



GENDER PAY GAP REPORT 2025



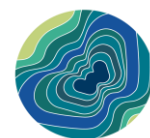
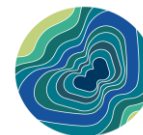


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ABOUT WCI

Women's Collective Ireland (WCI) is a national women's community development organisation advancing marginalised women's equality through women's community development. Women's Collective Ireland represents and works directly with women experiencing disadvantage, through our 17 Grassroots Women's Community Development Projects and National structures. Women's Collective Ireland has a unitary legal structure, which requires particular governance and creates specific obligations nationally and locally.

Women's Collective Ireland supports grassroots women through women's community development locally and nationally. Women's Collective Ireland's work on the ground is central and fundamental. It shapes all our collective actions. The national work derives from and advances the work of our community development projects supporting grassroots women's empowerment. The Women's Collective 17 local Projects are best placed to identify and respond to the specific needs of grassroots women in their communities and each of them have developed a unique programme of work with women. Our work continues to evolve in response to the needs identified by grassroots women. We work to make real connections in order to ensure voice and visibility of grassroots women.

Women's Collective Ireland (WCI) is committed to fostering and nurturing a diverse and inclusive grassroots organisation. WCI believes that being a diverse and inclusive organisation not only reflects our vision but brings collective strength to the organisation. Anyone who engages with WCI is expected to abide by our values.

WCI VISION

Our vision as Women's Collective Ireland is an Ireland where women in all our diversity are flourishing.

WCI MISSION

To support grassroots women through collective and practical actions to achieve their full human rights and true equality.

WCI GUIDING VALUES

Our values guide our work. When we speak or act, we are:

WELCOMING	FOR WOMEN	WITH WOMEN	COLLECTIVE	ROOTED	ABOUT CHANGING THE WORLD
We actively reach out to, include and develop relationships with the diverse women in our communities.	We are feminist in our thinking and in our actions.	We seek to be supportive of and are energised by the women we meet and work with.	We create spaces for women to get together safely, be themselves, learn, share experiences, have their say and get involved.	Our words and deeds are grounded in the lives and experiences of the grassroots women we meet and work with.	We actively listen and hear women's voices supporting transformation. We speak out about the barriers to women's equality and participation, and campaign for positive change.

STATEMENT OF VALUES

WCI STATEMENT FOR ENGAGING WITH WOMEN:

- WCI support grassroots women to achieve their full human rights and achieve true equality.
- We believe in and work towards an Ireland where women in all our diversity are flourishing.
- We are intersectional and feminist in our thinking and in our actions and our work is underpinned by feminist and community development principles.
- We actively reach out to include and develop relationships with the diverse women in our communities.
- We believe in showing dignity and respect to everyone irrespective of civil/marital status, family status, socio-economic background, race, ethnicity, gender, class, age, religious beliefs, ability, sexual orientation and membership of the Traveller community.
- We actively listen to and hear women's voices supporting transformation. We speak out about the barriers to women's equality and participation, and campaign for positive change.
- At our core, we are feminist, we are inclusive, and we are pro-choice. These values are very important to us and not something that we will be moved on.

WCI FEMINIST PRINCIPLES:

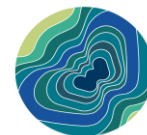
WCI believe that in order to successfully combat the multiple discriminations women face, it is essential to set ourselves goals to aspire to and measure our work against. We have adopted feminist principles to guide us as we work towards our goals of:

- Eliminating discrimination.
- Removing barriers to equality and equity.
- Supporting women's empowerment.

WCI considers how intersecting social structures of gender, race, social class, sexual orientation, religion, ability, and age, among others, are interrelated and shape one another. Intersectional feminism places the voices of those experiencing overlapping, coexisting forms of oppression at the centre so that we can further understand the depths of the inequalities and the relationships among them in each context.

Women's Collective Ireland Actions:

- To highlight that women's rights are human rights.
- To respect, support and advocate for women's rights to make their own choices about their bodies, their families, their jobs, and their lives.
- To acknowledge value and celebrate individual and collective differences as women.



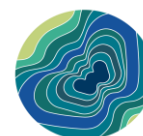
- To seek to have unity in diversity and believe that it is essential to join in solidarity to have a stronger voice and position within society.
- To proactively encourage the involvement of women of all abilities in our women's projects and the work of WCI.
- To promote education, training, and professional development for women.
- To commit to breaking down persistent patriarchal ideas, ideologies, and practices that oppress, marginalise, and exclude women.
- To demand a safe, equitable and inclusive place for women to have a voice, presence, and influence in working towards gender equality and equity.
- To recognise the importance of ensuring that the views of grassroots women are central to all decision-making process.
- Analyse and inform policies and demand a structured process for the inclusion of the voice of grassroots women to shape these policies.

EQUAL OPPORTUNITY STATEMENT

WCI promotes a work environment free from unlawful discrimination. The Employment Equality Acts and the Equal Status Acts set out nine protected grounds in relation to which no discrimination should occur. These grounds are:

- Gender
- Civil status
- Family status
- Sexual orientation
- Age
- Disability
- Race
- Religion
- Membership of the Traveller community

Women's Collective Ireland is committed to equality of opportunity and operates non-discriminatory practices in relation to access to employment, conditions of employment, access to training and experience, promotion, or re-grading of posts, and classification of posts. Employment decisions will not be made with reference to these grounds unless these are legitimate criteria given the situation, as permitted by legislation.



EMPLOYMENT PROFILE

The Gender Pay Gap reporting snapshot date for Women's Collective Ireland is **30 June 2025**. On this date the headcount of the organisation was **55 employees**.

Table 1: Gender Pay Gap Headcount - June 2025

Headcount	Full Time Employees	Part Time Employees	Total Employees	Of whom are temporary/ contract based
Female	7	48	55	3
Male	0	0	0	0
Total	7	48	55	3

GENDER PAY GAP METRICS

Table 2: Gender Pay Gap Reporting Period

Snapshot date	30/06/2025
Reporting Period	From 01/07/2024 to 30/06/2025

Table 3: Gender Pay Gap Mean and Median Hourly Remuneration Difference

	Mean	Median
All Employees	N/A (Not Applicable)	N/A (Not Applicable)
Part-Time Employees	N/A (Not Applicable)	N/A (Not Applicable)
Temporary Employees	N/A (Not Applicable)	N/A (Not Applicable)

Note*: The mean and median gender pay gap for all staff members is not applicable (N/A) because there are no male employees working in the organisation to compare against.

GENDER PAY GAP BONUS

Women's Collective Ireland has no Bonus payments or Benefit in Kind payments in place. Therefore Gender Pay Gap Bonus is not applicable (please refer to **Table 4** and **Table 5** for details).

Table 4: Benefit in Kind (BIK) paid portion

FEMALE	0% (No BIK paid)
MALE	N/A (No male staff members are employed)

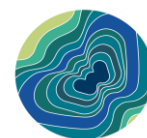


Table 5: Bonus Paid

FEMALE	0% (No Bonuses are paid)
MALE	N/A (No male staff members are employed)

GENDER PAY GAP BREAKDOWN BY QUARTILE

Table 6: The Gender Pay Gap breakdown of the organisation by Quartiles

Pay Quartiles	Female	Male
1 - Lower	100%	N/A (Not Applicable)
2 - Lower Middle	100%	N/A (Not Applicable)
3- Upper Middle	100%	N/A (Not Applicable)
4 - Upper	100%	N/A (Not Applicable)

REASON FOR THE DIFFERENCES RELATING TO REMUNERATION

Women's Collective Ireland's workforce is predominantly female, with a female population of 100% compared to Male population of 0%. This profile is somewhat typical of the Human Health, Social Work activities and Not for Profit sector in Ireland.

However, we would like to clarify that this is not due to any discriminatory recruitment practices.

We are an equal opportunity employer and remain fully committed to equality, diversity and inclusion in all our hiring processes. During recent recruitment cycles, male candidates have expressed interest and requested application forms, however, they have not resulted the submission of completed applications.

MEASURES BEING TAKEN OR PROPOSES TO BE TAKEN TO REDUCE SUCH DIFFERENCES

To support inclusivity and encourage applications from candidates of all genders, we are actively working to enhance our recruitment materials. This includes updating our job application forms and candidate information packs to clearly emphasise our commitment to equal employment opportunity and to encourage applicants regardless of gender, race, ethnicity, age, or sexuality.

We continue to welcome applications from all qualified individuals and are dedicated to building a diverse and inclusive workplace.