Leitrim County Council

Comhairle Chontae Liatroma
Leitrim County Council

GENDER PAY GAP REPORT 2026



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1. Introduction

As Chief Executive I am pleased to present Leitrim County Council's Gender Pay Gap Report 2026. This is the fifth year of reporting under the Gender Pay Gap Information Act 2021, which requires organisations with over 50 employees to report on their Gender Pay Gap, and we welcome the opportunity to do so.

The issue of gender pay differences is an important one, not only to the workplace but to wider society. It is important however to bear in mind that the Gender Pay Gap is not the same as equal pay. All male and female employees in Leitrim County Council, and in the local government sector generally, are paid equally for work that is the same or similar or for work of equal value, in line with Employment Equality legislation. The Gender Pay Gap, in contrast, is the difference in the average hourly pay of men and women across the organisation and it compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

Our people are at the core of Leitrim County Council and we continue to strive to promote and sustain an inclusive organisational culture which provides equality of opportunity and where every employee feels valued. Local authorities are at the forefront of delivering services to our citizens. Leitrim County Council is an organisation where all employees have the same opportunities for recognition and career development and are treated fairly and equitably at work. We continue to be committed to addressing workplace barriers to equality, supporting diversity and creating an open and inclusive workplace community. Many equality, diversity and inclusion initiatives and supports are already in place, and we will continue to work in this area as improvement is always possible.

Our overall figures for 2026 again reflect a negative gender pay gap, meaning that the average hourly rate of females is slightly higher than the average hourly rate of males on the snapshot date. We will examine what the gender pay gap figures can tell us about Leitrim County Council as an organisation, and this will help inform our action plans. We also look forward to working with our colleagues across the local government sector to share best practice.

Leitrim County Council will continue to monitor these figures and trends over time and we look forward to next year's figures.

Joseph Gilhooly, Chief Executive

2. About Us

Local Government in Ireland

There are 31 local authorities and 3 regional assemblies in Ireland. Local authorities are the closest and most accessible form of government to citizens. They have responsibility for the delivery of a wide range of services in their local area, with a focus on making cities, towns, villages and the countryside attractive places in which to live, work and invest.

Local authority services make a significant contribution to the physical, cultural, social and environmental development of communities and include housing, planning, infrastructure, environmental protection, the provision of amenities and recreation and community infrastructure.

Local authorities play a key role in promoting social inclusion and quality of life and supporting economic development and enterprise at a local level. Local authorities take the lead role in shaping the strategic vision of the county or city. They also work in partnership with other state, public and private bodies in the delivery of critical infrastructure and shared services.

Local authorities deliver hundreds of services and implement policy across a range of areas including:

- Arts and Culture
- Climate Action
- Community Services
- Economic Development
- Environment
- Housing
- Libraries
- Parks and Open Spaces
- Planning
- Roads and Transport
- Tourism

Local authority employees come from a wide range of backgrounds with diverse skill sets, qualifications and experience. Roles in the sector include:

- Accountants
- Administrators
- Apprenticeships
- Archaeologists
- Architects
- Archivists
- Conservation Officers
- Engineers

- Fire Services
- General Service and Tradespeople
- Graduates
- Health and Safety
- Information Technology
- Library Services
- Planners
- Senior Management Roles
- Technicians

Working for Leitrim County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for County Leitrim. Everything we do in Leitrim County Council is geared towards our vision of an ambitious, thriving, vibrant, sustainable and connected Leitrim with opportunity for everyone. Our employees play a vital role in achieving that vision and our mission of leading with ambition and delivering dynamic, innovative, sustainable and responsive solutions for all our people and communities, making Leitrim the best place to live, work, do business and visit.

Leitrim County Council

Located in the north-west of Ireland, County Leitrim has a growing economy, picturesque landscape, vibrant communities and a strong arts and cultural sector. Leitrim County Council's vision, as outlined above, is for an ambitious, thriving, sustainable and connected Leitrim with opportunity for everyone.

Leitrim County Council takes the lead role in shaping the strategic vision of the County. We provide a diverse, multi-layered and evolving range of services to both citizens and visitors to County Leitrim, which includes the provision of housing, planning, development, environmental, roads and traffic, leisure, community and cultural services.

Key to the achievement of our priorities and objectives is a skilled and committed workforce, supported by enabling technologies, efficient work processes and learning and development opportunities. We are a dynamic and progressive local authority, employing a workforce of approximately 420 employees, and are committed to the training, support and development of those employees, who are our most valuable resource.

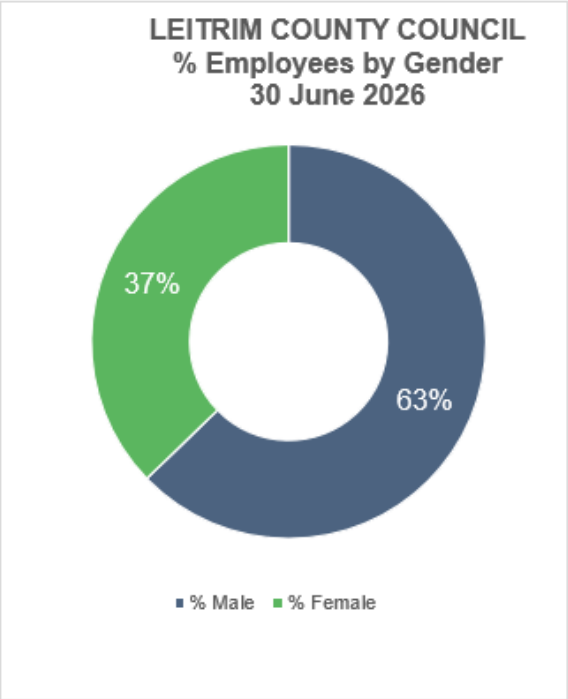


Figure 1.

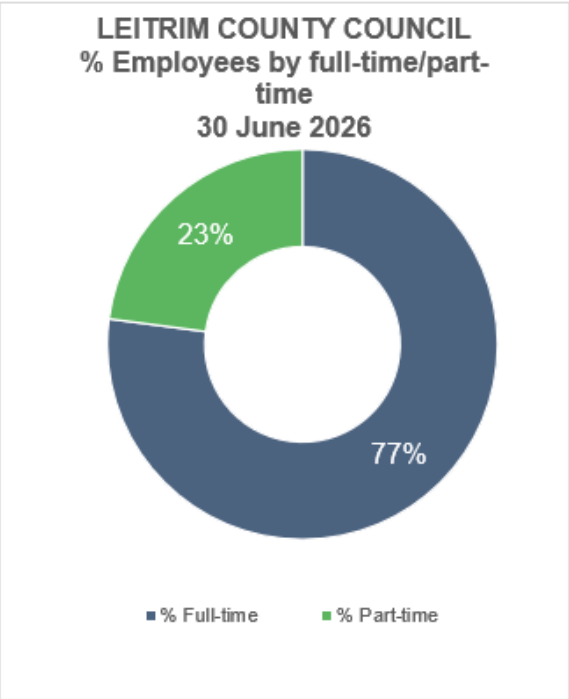


Figure 2.

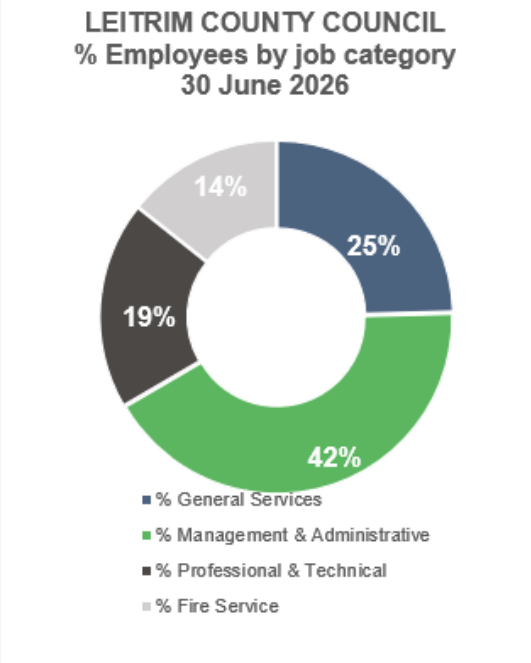


Figure 3.

3. Gender Pay Gap Reporting

Gender Pay Gap Reporting 2026

The Gender Pay Gap Information Act, 2021 requires organisations with over 50 employees to report on their Gender Pay Gap. 2026 is the fifth year that organisations will have to report on their Gender Pay Gap (organisations with over 150 employees from 2024 and 250 prior to 2024).

Organisations are asked to select a 'snapshot' date in the month of June (2026). The reporting period is the 12-month period immediately preceding and including the snapshot date which, for local authorities has been selected as 30 June 2026. Organisations have five months to prepare their calculations prior to reporting five months later, during November 2026. The information must be published on the employer's website or in some other way that is accessible to all its employees and to the public. -4.93

Who is included?

All persons employed by the employer on the snapshot date, including employees not rostered to work on that date and employees on leave are included. The mean and median figures must also be provided separately for part-time and temporary employees.

What do we mean by the gender pay gap?

The Gender Pay Gap calculates the percentage difference between the average earnings of males and females, irrespective of their role.

The Gender Pay Gap is not the same as equal pay. Employment Equality legislation provides for equal pay for like work. All male and female employees in the local government sector are paid equally for work that is the same or similar or for work of equal value - this report does not examine equal pay. Rates of pay within the local government sector are agreed through national wage agreements, negotiated regularly between employers and staff representatives. Most employees are paid according to an incremental salary scale and the salary ranges for various roles are available on the local government jobs website at www.localgovernmentjobs.ie

Mean and Median Gender Pay Gap

The Gender Pay Gap calculates the percentage difference between the **average earnings** of males and females **irrespective of their role**, using the following measures:

MEAN GENDER PAY GAP
This shows the % difference between the average hourly rate of pay for males and average hourly rate of pay for females **(average male hourly rate) – (average female hourly rate) x 100** **average male hourly rate**
MEDIAN GENDER PAY GAP
This shows the % difference between the median hourly rate of pay for males and median hourly rate of pay for females **(median of male hourly rates) – (median of female hourly rates) x 100** **median of male hourly rates**

The **mean** is the **average**. It is calculated by getting the difference between the average hourly rate of pay for males and the average hourly rate of pay for females (male hourly rate minus female hourly rate), expressed as a percentage of the male hourly rate. If this figure is negative, the average hourly rate of females is higher than the average hourly rate of males on the snapshot date. If this figure is positive, the average hourly rate of males is higher than the average hourly rate of females on the snapshot date

The **median** is the figure that falls in the middle of a range/set of data where the salary of all relevant employees is listed, from the lowest to the highest. This can sometimes provide a more accurate representation of the 'typical' differences in pay.

It is useful to look at both the mean and median figures, as each one can tell us something different about the underlying factors affecting the pay gap.

For example, a small number of higher paid employees can impact the mean figure and, if this is the case, the median figure may be more representative of difference between what a male and a female is paid.

If there is a significant difference between an organisation's mean and median pay gap, this may indicate that the data is impacted either by the presence of very low earners (making the mean lower than the median) or by a group of higher earners (making the mean higher than the median).

It is also important to remember that this report uses data on a snapshot date in June. Gender pay gaps can fluctuate from month to month, and across quartile pay bands, depending on changes to headcount. However, headline figures will give a good indication of the differences between average earning between males and females.

Quartile Pay Bands

Dividing employees into four more-or-less equal groups (or quartiles) with pay graded from lowest to highest helps us to examine pay across different levels of the organisation.

Organisations must report on the percentage of employees who fall within the lower, lower middle, upper middle and upper quartile hourly pay bands.

In order to group employees into these Quartile Pay Bands, the organisation lists all employees from lowest to highest, based on their hourly rates. The employees are then divided into four equal groups or Quartiles based on this - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile as a percentage e.g. percentage of male employees in the lower quartile and percentage of female employees in the lower quartile (and so on).

Bonus and Benefit-In-Kind

Figures must also be provided for bonus payments or benefit-in-kind payments if these apply. Bonus payments do not apply within the local government sector.

Benefit in Kind may arise in certain circumstances, such as where some professional fees are paid by the employer.

Factors that can have an impact on the Gender Pay Gap

As outlined previously, this report does not look at equal pay. Every employee, regardless of gender is paid equally for work that is the same or similar or for work of equal value. However, differences between what employees are paid can be impacted by a number of complex factors including:

- Occupational segregation – some job categories or occupations may have traditionally attracted more females than males, or vice versa.
- Working patterns – full-time and part-time work. It may be that more females than males seek part-time work or career breaks and, although this does not impact on their hourly rate of pay, it may impact on choices around career progression.
- Length of service – incremental pay increases may mean that new joiners are paid less than more experienced employees.
- Time of year – temporary or seasonal workers may be recruited for different roles, which may attract a different rate of pay.
- Gender breakdown of senior roles at higher salaries – a small number of higher paid employees can affect the average figures.
- Gender breakdown of lower paid roles – a large number of lower paid employees can affect the average figures.

If an organisation reports a **positive gender pay gap**, it does not mean that females are paid less than males for doing the same job, but it does show that, on average, males occupy higher paid roles than females.

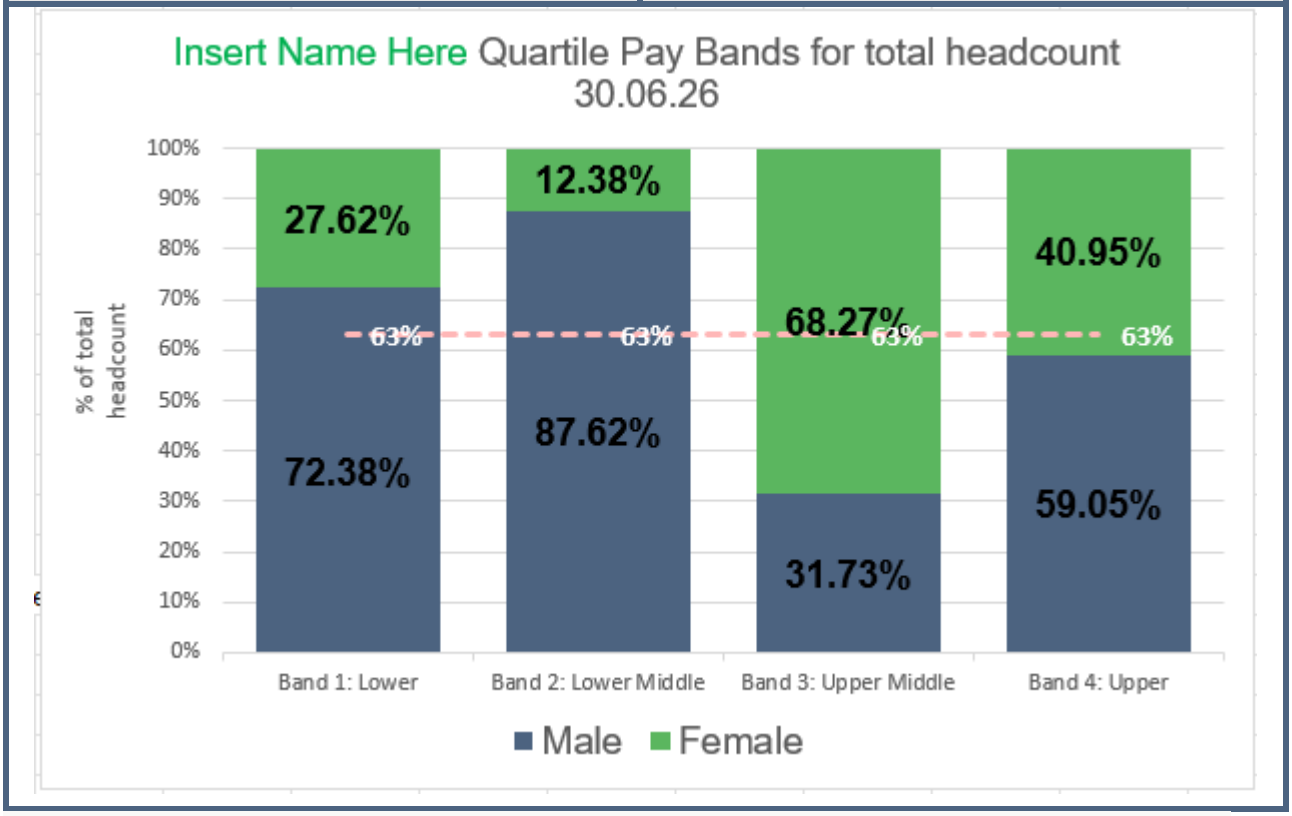
If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be, and the more males or females proportionally working in either higher or lower paid roles within the organisation.

4. Our Figures

Mean and Median Gender Pay Gap and Pay Band Quartiles – All Employees

Leitrim County Council Gender Pay Gap 2026 All Employees for the reporting period to 30 June 2026	
MEAN GENDER PAY GAP	**MEDIAN GENDER PAY GAP**
-5.65%	**-16.76%**



***Note**: 63%/37% is the gender breakdown of all employees on 30 June 2026. This is shown in the dotted line above*

The **Mean Gender Pay Gap** shows that on average, females are paid 5.65% more than males (5.71% in 2025). The **Median Gender Pay Gap** shows that the median rate of pay for females is 16.76% higher than the median rate of pay for males (16.84% in 2025).

Looking at the distribution of employees across the four **Quartile Pay Bands** helps us examine pay at different levels of the organisation.

These Quartile Pay Bands show the distribution of male and female employees by Pay Band across the organisation. (The organisation lists all employees from lowest to highest, based on their hourly rates, then divides this into four equal Pay Bands or Quartiles - lower, lower middle, upper middle and upper. The employer then shows the proportion of male and female employees in each quartile).

The split for each of the 4 quartiles is somewhat out of line with our workforce demographics of 63% male and 37% female, with the exception of Band 4 (Upper) which is quite close. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely across each quartile.

The proportion of males in Band 1 (Lower) – 72.38% - and Band 2 (Lower Middle) – 87.62% - is higher than our overall workforce demographic of 63% male and 37% female. This reflects that there are proportionately more males at lower grades. 39% of our employees are within the General Service (25%) and Retained Fire Service (14%) cohorts (see Figure 3 above) - both of these employee cohorts are predominantly reflected in the Band 1 (Lower) and Band 2 (Lower Middle) Quartiles and both job categories have also traditionally attracted more males than females, and are predominantly male within Leitrim County Council. The proportion of males in Band 1 (Lower) however has decreased on the original 2022 figure (79.35%) while the proportion of males in Band 2 (Lower Middle) has increased on the original 2022 figure (78.49%).

The proportion of females in Band 3 (Upper Middle) – 67.6% - and Band 4 (Upper) – 40.95% - in contrast, is higher proportionally (marginally in Band 4) than our overall workforce demographic of 63% male and 37% female, with a significantly higher proportion of females in Band 3 (Upper Middle) – 67.6%. The ratio of male to female across the combined Upper Middle and Upper Quartiles continues to progress in favour of females at 45.7% male to 54.3% female. The figures in this regard were 56% male to 44% female in 2022, with the current figures reflecting positively in relation to progress on gender balance at junior to middle management level and in more senior roles. Both more males at the lower grades and a higher than the overall organisational

gender breakdown average of females at higher grades is affecting the mean and median pay gaps, which currently reflect positively in favour of females.

Mean and Median Gender Pay Gap – Part-Time Employees

Leitrim County Council Gender Pay Gap 2026 Part-Time Employees for the reporting period to 30 June 2026	
MEAN GENDER PAY GAP	**MEDIAN GENDER PAY GAP**
-6.98%	**-4.93%**

Similarly to previous years, approximately 23% of all our employees on 30 June 2026 were working part-time. Our overall organisational gender breakdown (63%:37%) is replicated more closely in relation to the breakdown of part-time employees with 72% of part-time employees being male and 28% of part-time employees being female.

Factors influencing the pattern of part-time employees across the organisation include a range of flexible work options for part-time work, which, while available to all employees, reflect a greater take-up across administrative and clerical job categories. Another factor influencing the pattern is job categories where part-time work is an occupational feature of the role, including the Retained Fire Service (14% of our overall employee profile), Part-Time Branch Librarians, Part-Time Arts Officers etc.

Our Mean (average) Gender Pay Gap for Part-Time Employees shows that on average, females who work part-time are paid 6.98% more than males (11.24% in 2025). The Median Gender Pay Gap for Part-Time Employees shows that the median rate of pay for females is 4.93% higher than the median rate of pay for males (10.05% in 2025). This is largely related to our Retained Fire Service, which accounts for 62.5% of our Part Time Employees, being predominantly reflected in the Lower Middle Quartile Pay Band, whereas female Part Time Employees are more predominantly reflected in the Upper Middle and Upper Quartiles.

Mean and Median Gender Pay Gap – Temporary Employees

Leitrim County Council Gender Pay Gap 2026 Temporary Employees for the reporting period to 30 June 2026	
MEAN GENDER PAY GAP	**MEDIAN GENDER PAY GAP**
1.12%	**-37.83%**

Approximately 5.7% of all our employees on 30 June 2026 were employed on temporary contracts (5.5% in 2025). Of these, 58% are male (27% in 2025) and 42% are female (73% in 2025). These contracts include temporary/seasonal employees such as general operatives, seasonal travel advisors etc in addition to a range of technical, clerical/admin and specialist posts.

Our Mean (average) Gender Pay Gap for Temporary Employees shows that on average, males on temporary contracts are paid 1.12% more than females (11.28% in 2025). The Median Gender Pay Gap for Temporary Employees shows that the median rate of pay for females is 37.83% higher than the median rate of pay for males (this figure was 3.28% higher for females than males in 2025). The proportion of temporary employees, at 5.7% of our overall employees, is very small. 42% of temporary staff on the snapshot date were female and both the mean and median figures are impacted by a number of temporary contracts at middle management-level grades. Factors impacting on both the mean and median figure would include the nature of roles/job category, in terms of specialist/technical roles reflecting higher average hourly rates of pay, and also the duration of temporary employment as temporary staff at entry level grades would be on the lower end of the relevant incremental pay scale. In terms of the 2026 figures the gap, which is significantly positively adjusted from the 2025 figures, reflects that a number of temporary contracts – largely funded posts - are above the entry level grades. In terms of temporary posts 54% of these are in the Lower and Lower-Middle Quartile Bands with 69% of these held by males. There are a number of Specialist / Technical Temporary Posts in the Upper-Middle and Upper Quartile Bands (46%) with the split in this quartile being 54.5% female and 45.5% male.

5. Other Payments

Benefit-In-Kind

On 30 June 2005 0% of Leitrim County Council male employees received a Benefit in Kind payment and 0% of Leitrim County Council female employees received a Benefit in Kind payment.

Bonus Payments

Bonus payments do not feature as part of pay in the Local Government sector.

6. How we are supporting Gender Equality

In line with the Gender Pay Gap Information Act 2021, 2026 is the fifth year that Leitrim County Council is reporting on the gender pay gap, but equality, diversity and inclusion continues to be part of the way we work.

Fair and transparent recruitment practices

- As an equal opportunities employer, we work to promote a culture of equality and we strive to embrace genuine equality of opportunity through our recruitment and selection processes which are open to all.
- We provide appropriate assistance and accommodation throughout our recruitment and selection process, including providing easily accessible interview facilities, agreeing an appropriately timed interview, and supplying or arranging appropriate equipment/facilities etc.
- We seek to ensure gender balance on all of our Interview Boards.
- We have provided disability training for specific interview boards eg. as part of our participation in the WAM Programme.
- Recruitment websites highlight family friendly and flexible working options, and our job descriptions and job advertisements are gender neutral.
- We provide training and support, open to all employees, to help them prepare for job applications and interviews.
- Employees are paid according to an incremental salary scale, and we offer strong career progression opportunities which are open to all employees.

Work life balance

- We offer a wide range of flexible working and leave options which are available to all employees including Carer's Leave, Career Breaks, Paid Maternity and Adoptive Leave, Paid Paternity Leave, Parent's Leave, Parental Leave, Shorter Working Year Schemes, Work-Sharing etc.

Blended working

- Blended working is now a significant part of our flexible working policies, with flexible options to combine office and home/hub working as appropriate.

Learning and development

- We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. Employees also have the opportunity to pursue education opportunities through our Staff Education Scheme, with study and examination leave also available.

Health and Wellbeing

- The health and wellbeing of all employees is paramount and a healthy work-life balance is important to us in Leitrim County Council. We implemented the HSA Work Positive Tool in 2024 across the organisation which is informing wellbeing initiatives and our Wellbeing Strategy. We also offer a comprehensive Employee Assistance Programme including a range of health and wellbeing initiatives etc.

Dignity at Work

- We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy and Procedure and provide training and support in the implementation of the policy

Equality, Diversity and Inclusion

- We seek to continue to develop as an Employer of Choice to attract, develop and promote an inclusive and diverse employee population.
- We continue to design and provide responsive services and customer care that meets the needs of an increasingly diverse customer base.
- We seek to embed the Public Sector Duty in our management, policy development and service delivery processes
- Human rights and equality statement has been incorporated into the Council's Corporate Plans and Strategic Plans

Public Sector Duty

- The Public Sector Duty is set out in Section 42 of the Irish Human Rights and Equality Commission Act, 2014. Section 42 requires a public body, in the performance of its functions, to have regard to the need to eliminate discrimination, promote equality of opportunity and treatment of its staff and the persons to whom it provides services and protect human rights of its members, staff and the persons to whom it provides services.
- Leitrim County Council acknowledges the commonality of purpose stated in both the 'Duty' and Gender Pay Gap reporting requirements, and the publication of this report serves to underline and support the three-step approach advocated by the IHREC i.e., Assess, Address and Report.

Women in Leadership

Our Senior Leadership Team comprises the following gender balance 75% Male and 25% Female. We actively participate in a range of Women in Leadership programmes and initiatives.

Apprenticeships

As part our inclusive approach to recruitment, Leitrim County Council will be engaging in apprenticeship programmes linked to areas of work within local authorities, including IT and finance in particular.

Data collection and evidence-based policy development

- We welcome the opportunity to report on our gender pay gap and have worked collaboratively across the sector to provide a standard and consistent approach to reporting. We will work with the LGMA and our colleagues in other local authorities to share learnings and best practice.