IADT Gender Pay Gap Report 2023

Background to the Gender Pay Gap Report

The Gender Pay Gap Information Act 2021 requires organisations in Ireland with over 250 employees to report annually on their hourly gender pay gap across a range of metrics. The Regulations set out the details on how these calculations will be made.

The Report must be published on the employer's website or in some other way that is accessible to all its employees and to the public by the end of December.

Plans are in place to develop an online reporting system for the 2023 reporting cycle. It is anticipated that the system will enable members of the public to search for and view individual employers' returns on the database, both overall and by year, including browsing for returns.

The Gender Pay Gap Information Act 2021 provides the Irish Human Rights and Equality Commission (IHREC) with the power to make an application to the Circuit Court or the High Court for the granting of an order requiring the employer concerned to comply with the Regulations. The 2021 Act also provides that an employee who claims that his or her current employer has failed to comply with Regulations may refer their employer to the Director General of the Workplace Relations Commission (WRC). The Director General shall investigate the complaint if he or she is satisfied that there is a *prima facie* case to warrant the investigation.

The difference between the Gender Pay Gap and Equal Pay

At the outset, it is important to distinguish between the **Gender Pay Gap** and **Equal Pay**. The Gender Pay Gap is the difference in the average hourly wage of male and female employees; the measurement of the Gender Pay Gap is based on a comparison analysis of the pay of **all** male and female staff across the organisation, not just those in similar roles or grade or with comparable work patterns, experience or qualifications. By contrast, the right to Equal Pay is protected by national legislation under the Employment Equality Acts 1998-2015 and is applicable to a person who is performing work that is the same or similar, or of equal value to that of another person employed by the same or associated employer. If a higher proportion of employees in lower-paid roles are female, the Gender Pay Gap is usually wider. This does not indicate gender discrimination or an absence of equal pay for 'like/equivalent' work - it reports a gender representation gap in the organisation. Employers should identify any barriers or biases that may lead to a Gender Pay Gap and actively work to address these.

Timeline

The reporting period is the 12 months immediately preceding and including the snapshot date. For IADT the snapshot date is **30 June 2023**.

Definition of an 'employee' for the purposes of this report

For the purposes of this report, an 'employee' is defined in Section 2 of the Employment Equality Acts 1998 and means a person who has entered into or works under (or, where the employment has ceased, entered into or worked under) a contract of employment and, where the context admits, includes a member or former member of a regulatory body. The type of contract workers are engaged on will determine whether they are 'employees' and if they must be included in an

organisation's headcount and gender pay gap calculations. The WRC's case law may be consulted for guidance. Workers who are employees of an organisation on the snapshot date must be included in the headcount, and the gender pay gap calculations. This includes employees who were new recruits on the snapshot date, and also employees who left the organisation after the snapshot date.

The calculation of 'pay' for the purpose of this report

Professional staff working at IADT have contracted hours of attendance; Administrative, Library and Management Staff: 35 hours per week; Technical Staff: 36.5 hours per week; Caretaking Staff: 39 hours per week. These contracted hours of attendance have been used in the calculation of their hourly rate of pay.

For Academic Staff, this exercise has been more complex as the contract and pay are based on their class contact hours over 35 weeks of the year (560 hours per annum for a Lecturer (16 hours x 35 weeks) and 630 hours per annum for an Assistant Lecturer (18 hours x 35 weeks). Academic Staff, however, are paid throughout the full calendar year. To take account of this anomaly, the Institute has calculated academic hours and hourly pay based on their class contact hours over 52 PRSI weeks. For Academic Managers, the hourly pay rate was calculated based on 35 hours x 52 weeks.

Full-time and Part-time Staff

Regulation 2 provides that relevant employees for the purposes of gender pay gap reporting are the employees of a relevant employer on the snapshot date, and provides a definition of part-time employee. The full-time or part-time employment status of the employee as of the snapshot date should be noted. The employee's status on the snapshot date should be used when calculating the gender pay differences relevant to part-time employees, i.e., under Regulations 7.(1)(b) and 8.(1)(b).

Where employees moving between full-time and part-time working is considered by the employer to be relevant to any gender pay differences in the organisation, the employer is encouraged to discuss this in the relevant report.

For the purpose of this report, our full-time and part-time staff are all working over the full 52 PRSI weeks and have comparable whole-time equivalents.

Temporary Staff

Regulation 2 provides that relevant employees for the purposes of gender pay gap reporting are the employees of a relevant employer on the snapshot date. The employment status of the employee as of the snapshot date should be noted, as regards whether they are on a temporary contract or a contract of indefinite duration. The employee's status on the snapshot date should be used when calculating the gender pay differences relevant to employees on temporary contracts, i.e., under Regulations 7.(1)(c) and 8.(1)(c).

Where employees moving between temporary contracts and contracts of indefinite duration is considered by the employer to be relevant to any gender pay differences in the organisation, the employer is encouraged to discuss this in the relevant report.

The Gender Pay Gap requirements regarding hourly paid workers will be incorporated into this report to ensure the gendered impacts of temporary hiring practices are in scope. To more accurately reflect IADT's context regarding the employment of hourly paid staff, the Institute has included the full cohort of hourly paid staff who worked with IADT from the 1st of July 2022 to the 30th of June 2023.

A note on the use of binary data

The analysis in this report uses the binary categories of 'male' or 'female' as this reflects the legislative context in Ireland. When new staff join the Institute, they are recorded as either 'male' or 'female' based on their Birth Certificate for internal and external reporting purposes and to comply with pension and social welfare requirements (e.g., Maternity Leave), etc. However, given our commitment to EDI, we are cognisant of the need to represent IADT's transgender and non-binary staff in reports accurately and sensitively. In 2024, the HR and EDI offices will develop a Gender Identity and Gender Expression Policy for IADT staff, including a new process for Gender Pay Gap Reports (in the absence of a third gender category in law).

Calculations

The **Mean** hourly rate is calculated by adding all of the hourly rates together and dividing by the number of individuals in the data set.

The **Median** hourly rate is calculated by arranging the hourly rates of all individuals in the data set in numerical order to identify the middle (or median) hourly rate. 50% of individuals will earn more than this hourly rate and 50% will earn less.

As IADT is a relatively small organisation, care should be taken in the analysis of statistical trends and changes over time. Incremental changes in staffing may alter the gender pay gap considerably.

IADT's Gender Pay Gap

Overall gender pay gap

The **mean gender pay gap is 9.7%** in favor of male employees.

For comparison, Eurostat figures show the latest gender pay gap for Ireland is **9.9**% and an EU-wide average of **12.7%**.

The **median gender pay gap is 15.5%** in favor of male employees.

	Mean	Median
Overall pay gap 2023	9.7%	15.5%

Part-time staff

The gender pay gap is larger in the part-time staff cohort, with a mean of 37.0% and a median of 50.9%. This reflects the gender distribution of part-time roles, including changes in contractual arrangements over the 12 months, e.g., job sharing.

	Mean	Median
Part-time pay gap 2023	37.0%	50.9%

Temporary staff

The mean gender pay gap for temporary staff is not statistically significant (0.4%) and there is no median gender pay gap.

	Mean	Median
Temporary pay gap 2023	0.4%	0%

Bonus pay and benefits in kind

IADT is a public sector organisation and must adhere to the principle of 'one person one salary.' Therefore, we have no data under the above criteria.

Gender pay quartiles

Each pay quartile represents a quarter, or 25%, of the total staff cohort ranked by hourly rate of pay. While there is good gender balance in the Upper and Upper Middle quartiles, a higher proportion of staff in the Lower Middle and Lower quartiles are female, which is a key driver of our gender pay gap.

	Quartile	Male	Female
% of Males and Females in each Quartile	A (Upper)	52%	48%
	B (Upper Middle)	50%	50%
	C (Lower Middle)	35%	65%
	D (Lower)	46%	54%

Reasons for the Gender Pay Gap

Reasons for the Gender Pay Gap comprise a combination of institutional and external factors, including differences between men and women in length of service (in the public sector, incremental pay increases may mean that new joiners are paid less than more experienced employees), historically gender segregated occupations, career progression, educational attainment and qualifications, the prevalence of full-time and part-time working, gender differences in early career salary expectations, the gendered nature of caring and family responsibilities, and the impact that this has on female career advancement.

Strategic Actions Towards Closing the Gender Pay Gap

IADT is engaged in several strategies to advance gender representation and the wider diversity profile of the Institute, which will have an impact on the Gender Pay Gap.

EDI Committee

The Governing Body of IADT established an EDI Committee in 2020 to assist the Institute in promoting equality and diversity. This is a key recommendation for the higher education sector in the 2018 Report of the Gender Equality Taskforce (DFHERIS, 2018). The EDI Committee oversees high-priority and/or statutory EDI initiatives, including membership of Athena Swan, Race Equality, Gender Pay Gap Reporting, Framework for Consent/SVH, and Public Sector Duty requirements.

Resourcing of EDI work

The Institute appointed a full-time EDI Manager after Executive Management identified the need for a dedicated resource to manage EDI given its strategic remit and increasing sectoral demands. The EDI Manager reports directly to the IADT President and works with management, staff and students

across the campus to advance our strategic EDI objectives. The EDI Office has been established as a separate business unit with its own resources. By 2024 it will have at least 2.5 dedicated staff.

Athena Swan

In 2022, IADT was awarded an [Athena Swan Bronze Award](#) following an extensive self-assessment process. Managed by Advance HE, the main objective of the Athena Swan Charter is to support impactful and sustainable gender equality work for the staff and student population and to build capacity for evidence-based equality work across other equality grounds. The cornerstone of the IADT application is our [EDI Action Plan](#), which is underpinned by the Institute's [EDI Policy](#) and sectoral objectives and legal requirements related to gender equality, race equality, dignity and respect, and the Public Sector Duty.

The following are priority actions in the 4-year plan:

- Advance career development and progression opportunities for staff;
- Embed core changes to policy and practice on dignity and respect and SVH;
- Establish a system for the collation of EDI data on current and prospective staff;
- Develop a Hybrid Working Policy for IADT in line with national policy;
- Advance EDI training opportunities for staff;
- Increase the transparency of our EDI data and activities; to this end, IADT welcomes the requirement to publish our Gender Pay Gap.

Fair and transparent recruitment practices

IADT is committed to objective, transparent and merit-based recruitment and selection processes that fully comply with equality legislation. The Institute has competency-based frameworks for all competitions and question banks are linked to the job profile. Following a review, we have published a new Recruitment and Selection Policy, with an appeal process for the first time, and established a Recruitment and Selection Committee of Governing Body to oversee the recruitment process.

We aim to ensure that all genders and underrepresented groups are enabled to apply for vacancies when they arise. The following measures are in place to advance EDI in recruitment and selection:

- All shortlisted candidates are written to by HR before interview and asked if they require reasonable accommodation. Where a disability is declared, or additional requirements are identified, HR briefs the interview board, and as far as possible, we will adapt the interview to suit the candidate's needs.
- All interview boards are briefed on policies and practices related to EDI. Each board is inducted by a member of HR on the day regarding correct procedure and conduct.
- Interview boards should be gender-balanced, as far as is practicable.
- A gender breakdown of shortlisted candidates is shared with the interview board.
- Reports on the gender breakdown of competitions are reported to the Recruitment and Selection Committee of Governing Body.
- Mandatory EDI questions have been added to the question bank for **all** posts at IADT.
- All job advertisements have an Equal Opportunities Statement.
- All job advertisements refer to the IADT Code of Practice for the Employment of Staff with a Disability.

Learning and development opportunities

Aurora

IADT has participated in the Advance HE Aurora Programme since 2015. Aurora is a leadership development initiative for women. It is run as a unique partnership bringing together leadership experts, higher education providers, and research institutes to take positive action to address the under-representation of women in leadership positions in the sector. Aurora is aimed at women in certain grades who wish to develop their leadership skills. To date, 18 women at IADT have completed the Aurora programme and two staff members are currently on the programme. The Institute ensures that Academic Staff and PMASS Staff have an equal opportunity to participate.

Ready to Lead

To further advance learning and development opportunities for colleagues, IADT has designed and delivered an in-house 'Ready to Lead' programme open to all Academic Staff and PMASS staff. The pilot of the programme in 2017 was reserved for women only. We then moved to roll out the programme for all genders while retaining a focus on the specific challenges faced by women in terms of leadership opportunities. There has been excellent take-up across the IADT campus with representation from all grades.

Supporting the professional competencies of staff

Once a new hire starts work in IADT there are supports in place for general induction and T&L induction. Some courses are compulsory for all new staff, for example, EDI, child protection, GDPR, cybersecurity, etc.

All staff are invited to participate in scheduled cross-campus courses fully funded by the central budget. These general training events are planned to support the professional competencies of Academic Staff and PMASS Staff, e.g. interview skills, technical skills, communication skills, team development, etc. The Institute delivers these training events for staff in a number of ways:

- On campus face-to-face training
- Online live sessions
- Online on-demand sessions (DCM and LinkedIn Learning)
- Informal training

Work-life balance

Family-related leave

In line with statutory requirements, IADT offers a range of policies for family leave. Our analysis for Athena Swan showed that most applications for Parent's Leave and Parental Leave, which are unpaid forms of leave, come from female staff. In addition, we found that a number of men have decided not to take Paternity Leave despite being entitled to it. In response, the EDI Action Plan commits to increasing staff awareness of family leave and formal flexible working options, especially among male staff to encourage them to apply.

Flexible and part-time working

The Institute offers a range of formal flexible working options, as set out in public service and higher education circulars. These are Career Break, Job Share, and Work Share schemes; a Shorter Working Year scheme is also available to PMASS Staff.

In supporting our employees to achieve a work-life balance, we will consider proposals for flexible or blended working and job share arrangements.

Colleagues can formally request a reduction in their working hours. HR and line managers seek to accommodate colleagues who wish to move to part-time hours wherever possible.