



NCAD DUBLIN

Gender Pay Gap Report

2023

Introduction

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland and requires organisations to report on their hourly gender pay gap.

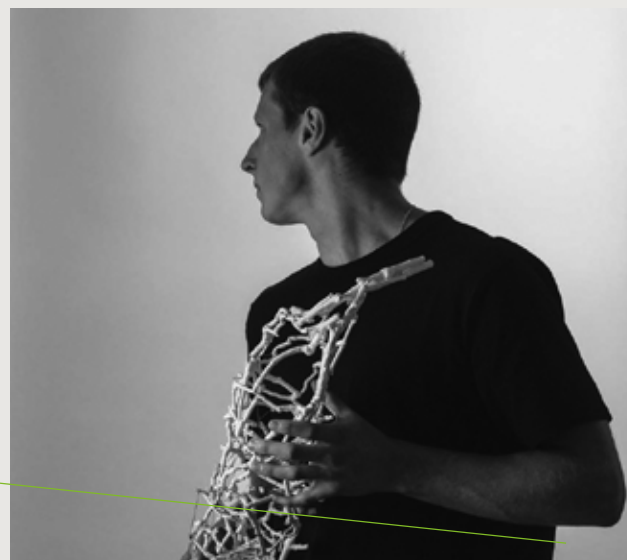
According to the latest Eurostat figures, the national gender pay gap in Ireland is 13.9% down from 17.3% in 2007. Ireland compares well with the EU average of 16.7% and has the 11th lowest gap out of 28 EU countries. Ireland currently performs better than the UK (17%), the US (18%) and Canada (18%). However, according to the World Economic Forum's Global Gender Gap Report 2017, if we continue as we are, the overall global gender gap will take 100 years to close across the 106 countries studied.

In Ireland organisations with over 150 employees are required to report by selecting a "snapshot" date in the month of June to base their reporting. The snapshot date chosen by NCAD was the 30th of June 2023.



A headcount of all employees on this date was carried out and the gender pay information was calculated based on those employees' remuneration between 1st of July 2022 and 30th June 2023.

This Report sets out the Employment Profile and the Gender Pay Gap profile for the reporting period.



An analysis on the reported pay gap and measures being undertaken to reduce the pay gap are outlined in the Report. A summary checklist in Appendix 1 concludes that all reporting requirements have been met in the publication of this Report.



2 Definitions

Gender Pay Gap (GPG)

The gender pay gap is the difference on average across a population between men's and women's pay. The gender pay gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Employee Hourly Rate

The hourly remuneration of an employee is calculated by dividing the employee's total ordinary pay in respect of the reporting period by the hours worked for that period.

Ordinary pay includes

The normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leaves like maternity / paternity / parent's leave.

Mean Hourly GPG

The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.

Median Hourly GPG

The median gender pay gap is the difference between women's median hourly pay (the

middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Quartiles

Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.

Snapshot Date

Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date for NCAD is the 30th of June 2023.

Bonus pay and benefits in kind

NCAD 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.

NCAD Gender Pay Gap Data

Snapshot Data 30th of June 2023

The population covered by the report is

475 Employees



43% Male

57% Female


 The mean gender pay gap is **5.9%** in favour of men

This is below the national GPG average

 The median gender pay gap is **16.3%** in favour of men

More information on this in Section 5

Part time Staff

 **52%** of the staff in NCAD are part time.

Of these **52%** are female and **48%** are male. The mean percentage difference is negligible and the median difference is **-6%** in favour of men.

Temporary Employees













There are a small number of temporary employees with **65%**  Female **35%**  Male

The mean Gender Pay Gap is **-1.2%** and the median is **-2.8%**

4 NCAD Pay Quartiles: 2023

The table below illustrates the gender distribution at NCAD across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents a quarter of the total workforce and their actual pay over a twelve month period to the end of June 2023.

Percentage of Males & Females in each Quartile

Quartile	Female	Male
A (Upper)	56%  	44% 
B (Upper Middle)	57%  	43% 
C (Lower Middle)	70%  	30% 
D (Lower)	60%  	40% 

5 Why does the NCAD have a Gender Pay Gap?

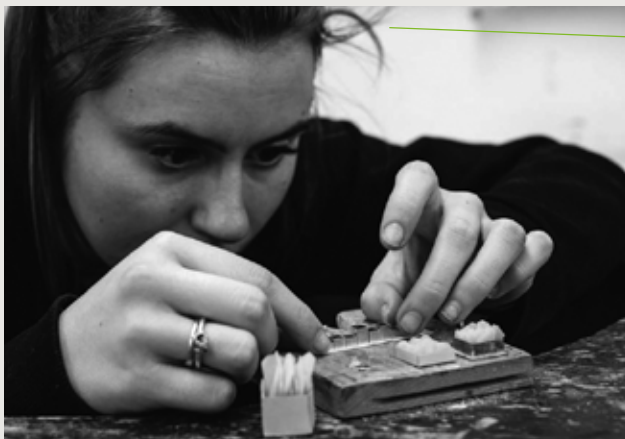
As of the 30th of June 2023, the NCAD had **475 employees**, **57% female** and **43% male**.

The gender pay gap is driven by the larger number of female employees than male employees in lower paid grades. This can be seen by examining the quartile remuneration data. 60% of employees in the lower quartile and 70% of employees in the lower middle quartile are female.

How the Gender Pay Gap is being Addressed

NCAD is committed to the principles of Athena Swan. The Athena Swan Ireland charter, has a shared goal of addressing systemic inequalities and embedding inclusive cultures in higher education.

By participating in the Ireland charter framework, NCAD strives for impactful and sustainable gender equality work in higher education institutions and seek to build capacity in evidence-based equality interventions across the equality grounds enshrined in Irish legislation.



NCAD was awarded an Athena Swan institutional Bronze award in February 2023. The cornerstone of this application was an evidence based, 4 year action plan outlining how the institution will make further progress towards reducing gender and other intersecting inequalities at NCAD. The action plan implementation is currently underway.

NCAD acknowledges that equality, diversity and inclusion strengthens higher education communities—the quality, relevance and impact of teaching and research, and the talent pool of potential staff and students.

