

Gender Pay Gap Report 2024

Foreword

I am pleased to present the National Gallery of Ireland's first Gender Pay Gap Report. Gender pay gap reporting is part of a broader strategy to address female participation rates and employment gaps between genders. Gender pay gap reporting will not, on its own, identify or solve the many structural, cultural, and policy causes for these differences; rather, it is a critical and welcome element.

While women make up over half the world's population, they are not fulfilling their potential in measured economic activity or their contribution to the labour market. This has clear social and economic consequences. Public sector organisations like the Gallery have a vital role in finding solutions. As a National Cultural Institution, the Gallery is determined to lead by example and demonstrate our commitment to the positive impact gender pay gap reporting can have.

In this report, you will see that we still have some work to do to address the gender pay gap at the Gallery. In the coming years, we will need to improve the gender pay gap for part-time employees and enhance the percentage of women working at middle management levels at the Gallery. Nevertheless, I am pleased that the Gallery is reporting a *0.91% mean gender pay gap* with our first Gender Pay Gap Report.

I extend my sincere thanks to all Gallery staff for contributing to this research and to the relevant Departments for assessing the data and publishing this Report.

Dr Caroline Campbell

Director

Introduction

The National Gallery of Ireland (the **Gallery**) is Ireland's premier national cultural institution, dedicated to fine art collection, preservation, and presentation. With a remarkable collection exceeding 17,000 works—including paintings, drawings, watercolours, prints, sculpture, and decorative arts—the Gallery is a significant resource for cultural heritage, showcasing masterpieces from Western European art history and historical Irish art.

Primarily funded by the state, the Gallery employs over 180 staff members and offers free public access 361 days a year. In 2023, we were proud to receive the Triple Lock Standard, which recognises excellence in governance, transparency, and ethical fundraising. The Gallery first achieved accreditation from the National Standards Authority of Ireland (NSAI) under SWiFT 3000:2010 in 2017, which was renewed in 2024. We are the first cultural institution in Ireland to receive such certification.

As an autonomous institution under the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media, the Gallery is committed to making art accessible to all. Our organisational structure aligns with civil service grades and pay scales, including professional, technical, and state industrial pay scales, as mandated by the Department of Public Expenditure, National Development Plan Delivery and Reform.

As required under the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) (Amendment) Regulations 2024, this Report presents our gender pay gap data for 2024, offering a transparent snapshot of the differences in average earnings between male and female employees.

2024 is the first year that the Gallery is required to report on its gender pay gap.

The snapshot date for this data is 28th June 2024. The reporting period runs from 28th June 2023 to 28th June 2024, being the 12 months before the snapshot date.

This Report includes data for 153 employees as of the snapshot date, with a composition of 45% men and 55% women. This total excludes employees who either

opted not to disclose information on their gender or those who responded that they do not identify as either male or female.

The analysis indicates that the Gallery has a gender pay gap of 0.91% in favour of male employees. This means that, on average, male employees earned 0.91% more, or approximately €0.24 higher per hour, than female employees. The hourly rate includes basic pay and overtime.

Additionally, the median pay, which represents the middle point of the pay scale, shows a gap of 6.23% in favour of male employees. This indicates that at the midpoint of the pay scale, male employees earn 6.23% more, or €1.61 higher, than female employees.

1. Gender Pay Gap Results

a) Mean Gender Pay Gap

The mean gender pay gap represents the average difference in pay between male and female employees. It is calculated by finding the difference between the average hourly rate paid to male employees and the average hourly rate paid to female employees. This difference is then expressed as a percentage of the average hourly rate received by male employees.

Mean Gender Pay Gap – Overall

- Mean Gender Pay Gap: 0.91%
 - Mean Hourly Rate: €27.28 for male employees, €27.04 for female employees

The mean gender pay gap of 0.91% indicates a slight advantage in average hourly earnings for male employees.

Mean Gender Pay Gap –Permanent Employees

Among permanent staff, the data shows:

- Mean Gender Pay Gap: -1.04%
 - Mean Hourly Rate: €27.93 for male employees, €28.22 for female employees

Our mean gender pay gap for permanent employees, based on the average hourly pay rates for male and female employees during the relevant pay period, is -1.04% in favour of female employees.

Mean Gender Pay Gap - Permanent Part-Time Employees

For part-time permanent staff, the gender pay gap shows a different trend:

- Mean Gender Pay Gap: 10.39%
 - Mean Hourly Rate: €25.31 for male employees, €22.68 for female employees

Based on the mean (average) hourly pay rate for male and female employees in the relevant pay period, our mean part-time permanent employee gender pay gap is 10.39% in favour of male employees.

Mean Gender Pay Gap – Temporary Employees

Among temporary staff, the data shows:

- Mean Gender Pay Gap: -35.69%
 - Mean Hourly Rate: €17.34 for male employees, €23.53 for female employees

Based on the mean (average) hourly pay rate for male and female employees in the relevant pay period, our mean temporary employee gender pay gap is -35.69% in favour of female employees.

b) Median Gender Pay Gap

The median gender pay gap is based on the difference between the median hourly rate paid to male employees and the median hourly rate paid to female employees, expressed as a percentage of the median hourly rate paid to male employees.

Median Gender Pay Gap - Overall

- Median Gender Pay Gap: 6.23%

- Median Hourly Rate: €25.91 for male employees, €24.30 for female employees

The median gender pay gap is 6.23%, reflecting that male employees' pay is higher at the midpoint of earnings for all employees.

Median Gender Pay Gap – Permanent Employees

- Median Gender Pay Gap: -3.67%
 - Median Hourly Rate: €26.43 for male employees, €27.40 for female employees

According to the median hourly pay rates of male and female employees during the relevant pay period, the gender pay gap for permanent staff is -3.67%, favouring female employees.

Median Gender Pay Gap - Part-Time Permanent Employees

- Median Gender Pay Gap: 9.49%
 - Median Hourly Rate: €25.91 for male employees, €23.45 for female employees

Based on the median (middle) hourly pay rate for male and female employees in the relevant pay period, the median part-time permanent employee gender pay gap is 9.49% in favour of male employees.

Median Gender Pay Gap – Temporary Employees

- Median Gender Pay Gap: -6.58%
 - Median Hourly Rate: €16.73 for male employees, €17.83 for female employees

Our analysis of the median hourly pay rates for male and female employees during the relevant pay period shows that the median gender pay gap for temporary employees is -6.58% in favour of female employees.

c) Pay Quartiles

The following is the distribution of male and female employees across the pay quartiles:

Table 1 Pay Quartiles

Quartile	Male (%)	Female (%)
Lower	28.57%	71.43%
Lower Middle	70.59%	29.41%
Upper Middle	57.14%	42.86%
Upper	31.43%	68.57%

There is a higher concentration of female employees in the lower and upper pay quartiles, while male employees are more prevalent in the middle quartiles. This distribution shows a balanced representation at different pay levels, with areas for improvement in the middle pay ranges.

d) Bonus Remuneration and Benefits-in-Kind

As a public sector organisation, the Gallery does not provide bonuses or benefits-in-kind; no data is reported under these criteria.

2. Analysis and Key Insights

a) Contributing Factors

Role Distribution and Occupational Segregation

The differences in gender representation across pay quartiles suggest that male and female employees are unevenly distributed in roles that command varying pay scales. Female employees dominate the lower and upper pay quartiles, while male employees are more prevalent in the middle quartiles. This clustering may indicate that more female employees are employed in frontline or entry-level positions and high-level specialist or managerial roles. At the same time, male employees are more concentrated in mid-tier positions, such as technical or operational roles.

Part-Time Work and Flexible Arrangements

The mean gender pay gap for part-time permanent employees (10.39% in favour of male employees) reflects differences in the average length of service and the types of roles held by male and female employees.

- ***Female Part-Time Staff:***

The average length of service for female part-time employees is 8.7 years.

These employees are distributed across six entry-level pay scales, all within the lower to upper middle pay range, with starting salaries ranging from €29,297 to €37,583.

- ***Male Part-Time Staff:***

The average length of service for male part-time employees is 13 years.

These employees are spread across three entry-level pay scales, also within the lower to upper middle pay range, with starting salaries ranging from €31,682 to €36,044.

Due to their longer average service, male employees are positioned further up their respective pay scales than female employees. This difference in pay progression is the primary driver of the observed pay gap.

Temporary Employment Trends:

The significant negative gender pay gap (-35.69% for mean and -6.58% for median) among temporary employees suggests that female temporary staff hold roles with

higher hourly pay. This reflects more female employees taking on temporary leadership or highly specialised positions than male employees in temporary roles.

Staff Engagement in Gender Disclosure:

A response rate of 82% in gender disclosure highlights a gap in capturing complete workforce data. While this response rate is relatively high, it may not fully represent the Gallery's workforce. We will aim to improve upon this response rate in each year's Gender Pay Gap Report.

b) Progress and Initiatives

The Gallery is committed to integrating human rights and equality across all functions, a core objective in our Strategic Plan 2024-2028. In 2024, we welcomed our first Equality, Diversity and Inclusion Manager, who will help to promote and embed a more inclusive culture within the Gallery.

Key initiatives include:

- **Hiring and Recruitment Practices:** We prioritise equal opportunity through gender-neutral language in job descriptions and a gender-balanced interview process. All recruitment processes comply with Employment Equality Legislation.
- **Policies and Work Environment:** Our Dignity at Work Policy affirms our commitment to a respectful workplace and addresses complaints, including those based on gender. We are also a signatory to Safe to Create, a Dignity at Work initiative managed by the Irish Theatre Institute on behalf of the Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media and in partnership with the Arts Council, Screen Ireland and Minding Creative Minds.
- **Flexible Working and Leave Options:**
 - Our flexible options include carer's leave, parental leave, parent's leave, career breaks, shorter working year arrangements and work-sharing.

- In addition, employees can receive paid maternity, paternity, and adoptive leave.
- We also provide blended working arrangements, offering a combination of office and home-based work options.
- **Career Progression:** Employees are paid according to incremental salary scales with career development opportunities arising in tandem with the Gallery's organisational needs and strategic objectives.

3. Looking Ahead

The Gallery remains dedicated to creating an equitable environment where all employees can thrive. While our gender pay gap data reflects our progress, we recognise opportunities to address specific gaps—particularly among part-time staff—and are committed to implementing meaningful changes to ensure greater gender parity at all levels.

This Report was approved by the Board of Governors and Guardians of The National Gallery of Ireland on 12th December 2024.