



# Abu Dhabi School of Management

## Gender Pay Gap Report 2025

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## Purpose

This report presents an overview of the gender pay gap across ADSM's two main employee categories: Faculty Members and Professional/Administrative Staff. The report supports the institution's ongoing commitment to monitoring remuneration practices and promoting fairness and equality across the workforce.

## Salary Analysis

The table below presents the gender pay gap by employee category.

Employee Category	Difference between Male/Female average monthly salary	Gender Pay Gap*
Faculty Members	Positive	14.9%
Professional/Administrative Staff	Negative	-9.5%

\*The gender pay gap is calculated as the percentage difference between the average annual salaries of male and female employees within each employee category.

## Key Findings

- Faculty Members show a gender pay gap of **14.9%**, indicating a higher average annual salary for male faculty members than female faculty members.
- Within the Professional/Administrative Staff category, female employees receive a higher average annual salary than male employees, representing a **9.5% reverse pay gap** in favour of female staff.
- The analysis indicates that salary differences vary between employee categories and are primarily associated with workforce composition, job responsibilities, academic rank, qualifications, experience, and length of service rather than gender alone.

## Institutional Commitment

ADSM remains committed to ensuring that remuneration decisions are based on objective and transparent employment criteria. The institution regularly reviews workforce data to promote equitable employment practices and identify opportunities for continuous improvement.

Periodic monitoring of remuneration outcomes forms part of ADSM's commitment to fostering an inclusive workplace and supporting evidence-based workforce planning, recruitment, promotion, and professional development initiatives.