



**Merchants Quay Ireland**  
Homeless & Drugs Services

# Gender Pay Gap Report

Reporting Year: 2025  
Snapshot Date: 18<sup>th</sup> June 2025

## Introduction

At MQI, we remain deeply committed to investing in our people and supporting the dedicated employees who deliver vital, life-changing services to individuals experiencing homelessness and addiction. Our focus on Diversity, Equity, and Inclusion (DE&I) continues to guide how we work, ensuring a culture where everyone feels respected, valued, and supported to contribute meaningfully to our mission.

This report is published in compliance with the Gender Pay Gap Information Act 202. At MQI, Gender Pay Gap reporting is far more than a statutory requirement, it is an essential part of our commitment to building a fair, inclusive, and supportive workplace.

As an organisation dedicated to supporting vulnerable communities, we recognise that promoting equality must begin within our own workforce. Strengthening gender equity helps us create a healthier, more engaged, and more resilient team which in turn enhances the services we provide to those who depend on us.

Understanding our Gender Pay Gap allows us to identify trends, highlight any imbalances, and take meaningful action to address them. By analysing these gaps, we can take informed actions to ensure that all employees are treated fairly and equitably, regardless of gender.

We are pleased to publish this year's Gender Pay Gap Report. This year's analysis allows us to deepen our understanding of gender representation across MQI and identify further opportunities for improvement.

We remain focused on strengthening our policies, supporting career development, and enhancing the overall employee experience to ensure that all colleagues have equal opportunities to thrive.

By fostering an inclusive and equitable workplace, we aim to drive positive change for our people, support the quality of our services, and contribute to better outcomes for the communities we serve.

## *People & Culture*

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People and Culture Department- Merchants Quay Ireland

## Gender Pay Gap Reporting Requirements

In June 2022, the Gender Pay Gap Information Act 2021 introduced a requirement for organisations in Ireland with over 250 employees to report on their gender pay gap across a series of defined metrics. From 2024, this threshold has been reduced to organisations with more than 150 employees.

The purpose of this report is to provide transparency regarding the differences in average earnings between men and women within an organisation. By highlighting any disparities, the reporting process helps organisations monitor progress and take meaningful action to address inequality in the workplace.

It is essential to distinguish between the Gender Pay Gap and Equal Pay. Equal Pay concerns compensating men and women equally for performing the same or equivalent work. In contrast, the Gender Pay Gap reflects the difference in average earnings across all employees, regardless of role, seniority, or job type.

There are seven broad reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees.
2. The mean and median pay gap in hourly pay between part-time male and female employees.
3. The mean and median pay gap in hourly pay between temporary male and female employees.
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay.
6. The percentage of male and female employees who received benefit in kind.
7. The percentage of male and female employees in each of the four pay band quartiles.

Employers were required to select a “snapshot” date in June 2025 from which to capture and analyse data. MQI chose the 18th of June as the “snapshot” date for the 2025 report.

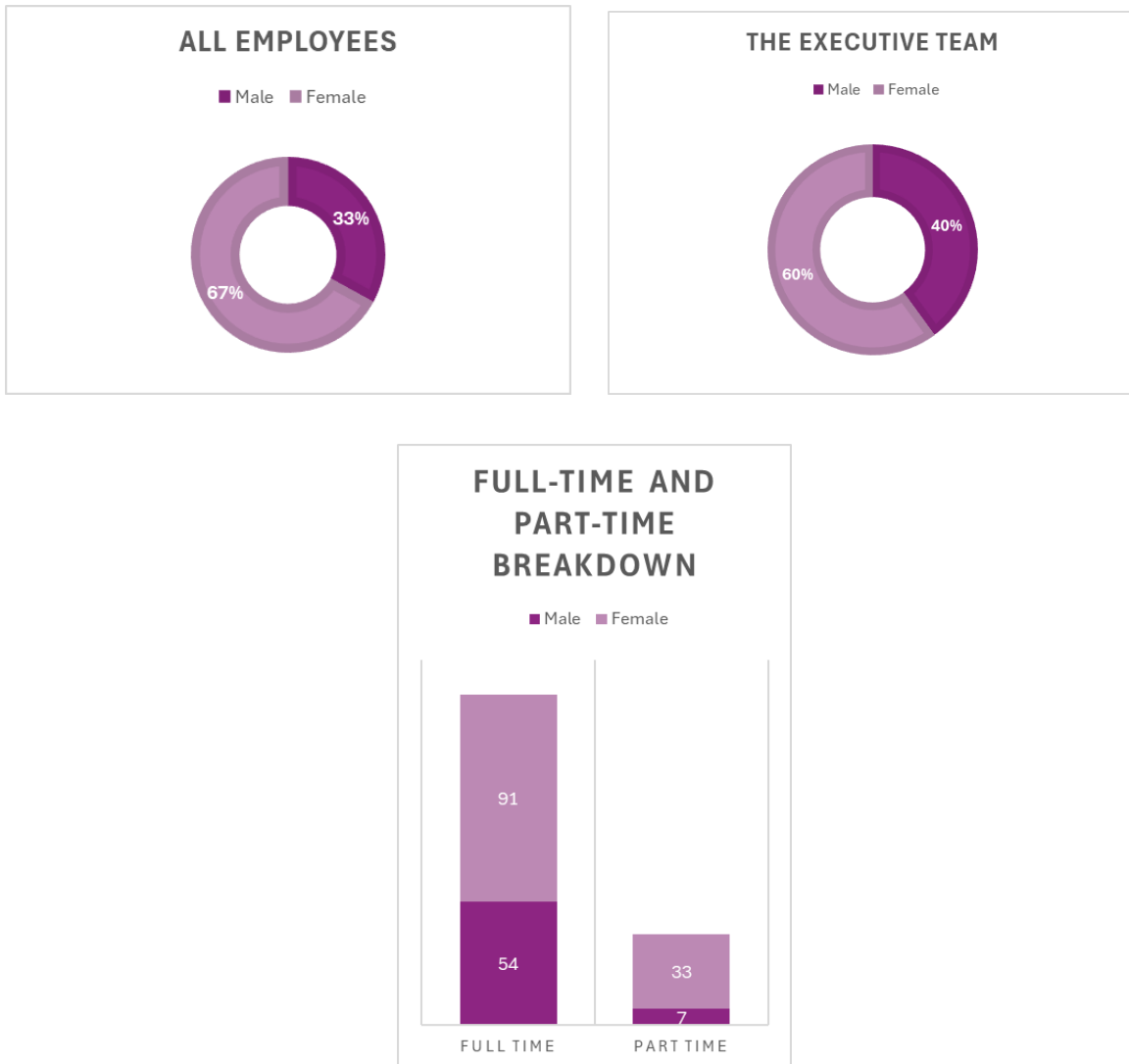
## Our Data

### Methodology

The data in this report was compiled using payroll records as of 18th June 2025. Calculations follow the methodology set out in the Gender Pay Gap Information Act 2021, including mean and median hourly pay and bonus pay gaps, benefits-in-kind, and quartile distribution.

### Gender representation across MQI

On the snapshot date, 67% of all MQI employees were female and 33% male. This is in line with the gender split amongst other organisations in the not-for-profit sector in Ireland. The MQI Executive Team is predominantly female (60%). Females are overrepresented amongst our part-time employees, with only 18% of our part time employees being male. Any employee contracted for less than 30 hours per week was categorised as being a part-time employee.



### The Mean Gender Pay Gap

Our analysis reveals a mean gender pay gap of 1.5%, indicating that, on average, men in our organisation earn 1.5% more per hour than women across all roles. This figure compares favourably to PwC’s analysis<sup>1</sup> of over 550 Irish companies that submitted Gender Pay Gap reports in December 2023, which revealed the mean hourly gender pay gap reported across all companies was 11.2%, down from 12.6% (2023). This compares to Ireland’s latest available national gender pay gap of 9.6% (2022) according to the CSO<sup>2</sup>, and an EU average gender pay gap of 12.7% (2021) based on Eurostat data.

To calculate the mean gender, pay gap, we determined the average hourly pay for women by dividing the total of all hourly pay rates received by women by the number of women in our workforce. We performed the same calculation for men. The percentage difference between these two averages represents our mean gender pay gap.

### The Median Gender Pay Gap:

The median gender pay gap is the difference between the female median hourly wage (the middle-paid female) and the male median hourly wage (the middle-paid male). The median hourly wage is calculated by ranking all employees, first by gender and then in ascending order by pay and taking the hourly wage of the male/female in the middle.

Our median pay gap is -1.30%. This means that the middle/typical female in our organisation earns approximately 1.30% higher than the middle typical male. This means that women at MQI earn 1.3% more than their counterparts.

Mean Gender Pay Gap %	Median Gender Pay Gap %
1.50%	-1.30%

Mean Male Hourly Pay	Mean Female Hourly Pay
25.90	25.50

Median Male Hourly Pay	Median Female Hourly Pay
23.50	23.80

### Part-Time Data:

Our 2025 gender pay gap report highlights a notable difference in pay among our part-time staff. The data shows that, on average, part time male employees earn more than part time female employees, with a mean pay gap of 28.3% and a median pay gap of 32.5%. However, this disparity is influenced by a small number of men earning high amounts through additional payments (e.g. overtime). This inflates their calculated hourly pay as per the reporting guidance; the hourly rate is calculated using actual

<sup>1</sup> <https://www.pwc.ie/media-centre/press-releases/2024/gender-pay-gap-report-2024>  
<https://www.pwc.ie/services/workforce/gender-pay-gap-reporting>

<sup>2</sup> <https://www.cso.ie/en/csolatetestnews/pressreleases/2024>  
<https://www.cso.ie/en/releasesandpublications/ep/p-ses/>

earnings divided by regular contracted hours as opposed to actual earnings divided by actual hours worked. The overinflation of hourly pay does not reflect differences in contracted hours or base pay, but rather the effect of extra earnings. Consequently, the reported pay gaps do not signify unequal pay for equivalent roles but are affected by work pattern differences and overtime.

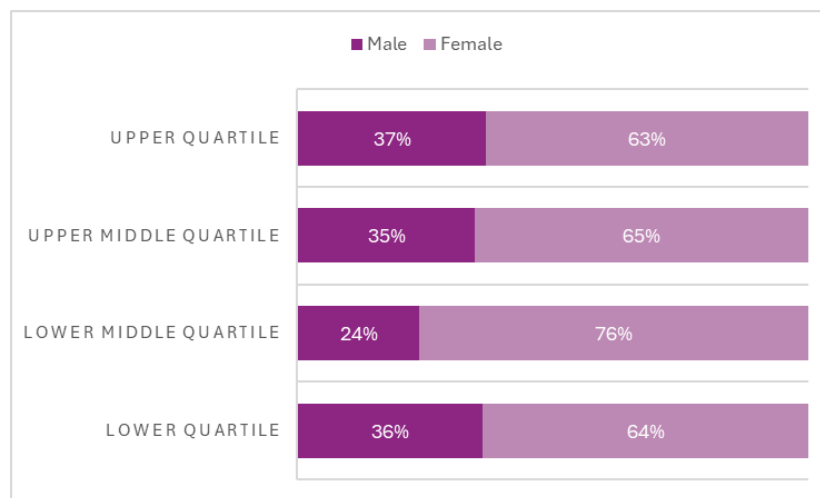
Mean Gender Part-Time Pay Gap %	Median Gender Part-Time Pay Gap %
28.30%	32.50%

Mean Male-Part-Time Hourly Pay	Mean Female-Part time Hourly Pay
35.20	25.20

Median Male-Part-Time Hourly Pay	Median Female-Part time Hourly Pay
22.60	33.40

### Pay Quartiles

The pay quartiles are calculated by dividing all employees in the organisation into four even groups according to their pay level. This looks at the proportion of males and females in each quartile group and highlights the representation in the lower-paid versus higher-paid roles between the two.



Our data shows that men and women are fairly evenly spread across all pay levels, but there are fewer men in the lower middle pay quartile compared to other levels. Since women make up most of the workforce, especially in lower-paid roles, this distribution can affect the overall gender pay gap. It highlights that the pay gap may partly reflect the way men and women are represented differently across pay levels. The high proportion of females in the Upper and Upper-Middle quartiles reflects that women at MQI occupy numerous senior roles across the organisation.

### Temporary Workers/Bonus/Benefits in Kind

We do not have enough data to report a pay gap for temporary workers. We also do not distribute bonuses or benefits in kind.

## Understanding the Gap

### Impact of Leave for Caring Responsibilities

As an organisation with a predominantly female workforce, MQI saw a high level of caring-related leave such as maternity and parental leave in the 12 months before the snapshot date. Because these types of leave reduce an employee's average hourly earnings under the Gender Pay Gap calculation, this impacts female pay figures. At MQI, paid Maternity Leave is available after one year of service. Employees with less than one year who take maternity leave may therefore spend some or all of this period on unpaid leave, which lowers their hourly rate for reporting purposes. As women are significantly more likely to take caring-related leave, these factors contribute to Gender Pay Gap results.

### Sector Demographics

The community, voluntary, and charitable sectors typically have a higher representation of female employees, a trend reflected at MQI. While this presents challenges for promoting gender diversity, we are committed to sustained efforts to advance our organisational culture and recruitment strategies, employing the best people and encouraging long service.

### Part Time Contractual Arrangements

MQI has a relatively high proportion of part time workers (approx. 20%) and 82% of our part time workers are female. This influences our results.

## Plans to address report findings

While we are encouraged by our relatively low pay gaps, we recognise that further progress is required. This section outlines the actions we will take to address and reduce our Gender Pay Gap, with a particular focus on enhanced initiatives and supportive policies. By understanding and addressing the underlying factors influencing pay progression, we aim to strengthen fairness across our reward framework and minimise any unintended impacts over time.

### Policies relating to opportunities to work additional hours/allowances

To support the reduction of our Gender, Pay Gap, we will continue to review and strengthen our policies, processes and benefits to ensure they promote transparency, consistency and fairness. We plan to conduct a review of MQI's current overtime arrangements, including any informal allowances and Sunday bonus payments.

This review will involve investigating equity in overtime and scheduling practices to:

- Examine whether overtime and additional hours are allocated consistently across staff, particularly between long-serving and newer employees.

- Identify any barriers preventing women from taking additional hours, such as caring responsibilities or shift patterns.
- Assess if working time patterns (weekends, nights, on-call) disproportionately impact pay for different genders.

Based on this review, we will consider whether the development of policies and/or guidelines regarding overtime allocation are required.

### **Part Time Contractual Arrangements**

The analysis of the data shows us that there are some people regularly working more hours than their contracted part time hours. Pay for these hours are being processed as additional pay and as described above this impacts the gender pay gap calculation. We will conduct a review of our part time arrangements and assess whether the number of contracted hours agreed with each individual aligns with their actual work patterns and where feasible adjust our contractual arrangements appropriately.

### **Remuneration Approach**

In preparation for compliance with the new Pay Transparency Directive, we will review our job categories, job levels and corresponding pay scales to ensure a fair and transparent approach to setting and communication levels of pay.

### **Workplace Culture and Training**

We also plan to raise awareness and train managers on how overtime, additional pay, and working patterns influence gender pay gap metrics. This will promote and improve MQI's accountability and fairness in scheduling and pay decisions.

### **Recruitment**

We remain committed to addressing disparities through ongoing review and fair employment practices. We recognise the importance of addressing these pay disparities and are committed to implementing initiatives to promote pay equity across all employment types. This includes regularly reviewing our recruitment, development, and promotion practices to ensure fairness and opportunities for all employees, regardless of gender or working pattern.