Comhairle Cathrach & Contae Luimnigh

Limerick City & County Council

Gender Pay Gap Report 2026

25 November 2026

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1. Introduction

I welcome the opportunity to introduce Limerick City and County Council's Gender Pay Gap Report for 2026 and demonstrate how we are committed to fostering an inclusive and equitable workplace ensuring all employees have equal opportunities to thrive. The leadership, vision and decision-making shown by the key stakeholders of Limerick City and County Council, including the Mayor of Limerick, Councillors, the Executive, ensure the continued delivery of quality services to the people of Limerick.

The Gender Pay Gap Report 2026 provides an overview of the average differences in pay between men and women across our organisation. While the Gender Pay Gap is not the same as unequal pay, it highlights broader trends in representation, career progression, and access to opportunities. We will examine this year's gender pay gap figures, monitor trends over time and we will continue to embed initiatives that help reduce our gender pay gap, such as fair and transparent recruitment practices and continued learning and development.

Limerick City and County Council is a place 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 ensure best practice.

Dr. Pat Daly,

Director General,

Limerick City and County Council.

2. About Us

2.1 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 and 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 Space
- 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, but are not limited to:

- Accountants
- Administrators
- Apprenticeships
- Archaeologists
- Architects
- Archivists
- Conservation Officers
- Engineers
- Fire Services
- General Service and Tradespeople
- Graduates
- Health & Safety
- Information Technology
- Library Services
- Planners
- Quantity Surveyors
- Senior Management Roles
- Technicians

Working for Limerick City and County Council gives our employees the opportunity to gain experience at the heart of local government and to make a real difference for Limerick. Everything we do in Limerick City and Council is geared towards making Limerick a great place to live and work and our employees play a vital role in that ambition.

2.2 Limerick City and County Council

Located in Munster, Limerick offers a natural, unspoilt landscape, outstanding amenities, quality of life, vibrant city and urban centres with active rural communities.

Limerick City and County Council came into operation on 1st June 2014, following a merger of Limerick City Council and Limerick County Council under the provisions of the Local Government Reform Act 2014.

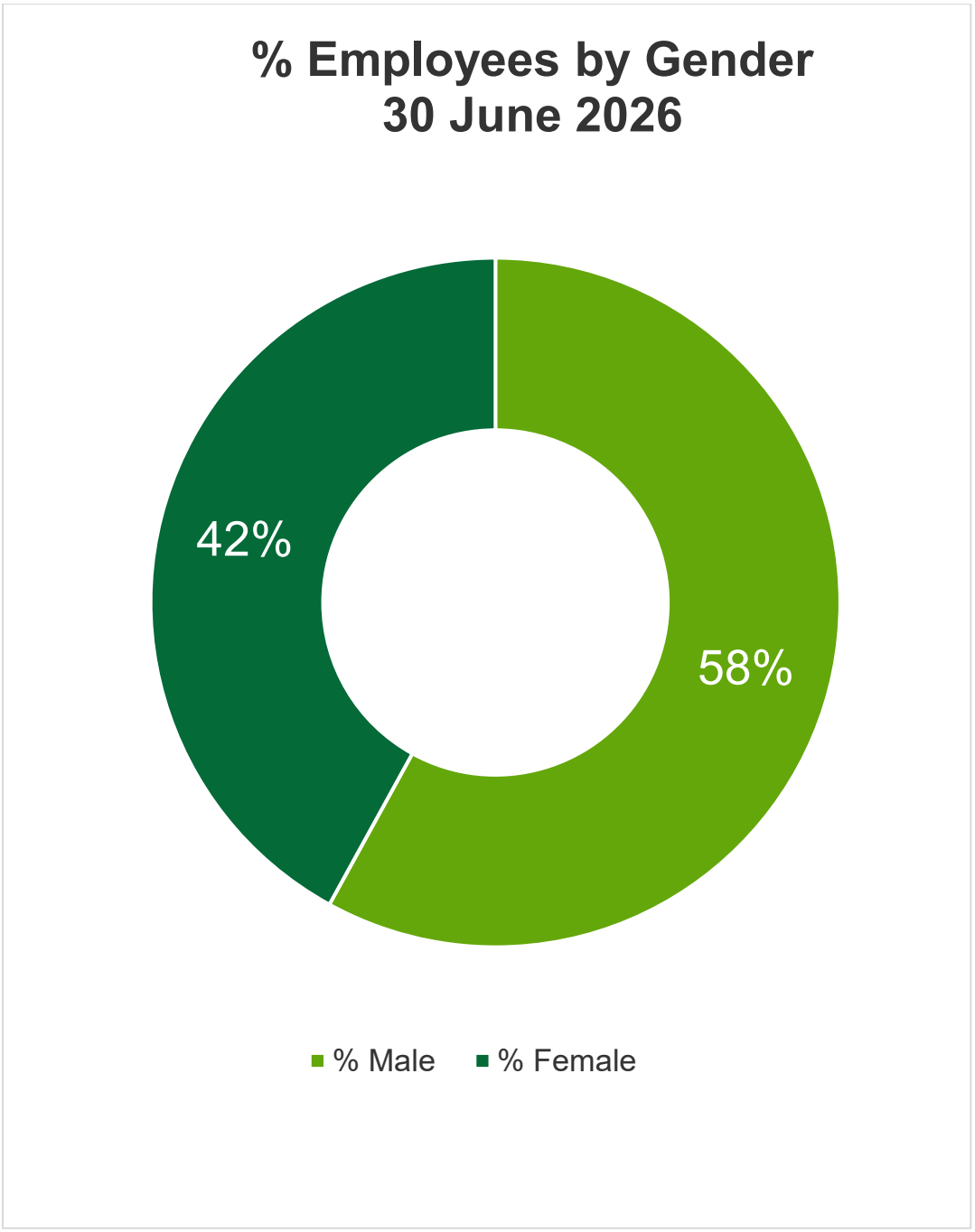
Following the result of a historic plebiscite in Limerick in 2019, the Local Government (Mayor of Limerick) and Miscellaneous Provisions Act 2024 provided for the establishment of the office and the first ever directly elected Mayor of Limerick was elected in June 2024. This legislation sets out that the serving Chief Executive is now renamed a 'Director General'. The Director General supports the Mayor in the delivery of the mayoral executive functions but also retains responsibility for a range of specified functions, such as human resources management and managing and accounting for the Council's finances.

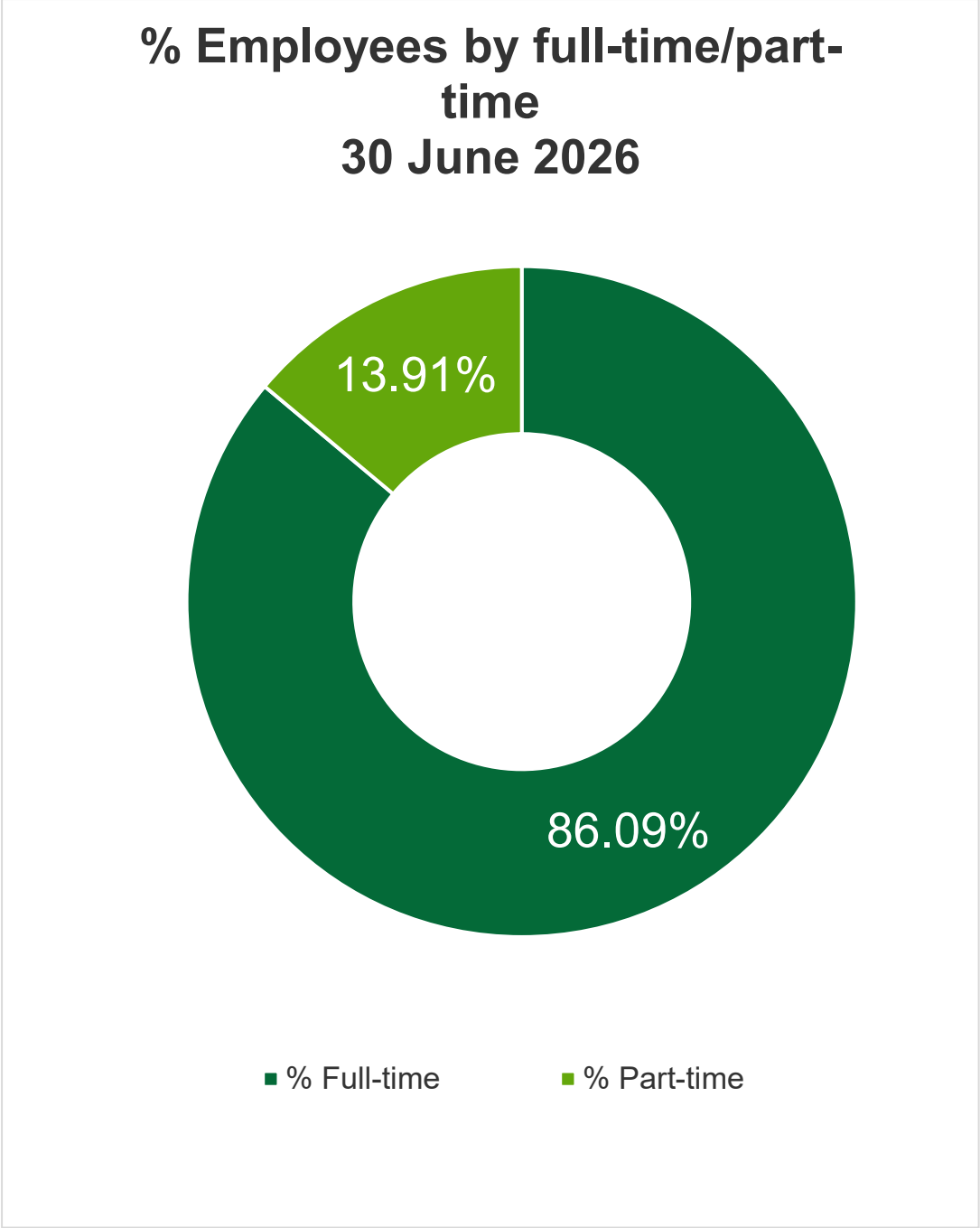
Limerick City and County Council has six electoral areas, three in the metropolitan district of Limerick and the other three are in Adare-Rathkeale, Newcastle West and Cappamore-Kilmallock and 40 councillors. It covers a geographical area of 2,755 square kilometres and provides a wide range of services to more than 191,000 people. Limerick is home to over 150 nationalities. Limerick is set to experience a projected population increase of 50 – 60% to over 150,000 by 2040.

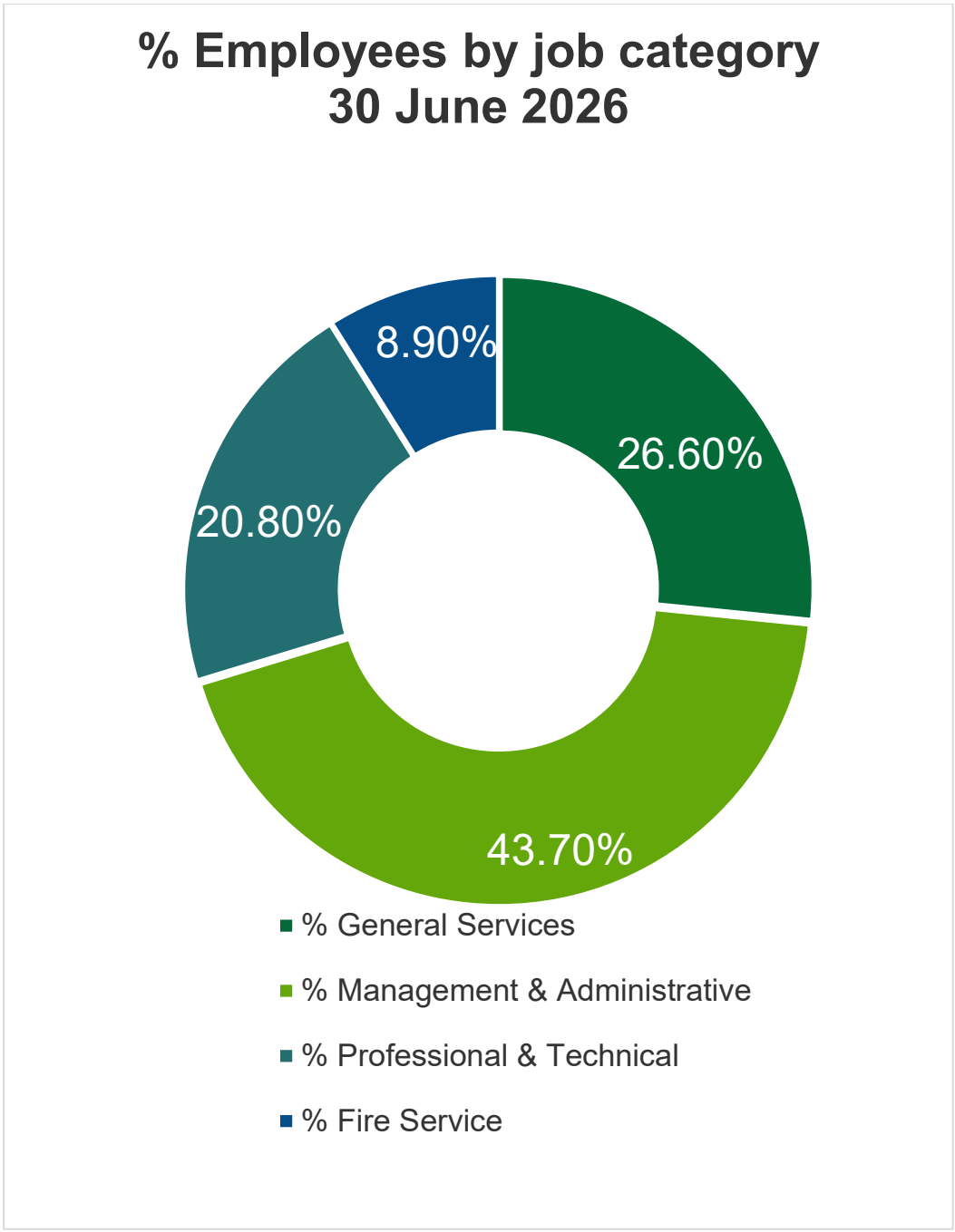
Limerick City and County Council employ a workforce of approximately 1,500 employees. As an organisation, Limerick City and County Council seeks to enhance Limerick's attraction as a place in which to invest, work, and live, and takes the lead role in shaping the strategic vision of the county.

We provide a diverse, multi-layered and evolving range of services to both citizens and visitors to Limerick, which include the provision of housing, planning, development, environmental, roads and traffic, leisure and community services.

Our employees work in a dynamic and progressive local authority, which promotes training and development of our employees who are our most valuable resource.


% Employees by Gender
30 June 2026
42%
58%
% Male
% Female


% Employees by full-time/part-time
30 June 2026
13.91%
86.09%
% Full-time
% Part-time


% Employees by job category
30 June 2026
8.90%
26.60%
20.80%
43.70%
% General Services
% Management & Administrative
% Professional & Technical
% Fire Service

3. Gender Pay Gap Reporting

3.1 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 are asked to select a 'snapshot' date in the month of June. The reporting period is the 12-month period immediately preceding and including the snapshot date, which for local authorities, the snapshot date is 30 June 2026. Organisations have five months to prepare their calculations, before 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. From 2026, organisations are also required to publish their figures on the government Gender Pay Gap Portal www.genderpaygapireland.gov.ie

3.2 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. The mean and median figures must also be given separately for part-time and temporary employees.

3.3 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, therefore this report does not examine equal pay. Rates of pay within the 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

3.4 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 $\frac{\text{(average male hourly rate) – (average female hourly rate)}}{\text{average male hourly rate}} \times 100$

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 $\frac{\text{(median of male hourly rates) – (median of female hourly rates)}}{\text{median of male hourly rates}} \times 100$

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 where the salary of all relevant employees is listed, from the lowest to the highest. This can 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.

3.5 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).

3.6 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.

3.7 Factors that can have an impact on the gender pay gap

As mentioned, 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.

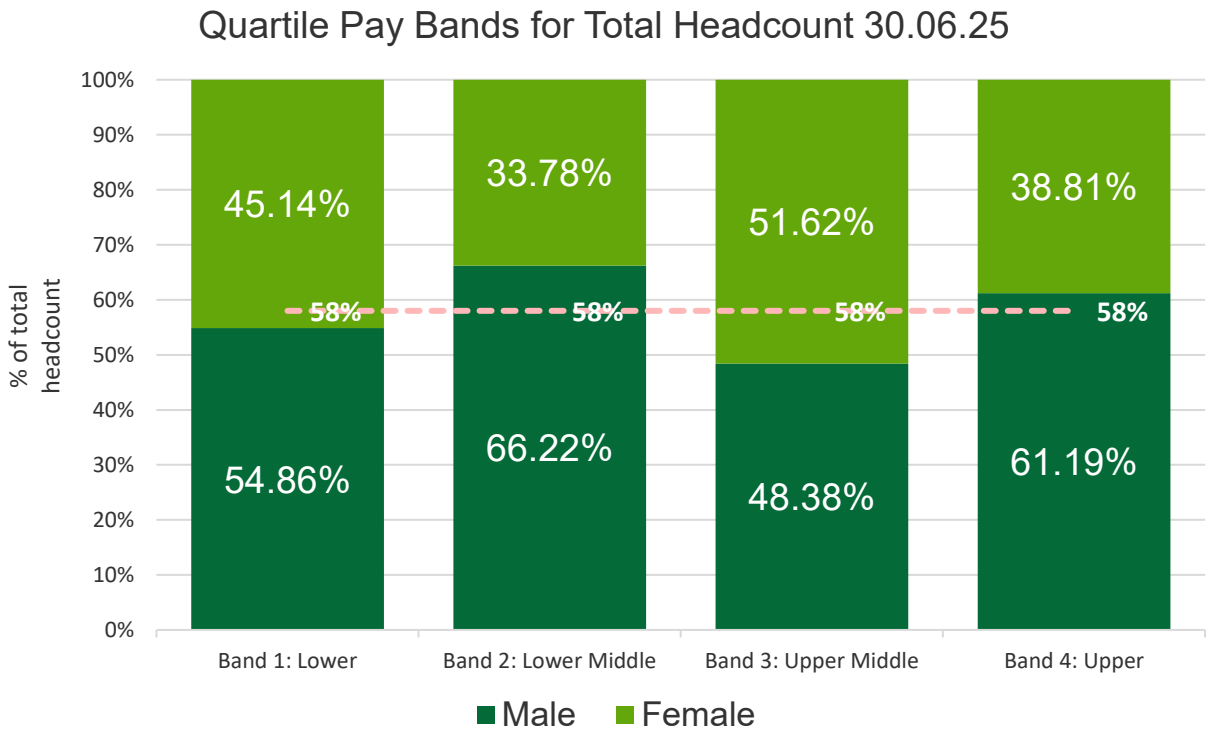
If an organisation reports a **negative gender pay gap**, it does not mean that males are paid less than females for doing the same job, but it does indicate that, on average, females occupy higher paid roles than males.

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

4.1 Mean and Median Gender Pay Gap - All employees

Limerick City and County Council Gender Pay Gap 2026 All employees for the reporting period to 30 June 2026	
MEAN GENDER PAY GAP	**MEDIAN GENDER PAY GAP**
3.32%	**-7.51%**



Note: 58%:42% (male:female) is the gender breakdown of all employees on 30 June 2026. This is show in the dotted line above.

The **Mean Gender Pay Gap** shows that on average, males are paid 3.32% more than females.

The **Median Gender Pay Gap** shows that the median rate of pay for females is 7.51% higher than the median rate of pay for males.

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 shown above is broadly in line with our workforce demographics of 58% male and 42% female. For there to be no Gender Pay Gap you would expect to see the workforce demographics reflected more closely in each quartile.

There is a slightly higher proportion of males in the Band 4, reflecting that there are proportionately more males in higher grades, however a 62%:38% gender breakdown in senior grades is to be welcomed and reflects progress on gender balance in senior roles. Both more males at lower grades and fewer females at higher grades can affect the mean and median pay gaps.

4.2 Mean and Median Gender Pay Gap - Part-time employees

Limerick City and 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**
-7.67%	**-3.64%**

Approximately 14% of all our employees on 30 June were working part-time. Of these, 38% are male and 62% are 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, have a greater take-up of in administrative and clerical job categories.

Another factor is job categories where part-time work is an occupational feature of the role, including the retained fire service, library service and school wardens.

4.3 Mean and Median Gender Pay Gap - Temporary employees

Limerick City and County Council Gender Pay Gap 2026 Temporary employees for the reporting period to 30 June 2026	
MEAN GENDER PAY GAP	**MEDIAN GENDER PAY GAP**
25.99%	**22.62%**

On 30 June 2026, 3% of our employees were employed on temporary contracts. Of these, the majority, 65%, are male and 35% are female. These contracts include, but are not limited to, employees such as Local Government Graduates, Project Engineers, Lifeguards and Community Safety Wardens.

4.4 Benefit in kind

On 30 June 2026, 0.23% of male employees received a Benefit in Kind payment and 0% of females received a Benefit in Kind payment.

4.5 Bonus payment

Bonus payments do not feature as part of pay in the local government sector.

5. How we are supporting Gender Equality

5.1 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 process 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, as required.

All our Interview Board are gender balanced and receive comprehensive briefings in advance of any interview from HR personnel.

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.

5.2 Work life balance

We offer a wide range of work life balance schemes, 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, and work-sharing.

5.3 Blended Working

Blended working is now a part of our work life balance scheme with flexible options to combine office and home/hub working.

We provide access to the Cycle to Work Scheme and the Tax Saver Scheme, to reduce commuting costs.

5.4 Learning and Development

We are committed to providing ongoing learning and development opportunities so that all employees can develop to their full potential. All employees are actively encouraged to pursue education opportunities through the Continuous Education Scheme, with study and examination leave also available.

We will continue to develop our talent and ensure we have a gender balanced and inclusive approach to our training programmes. In 2026 we continued with our mandatory dignity and respect training for all employees, and our management and leadership programmes included content promoting equality of opportunity and the importance of an inclusive workplace.

5.5 Health and Wellbeing

Limerick City and County Council values the health and wellbeing of all employees and seeks to provide a healthy and supportive work environment. Some of the measures available to staff include work life balance opportunities, an occupational health programme, an Employee Assistance Programme (EAP), an employee wellbeing officer and an expansive wellbeing programme. During Q3 2026, a new EAP provider was procured through the Office of Government Procurement under a national framework agreement for "the complete Employee Assistance Services Programme". This service provides additional varied health webinars to our employees.

We have developed an inclusive all employee app to ensure that all our employees can be communicated with regularly and to promote wellbeing initiatives. We also have a wellbeing committee in place with strong cross representation of genders, grades and differing employee work groups.

The Wellbeing Committee endeavours to play a key role in shaping a balanced programme for all employees and several programmes have taken place and will continue to end of 2026 and into 2027.

- Desk/Chair Yoga
- Nutrition Talk on Gut Health
- SafeTalk by HSE
- Financial Wellbeing Programme Masterclasses & One-to-One Guidance Clinics
- Retirement Planning Event

5.6 Dignity at Work

We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy in place and have developed a mandatory training programme for all staff on dignity and respect in the workplace, which highlights the importance of equal treatment of all.

5.7 Equality, Diversity and Inclusion

Limerick City and County Council is continually working towards becoming an employer of choice in order to attract and expand our diverse employee population.

We provide a responsive service and customer care that meet the needs of an increasingly diverse customer base. We have an Equality, Diversity and Inclusion Policy in place which restates our commitment to the promotion of an equality of opportunity ethos, supported by a broad range of policies, practices and procedures.

An assessment has been conducted of equality and human rights across all Council functions and services, and the Council has developed an Action Plan on equality and human rights

Human rights and equality statement has been incorporated into the Council's corporate plans and strategic plans.

5.8 Public Sector Duty

Limerick City and County Council progressively embeds the Public Sector Duty in its current management, policy development and service delivery processes.

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.

Public bodies are required to set out in a manner that is accessible to the public in its strategic plan an assessment of the human rights and equality issues it believes to be relevant to its functions and purpose and the existing or proposed policies, plans and actions to address those issues. Furthermore, public bodies are required to report annually on developments and achievements in that regard in its annual report in a manner that is accessible to the public. Consultants were

commissioned in 2023 to assist and advise in this regard and a public sector working group with cross directorate representation was set up to carry out the review in their respective areas.

Limerick City & 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.

5.9 Women in leadership

Our Senior Management Team comprises the following gender balance 62% Male and 38% Female and we aim to work on developing Women in Leadership programmes.

We continue to participate in the Co-Operation Ireland Women in Leadership programme which provides personal development opportunities to women who are emerging leaders within their communities.

5.10 Apprenticeships

As part our inclusive approach to recruitment, Limerick City and County Council offers a number of apprenticeship programmes. This includes new apprenticeship programmes linked to areas of work within local authorities, including IT, Planning as well as more traditional craft apprenticeship areas.

5.11 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.