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Comhphairtíocht Chathair na Gaillimhe
Galway City Partnership
an taoide ag casadh
a tide for change

Gender Pay Gap Report

2024-2025

snapshot date 2025-06-01



Our Commitment to Pay Equity

At Galway City Partnership, we believe everyone deserves a fair chance to succeed - no matter their gender. We're committed to creating a workplace where people feel included, respected, and supported, and where opportunities are open to all.

Fair pay and equal access to career growth aren't just policies to us - they're core to who we are. We know that building a diverse and inclusive team makes us stronger, more innovative, and better at what we do.

We're working to make sure that how people are hired, promoted, and paid is always based on what they do and how well they do it - not who they are. That means being open about how we make decisions, regularly checking in on our progress, and taking action when we see a gap.

This is an ongoing journey, but our aim is clear: to make Galway City Partnership a place where everyone has the same chance to thrive and be recognised for their work.





Our Gender Pay Gap Results

Full Time Employees

Mean gender pay gap is
20.2% in favour of women

Mean Gender Pay Gap

Median gender pay gap is
7.9% in favour of women

Median Gender Pay Gap

Part Time Employees

Mean gender pay gap is
5.2% in favour of men

Mean Gender Pay Gap

Median gender pay gap is
12.0% in favour of men

Median Gender Pay Gap

Temporary Employees

Mean gender pay gap is
10.5% in favour of women

Mean Gender Pay Gap

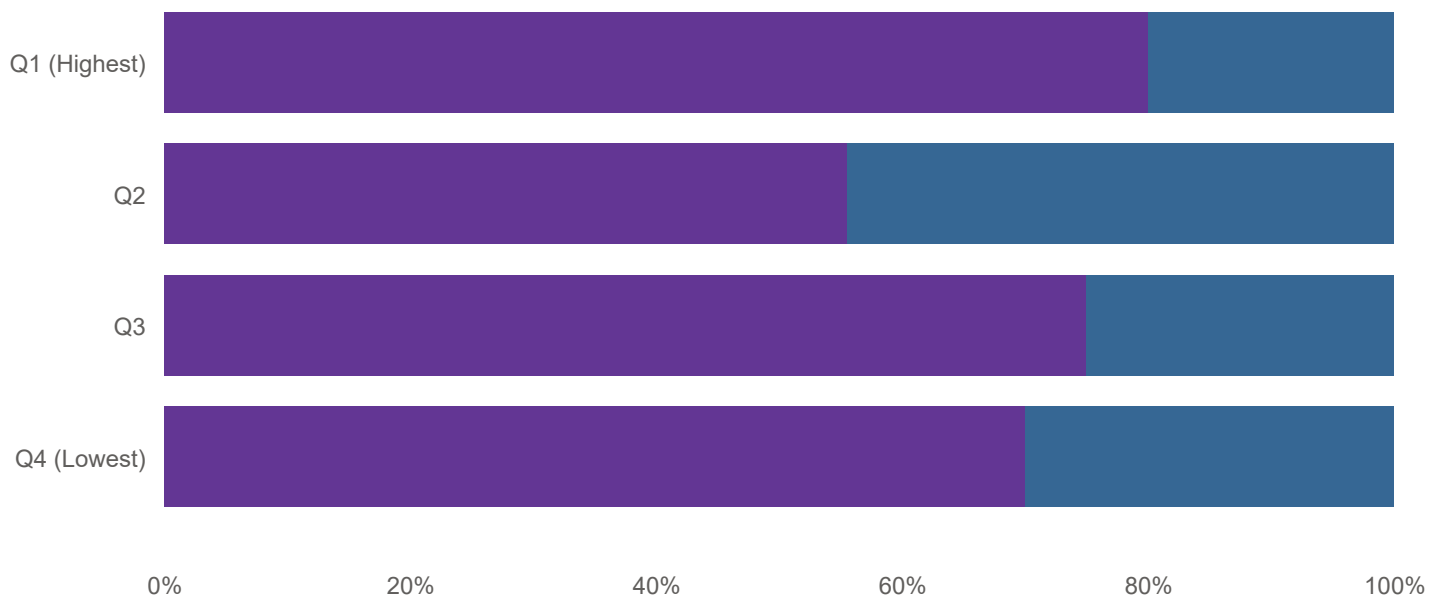
Median gender pay gap is
10.6% in favour of women

Median Gender Pay Gap



Pay Distribution at Galway City Partnership

Gender ● Female ● Male



The pay quartiles shown above are based on the hourly pay of all employees employed on the snapshot date. Employees are divided into four equal groups, from the lowest to the highest earners, to show the proportion of men and women in each pay band.





Our Actions to Address the Gender Pay Gap

Regular pay audits

Ongoing reviews of salaries to identify and address any gender-based disparities.

Return-to-work support

Programmes to support employees returning from leave, including phased returns or mentorship.

Transparent promotion and bonus criteria

Clearly defined and consistently applied standards for advancement and rewards.

Flexible working arrangements

Options like remote work or flexible hours to support work–life balance.

Diverse hiring practices

Use of mixed-gender panels and balanced shortlists to support inclusive recruitment.

Career development opportunities

Mentorship, training, and leadership pathways for women and underrepresented groups.





Looking Ahead: Our 2027 Goal

Our goal is to move closer towards a neutral gender pay gap by 2028. We recognise that meaningful change takes commitment, transparency, and ongoing effort - and we're fully invested in that journey.

Between now and 2027, we will continue to monitor our pay data regularly, publish our findings, and take targeted action where needed. This includes reviewing our policies and practices, ensuring fairness in recruitment and progression, and removing any barriers that may contribute to unequal outcomes.

We believe that everyone should be rewarded fairly for the work they do, and we are determined to create a workplace where pay equity is not just an aim, but a standard. Achieving this goal is part of our broader commitment to building a diverse, inclusive, and future-ready organisation.





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