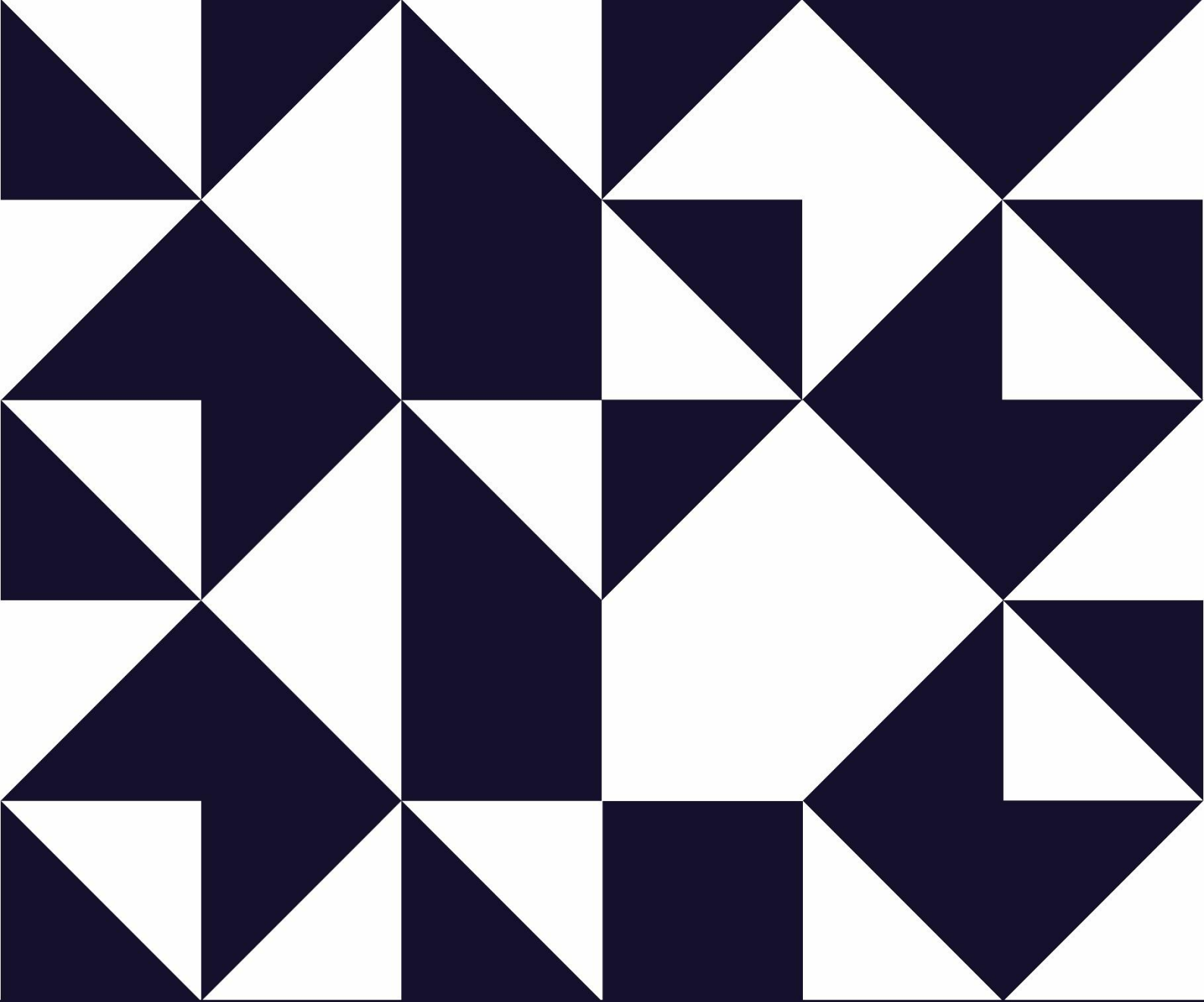




Gender Pay Gap Report 2025

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Architects

OCMA

1. Introduction

The Gender Pay Gap Information Act, 2021 requires large organisations to report a range of metrics with regards to their Gender Pay Gap. From 2025 organisations with over 50 employees, which includes OCMA, are required to report on their Gender Pay Gap. We are required to select a 'snapshot' date in the month of June 2025 for reporting purposes. We have chosen the 29th June 2025.

The Gender Pay Gap can be easily confused with equal pay. Equal Pay is a legal requirement that men and women be paid equally for similar work and is already protected under the Employment Equality Acts, with which OCMA complies. The gender pay gap refers to pay differences between men and women across various different roles within an organisation.

The publication of information in respect of the gender pay gap can reveal, among other things, how factors such as caring responsibilities and part-time working needs can result in a pay divide between men and women and it can reveal differences in seniority between the genders.

OCMA is required to report the following metrics:

- The difference between the mean hourly pay of male and female employees expressed as a percentage of the mean hourly pay of male employees.
- The difference between the median hourly pay of male and female employees expressed as a percentage of the median hourly pay of male employees.
- The percentage of male and female employees in each quartile pay band to analyse how pay is distributed across different levels of the organisation.
- The difference between the mean bonus pay of male and female employees expressed as a percentage of the mean bonus pay of male employees.
- The difference between the median bonus pay of male and female employees expressed as a percentage of the median bonus pay of male employees.

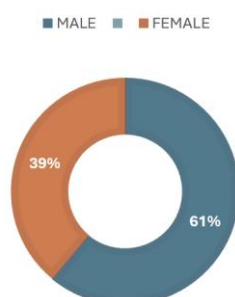
2. Explanations and Definitions

The mean hourly pay is the difference between the average hourly rate of pay of women compared with men in an organisation.

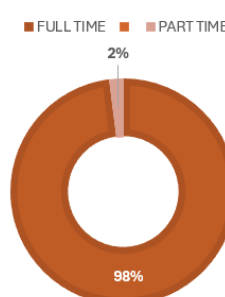
The median hourly pay is determined by ordering the individual hourly rates of pay for all male and female employees from lowest to highest and calculating the difference between the middle number in the male and female range.

Quartile four equal sections of pay ranked from lowest to highest across the organisation.

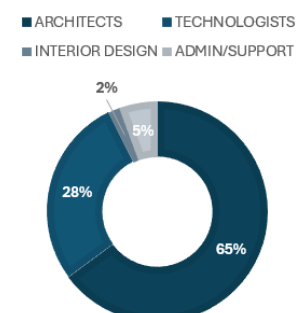
% EMPLOYEES BY GENDER



% EMPLOYEES BY FULL-TIME/PART TIME



% EMPLOYEES BY JOB CATEGORY



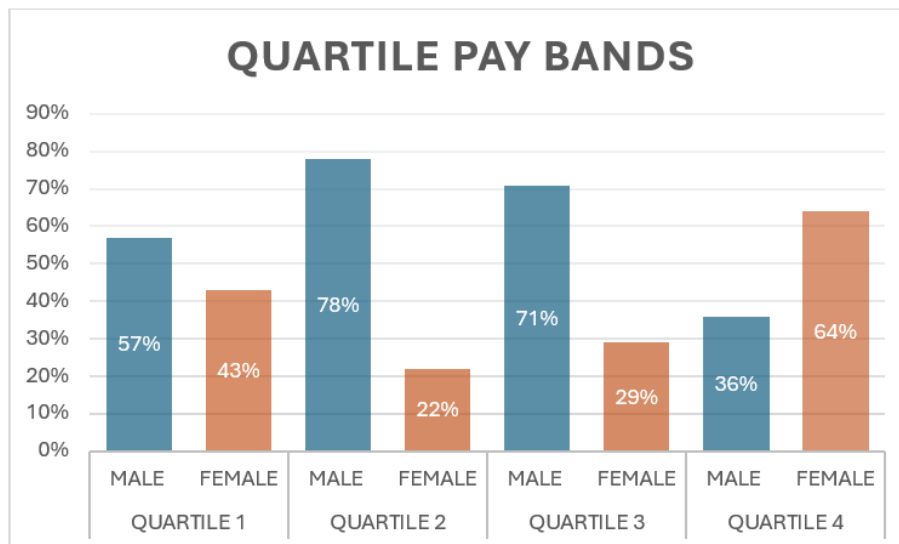
3. Our Hourly Gender Pay Gap figures for 2025

	MEAN	MEDIAN
Hourly	12.84%	22.70%
Bonus	8.84%	26.15%

4. Bonus and Benefit in Kind

All employees in OCMA are eligible for a bonus in any one year, subject to them being employed for a period of 3 months by our review date. 100% of all Male and Female employees in OCMA received a Bonus.

5. OCMA Quartile Pay Band Figures



6. Understanding the Figures

Our Mean Gender Pay Gap stands at 12.84%. In many architectural practices and construction related companies, the gap largely reflects a general disproportion of women in senior roles with a higher proportion in the more junior roles. However, as seen in the Quartile figures, the imbalance in OCMA is not the most senior roles, the mid-level band is where the greatest difference is evident.

To better understand where the differences are we have also reviewed the gender pay gap specifically for two different groupings within the practice. The MRIA Registered Architects group have a negative Mean Gender Pay Gap of -13 %, reflecting the high number of female MRIA Architects in senior roles in the practice. whereas a similar review of Architectural Technologists reveals a Mean Gender Pay Gap of 46.55%. This highlights the fact that the vast majority of Architectural Technologists in the practice are male (80%) and the majority of them are senior with over 20 years experience.

We are working towards improving the overall Gender Pay Gap through having a better understanding of the dynamics of the middle quartiles, for example by actively encouraging female technologists to grow into more senior roles.