Cavan County Council



Gender Pay Gap Report 2025

Cavan

Comhairle Contae an Chabháin
Cavan County Council

GENDER PAY GAP REPORT 2025

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1. Introduction

As Chief Executive of Cavan County Council, I welcome the publication of the local authority's 2025 Gender Pay Gap Report. This is a significant document that helps shine a light on gender pay differences, which continues to be an important issue in Irish workplaces, with Cavan County Council being no exception in that regard. This is our fourth year to publish this report, and with each passing year, there are lessons to be learned and improvements to be made.

This is a report that all organisations with over 50 employees are required to produce, but its importance extends beyond statutory compliance – it is a timely annual reminder to continue and redouble our efforts to create an inclusive organisational culture.

In my role, I am privileged on a daily basis to witness first-hand, the skill, commitment, and the passion displayed by the men and women of Cavan County Council and we owe it to them to ensure that, as an employer, we reward that dedication with a workplace that provides equality of opportunity, and sustains an inclusive culture where each and every employee feels valued.

As a local authority, our responsibility in this regard is all the greater. While our duty to our own staff is significant in its own right, we must also take cognisance of our role in the community as a leader in service delivery and, as such, we aspire to not only delivering a more inclusive, equal workplace for our own employees, but to act as an exemplar locally.

As an organisation, we have experienced rapid growth in the past number of years, as the number of services we deliver grows. This is to be welcomed, but we must also endeavour to ensure that our commitment to inclusion, equality, and diversity does not waver or get lost amid such rapid growth.

Coming at the year's end, the publication of this report is timely, as it places renewed focus on this issue as we take stock of the year just gone and plan for the year ahead

I want to pay tribute to our Human Resources team, not only for their efforts in preparing this report, but for their hard work throughout the year and their steadfast support of our employees across the organisation. I want to also acknowledge the support and guidance of the Local Government Management Agency throughout this process.

This year's report represents another important data point as we examine trends in gender pay differences in our organisation, and we will analyse this information with a view to continued improvement.

I am immensely proud of this organisation and its staff, and the positive culture that we have created together. Cavan County Council is an enjoyable, challenging, rewarding, and vibrant place to work, and this report will only enhance our efforts to maintain and improve the workplace on behalf of all our staff.

Le gach dea-ghuí,
Eoin Doyle,
Chief Executive,
Cavan County Council

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 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 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

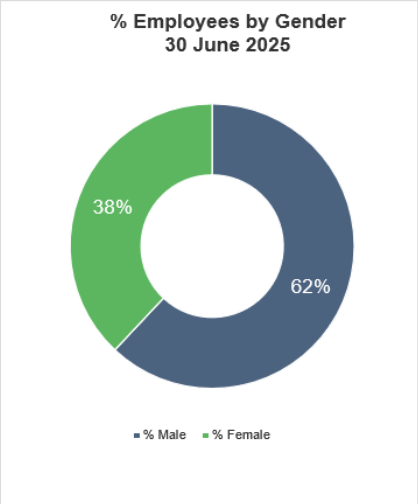
Cavan County Council

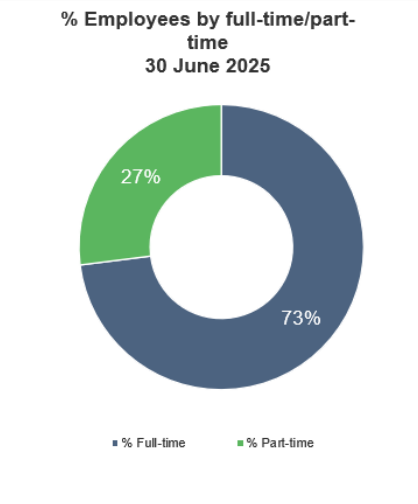
Cavan County Council leads and collaborates with all to drive and shape a better future for our County and it is a progressive, dynamic, and innovative local authority in Ireland.

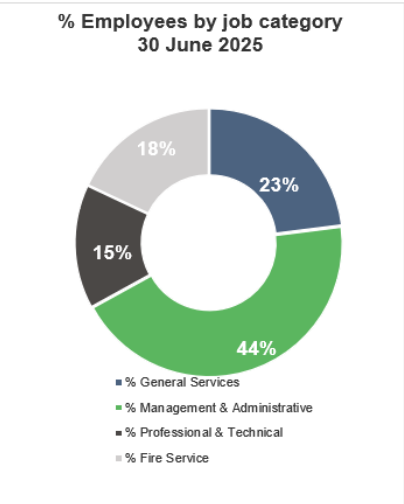
Cavan County Council employs over 600 employees across service divisions including housing and building, roads, transport and safety, water supply and sewerage, development management, environmental protection, recreation and amenity, agriculture and education and miscellaneous services.

A dynamic and ever evolving place to work with a stimulating and challenging work environment, Cavan County Council offers excellent career opportunities in a wide range of administrative, professional, creative, technical, and general services roles. Supported by continuous learning and development, a highly skilled workforce is central to delivering these objectives.

In the heart of the scenic lakelands, Cavan is located less than two hours' drive from Dublin, Belfast, and Galway and boasts an unrivalled quality of life.







3. Gender Pay Gap Reporting

Gender pay gap reporting 2025

The Gender Pay Gap Information Act, 2021 requires organisations with over 50 employees to report on their Gender Pay Gap. 2025 is the fourth 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. For local authorities, the snapshot date is 30 June 2025. Organisations have five months to prepare their calculations, before reporting five months later during November 2025. 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.

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.

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

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

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

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

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.

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 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.

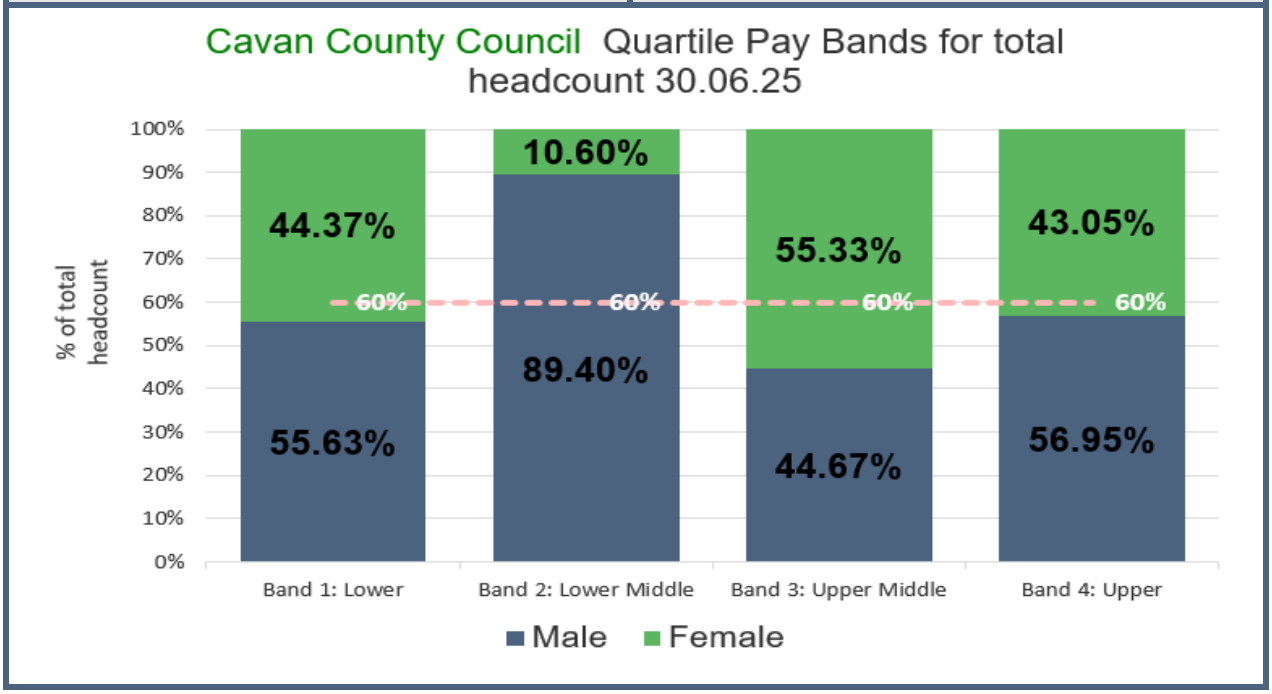
The larger the positive or negative pay gap is, the more marked the differences in hourly rates of pay will be and the more males or females proportionally working in either higher or lower paid roles within the organisation.

4. Our Figures

Mean and Median Gender Pay Gap - all employees

Cavan County Council Gender pay gap 2025
All employees for the reporting period to 30 June 2025

MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
0.55%	-10.44%



Note: 62%:38% (male:female) is the gender breakdown of all employees on 30 June 2025. This is show in the dotted line above.

The Mean Gender Pay Gap shows that on average, females are paid 0.55% less than males. The Median Gender Pay Gap shows that the median rate of pay for females is 10.44% 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 62% male and 38% 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 higher proportion of males in

Band 1&2, reflecting that there are proportionately more males at lower grades. There is also a slightly higher proportion of males in the Band 4, reflecting that there are proportionately more males in higher grades, however a 70%:30% gender breakdown in senior grades is to be welcomed and reflects progress on gender balance in senior roles. Both more males the lower grades and fewer females at higher grades can affect the mean and median pay gaps.

Mean and Median Gender Pay Gap - Part-time employees

Cavan County Council Gender pay gap 2025 Part-time employees for the reporting period to 30 June 2025	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
-11.60%	-15.22%

Approximately 27% of all our employees on 30 June were working part-time. Of these, 71% are male and 29% 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 fire service and library service.

Mean and Median Gender Pay Gap - Temporary employees

Cavan County Councill Gender pay gap 2025 Temporary employees for the reporting period to 30 June 2025	
MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
5.05%	25.97%

On 30 June 2025, 4.5% of our employees on were employed on temporary contracts. Of these, 52%, are male and 48% are female. These contracts include temporary clerical/administrative, technical, as well as graduates.

Benefit in kind

On 30 June 2025 no male employees received a Benefit in Kind payment and no females received a Benefit in Kind payment.

Bonus payment

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

5. How we are supporting Gender Equality

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.

All our Interview Board are gender balanced and all Interview Boards receive training, including unconscious bias training, including newly introduced disability training 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.

Cavan County Council has recently received the WAM leader award for participation in the WAM Programme.

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.

Blended working

Blended working is now a part of our flexible working policies with flexible options to combine office and home working.

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

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 Education Assistance 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. We offer a comprehensive employee occupational health and wellbeing programmes including an Employee Assistance Programme, health screening, health and nutrition advice and wellbeing webinars etc.

We have developed an inclusive all employee app to ensure that all our employees can be communicated with regularly and to promote wellbeing initiatives.

Dignity at Work

We promote and support a culture of dignity, respect and equality. We have a Dignity at Work Policy and all employees and managers have received training and support in the implementation of the policy.

Equality, Diversity and Inclusion

Cavan County Council is continually developing as an employer of choice to attract, develop and promote an inclusive and diverse employee population.

Cavan County Council continues to design and provide responsive services and customer care that meet the needs of an increasingly diverse customer base.

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

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.

Public Sector Duty

Cavan 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.

Cavan 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 - Assess, Address and Report.

Women in leadership

Our Senior Management Team comprises the following gender balance 60% Male and 40% Female and we aim to work on developing Women in Leadership programmes.

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.