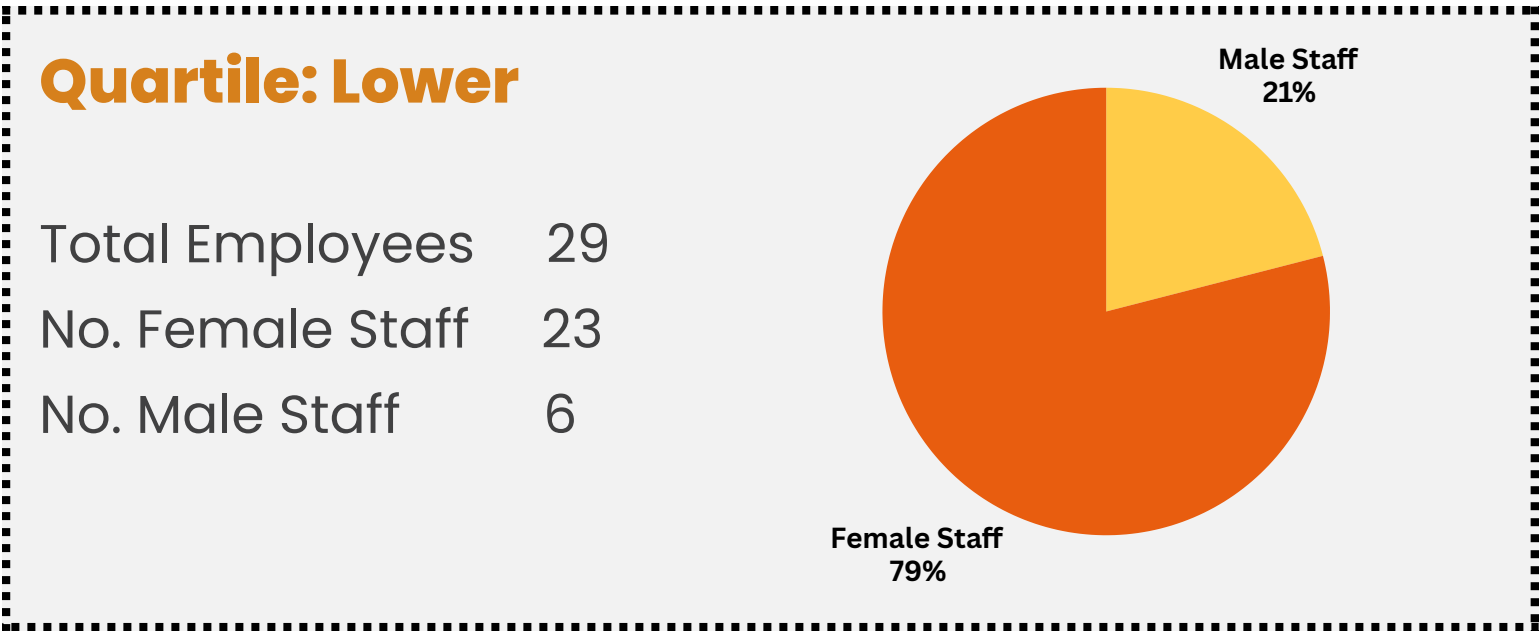
Median Female Pay € 33.37	$\frac{39.45-33.37}{39.45}$	Equals	15%
Median Male Pay € 39.45			

The median hourly wage of permanent full-time males in Teagasc is €39.45 and the median hourly wage of permanent full-time females in Teagasc is €33.37. Therefore, the median gender pay gap is higher at 15%.



5.2 Permanent Part-time Staff

The charts below show a breakdown of the male & female permanent part-time staff, per quartile, working in Teagasc on **30th June 2024**



Mean Gender Pay Gap- Permanent Part-time Staff

Mean Hourly Renumeration

Total Hourly Pay of Females € 3,132	Total Hourly Pay of Males € 633
Total Female Employees 96	Total Male Employees 19
Average Hourly Pay € 32.62	Average Hourly Pay € 33.32

Mean Gender Pay Gap

$\frac{33.32 - 32.62}{32.62}$	Equals	2%
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The above charts indicate that the mean average hourly pay of the total number of permanent part-time males working in Teagasc is €33.32 and the mean average hourly pay of the total number of permanent part-time females working in Teagasc is €32.62. Therefore, the mean gender pay gap for permanent part-time staff is 2%.

Mean Gender Pay Gap- Permanent Part-time Staff

Median Gender Pay Gap

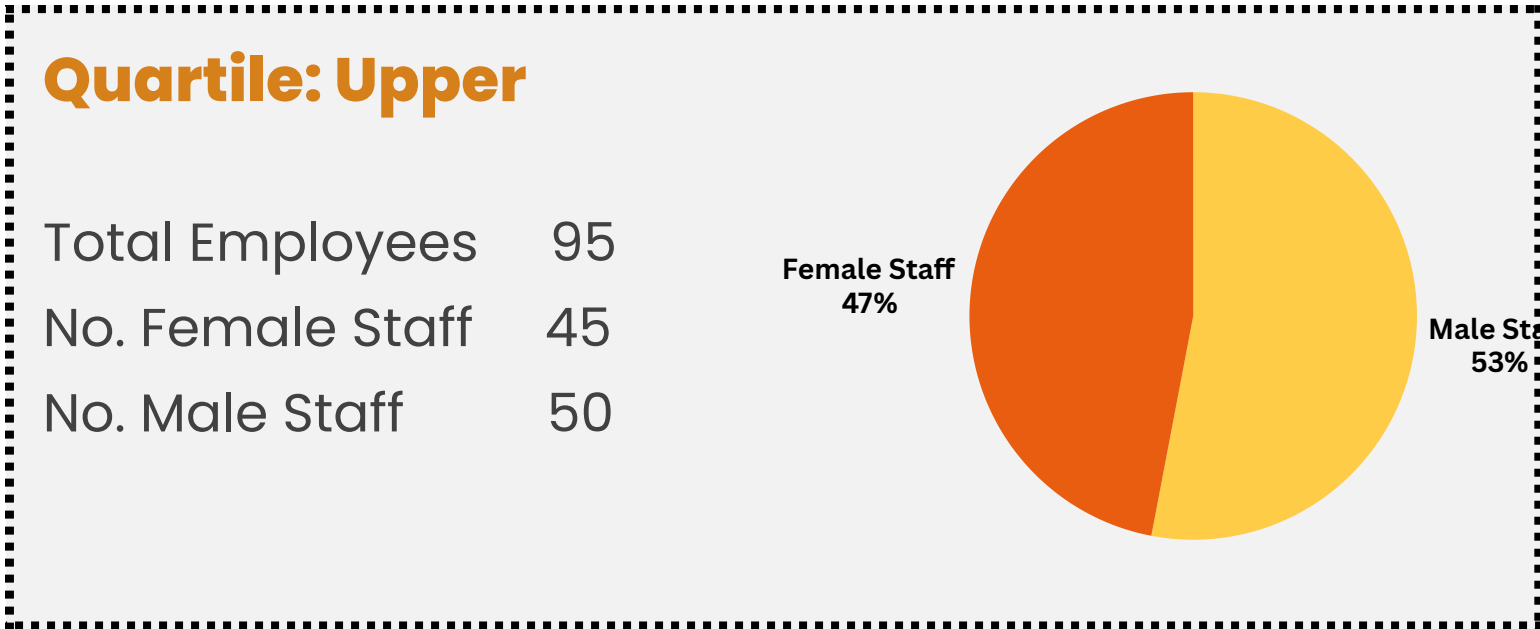
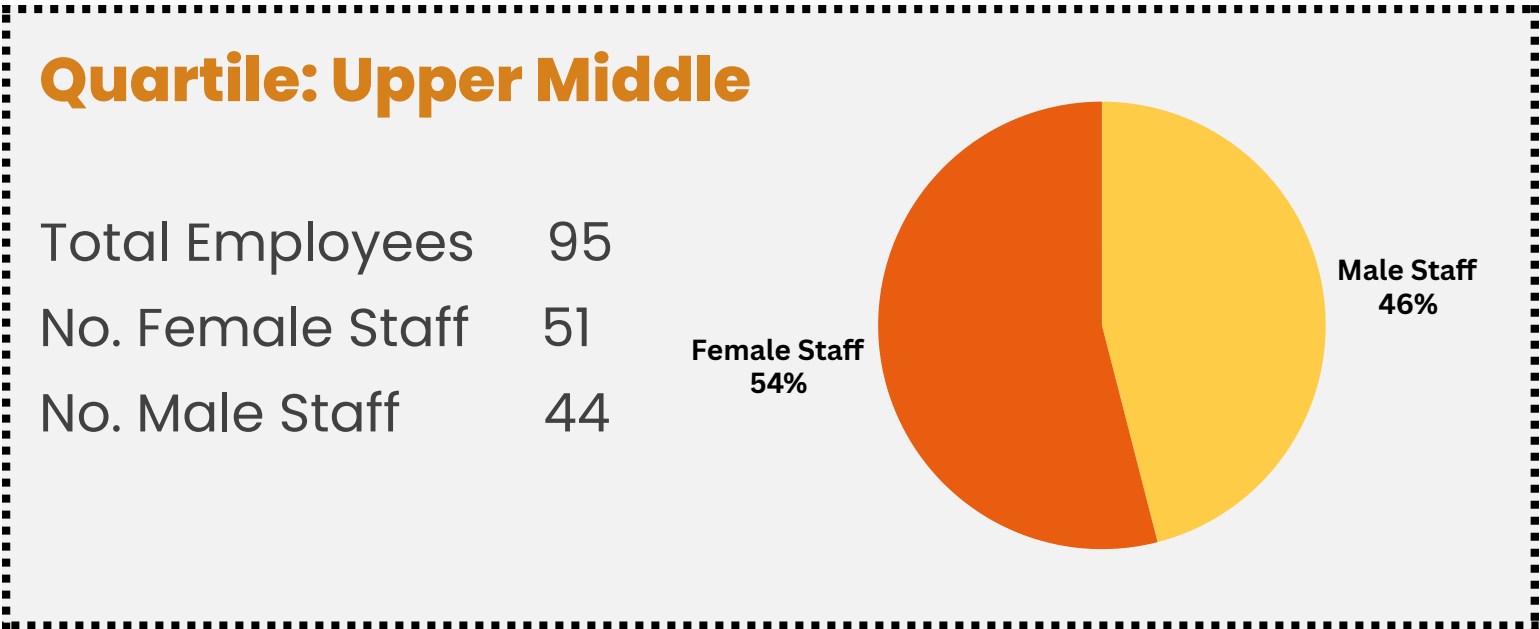
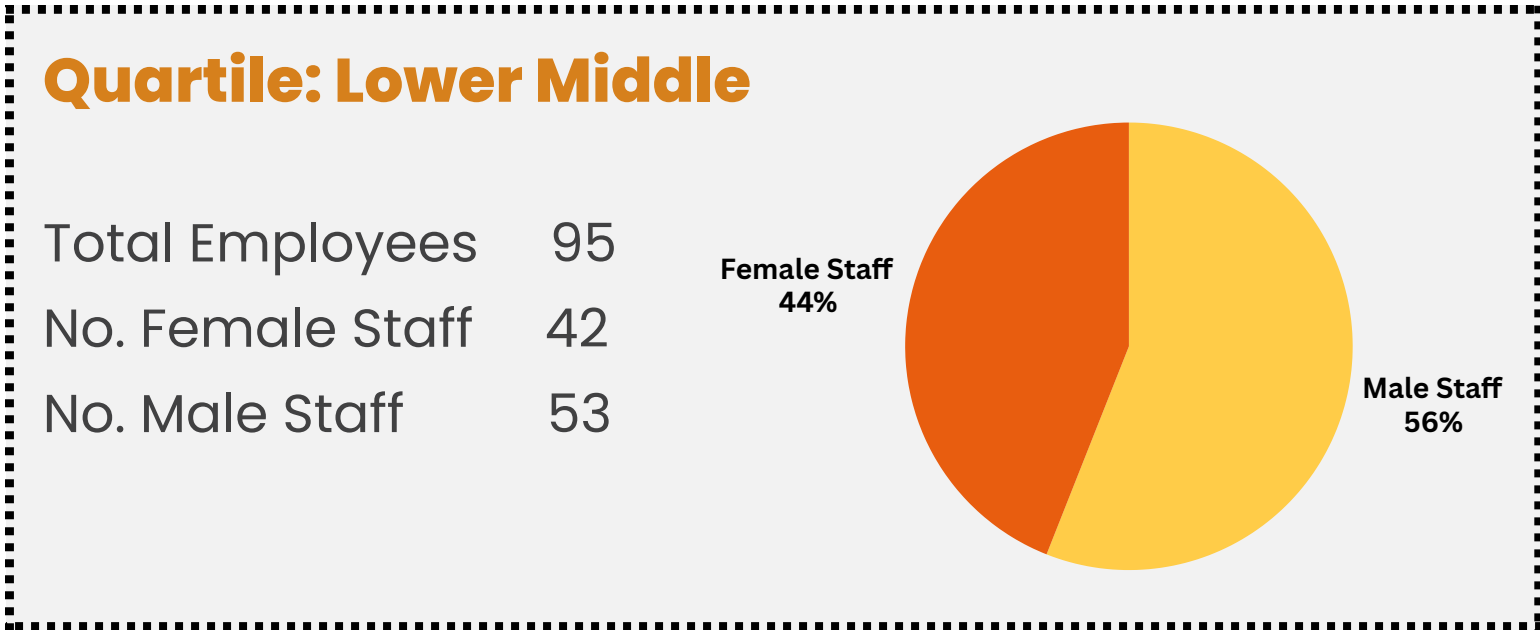
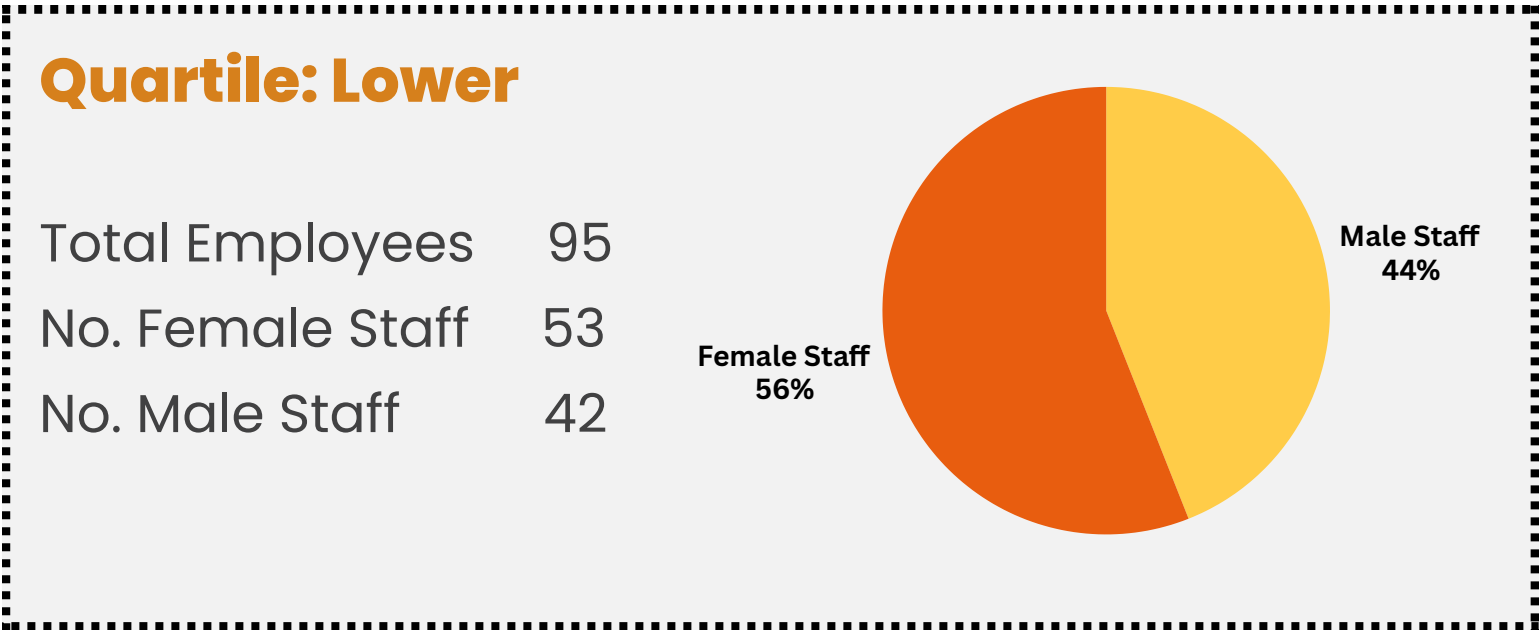
Median Female Pay € 29.87	$\frac{36.03 - 29.87}{36.03}$	Equals	17%
Median Male Pay € 36.03			

The median hourly wage of permanent part-time males in Teagasc is €36.03 and the median hourly wage of permanent part-time females in Teagasc is €29.87. Therefore, the median gender pay gap is higher at 17%.



5.3 Fixed Term and Temporary Full-time Staff

The charts below show a breakdown of the male & female fixed term and temporary full-time staff per quartile, working in Teagasc on **30th June 2024**



Mean Gender Pay Gap – Fixed Term & Temporary Full-time Staff

Mean Hourly Remuneration

Total Hourly Pay of Females	Total Hourly Pay of Males
€ 4,500	€ 4528
Total Female Employees	Total Male Employees
191	189
Average Hourly Pay	Average Hourly Pay
€ 23.56	€ 23.96

Mean Gender Pay Gap

23.96-23.56	Equals	1.7%
23.96		

The above charts indicate that the mean average hourly pay of the total number of fixed term & temporary males working in Teagasc is €23.96 and the mean average hourly pay of the total number of permanent part-time females working in Teagasc is €23.56. Therefore, the mean gender pay gap for permanent part-time staff is 1.7%.

Median Gender Pay Gap – Fixed Term & Temporary Full-time Staff

Median Gender Pay Gap

Median Female Pay	€ 23.42	22.02-23.42	Equals	-6%
Median Male Pay	€ 22.02	22.02		

The median hourly wage of permanent part-time males in Teagasc is €22.02 and the median hourly wage of permanent part-time females in Teagasc is €23.42 Therefore, the median gender pay gap is -6% in favour of females.

6. Female Colleagues Progressing in Teagasc



Gabriela Cardenas Alvarez

Research, Johnstown Castle

Gabriela is from Bogota, Colombia, she studied in El Bosque University, where she obtained a degree as a Bioengineer. Following a move to Ireland in 2021 to complete her Masters in Agrifood Sustainability & Technology at the University of Galway, she joined Teagasc in 2023 as a Contract Technician for the Signpost Project. Her initial role contributed to the national deep soil sampling campaign, focusing on carbon stock analysis.

In 2024, Gabriela transitioned to a permanent role as an Environmental Research Technician, where she supports various environmental projects focusing on emissions to water, soil and air, ensuring the correct execution of field and laboratory protocols from a technical perspective, working to resolve issues that may impact sample quality while also seeking innovative solutions to streamline processes and improve efficiencies.

Gabriela’s longer term goal within the department is to set up a new national water monitoring framework to examine nutrient losses from agriculture using a variety of techniques such as ceramic cups, groundwater monitoring devices and high resolution sensors.



Liz Keogh

HR Pay & Pensions, Oak Park

Liz Keogh joined the Finance Department at Teagasc in 2004 as Payroll Manager. Shortly after, she started the Accounting Technician course at IT Carlow. In 2010, she transitioned into a new role as Assistant Accountant and undertook a four year Chartered Accountancy program with Chartered Accountants Ireland, successfully managing her studies alongside her professional responsibilities and the demands of raising three young children.

Following her qualification in 2014, Liz took up the role of Financial Accountant, a role she held until 2021 when she embraced the opportunity to act up into the role of Financial Operations Manager. During this period, she further enhanced her leadership capabilities by completing the Management Development Programme. Her expertise and dedication led to her securing the Financial Operations Manager position on a permanent basis in 2022.

In 2024 she was promoted to HR Pay & Pensions Manager, she leads the newly established HR Pay & Pensions Unit, overseeing the management and operation of an efficient HR pay, pensions, systems and quality programme of activities.



Deirdre Clancy

Education, Kildalton

Deirdre Clancy was appointed to Teagasc as a Clerical Officer in 2021 and was promoted to Supplies Officer in 2022 in Johnstown Castle. Her role focused on ensuring supplies were sourced and procured correctly for the Research Centre. Deirdre holds a degree in Business Management and a Master in Business Administration, as well as being Mammy to a busy 2 year old.

In 2024 Deirdre commenced the role of College Campus Administrator in Kildalton College. She leads the administrative support services at the college. Her role provides support to the College Principal in relation to the management of facilities and procurement requirements, whilst monitoring the annual College budget.

Deirdre has moved from the research directorate into the education side of the organisation and is enjoying the diversity that Teagasc has to offer as such a diverse & varied organisation. She is keen to continue to develop her career within the organisation and greatly appreciates the flexibility the role offers her as she develops her career alongside raising a family.

7. Continuing to Address the Teagasc Gender Pay Gap

We continue to address the gender pay gap by resourcing existing initiatives and policies to advance gender equality. Gender equality is encouraged and highlighted through our gender equality values and measuring female visibility and involvement in decision making roles. We put huge efforts into ensuring female staff are profiled at events, conferences and in the media. Female staff are represented at almost every level in the organisation and we continue to highlight successes & support those who want to progress & develop their careers.

In 2024 as well as focusing on our key milestone events, we also designed a sponsorship programme which will be rolled out to female staff in its first phase in 2025. We appointed an Equality Diversity and Inclusion officer who will lead the development of our next Diversity and Inclusion strategy which will include an updated Gender Equality Plan.



Women in Agriculture Action Plan Working Group



Mentoring



International Women’s Day Career Event



Career Coaching



Leading from Within Programme



EDI Specialist Appointed

8. Conclusion



Teagasc has been very proactive in the area of Gender Equality over the last five years

This proactive approach stems from the belief that fostering diversity within our organisation will enhance performance and create a better workplace for everyone at Teagasc.



Ensuring that women have equal opportunities to contribute, lead, and advance within their careers is not only the right thing to do, but it also strengthens the workplace culture. By addressing barriers and promoting equity, we can create a more balanced and fair environment where all employees, regardless of gender, can thrive and reach their full potential.

Our pipeline of talented female staff that have been recruited in recent years are expected to progress to higher salaries and into more senior roles in the coming years which will aid in closing our Gender Pay Gap.

We are committed to taking further action in tackling the Gender Pay Gap in 2025.