

IADT Gender Pay Gap Report 2025

Background to the Gender Pay Gap Report

Organisations in Ireland with over 50 employees are required to report on their Gender Pay Gap in 2025. Employers must publish their reports on their own websites, or otherwise ensure that they are accessible to the public, by the end of November 2025.

The Department of Children, Disability and Equality has developed a centralised online reporting database. In 2025, the Gender Pay Gap Portal will launch on a voluntary basis in partnership with Ibec and the 30% Club, enabling member employers to report their data. Employers will continue to be required to publish their reports independently. From 2026 onwards, legislation will provide the statutory basis for mandatory reporting via the online portal.

The Difference between the Gender Pay Gap and Equal Pay

It is important to distinguish clearly between the concepts of the Gender Pay Gap and Equal Pay.

- The **Gender Pay Gap** refers to the difference in the average hourly pay of male and female employees across the organisation. This measurement is based on a comparison of the pay of all male and female staff, regardless of role, grade, work pattern, experience, or qualifications.
- By contrast, the right to **Equal Pay** is protected under national legislation, specifically the Employment Equality Acts 1998-2015. Equal Pay applies to individuals performing work that is the same, similar, or of equal value to that of another person employed by the same or an associated employer. It ensures that employees undertaking equivalent work are remunerated equally, without discrimination.

Where a higher proportion of employees in lower-paid roles are female, the Gender Pay Gap will generally be wider. This does not necessarily indicate gender-based discrimination or a breach of Equal Pay legislation. Instead, it reflects imbalances in gender representation across different grades and roles within the organisation. Employers are encouraged to identify and address any barriers or biases that may contribute to a Gender Pay Gap.

Reporting Timeline

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. The snapshot date must be in June but may be any date in June.

For IADT, the snapshot date is **30th June 2025**.

Definition of an Employee

For the purposes of this report, an 'employee' is defined in Section 2 of the Employment Equality Acts 1998. It 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 under which workers are engaged will determine whether they are considered 'employees' and must therefore be included in an organisation's headcount and gender pay gap calculations. Guidance may be drawn from WRC case law in this regard.

All workers, including full-time, part-time, temporary, and hourly-paid staff who are employees of the Institute 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 those who left the organisation after the snapshot date.

The terms 'male' and 'female' are used to reflect the terminology in the Act. However, it is important to note that the Institute recognises gender as a spectrum, including those who identify as non-binary.

Calculations

- The **Mean** hourly rate is calculated by adding all of the hourly rates together and dividing by the number of individuals in the dataset.
- 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) value. 50% of individuals will earn more than this hourly rate and 50% will earn less.
- **Pay Quartiles** are calculated by dividing all employees in an organisation into four equal groups according to their level of pay. The proportion of males and females in each quartile provides an indication of gender representation at different pay levels within the organisation.

A positive gender pay gap indicates that, on average across the employee population, females are in a less favourable position than males. Conversely, a negative gender pay gap indicates the reverse, meaning that on average males are in a less favourable position than females.

As IADT is a relatively small organisation in terms of its total staff headcount, it is important to exercise caution when analysing statistical trends over time. Even minor incremental changes in staffing levels or grades can have a notable impact the Gender Pay Gap, resulting in considerable variations compared to [previous reports](#). Any analysis should therefore take this context into account to ensure an accurate interpretation of results.

IADT's Gender Pay Gap 2025

Overall gender pay gap

The overall figures are based on a total staff headcount of **482**. A majority of staff (**50.8%**) are female.

The **mean gender pay gap is 4.0%** in favour of male employees (down from 8.5% in 2024).

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 12.0% (European Parliament, 2025).

The **median gender pay gap is 15.35%** in favour of male employees (down from 18.54% in 2024).

	Mean	Median
Overall pay gap 2025	4.0%	15.35%

Part-time staff

In the part-time staff category, the **mean gender pay gap is -0.5%** and there is **no median gender pay gap (0%)**.

	Mean	Median
Part-time pay gap 2025	-0.5%	0%

Temporary staff

For staff on temporary contracts, the **mean gender pay gap is -4.4%** and there is **no median gender pay gap (0%)**.

	Mean	Median
Temporary pay gap 2025	-4.4%	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

Male staff are in the majority in the Upper and Upper Middle quartiles. The largest gender gap is in the Lower Middle quartile, where female staff are in the majority. For the first time since reporting began, male staff represent a majority in the Lower quartile.

	Quartile	Male	Female
% of males and females in each quartile	A (Upper)	53%	47%
	B (Upper Middle)	53%	47%
	C (Lower Middle)	39%	61%
	D (Lower)	51%	48%

Reasons for the Gender Pay Gap

At an Institute level, the 2025 findings can be explained by the following factors:

- A majority of male staff in the Upper and Upper Middle quartiles.
- More males in the Lower quartile and in part-time and temporary roles.
- Average hourly female pay increased more than male pay (both mean and median).
- A reduction in the use of hourly-paid staff may have a gendered effect.

Actions Towards Closing the Gender Pay Gap

IADT is engaged in a range of strategic and operational actions to advance gender representation and improve the Institute's wider diversity profile. These include:

- The EDI Committee of the Governing Body has been established and meets at least twice per academic year. It is chaired by an external member to ensure independent oversight.

- A dedicated EDI Office operates as a separate business unit, with a current team of 2.5 WTE staff.
- Informed by our Athena Swan commitments, the IADT EDI Action Plan (2022-2027) is being implemented to advance gender equality and to build capacity for evidence-based equality work across other areas defined by Irish legislation.
- An Action Plan to Promote Consent and Tackle Sexual Harassment and Violence is in place and actively being implemented and reviewed.
- EDI practices have been integrated throughout recruitment and selection processes, alongside ongoing work to improve how staff diversity data is captured and reported.
- Regular EDI and dignity and respect training and capacity-building opportunities are offered to staff and students across a wide range of areas.
- Ongoing training and development opportunities are provided for all staff, including an in-house leadership programme and the Aurora Programme (run by Advance HE) for female and non-binary staff. In 2025, there has been a particular focus on leadership training and developing leadership capability across a number of staff grades.
- A range of family-related leave and flexible working options are available to support staff in maintaining a healthy work-life balance.