



Abu Dhabi School of Management

Gender Pay Gap Report 2026

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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 demonstrates the institution's commitment to transparency, fairness, and continuous monitoring of remuneration practices to support equality in the workplace.

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	11.7%
Professional/Administrative Staff	Negative	-7.8%

*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 **11.7%**, 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 **7.8% reverse pay gap** in favour of female staff.

Salary differences vary by employee category rather than following a consistent institution-wide pattern. This suggests that average salary differences are influenced by factors such as role type,

level of responsibility, academic rank, length of service, qualifications, and workforce composition within each category.

Institutional Commitment

ADSM is committed to providing equal employment opportunities and ensuring that remuneration practices are based on objective criteria, including job responsibilities, qualifications, experience, performance, and applicable employment policies. Gender is not used as a determining factor in salary decisions. The institution will continue to monitor salary outcomes through periodic reviews to identify trends, promote equitable employment practices, and support an inclusive working environment. Where appropriate, findings from these reviews will inform future workforce planning, recruitment, promotion, and professional development initiatives to ensure continued fairness and transparency.