FEMALE STAFF

MALE STAFF

KEY FACTS & FIGURES Higher Education Data by Gender

Total University Sector Staff

HEA HIGHER EDUCATION AUTHORITY
AN tÚDARÁS um ARD-OIDEACHAS

LEADERS (2019)

CURRENT PRESIDENTS/ PROVOSTS

0 VS 7

ALL STAFF BY GENDER

55%/45%

GOVERNANCE AND MANAGEMENT STRUCTURES

Number who have achieved a minimum 40% representation of each gender on:

GOVERNING AUTHORITY/BODY (DECEMBER 2019)
5 OUT OF 7

ACADEMIC COUNCIL (DECEMBER 2019)
4 OUT OF 7

EXECUTIVE MANAGEMENT (DECEMBER 2019)
5 OUT OF 7

STAFF BREAKDOWN BY GENDER

Staff by Category of Post
(December 2019)

ACADEMIC STAFF

45% / 55%
CORE-FUNDED[1]

46% / 54%
RESEARCH/SPECIALIST[3]

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF[2]

64% / 36%
CORE-FUNDED[1]

64% / 36%
RESEARCH/SPECIALIST[3]

Staff by Discipline
(December 2019)

ACADEMIC CORE-FUNDED STAFF

54% / 46%
AHSSBL

43% / 57%
STEMM

48% / 52%
OTHER[4]

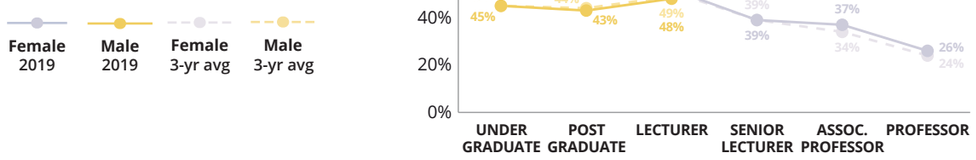
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF

86% / 14%
AHSSBL

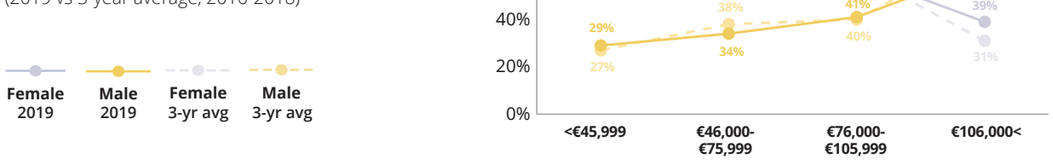
67% / 33%
STEMM

63% / 37%
OTHER[4]

Academic Core-funded Staff by Grade*
(2019 vs 3-year average, 2016-2018)



Professional, Management and Support Core-funded Staff by Pay Grade**
(2019 vs 3-year average, 2016-2018)



Academic Core-funded Staff by Contract Type
(December 2019)

FULL-TIME

43% / 57%
PERMANENT

52% / 48%
TEMPORARY/CONTRACT

PART-TIME

62% / 38%
PERMANENT

71% / 29%
TEMPORARY/CONTRACT

HOURLY PAID

50% / 50%

Professional, Management and Support Core-funded Staff by Contract Type
(December 2019)

FULL-TIME

60% / 40%
PERMANENT

66% / 34%
TEMPORARY/CONTRACT

PART-TIME

89% / 11%
PERMANENT

81% / 19%
TEMPORARY/CONTRACT

HOURLY PAID

0% / 0%

Data presented here is comprised of data from DCU, MU, NUIG, TCD, UCC, UCD and UL.

1 Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head.
2 This refers to administration/support staff.
3 Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources.
4 'Other' includes any core-funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.
* Student data presented here is comprised of data from DCU, MU, NUIG, UCC, UCD and UL.
** PMSS data provided here is comprised of data from full- and part-time staff.

ATHENA SWAN STATUS (2019)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	7	0	0
Departmental Athena SWAN awardees	30	0	0

FEMALE STAFF

MALE STAFF

KEY FACTS & FIGURES Higher Education Data by Gender

Total Institute of Technology Sector Staff

HEA HIGHER EDUCATION AUTHORITY
AN tÚDARÁS um ARD-OIDEACHAS

LEADERS (2019)

CURRENT PRESIDENTS

2 VS 9

ALL STAFF BY GENDER

51%/49%

GOVERNANCE AND MANAGEMENT STRUCTURES

Number who have achieved a minimum 40% representation of each gender on:

GOVERNING AUTHORITY/BODY (DECEMBER 2019)
7 OUT OF 11

ACADEMIC COUNCIL (DECEMBER 2019)
10 OUT OF 11

EXECUTIVE MANAGEMENT (DECEMBER 2019)
5 OUT OF 11

STAFF BREAKDOWN BY GENDER

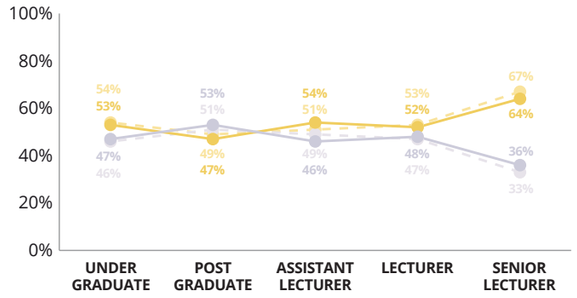
Staff by Category of Post
(December 2019)

	ACADEMIC STAFF	PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF[2]
CORE-FUNDED[1]	47% / 53%	61% / 39%
RESEARCH/SPECIALIST[3]	42% / 58%	53% / 47%

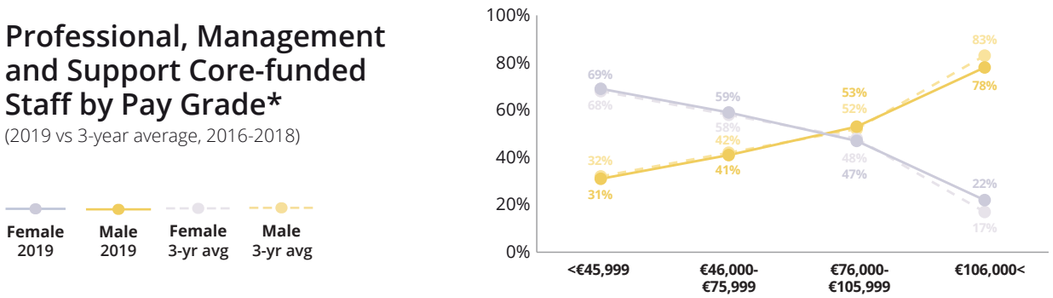
Staff by Discipline
(December 2019)

	ACADEMIC CORE-FUNDED STAFF	PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF
AHSSBL	59% / 41%	62% / 38%
STEMM	38% / 62%	48% / 52%
OTHER[4]	52% / 48%	63% / 37%

Academic Core-funded Staff by Grade
(2019 vs 3-year average, 2016-2018)



Professional, Management and Support Core-funded Staff by Pay Grade*
(2019 vs 3-year average, 2016-2018)



Academic Core-funded Staff by Contract Type
(December 2019)

	FULL-TIME	PART-TIME
PERMANENT	45% / 55%	66% / 34%
TEMPORARY/CONTRACT	45% / 55%	62% / 38%

HOURLY PAID: 36% / 64%

Professional, Management and Support Core-funded Staff by Contract Type
(December 2019)

	FULL-TIME	PART-TIME
PERMANENT	53% / 47%	87% / 13%
TEMPORARY/CONTRACT	58% / 42%	78% / 22%

HOURLY PAID: 79% / 21%

Data presented here is comprised of data from AIT, CIT, DkIT, GMIT, IADT, ITC, ITS, ITTra, LYIT, LIT and WIT.

1 Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head.
2 This refers to administration/support staff.
3 Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources.
4 'Other' includes any core-funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.
* PMSS data provided here is comprised of data from full- and part-time staff.

ATHENA SWAN STATUS (2019)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	3	0	0
Departmental Athena SWAN awardees	0	0	0

FEMALE STAFF

MALE STAFF

KEY FACTS & FIGURES Higher Education Data by Gender

Total College Sector Staff

HEA HIGHER EDUCATION AUTHORITY
AN tÚDARÁS um ARD-OIDEACHAS

LEADERS (2019)

CURRENT PRESIDENTS/ DIRECTORS

2 VS 1

ALL STAFF BY GENDER

68%/32%

GOVERNANCE AND MANAGEMENT STRUCTURES

Number who have achieved a minimum 40% representation of each gender on:

GOVERNING AUTHORITY/BODY (DECEMBER 2019)
1 OUT OF 3

ACADEMIC COUNCIL (DECEMBER 2019)
2 OUT OF 3

EXECUTIVE MANAGEMENT (DECEMBER 2019)
2 OUT OF 3

STAFF BREAKDOWN BY GENDER

Staff by Category of Post
(December 2019)

ACADEMIC STAFF

64% / 36%
CORE-FUNDED[1]

88% / 12%
RESEARCH/SPECIALIST[3]

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF[2]

70% / 30%
CORE-FUNDED[1]

76% / 24%
RESEARCH/SPECIALIST[3]

Staff by Discipline
(December 2019)

ACADEMIC CORE-FUNDED STAFF

62% / 38%
AHSSBL

86% / 14%
STEMM

69% / 31%
OTHER[4]

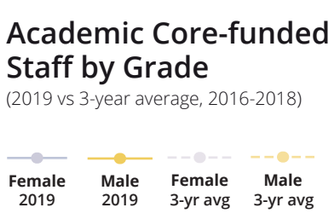
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF

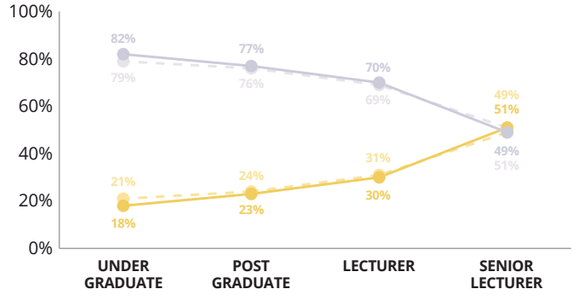
78% / 22%
AHSSBL

100% / 0%
STEMM

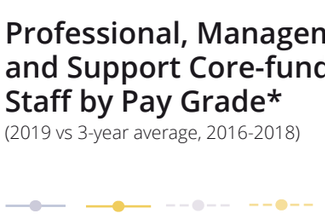
67% / 33%
OTHER[4]

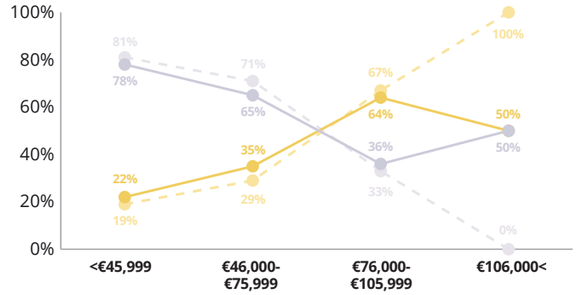
Academic Core-funded Staff by Grade
(2019 vs 3-year average, 2016-2018)





Professional, Management and Support Core-funded Staff by Pay Grade*
(2019 vs 3-year average, 2016-2018)





Academic Core-funded Staff by Contract Type
(December 2019)

FULL-TIME

62% / 38%
PERMANENT

71% / 29%
TEMPORARY/CONTRACT

PART-TIME

67% / 33%
PERMANENT

85% / 15%
TEMPORARY/CONTRACT

HOURLY PAID

58% / 42%

Professional, Management and Support Core-funded Staff by Contract Type
(December 2019)

FULL-TIME

69% / 31%
PERMANENT

63% / 37%
TEMPORARY/CONTRACT

PART-TIME

91% / 9%
PERMANENT

57% / 43%
TEMPORARY/CONTRACT

HOURLY PAID

0% / 0%

Data presented here is comprised of data from MIC, NCAD and St. Angela's.
1 Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head.
2 This refers to administration/support staff.
3 Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources.
4 'Other' includes any core-funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.
* PMSS data provided here is comprised of data from full- and part-time staff.

ATHENA SWAN STATUS (2019)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	1	0	0
Departmental Athena SWAN awardees	0	0	0