

## Dublin Central Mission Gender Pay Gap Report 2025

**Reporting Year:** 2025  
**Snapshot Date:** June 2025  
**Organisation:** Dublin Central Mission (DCM)  
**Total Employees in Scope:** 122

### 1. Introduction

Dublin Central Mission (DCM) is committed to promoting equality, diversity, and inclusion across all areas of our organisation. We recognise the importance of transparency in relation to pay and are fully committed to complying with the Gender Pay Gap Information Act 2021.

This report outlines the difference in average earnings between male and female employees across Dublin Central Mission. It is important to note that the gender pay gap is not the same as unequal pay.

- **Equal pay** refers to men and women receiving the same pay for the same or similar work.
- **Gender pay gap** refers to the difference in average earnings across the organisation as a whole.

This report provides information on:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean and median bonus pay gaps
- Proportion of employees receiving bonus payments
- Gender distribution across pay quartiles
- Explanations of the results
- Actions being taken to address any gaps identified

### 2. Workforce Profile

At the snapshot date, Dublin Central Mission employed 122 employees within the scope of the reporting requirements.

| <b>Gender</b> | <b>Number of Employees</b> | <b>Percentage</b> |
|---------------|----------------------------|-------------------|
| Female        | 76                         | 62%               |
| Male          | 46                         | 38%               |
| <b>Total</b>  | <b>122</b>                 | <b>100%</b>       |

DCM's workforce reflects the composition of the social care and community services sector, where female representation is typically higher.

### 3. Hourly Pay Gender Pay Gap

### Mean (Average) Hourly Pay

| Gender | Mean Hourly Pay |
|--------|-----------------|
| Male   | €19.59          |
| Female | €20.19          |

### Mean Gender Pay Gap: -3.05%

This means that, on average, female employees earn approximately 3.05% more per hour than male employees across the organisation.

### Median Hourly Pay

| Gender | Median Hourly Pay |
|--------|-------------------|
| Male   | €16.35            |
| Female | €16.66            |

### Median Gender Pay Gap: -1.89%

This indicates that the midpoint hourly pay for female employees is 1.89% higher than that of male employees.

## 4. Bonus Pay

During the reporting period:

- No bonus payments were made to employees.

Therefore:

| Metric                                | Result |
|---------------------------------------|--------|
| Mean Bonus Gap                        | 0%     |
| Median Bonus Gap                      | 0%     |
| % of Male Employees Receiving Bonus   | 0%     |
| % of Female Employees Receiving Bonus | 0%     |

## 5. Pay Quartiles

Employees are ranked by hourly pay and divided into four equal groups (quartiles).

| Quartile       | Male  | Female |
|----------------|-------|--------|
| Lower Quartile | 32.3% | 67.7%  |

| Quartile              | Male  | Female |
|-----------------------|-------|--------|
| Lower Middle Quartile | 33.3% | 66.7%  |
| Upper Middle Quartile | 54.8% | 45.2%  |
| Upper Quartile        | 30.0% | 70.0%  |

### **Interpretation**

The distribution reflects the gender composition of the workforce, with female employees represented across all pay quartiles.

Female employees are particularly well represented in the upper quartile, which contributes to the negative gender pay gap (where women earn slightly more on average).

### **6. Reasons for the Gender Pay Gap**

The results indicate that there is currently no pay gap disadvantage for women in Dublin Central Mission.

The small negative gap observed can be explained by:

#### **Workforce Composition**

The social care and community services sector traditionally employs a higher proportion of women. This is reflected in DCM's workforce profile.

#### **Senior Roles**

Female employees are represented across a range of roles including management and specialist positions, contributing positively to average pay figures.

#### **Pay Structures**

DCM has implemented structured pay scales and incremental salary progression across many roles, which helps ensure transparency and fairness in pay.

### **7. Measures Being Taken**

Although the current results do not show a gender pay disadvantage for women, Dublin Central Mission remains committed to maintaining fair and equitable pay practices.

#### **Measures in place include:**

##### **Structured Pay Scales**

Incremental salary scales have been introduced across many roles to ensure consistency and transparency.



### **Recruitment Practices**

DCM applies objective recruitment processes and ensures all appointments are made based on skills, experience, and qualifications.

### **Equality and Diversity**

DCM promotes equality through its policies and HR practices, ensuring fair access to opportunities for all employees.

### **Monitoring and Review**

Gender pay gap data will continue to be reviewed annually to ensure that fairness and transparency are maintained.

## **8. Commitment to Equality**

Dublin Central Mission is committed to:

- Fair and transparent pay structures
- Equal opportunities for all employees
- Inclusive recruitment and promotion practices
- Ongoing monitoring of pay equity

We will continue to review our employment practices to ensure that Dublin Central Mission remains an equitable and inclusive place to work.