



Archdiocese of Dublin

Ard Deoise Átha Cliath

GENDER PAY GAP REPORT



Introduction to Gender Pay Gap

Provides an overview of the gender pay gap report and its purpose.



Industry Context & Metrics Reporting

Outlines the sector context and shares the Archdiocese of Dublin's gender pay gap metrics.



What This Means

Insights from the Archdiocese of Dublin on what the metrics indicate.



Planned Initiatives for 2026

The Archdiocese of Dublin's action plan to address any gender pay gap and drive progress.

20
25

INTRODUCTION TO GENDER PAY GAP

The European Commission's Gender Equality Strategy 2020–2025 prioritises equal access to the economy for both women and men. A key objective is closing gender gaps in the labour market and promoting equal opportunities.

Aligned to this objective, the Gender Pay Gap Information Act 2021 and its related statutory instruments requires Irish employers to report on their gender pay gaps, grounded in transparency, accountability, and progress on workplace gender equality.

GENDER PAY GAP EXPLAINED

Definition

The Gender Pay Gap (GPG) represents the difference in the average hourly wage of men and women across the entire workforce.

It's important to note that a gender pay gap does not mean unequal pay for equal work. The right to equal pay for equal work in Ireland is already protected under the Employment Equality Acts 1998–2015, the gender pay gap typically reflects differences in how men and women are represented across various roles and levels within an organisation.

GPG reports seek to identify themes or patterns that influence high gender pay gaps and seeks to address those through targeted initiatives.

Key Factors

- The mean GPG, is found by finding the average hourly pay of all men and the average of all women and expressing the difference as a percentage.
- The median GPG is found by comparing the middle-paid women's hourly pay with the middle-paid man and expressing the difference as a percentage.
- A positive Gender Pay Gap means women earn less than men on average.
- A negative Gap means men earn less than women on average.
- The legislation requires that only male and female genders are reported, so non-binary employees are omitted for the purpose of GPG reporting.

GPG IN CONTEXT KEY STATISTICS

**Sources: Central Statistics Office (CSO),
Eurostat, Corporate published reports,
World Economic Forum, Not For Profit
The Wheel 2023*

IRELAND'S GENDER PAY GAP	9.6%
EU AVERAGE GENDER PAY GAP	12%
NOT FOR PROFIT REPORTS (IRELAND) <small>(2023)</small>	3.8%
GLOBAL GENDER PAY GAP <small>(WORLD ECONOMIC FORUM 2024)</small>	31.5%
THE ARCHDIOCESE OF DUBLIN GENDER PAY GAP <small>(2025 GENDER PAY GAP)</small>	20.5%

GENDER PAY GAP STATEMENT

"I am pleased to present the Gender Pay Gap Report 2025 for the Archdiocese of Dublin, prepared in full compliance with the Gender Pay Gap Information Act 2021.

The Archdiocese of Dublin is committed to promoting equality and fairness in the workplace. As part of this commitment, we are presenting our first annual report on our Gender Pay Gap (GPG) to ensure transparency and accountability.

The Diocesan Offices provide training, advice and support to the 196 parishes of the diocese, across a range of pastoral, educational, chaplaincy, safeguarding, governance and administrative programmes and services. In addition, the Offices provide support to the Archbishop, and to the Boards of Management of over 400 primary schools under his patronage. We welcome people of all backgrounds to work with us in providing these services.

We value the contribution of all our team members and strive to provide a workplace where equal pay and equality of opportunity are central to how we treat our employees and create a workplace where they can thrive.

As ordained ministers, priests are not employees of the diocese and therefore priests who contribute to the work of the Diocesan Offices are excluded from the report

Íde Finnegan, Financial Administrator and Head of Operations

Note: The CRA number of the Archdiocese of Dublin is 20002022. This is a separate charity to the "Schools and Parishes of the Diocese of Dublin".



REFLECTING ON OUR 2025 RESULTS

The Archdiocese of Dublin's Gender Pay Gap 2025 Report is based on a reference period between 1st July 2024 – 30th June 2025. On the snapshot date of 30th June 2025, there were a total of:

53
PEOPLE EMPLOYED
(36 female; 17 male)

8
PART-TIME PEOPLE
EMPLOYED

5
TEMPORARY PEOPLE
EMPLOYED



BACKGROUND AND CONTEXT

Reflecting on Our 2025 Results

Serving the spiritual lives of the people in our parishes, the Archdiocese operates within the parameters of the Charity sector in Ireland.

The sector has specific challenges, especially within the greater Dublin area, in attracting, rewarding and retaining staff where there is strong competition from the private sector. The sector has a good track record in attracting and retaining women into a range of roles in the workforce, however, some disparities remain.

At senior level in the sector, disparities in gender representation have been an ongoing challenge. Currently 20% of females in the workforce are CEOs of charity organisations whereas 29% of males are CEOs. There is also a trend across the sector where

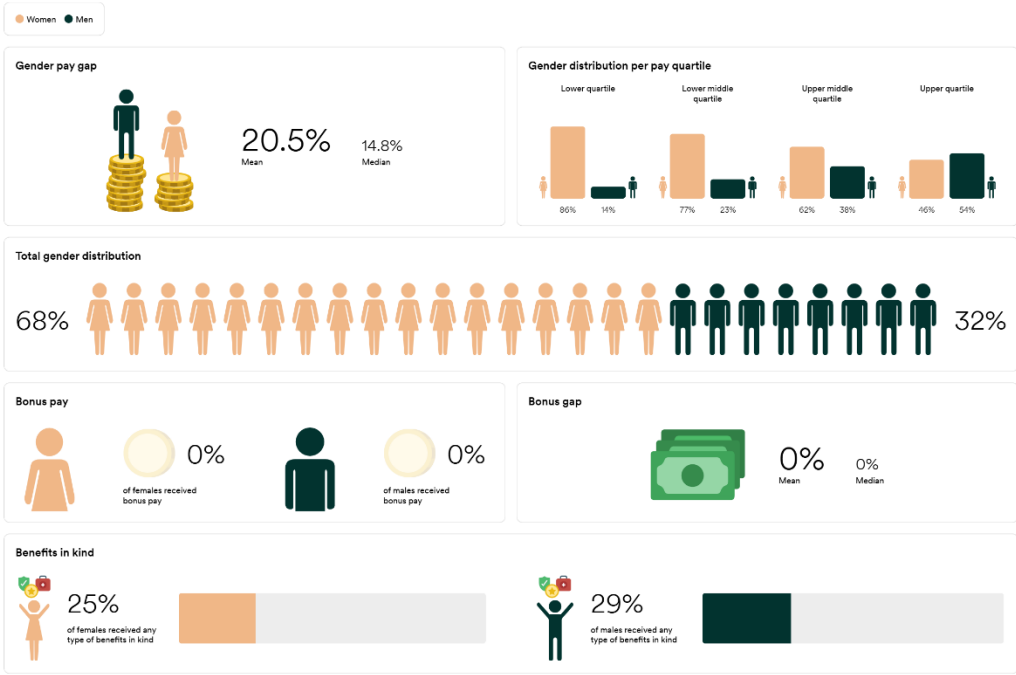
administration roles are more typically undertaken by women.

We note that only large charity organisations have reported so far. The average Gender Pay Gap currently stands at 3.8% (as reported by The Wheel) with a wide pay gap range from -16.89% to 22.6%.

We note that our Gender Pay Gap is towards the upper level of this range at present. Our 2025 report will provide us with an opportunity to assess our position in respect of other similar sized organisations and to take steps to address the pay gap in the medium term.

OUR GENDER PAY GAP RESULTS 2025

Metrics Reporting



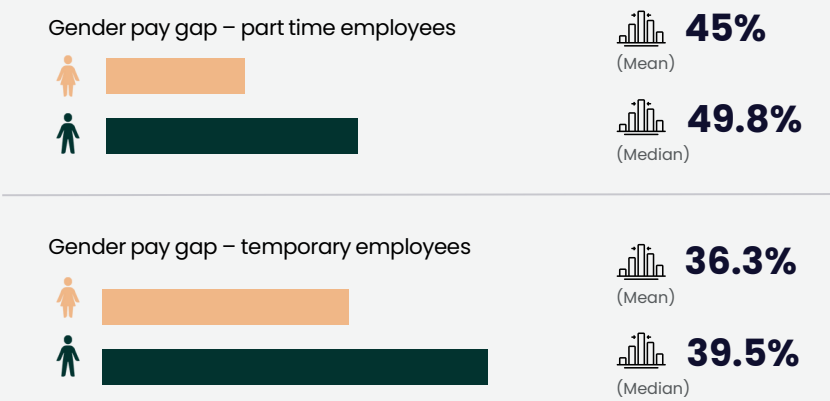
The mean GPG at 20.5% reflects some underrepresentation of females within our lay leadership roles.

Two key factors emerge that drive our Gender Pay Gap.

Firstly we have a large number of women undertaking the administrative roles within the organisation.

Secondly men slightly outnumber women in roles falling within the upper quartile.

GENDER PAY GAP

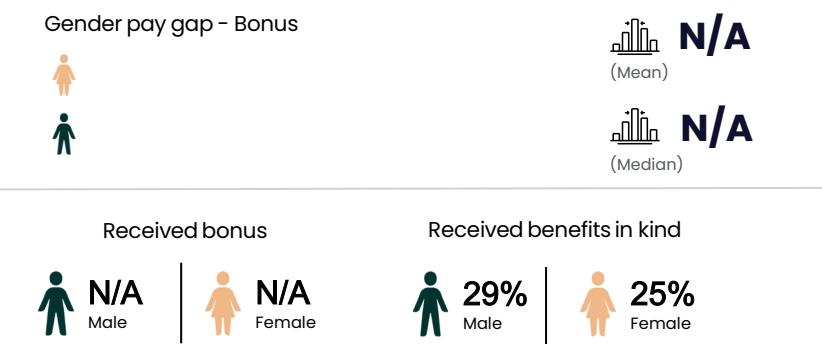


The results show that pay levels for part time employees are on average, favourable to males.

The results show that pay levels for temporary employees are on average, favourable to males.

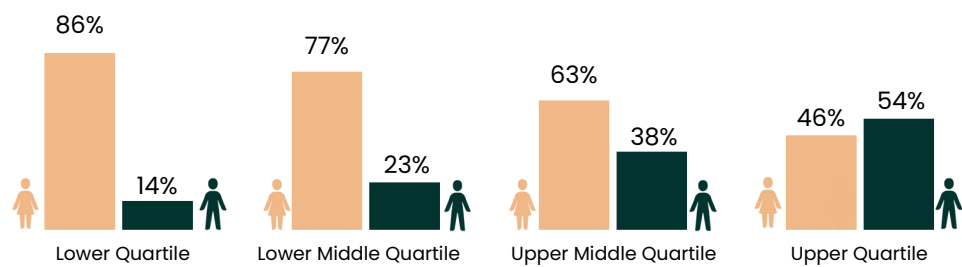
Within these groups we have a number of senior and specialist roles which are contributing to this gap.

GENDER BONUS & BIK PAY GAP



QUARTILE DISTRIBUTION

Gender distribution per pay quartile



The total gender distribution is 68% female and 32% male across the organisation. There is a very high female representation across all pay quartiles with the exception of the Upper Quartile where females are underrepresented by a small margin.

WHAT THIS MEANS

► Key Findings

The results of our first Gender pay gap results for 2025 show a mean gender pay gap of 20.5% and a median gender pay gap of 14.8%. This gap shows that we need to undertake further work to address the challenges that the data has highlighted.

We have few part time and temporary staff, but this cohort includes some specialist and senior roles and remuneration for these roles has driven the higher pay gap for these groups.

► Understanding the Gap

Small sample size and the number of staff in administration grades and roles in the organisation are a key driver of the Gender Pay Gap. These staff stay with us longer term and applicants for roles that become vacant are overwhelmingly from women.

Amongst our senior team, we have a mix of male and female colleagues, however, the slight overrepresentation of men in our most senior roles is the second key

driver of our pay gap results.

Part time and temporary staff are few in number and include some senior and specialist roles where employees are more likely to be male.

PLANNED INITIATIVES FOR 2026

We take our obligations under the Gender Pay Gap Information Act 2021 seriously. This report has been prepared in full compliance with these statutory requirements, reflecting both our transparency and our broader organisational responsibility to employees, our parishes, and the wider community. While legislation mandates reporting, we view it as a strategic opportunity to hold ourselves accountable and to contribute positively to the sector-wide conversation about representation, inclusion, and equity in Ireland's charity sector.

Recruitment Practices

Continue to enhance our recruitment practices to ensure best practice and to provide improvements in equality of opportunities when handling future vacancies.

Flexible Working

Continue to promote flexible working opportunities, offering flexible working arrangements that help us attract and retain a diverse workforce.

Career Development


Ensure that we are proactive in the career development of all our colleagues to encourage career progression. This will include mentoring for women in our teams who wish to actively progress their careers.

Pay Transparency

Continue preparations for Pay Transparency by implementing a pay equity audit to safeguard against any potential disparities. Where any issue is identified we will take remedial action to address this.

STATUTORY REPORTING

GENDER PAY GAP METRICS



1. Mean hourly gender pay gap (all)	20.5%
2. Mean hourly gender pay gap (part-time)	45%
3. Mean hourly gender pay gap (temporary)	36.3%
4. Median hourly gender pay gap (all)	14.8%
5. Median hourly gender pay gap (part-time)	49.8%
6. Median hourly gender pay gap (temporary)	39.5%
7. Mean hourly performance related bonus gender pay gap (all)	N/A
8. Median hourly performance related bonus gender pay gap (all)	N/A
9. Percentage of employees per gender to receive a performance related bonus remuneration	(F) N/A
	(M) N/A
10. Percentage of employees per gender to receive benefit-in-kind	(F) 25%
	(M) 29%
11. Percentage of employees within lower remuneration quartile	(F) 86%
	(M) 14%
12. Percentage of employees within lower middle remuneration quartile	(F) 77%
	(M) 23%
13. Percentage of employees within upper middle remuneration quartile	(F) 62%
	(M) 38%
14. Percentage of employees within upper remuneration quartile	(F) 46%
	(M) 54%