

IADT Gender Pay Gap Report 2024

Background to the Gender Pay Gap Report

The [Gender Pay Gap Information Act 2021](#) requires organisations in Ireland with over 150 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.

An online reporting system is [currently in development](#) which will consist of a central portal where all employer reports will be uploaded and can be accessed publicly.

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 to 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 their 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 they are satisfied that there is a *prima facie* case to warrant the investigation.

The difference between the Gender Pay Gap and Equal Pay

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; rather, it highlights an imbalance in gender representation within the organisation. Employers should identify any barriers or biases that may lead to a Gender Pay Gap and actively work to address these issues.

Timeline

The reporting period is the 12 months immediately preceding and including the snapshot date. For IADT, the snapshot date is **30 June, 2024**.

Definition of an 'employee'

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, as well as 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 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 relevant to any gender pay differences in the organisation, the employer is encouraged to discuss this in the relevant report.

This report will incorporate the Gender Pay Gap requirements for hourly-paid workers to account for the gendered impacts of temporary hiring practices. To reflect IADT's context in employing hourly-paid staff more accurately, the Institute has included the entire cohort of hourly-paid employees who worked with IADT **between July 1, 2023, and June 30, 2024.**

A note on the use of binary gender categories

This report provides an analysis based on the binary gender categories of 'male' and 'female,' reflecting the current legislative requirements in Ireland. When new staff members join the Institute, their gender is recorded as either 'male' or 'female' according to the information on their Birth Certificate. This process is necessary for compliance with pension and social welfare regulations.

However, given the Institute's commitment to the [Athena Swan Charter](#) and [other EDI objectives](#), we understand the importance of accurately and sensitively representing our transgender and non-binary staff in EDI reporting. The HR and EDI Offices are developing a Gender Identity and Gender Expression Policy for IADT Staff to align our reporting practices with these commitments while remaining mindful of data protection and privacy concerns for transgender and non-binary staff. Subject to approval by relevant institutional bodies, the new Policy will be rolled out in 2025.

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, it is important to exercise caution when analysing statistical trends and changes over time. Even small incremental changes in staffing levels/grades can notably impact the Gender Pay Gap, potentially leading to considerable variations compared to [previous reports](#). These fluctuations may not necessarily indicate broader or systemic trends but rather reflect the data's sensitivity to minor changes in the employee population. Therefore, any analysis of the Gender Pay Gap at IADT should account for this context to ensure an accurate interpretation of results.

IADT's Gender Pay Gap 2024

Overall gender pay gap

The overall figures are based on a total staff count of **462**. A majority (**54%**) are female.

The **mean gender pay gap is 8.5%** in favour of male employees (down from 9.7% in 2023).

This figure is lower than [Ireland's national gender pay gap](#), which is 9.6% (CSO, 2022). The latest [EU-level data](#) shows a gender pay gap of 12.7% (Eurostat, 2021).

The **median gender pay gap is 18.5%** in favour of male employees (up from 15.5% in 2023). This indicates a higher proportion of female staff in lower-paying grades.

While the overall mean pay gap may improve due to a higher percentage of females in the upper quartiles, the median pay gap still widens because more females are grouped in the lower quartiles.

	Mean	Median
Overall pay gap 2024	8.5%	18.5%

Part-time staff

In the part-time staff category, the **mean gender pay gap is 12.8%** and the **median gender pay gap is 6.8%**.

	Mean	Median
Part-time pay gap 2024	12.8%	6.8%

Temporary staff

For staff on temporary contracts, the **mean gender pay gap is 8.6%** and there is **no median gender pay gap (0%)**.

	Mean	Median
Temporary pay gap 2024	8.6%	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 pay rate. To avoid the potential identification of individuals, we do not report the specific numbers of staff by gender within each quartile.

The analysis shows good gender balance in the Upper and Upper Middle quartiles. However, the majority 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)	48%	52%
	C (Lower Middle)	42%	58%
	D (Lower)	41%	58%

Reasons for the Gender Pay Gap

The gender pay gap is influenced by a [combination of organisational and external factors](#). These include differences in length of service between men and women— in the public sector, incremental pay increases mean that newer employees typically earn less than more experienced staff. Other contributing factors include historically gender-segregated occupations, disparities in career progression, and educational attainment. Additionally, the prevalence of part-time versus full-time work, differing early-career salary expectations, and the gendered division of family and caregiving responsibilities further contribute to this disparity. Collectively, these factors hinder female career advancement across all sectors of the economy.

Strategic actions towards closing the Gender Pay Gap

IADT is engaged in several actions to advance gender representation and the Institute's wider diversity profile, which will impact the Gender Pay Gap. This includes:

- An [EDI Committee of the Governing Body](#) has been established and meets at least twice per academic year, chaired by an external member to ensure independent oversight.
- A dedicated [EDI Office](#) has been established as a separate business unit within the Strategy Office, with a current team of 2.5 whole-time equivalent (WTE) staff.
- The annual reporting of institutional staff profiles by sex and gender to the Higher Education Authority (HEA); [these statistics are published by the HEA](#).
- Informed by our Athena Swan commitments, an [EDI Action Plan \(2022-2027\)](#) is being implemented to support impactful and sustainable gender equality and to enhance capacity for evidence-based equality work across other areas as defined by Irish legislation, particularly in the areas of race, ethnicity, and disability.
- An [Action Plan to Promote Consent and Tackle Sexual Harassment and Violence \(SVH\)](#) is being implemented, supported by a new Dignity and Respect Policy and procedures.
- EDI practices have been integrated throughout our recruitment and selection processes. Additionally, we are committed to improving our processes for capturing and reporting staff diversity data (beyond gender) in 2025.
- Regular EDI training sessions and events are made available to staff.
- Regular training and development opportunities are offered to staff, including in-house leadership training open to all genders and the Aurora Programme (run by Advance HE) for female and non-binary staff.
- A range of family-related leave and flexible working options are available to support staff in maintaining work-life balance.