

# Gender Pay Gap Report 2025

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**DOMESTIC & GENERAL**  
PROPERTY SUPPORT SERVICES LTD



# About Us

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Domestic and General Property Support Services has been a trusted service provider for over three decades.

Our leadership team, David Jago and Mihaela Roman, bring over 60 years of combined expertise to the organisation.

Today, we employ over 260 professionals across 16 distinct job roles and manage a fleet of more than 65 commercial vehicles operating throughout Dublin.

Our mission is to deliver high-quality, cost-effective, and efficient services. We achieve this by maintaining transparency with our clients and ensuring that we recruit and retain the right talent for every role.

At Domestic and General, we are committed to fairness, equality, and inclusivity. We strive to provide equal pay and opportunities for all employees, regardless of gender, and foster a workplace culture built on respect and diversity.

These principles guide our daily interactions with employees, clients, and partners.

As an inclusive employer, we aim to maintain a gender-balanced workforce that reflects the communities we serve.

Kasia Dembowska  
HR Manager

# Gender Distribution Across Employment Types

Our workforce is made up of 143 female employees and 104 male employees, showing that women make up a larger proportion of our team.

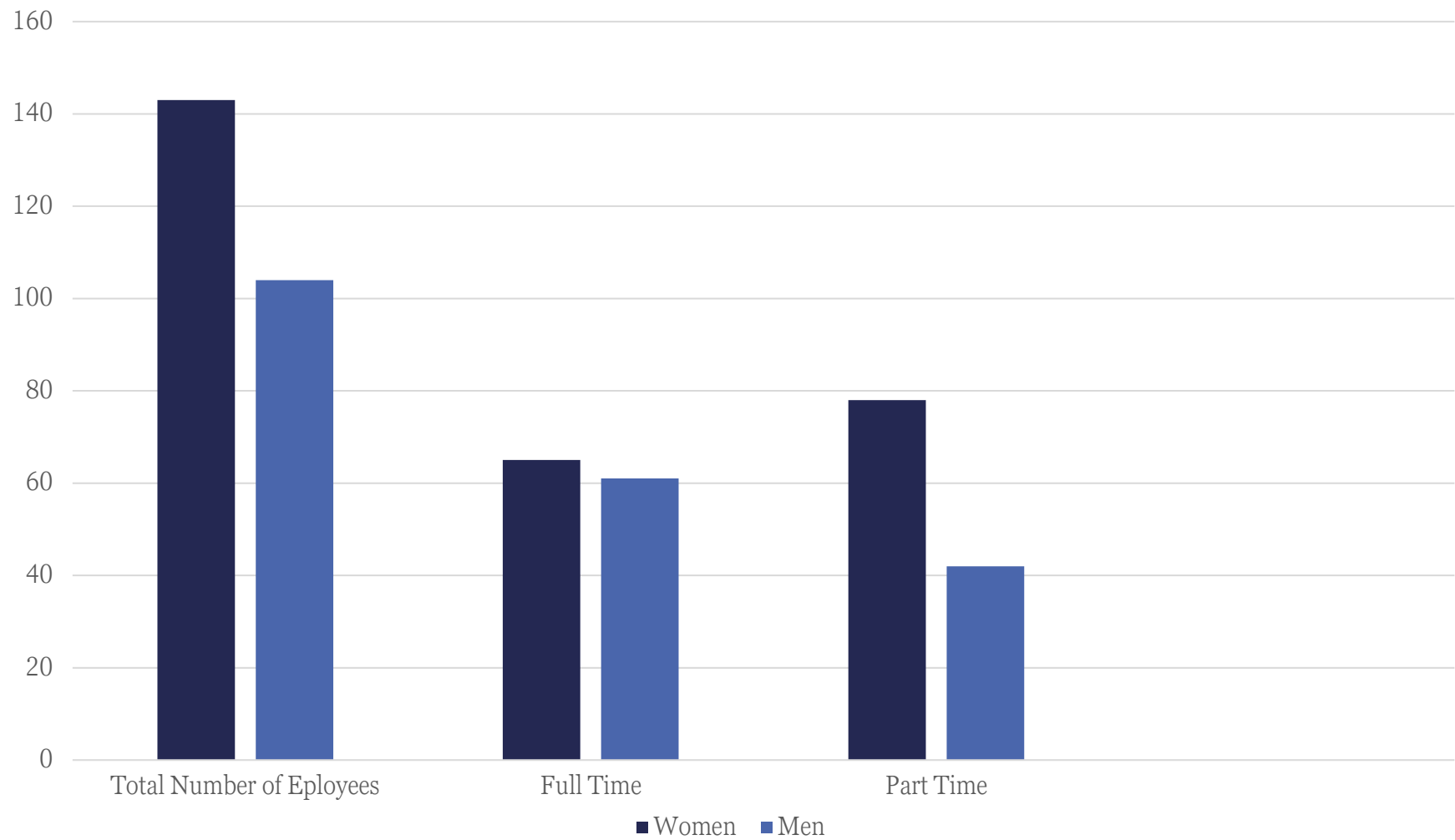
Our analysis reveals a clear female predominance in part-time employment, with 78 female employees compared to 42 males. This significant gap suggests that part-time or casual roles are more frequently occupied by women, potentially reflecting a preference for flexible work arrangements.

In contrast, permanent positions display a more balanced gender distribution: 65 females and 61 males. While women still slightly outnumber men, the gap is much narrower than in part-time roles. This indicates that when it comes to long-term employment, opportunities are more equally accessible to both genders, which may support more stable career growth and equitable pay potential.

Females lead in both employment categories, but the disparity is most pronounced in part-time roles. Conversely, males are relatively more represented in permanent positions, suggesting a tendency toward job stability.

From a gender pay gap perspective, this pattern highlights that women are more concentrated in roles that may offer lower total compensation and slower progression, which could contribute to overall pay disparities within the company.

Employment Type by Gender



# Employment Patterns – Part Time Roles

At Domestic and General Property Support Services, we continue to review and understand the factors influencing our gender pay gap.

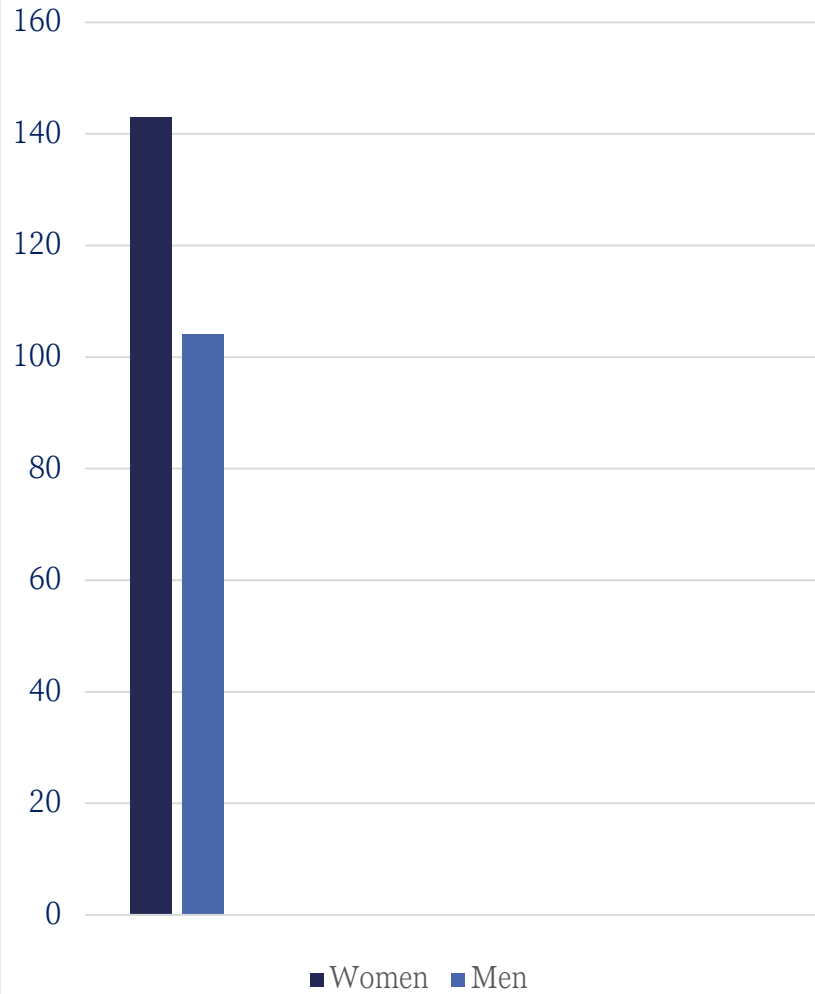
Our latest analysis shows a pay gap of 19.45%, meaning that on average, female employees on hourly rates earn 19.45% less than male employees.

While male employees tend to earn more on average and work more hours, this difference reflects broader patterns in working arrangements across our organisation.

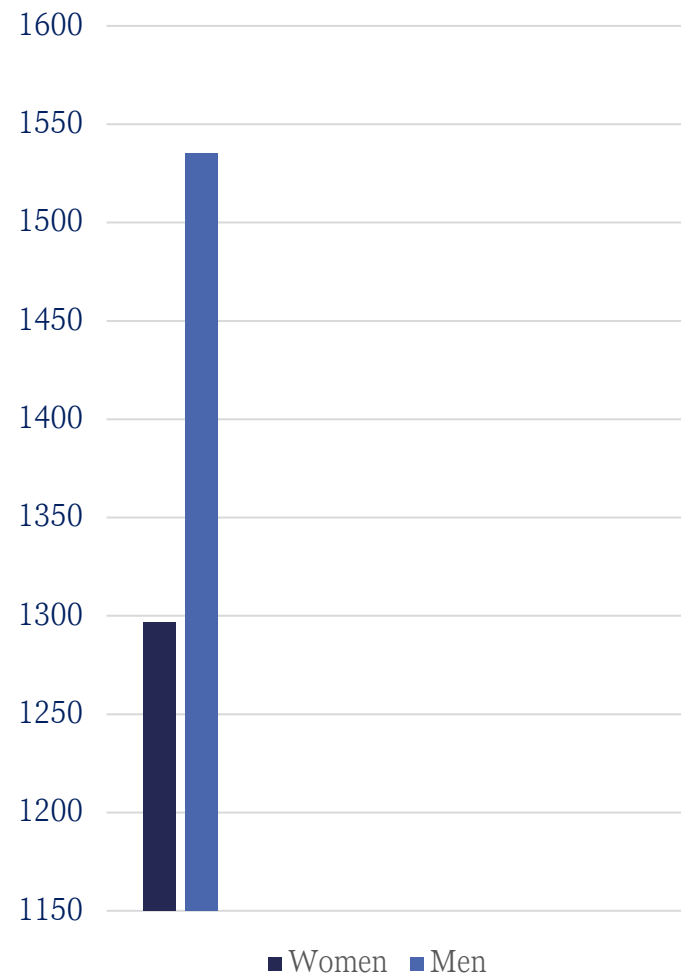
However, many of our female employees choose part time contracts, which offer greater flexibility but often result in lower average pay with fewer hours worked.

We recognise that flexibility is an important value for many of our team members, and we remain committed to creating a workplace where everyone has the opportunity to thrive—no matter their role, contract type, or working pattern.

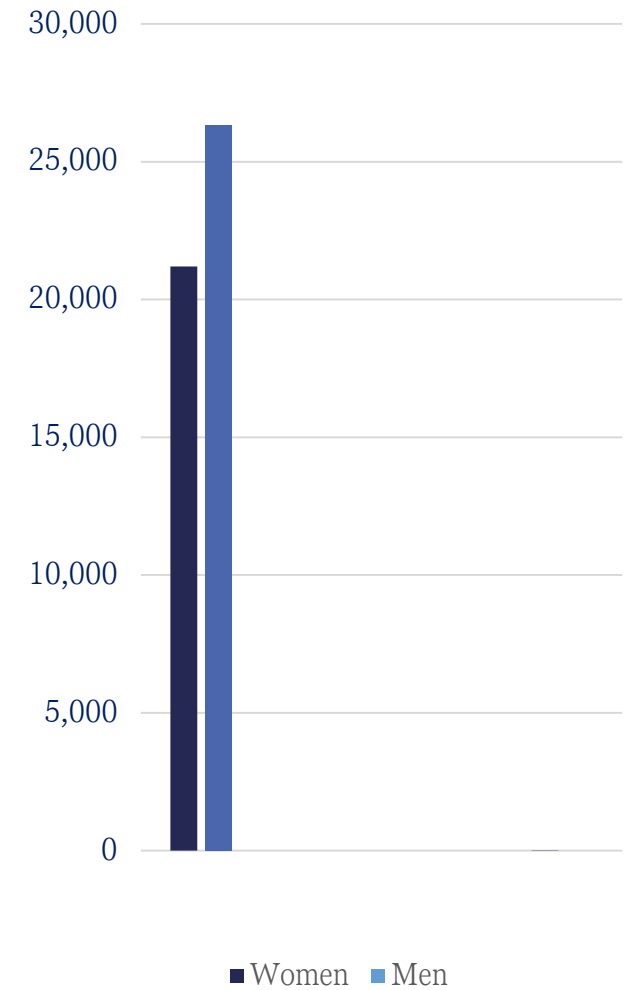
Employee Count



Average Total Hours Worked



Average Pay by Gender



# Employment Patterns – Full Time Roles

When we look at salaried positions, a different picture emerges. Here, female employees earn slightly more on average than their male colleagues, showing that, in some areas, traditional pay gaps are not only closing—they are reversing.

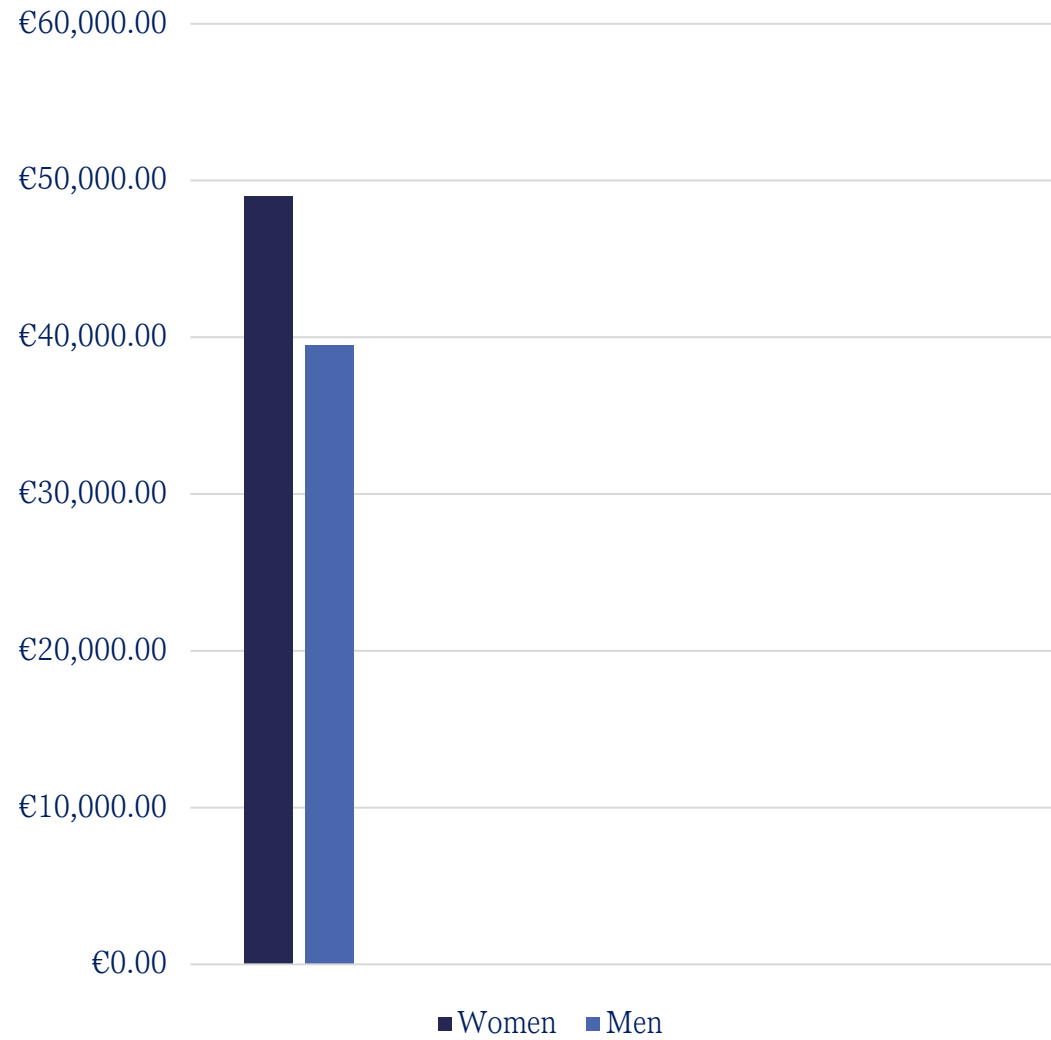
Full-time permanent roles further demonstrate near parity in both representation and pay, highlighting meaningful strides toward a balanced workforce.

However, gender disparities persist in certain operational areas.

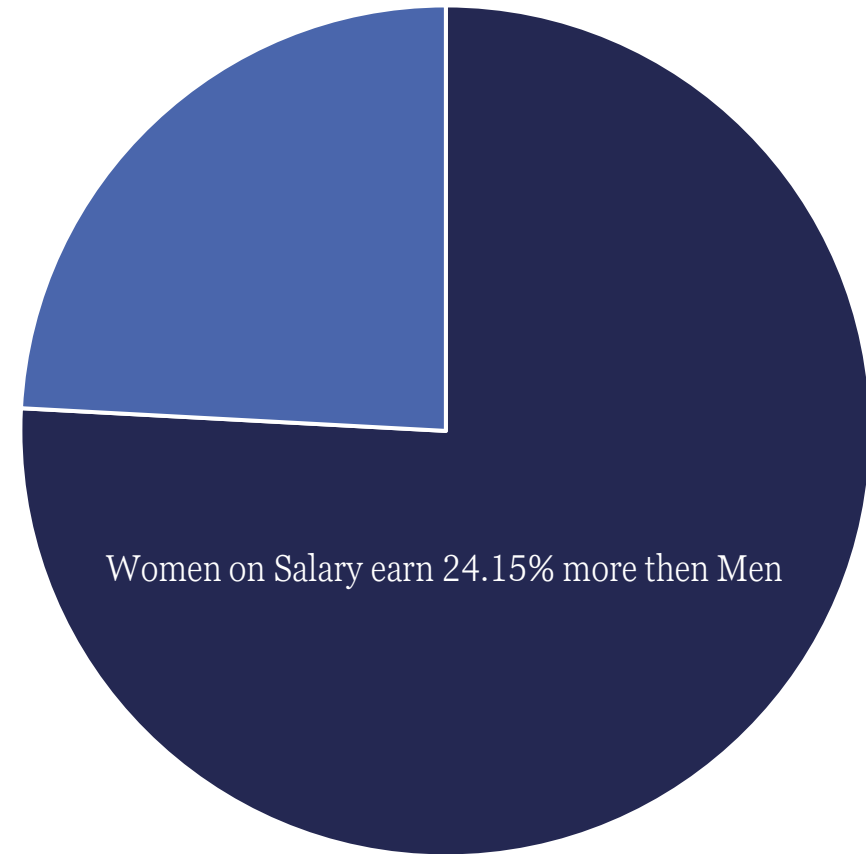
Departments such as Building Maintenance, Grounds Maintenance, and Industrial continue to see extremely low female applicant interest.

This uneven representation reinforces ongoing challenges in achieving equity across all parts of the business.

Average Salary Pay



Percentages





# Understanding the Gender Pay Gap

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Women make up most of our workforce, with 143 of 247 employees being women. Many choose part-time roles—78 women versus 42 men—reflecting a need for flexibility, while permanent roles show near parity (65 women, 61 men).

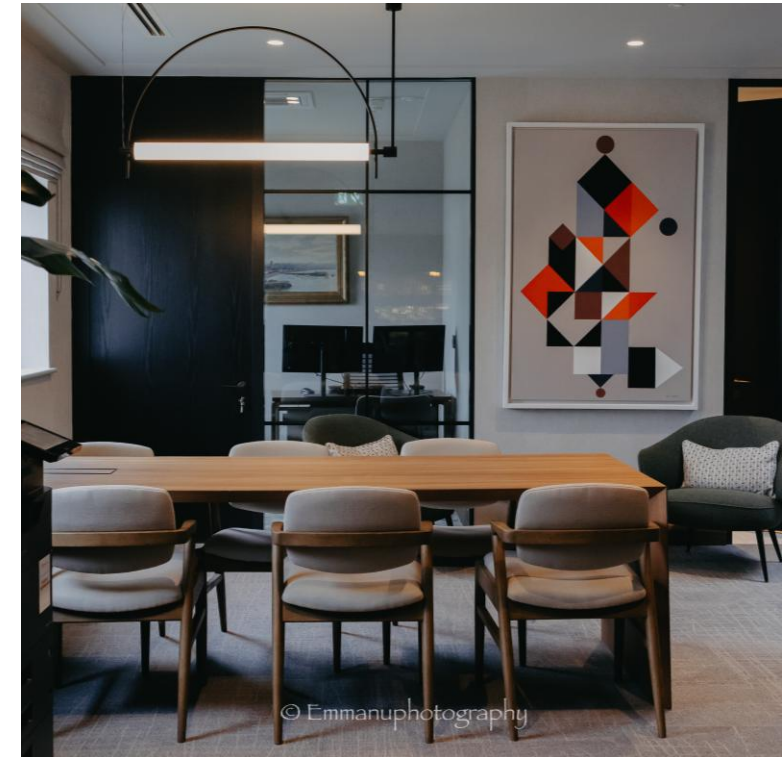
Despite strong representation, a pay gap continues; women earn 19.45% less per hour, largely due to fewer hours and the preference of part-time work.

Encouragingly, in salaried and full-time permanent roles, pay and representation are nearly equal, signalling progress.

Challenges remain in operational departments like Building and Grounds Maintenance, which attract few female applicants, limiting diversity and career opportunities.

Our workforce story is one of both progress and opportunity.

By addressing gaps in pay, representation, and career growth, we can ensure equal opportunity and fair reward for all.





# Addressing Gender Pay Gap

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## **Promote Women to Permanent Roles**

Expanding female representation in permanent positions fosters stable employment, ensures equitable access to benefits, and strengthens organisational diversity and resilience.

## **Ensure Inclusive Job Descriptions**

Create job descriptions that use neutral, equitable language, clearly communicate equal opportunity, and actively encourage women to apply. This approach broadens the talent pool, promotes diversity across all departments, and signals a genuine commitment to inclusion.

## **Bias Recruitment Processes**

Implementing recruitment process, promotion, and compensation review ensures equitable treatment, mitigates unconscious bias, and reinforces a culture of accountability and inclusivity.

## **Advance Women's Career Development**

Providing tailored career development programs and mentorship opportunities empowers women to progress into leadership roles, driving long-term equity and cultivating a diverse pipeline of talent.