

Donegal Local
Development CLG

Forbairt Áitiúil
Dhún na nGall



GENDER PAY GAP REPORT 2025



PREFACE

Donegal Local Development CLG (DLDC) is a community-led local development company, working to improve opportunities for people and communities in the Donegal catchment area to bring about positive change.

Our work focuses on building capacity and promoting social inclusion to help individuals and communities in Donegal address poverty, social exclusion, and inequality. Our values – respect, community, collaboration, inclusion, and integrity underpin the way we serve communities and how we work together.

As a community organisation, we believe everyone should feel included and valued. We are committed to promoting equality, diversity, and inclusion in everything we do. We also work to ensure that DLDC is a good place to work where everyone, no matter their background, feels respected, heard, and part of the team.

We are pleased to present our first Gender Pay Gap (GPG) report in line with the Gender Pay Gap Information Act 2021. Using snapshot data from 27th June, 2025, covering 81 employees, this report aims to provide transparency on pay differences, understand the factors behind them, help identify actions and demonstrate our commitment to equality and inclusion. The GPG measures the difference between the earnings of women and men across DLDC, regardless of the work they do. This is expressed in mean and median earnings based on equivalent hourly rates and is shown as a percentage of men's earnings.

CURRENT MEASURES

- DLDC staff is **73% female and 27% male**, with women representing **72% of our management team**. This reflects strong leadership representation and recognition of women's skills. Our Board also demonstrates community representation and is 35% female.
- We support staff growth and development through our **Learning & Development** policy. Over the past year, staff completed training in Trauma-Informed Practice, Motivational Interviewing, Diversity & Inclusion, Disability Awareness, Child Protection, and Equality and Human Rights in the Public Service, strengthening our inclusive and supportive workplace. Staff members were also supported in continuing education.
- Our **Dignity and Respect in the Workplace** policy supports a positive, inclusive work environment, and features support contact persons at staff and board-level.
- **Leadership development** is an important aspect of advancing equality and inclusion. In 2025, we supported people managers through peer coaching circles, line manager training, informal mentoring, and on-the-job learning. Managers are expected to promote a collaborative, fair and inclusive work environment.
- **Internal mobility** is an important part of effectively staffing teams. During the reporting period, DLDC filled 15 new and vacated roles, with **36% of positions filled by internal candidates**, indicating a high level of internal mobility. This included multiple senior appointments, showing good progression within the company.
- We conduct biannual **HIGH5 Employee Satisfaction Surveys**, which reported an **overall employee satisfaction level of 89%**. Additionally, **89%** of staff said they would recommend DLDC as an employer to a friend, and **97%** agreed that they are treated with dignity and respect at work.
- In 2023, we introduced a **Compensation Policy** and salary scales to ensure fair, transparent, and equitable pay for roles not governed by external funding scales.
- DLDC follows **fair recruitment practices**, advertising widely to attract diverse candidates and ensuring no applicant is treated less favourably. We also supported **15 participants through work placements**, helping them gain valuable on-the-job skills.
- DLDC supports employee wellbeing through **flexible and hybrid working options**. In 2025, **17%** of staff availed of unpaid leave to help balance home and work commitments. This was over and above statutory entitlements such as parental, paternity, or force majeure leave.
- DLDC provided menopause awareness training, which was well received. With an **average age of 49**, such initiatives help ensure staff are supported at all stages.

GENDER PAY GAP RESULTS

The following tables set out a range of gender pay gap variables as required by the Gender Pay Gap Information Act 2021

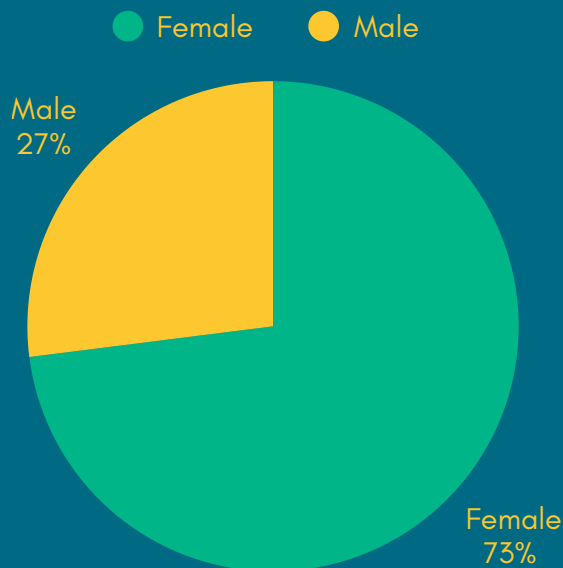
Snapshot Reporting Period:

Snapshot Date	Reporting from	Reporting to
27th June, 2025	28th June, 2024	27th June, 2025

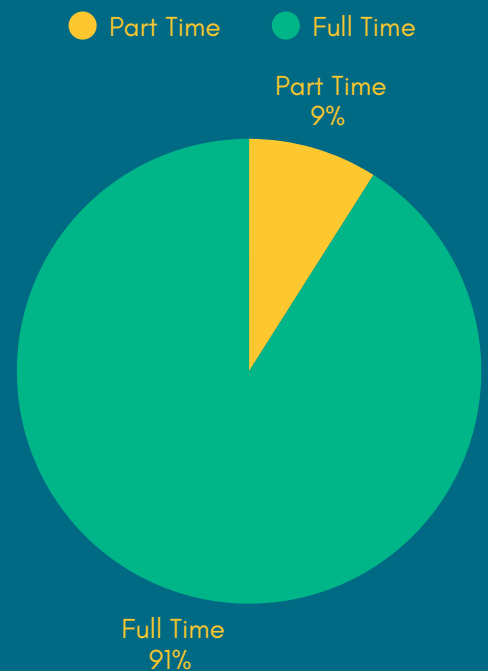
Employee Details:

Headcount refers to the number of employees active on the snapshot date on 27th June, 2025

Male & Female Staff



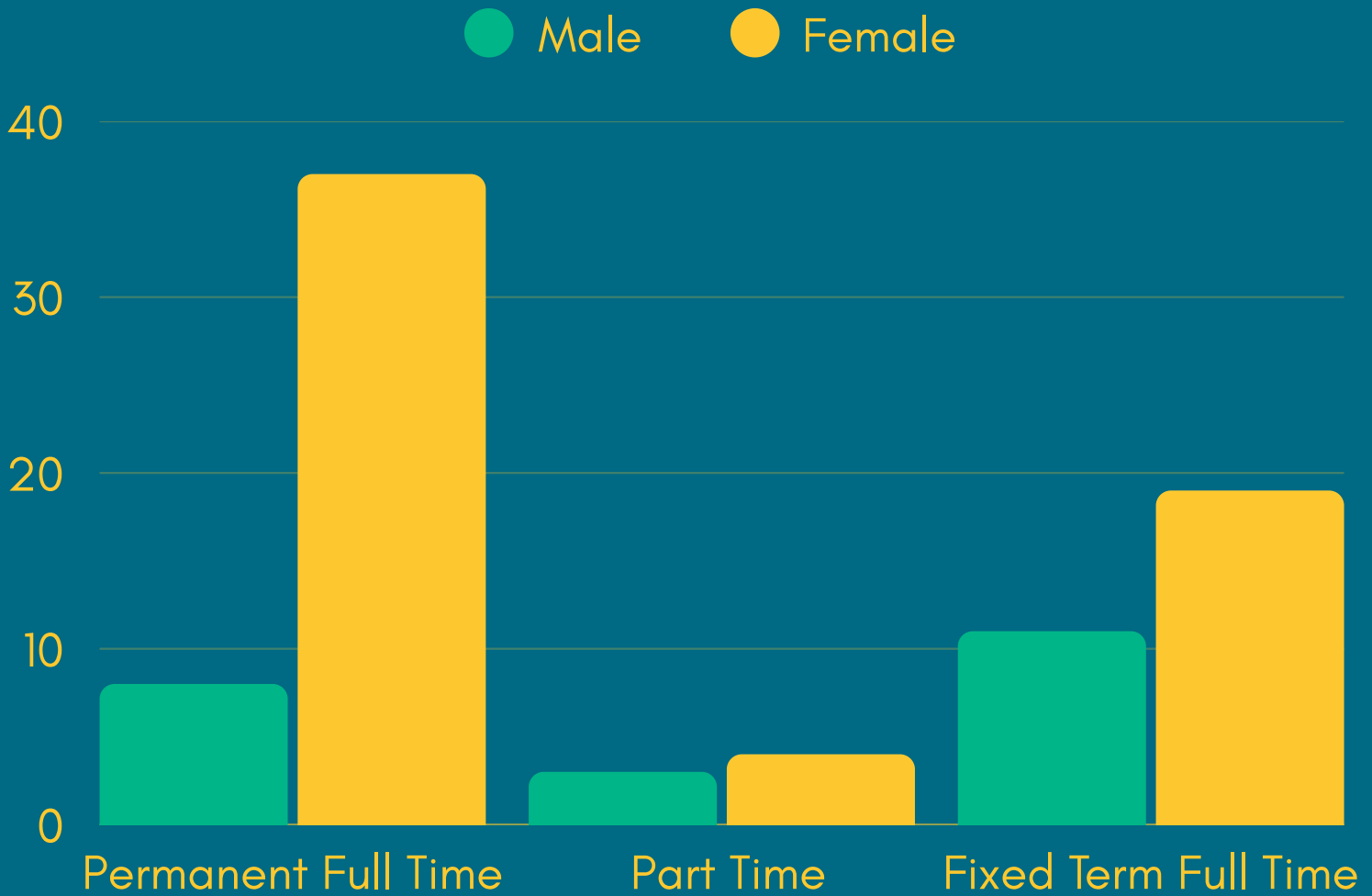
Part & Full Time Staff



Fixed/Permanent Staff:

42% Staff are on Fixed-Term contracts. 58% are on Indeterminate contracts.

Total Paid Staff - 27th June, 2025



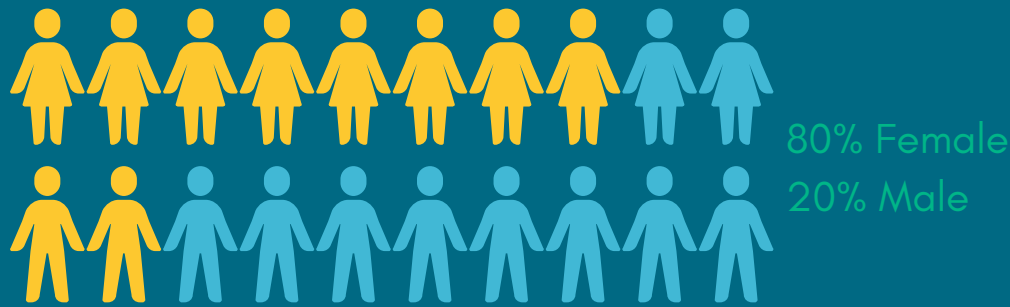
Permanent Full Time	Part Time	Fixed Term	Total Employees
44	7	30	81

DLDC Workforce & Percentile Quartiles*

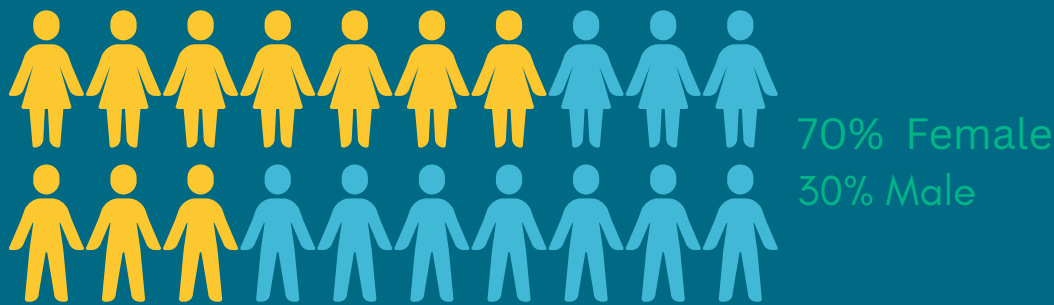
Lower (Q1)



Lower Middle (Q2)



Upper Middle (Q3)



Upper (Q4)



*Percentage of females and males when divided into four quartiles ordered from highest to lowest hourly pay. Each pay quartile represents **25%** of DLDC's workforce ranked by pay.

DLDC's workforce is **73% female, 27% male**, which is reflected fairly consistently across the quartiles. **Women make up 81%** of the upper quartile, higher than the overall female workforce percentage. While women are strongly represented across all pay quartiles, DLDC continues to focus on ensuring equitable progression and opportunities for all staff, regardless of gender.

DLDC Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees.

Mean Gender Pay Gap	
All Employees	01.89%
Part Time	-8.90%
Temporary	-0.05%

The mean gender pay gap is very small, indicating that on average, men and women earn nearly the same hourly pay across DLDC. This is considered close to pay parity in Ireland where the average gap is 9%. This reflects the predominantly female workforce and relatively flat pay structure typical in the community and voluntary sector. The negative value indicates that, on average, part-time women earn slightly more per hour than part-time male employees. This is reflective of seniority distribution among part-time female employees.

DLDC Median Gender Pay Gap

The median is the middle value when all hourly pay rates are arranged in ascending order, representing the typical pay difference between genders.

Median Gender Pay Gap	
All Employees	-1.65%
Part Time	-18.97%
Temporary	1.71%

In terms of median salary, part-time women earn significantly more per hour than part-time men. At DLDC, women are well-represented and generally earn a slightly higher median salary, particularly in part-time roles, when compared to male counterparts.

DLDC Manager Roles

Those in management roles include all managers in DLDC, including team leaders who manage one or more staff member.

Manager Gender Pay Gap	
Median Gap	-3.04%
Mean Gap	6.18%

Women represent the majority (72%) of manager roles, consistent with the overall workforce being female-dominated. The Median gap -3.04% indicates that the typical female manager earns slightly more per hour than the typical male manager. This is positive from a gender equity perspective and aligns with the predominance of women in management. The Mean gap 6.18% in favour of men, meaning that when you take the total pay of all managers and divide by the number of managers, men on average earn more – because a small number of men hold higher-paid management roles.

Key Findings

- DLDC employed **81 staff** at the time of the snapshot, in addition to a number of scheme participants who supported the team. Of the employees, **73% were women and 27% were men**, with senior management also predominantly female (**72%**).
- Women are well-represented across all pay quartiles, from 70% to 81%, including the highest-paid roles.
- The mean gender pay gap is very small at **1.89%**, indicating near-equal average hourly pay between men and women in DLDC.
- Median pay shows women earning slightly more than men overall (**-1.65%**), with part-time women earning significantly more than part-time men (**-18.97%**).
- Temporary staff show minimal differences in pay between genders.

ACTIONS

- We will monitor our job applications to better understand the types of candidates we are attracting and **identify ways to reach a more diverse talent pool** including working with organisations that support minorities. DLDC is committed to attracting and retaining diverse talent to meet our needs and reflect the vibrancy of the communities we serve.
- Like many organisations in the community, voluntary, and charitable sector, DLDC has a higher representation of female employees. While this has historically presented challenges in promoting gender diversity, we will work on **attracting more male** candidates to create a more balanced workforce.
- We plan to develop further **wellbeing initiatives** with input from our staff committee Ar son an Phobail. As part of this work, we will further strengthen and shape our diversity and inclusion initiatives.
- We also plan to conduct an anonymous staff survey to establish a baseline for **EDI data** and use this to inform future strategies.
- DLDC recently engaged Third Sector Solutions to undertake a research study **examining the barriers faced by young adults with a disability** in accessing employment, and any further actions identified will be put into practice.

What does the 2025 Gender Pay Gap Report mean?

It means DLDC maintains a fair and transparent pay structure and supports career progression for all staff. These results reflect DLDC's commitment to inclusion, equity, and representation at all levels.



*Hourly rates have been calculated using employees' annualised salaries and standard contracted hours. This approach reflects gross pay received, including paid leave, and provides a consistent basis for comparison across the workforce. Ordinary pay includes any hourly earnings received during the reporting period, including reduced pay while on paid sick leave.