



National Institute for  
Bioprocessing Research  
and Training



**NIBRT**

# Gender Pay Gap

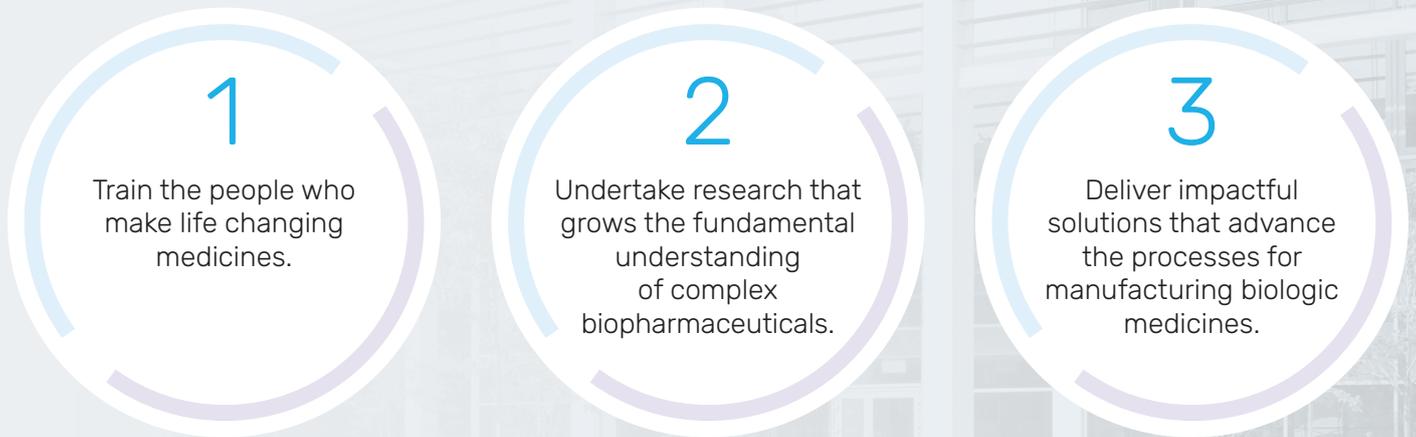
SUMMARY REPORT 2025

# About NIBRT

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**NIBRT's strategic mission is to address the important needs of the biopharmaceutical manufacturing industry in Ireland and internationally, and ultimately to help bring biologic-based medicines to people who need them. The Institute is based on an innovative collaboration between Industry, Government and Academia and opened its world class facility in 2011 in Dublin, Ireland. The facility was primarily funded by the Government of Ireland through Ireland's inward investment promotion agency, IDA Ireland (Industrial Development Agency), which is responsible for the attraction and development of foreign investment in Ireland. NIBRT offers a training and research experience not previously possible anywhere in the world.**

**To deliver this mission, we:**



## What is the Gender Pay Gap?

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The gender pay gap is the difference in the average hourly wage of male and female employees across the full workforce.

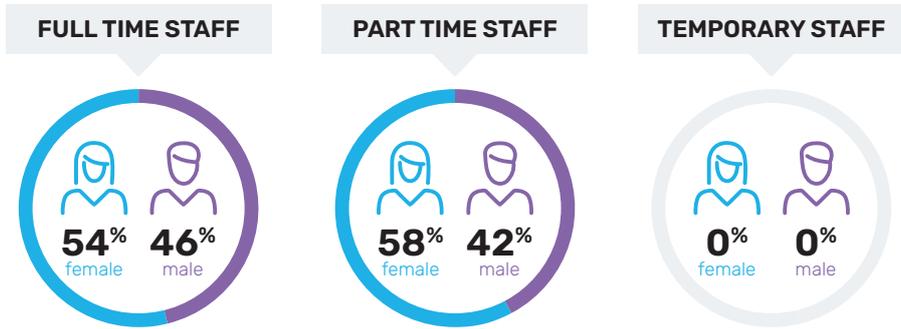
It is the gap between what is earned on average by women and men (based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern).

➤ The mean is the average hourly pay point of all male and female employees.

➤ The median is the midpoint hourly pay point of all male and female employees.

# Gender Pay Gap at NIBRT

## Section 1: NIBRT Gender Pay Gap Summary Data



GENDER PAY GAPS IN ORDINARY PAY - FULL TIME STAFF		FEMALE EARNINGS
Mean gender pay gap in ordinary hourly pay		16.7% Lower ▼
Median gender pay gap in ordinary hourly pay		2.1% Higher ▲
GENDER PAY GAPS IN ORDINARY PAY - PART TIME STAFF		FEMALE EARNINGS
Mean gender pay gap in ordinary hourly pay		42.3% Lower ▼
Median gender pay gap in ordinary hourly pay		44% Lower ▼

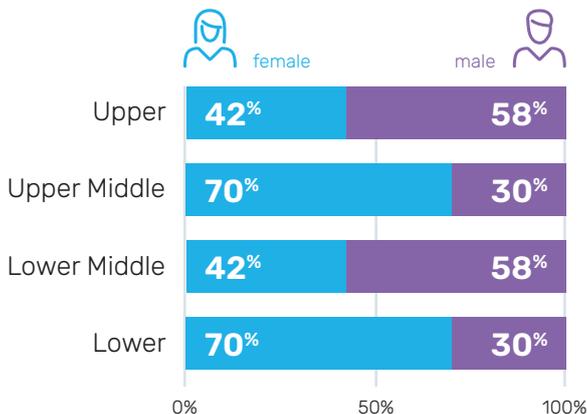
The primary reasons for NIBRT’s Gender Pay Gap are:

- Male employees occupy more of the higher paying positions than female employees in NIBRT both in level and in function.
- Female employee’s average earnings are more negatively impacted by availing of leave/part time working than male colleagues

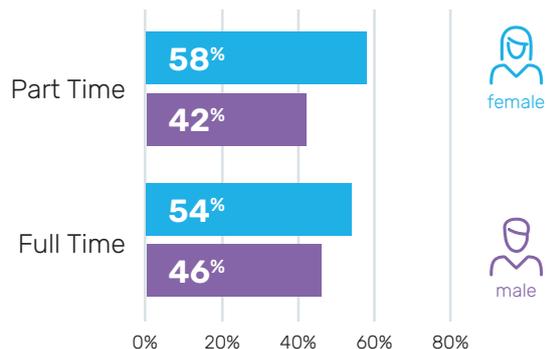
## Representation of Women

As seniority increases in the upper quartile within our organisation, female representation decreases. To create pay quartiles, all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into quartiles. The proportion of males and females in each quartile is then calculated.

### PROPORTION OF FEMALES AND MALES PER QUARTILE



### FULL TIME V PART TIME



# Our Commitments

NIBRT recognises the importance of addressing the gender pay gap to ensure we continue to attract, develop, and retain talented individuals of all genders who are committed to shaping the future of biopharma with us. While the underlying factors contributing to NIBRT’s gender pay gap reflect broader societal and national patterns, the organisation is deeply aware of the systemic influences that shape individual choices and workplace structures.

NIBRT’s commitment to action can be summarised as follows:



## Section 2: Actions to improve Societal Factors influencing GPG

Factor	Actions taken	Further Actions Planned	Measure for Success
<b>Female participation in workforce</b>	<ul style="list-style-type: none"> <li>» Award winning Flexible Working Framework that is maintained to protect female colleagues despite societal shift towards mandated office attendance</li> <li>» Inclusive recruitment practices</li> </ul>	<ul style="list-style-type: none"> <li>» Enhanced focus on Female Health policies</li> <li>» Baseline attraction and female conversion rates from application to shortlist/Hire for 2026 for all roles</li> </ul>	<ul style="list-style-type: none"> <li>» Improved attendance and reduced deductions in pay due to female health absences (HR)</li> <li>» Female conversion rate data reviewed quarterly, actions taken to address trends recorded (HR)</li> </ul>
<b>Female participation in STEM</b>	<ul style="list-style-type: none"> <li>» Participation in the UCD Women in STEM Society event</li> <li>» Participation in the STEM Passport for Inclusion programme</li> <li>» NIBRT TY Programme</li> </ul>	<ul style="list-style-type: none"> <li>» Inviting female TY students to complete Work Experience in NIBRT</li> </ul>	<ul style="list-style-type: none"> <li>» NIBRT hosts 3 female TY Work Experience students in 2026 (HR)</li> <li>» Increase NIBRT participation in the STEM Passport for Inclusion program from 3 to 5 in 2026. (RO)</li> </ul>

<b>Diverse talent pipeline</b>	<ul style="list-style-type: none"> <li>» Gender neutral and inclusive recruitment policies and practices</li> <li>» Unconscious Bias training provided to Hiring Managers</li> <li>» Tracking and monitoring applicant gender spread per role</li> </ul>	<ul style="list-style-type: none"> <li>» Enhance reporting and tracking on female candidate conversion rates across applicant, shortlist, interview, hire scores against internal NIBRT panels</li> <li>» Ensure role descriptors and selection criteria are not only free from bias but are attractive to both men and women</li> </ul>	<ul style="list-style-type: none"> <li>» Female conversion rate data reviewed quarterly against hiring panels, trends addressed through action (HR)</li> <li>» Increase in female applications for NIBRT roles. Baseline to be set in 2026 and reviewed quarterly (Recruitment Partner)</li> </ul>
<b>Career advancement for representation</b>	<ul style="list-style-type: none"> <li>» Rotational Directorships to allow mid-management females acquire skills at Director level</li> <li>» Leadership and Mentorship Programmes</li> <li>» Equitable access to T&amp;D supports</li> </ul>	<ul style="list-style-type: none"> <li>» Tailor existing programs to address barriers faced by women, particularly in Research, to ensure women are positioned for successful appointment to senior positions</li> </ul>	<ul style="list-style-type: none"> <li>» Monitor uptake in Mentoring opportunities amongst our female employees and drive for increases when needed (HR)</li> <li>» Review research T&amp;D Plans for career planning initiatives (HR)</li> </ul>
<b>Balance care-giving responsibilities</b>	<ul style="list-style-type: none"> <li>» Family leave policies that allow male and female colleagues attend to care giving responsibilities</li> <li>» A policy of annual salary increments uninterrupted by care giving leave</li> <li>» Continued provision of T&amp;D support during care related absences from the workplace</li> </ul>	<ul style="list-style-type: none"> <li>» Enhance Family Leave Policies to create further opportunity for male care giving absences from the workplace</li> <li>» Actively promote and normalize, through education sessions, case studies and testimonials, male care givers in NIBRT</li> </ul>	<ul style="list-style-type: none"> <li>» Increase male uptake of care giving leave related opportunities from 1 in 2025 to 3 in 2026 (HR)</li> </ul>
<b>Career planning to overcome barriers</b>	<ul style="list-style-type: none"> <li>» Mentoring programme to focus attention on early-stage career planning</li> <li>» Tailored Performance Management &amp; Career Planning process for Research</li> </ul>	<ul style="list-style-type: none"> <li>» Through NIBRT's participation in the HRS4R accreditation, create detailed career path options for Researchers</li> </ul>	<ul style="list-style-type: none"> <li>» Career Framework for Researchers in place and included in the research T&amp;D plans (RO &amp; HR)</li> </ul>