

Gender Pay Gap Report 2024

**NATIONAL
COLLEGE
OF ART
& DESIGN**

Introduction

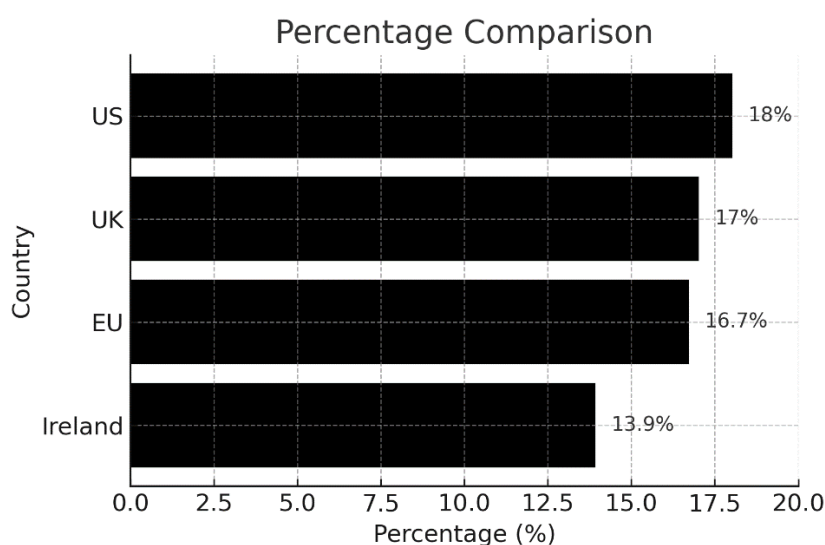
The Gender Pay Gap Information Act 2021 established the legal framework for gender pay gap reporting in Ireland, requiring organisations to disclose their hourly gender pay gap. NCAD's Gender Pay Gap Report sets out the Employment Profile and the Gender Pay Gap profile for the reporting period. Additionally, our report includes an analysis of the reported pay gap and outlines the measures being implemented to reduce it.

In Ireland, organisations with more than 150 employees are required to select a "snapshot" date in June to base their reporting. NCAD chose 30th June 2024, as their snapshot date.

A headcount of all eligible employees on this date was conducted, and the gender pay information was calculated based on the remuneration of these employees between 1st July 2023, and 30th June 2024. To note that students and External Examiners were deemed out of scope for this report.

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.

Ireland has the 11th lowest gap out of 28 EU countries. The latest figures show that the national gender pay gap is as follows:



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 2024.

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 June 2024

- The population covered by the report is: 466 Employees - 38% Male, 61% Female, 1% Unknown.
- The mean gender pay gap this year is 8.3% in favour of men. This is below the national GPG average for Ireland of 9.6%.
- The median gender pay gap is 10.7% in favour of men. Last year the NCAD median value was 16.3%, so it has gone down.

All Staff	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean and Median Hourly Gender Pay Gap % =	8.3%	10.7%

Part Time Employees

- 67% (312 out of 466) employees in NCAD work part time. Of these 63% (197) are Female, 36% (111) are Male and 1% (4) are unknown. The mean gender pay gap is 14.8% and the median pay gap is 0.7% in favour of men.

Part-Time	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean and Median Hourly Gender Pay Gap % =	14.8%	0.7%

Temporary Employees

- 50% (233 out of 466) are temporary employees in NCAD. Of these 65% (151) are Female, 33% (77) are Male and 2% (5) are unknown. The mean gender pay gap is 12.2% and the median pay gap is 0%.

Temporary Employees	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean and Median Hourly Gender Pay Gap % =	12.2%	0.0%

NCAD Gender Pay Quartiles – Data 30th June 2024

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 2024.

% of Males & Females in Each Quartile =	Male	Female	Number of staff in each quartile
A (Upper)	42.7%	55.6%	117
B (Upper Middle)	40.2%	58.1%	117
C (Lower Middle)	38.8%	61.2%	116
D (Lower)	29.3%	69.8%	116
			466

Why does the NCAD have a Gender Pay Gap?

As of the 30th of June 2024, the NCAD had 466 employees, 38% Male, 61% Female, 1% Unknown.

The gender pay gap is primarily influenced by the higher proportion of female employees occupying lower-paid positions. Analysing the quartile remuneration data reveals that women make up 70% of the lower quartile and 61% of the lower middle quartile workforce.

Men, oppositely, are represented at nearly 40% in each of the A, B, and C quartiles. Men are less likely to be in the lower quartile at 29%. For there to be no pay gap, we would expect even distribution of men and women in each quartile and for these to be consistent with the distribution of men and women in our workforce.

How is the Gender Pay Gap being addressed?

NCAD is committed to gender equality. Our [Athena Swan action plan](#) details the actions we are taking to embed these principles into our work and to reduce gender and other intersecting inequalities at NCAD. The action plan implementation is currently underway. In 2023, we were awarded a Bronze Award under the Athena Swan Charter. Actions of particular relevance are those that sit under Human Resources and that which speak to our recruitment, retention, and promotion processes.

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

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

Appendix One:

Comparison Figures 2023 vs 2024

To note, NCAD used an alternative method of collating and calculating hourly rates in 2023. We have now aligned our calculations to other HEI's with similar staff cohorts. Therefore, NCAD believes that the difference year on year is as a reflection of this change in collating and calculating hourly rates. Next year we will be able to make direct comparisons with the data.

Quartile Data Comparison	2023 Data			2024 Data		
	Male	Female	Staff Headcount	Male	Female	Staff Headcount
A (Upper)	44%	56%	119	43%	56%	117
B (Upper Middle)	43%	57%	119	40%	58%	117
C (Lower Middle)	30%	70%	119	39%	61%	116
D (Lower)	40%	60%	118	29%	70%	116
			475			466

Mean and Median Gender Pay Gap Comparison	2023 Data			2024 Data		
	Mean Gender Pay Gap	Median Gender Pay Gap	Staff Headcount	Mean Gender Pay Gap	Median Gender Pay Gap	Staff Headcount
All Employees	5.9%	16.3%	475	8.3%	10.7%	466
Part Time Employees	0.0%	-6.0%	247	14.8%	0.7%	312
Temporary Employees	-1.2%	-2.8%	239	12.2%	0.0%	233