

Gender Pay Gap Report 2024



DOMESTIC & GENERAL
PROPERTY SUPPORT SERVICES LTD

A woman with red hair, wearing a dark blue long-sleeved shirt and trousers, is using a stick vacuum cleaner on a light-colored wooden floor. She is holding a black rectangular object in her left hand. In the background, there is a large wooden wall with a television, a piano, and some potted plants. A patterned armchair is visible on the left.

About Us

D&G was founded over 30 years ago, and our leadership team—David Jago, Anca Pop, and Mihaela Roman—bring over 60 years of combined experience to the business.

Today, D&G employs over 240 people across 16 different job roles and operates a fleet of more than 64 commercial vehicles throughout Dublin.

Our goal is to deliver a high-quality, cost-effective, and efficient service. We achieve this by being open and honest with our clients and by employing the right people for the job.

At Domestic and General, we are committed to ensuring fair treatment and equal pay for all our employees, regardless of gender. We believe in fostering a workplace where everyone has equal opportunities to thrive, contributing to a culture of inclusivity, respect, and equality.

These principles, deeply ingrained in our values, are reflected in our daily interactions with employees, clients, and partners. As an inclusive employer, we are dedicated to achieving a gender-balanced workforce that mirrors the diverse communities we serve.

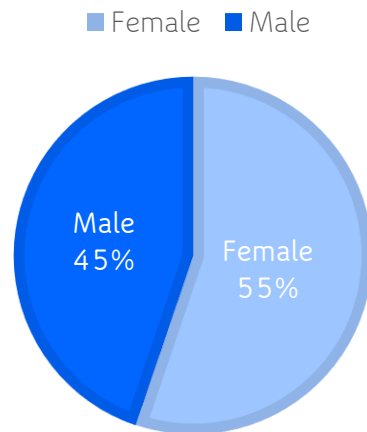
Kasia Dembowska
HR Manager

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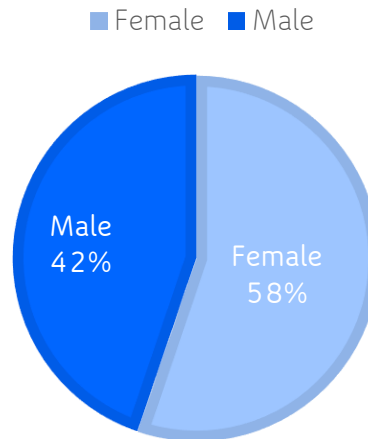
The Snapshot date 26th June 2024 was chosen to assess the Gender Pay Gap in Domestic and General Property Support Services.

Total of 244 employees were recorded on payroll on 26th June 2024; broken down as follows;

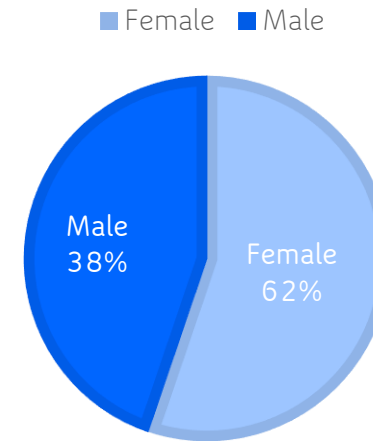
TOTAL EMPLOYEES



FULL TIME EMPLOYEES



PART TIME EMPLOYEES

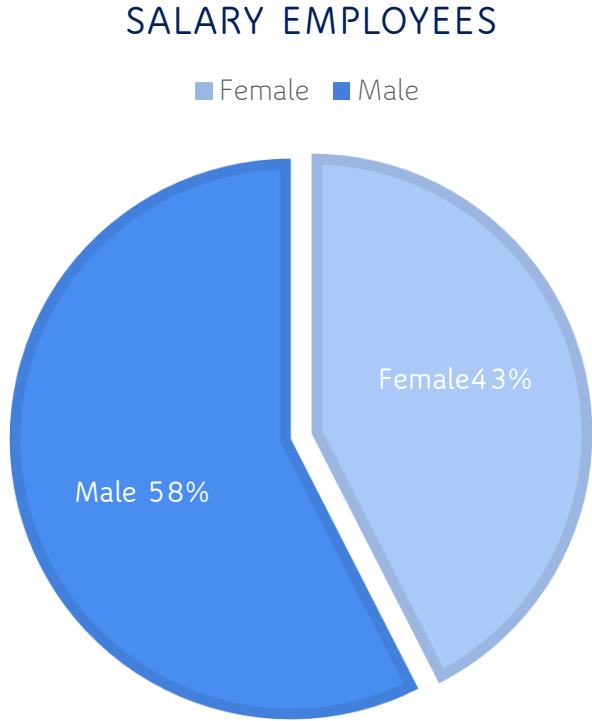


Domestic and General Gender Pay Gap for our employees shows that on average female employees on salaries earn slightly less in our permanent workforce.

Our analysis of the gender pay gap at Domestic and General reveals that, on average, female employees in salaried positions earn slightly less than their male counterparts within our permanent workforce. This gap is primarily attributed to the overall gender distribution within the business, where the majority of our workforce is male.

Additionally, some of the roles in Building Maintenance team are salaried positions, which contributes to the observed difference. The nature of these departments, combined with a higher proportion of male employees in these areas, leads to the slight increase in average salaries for male employees in the overall workforce.

We are committed to addressing the gender pay gap and ensuring that all employees are compensated fairly for their roles and contributions.

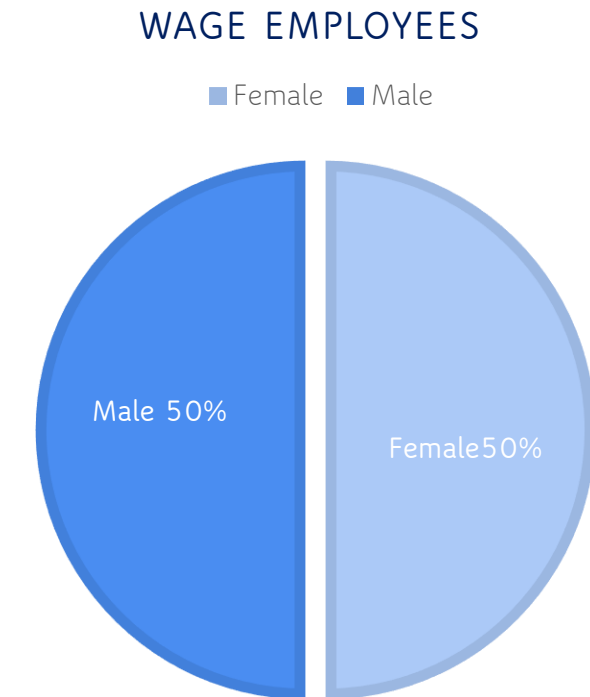


At Domestic and General Property Support Services, wage employees are paid equally, regardless of gender. This absence of a gender pay gap is attributed to the company's implementation of a standardized pay structure, which ensures that employees are compensated based on consistent criteria rather than gender.

For wage employees, the pay is set based on a specific role and the number of hours worked, with no regard to gender. This means that employees performing the same job under the same conditions (such as hours worked, shift patterns, and responsibilities) will receive the same hourly or weekly wage, ensuring that there is no gender-based pay disparity.

In a standardized pay structure, we determine compensation by predefined criteria, such as job role, experience, or skills, rather than subjective factors like gender, or personal relationships. This approach helps us eliminate biases that could arise from individual performance evaluations, managerial discretion, or unequal bargaining power.

By focusing on clear, objective criteria, and standardized pay structure we promote fairness and transparency in compensation, ensuring that employees are paid equitably for their work. It also helps us create a more consistent pay system across Domestic and General, reducing the potential for discrimination or inequality that might otherwise result from more flexible, negotiation-based pay models.



Domestic and General Gender Pay Gap Findings

In 2024, we observed a slight gender pay gap at Domestic and General, with men earning slightly more on average. This is primarily due to the higher proportion of men in salary-based roles, which is influenced by the nature of our business. However, we are committed to ensuring fair pay for all our employees. As part of this commitment, we have pledged to pay the Real Living Wage, and 60% of our employees were paid above this threshold.



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Addressing Gender Pay Gap

We are actively working to build a gender-balanced workforce by attracting talent from a wide range of diverse backgrounds. Our initiatives to support this vision include:

1. Inclusive Job Descriptions

We ensure that all job descriptions use language that appeals to all genders and emphasize the core skills and experiences required for the role. This approach helps attract a broader range of candidates and ensures that potential hires feel welcomed and valued, regardless of their gender.

2. Mentorship and Career Development

We are dedicated to providing mentorship and career development opportunities, with a particular focus on empowering women and other underrepresented genders within our company. Through these initiatives, we aim to foster their professional growth and create pathways for their career advancement.

3. Creating an Inclusive Culture

We prioritize building a workplace that is inclusive and welcoming to people of all genders. This includes fostering a culture of respect, ensuring equal opportunities for all employees, and providing the necessary support for everyone to thrive in their roles.

4. Commitment to Diversity and Inclusion

We are deeply committed to gender equality and diversity, and we consistently communicate this commitment both internally and externally. This commitment is reflected in our policies, our hiring practices, and the way we foster an inclusive environment that values diverse perspectives.

