



**Tailte  
Éireann**

Clárúchán, Luacháil,  
Suirbhéireacht  
Registration, Valuation,  
Surveying

# Tailte Éireann - Gender Pay Gap Report 2024

**Part (a) Tailte Éireann NSSO Payroll**

**Part (b) Tailte Éireann Non NSSO Payroll**

December 2024



# Part (a) Tailte Éireann NSSO Payroll

December 2024

# Introduction

## Our Organisation

Tailte Éireann (TÉ) was established on 1<sup>st</sup> March 2023 with a mandate to provide property registration, valuation and surveying services for the State. TÉ's mission is to provide trusted land registration, valuation and surveying services that benefit Irish society and the economy. TÉ aims to be the authoritative provider within the State of world class digital-first and property services.



# Introduction to Gender Pay Gap Reporting



## Gender Pay Gap Reporting

- The Gender Pay Gap (GPG) is the difference in the average hourly wage of men and women across a workforce.
- The GPG captures whether women are represented evenly across an organisation and should not be confused with Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.
- The Gender Pay Gap Information Action 2021 introduced the legislative basis for Gender Pay Gap reporting in Ireland.
- The Act requires organisations to report on their hourly GPG across a range of metrics.
- The reporting period is the 12 month period immediately preceding and including the snapshot date.

## Tailte Éireann Report

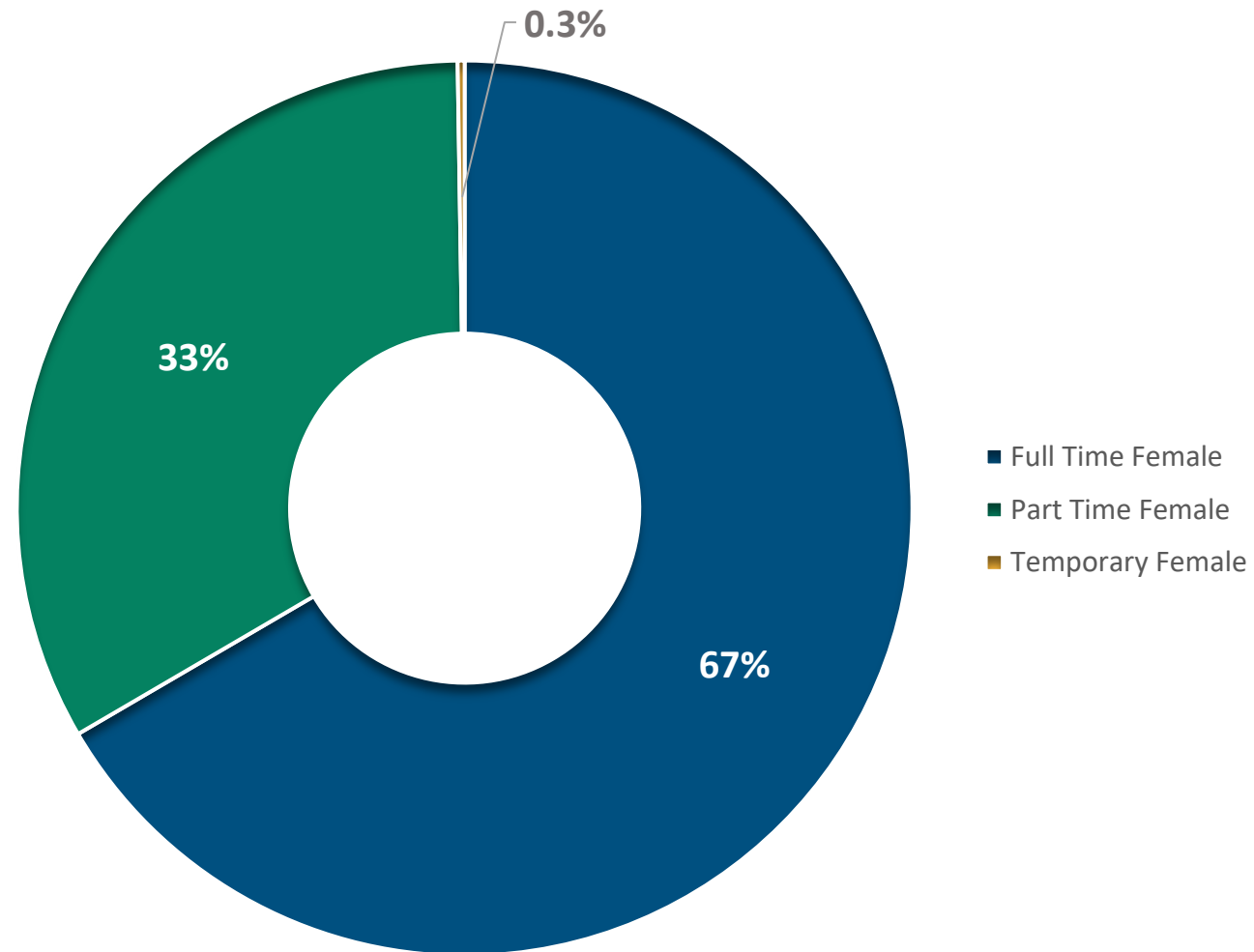
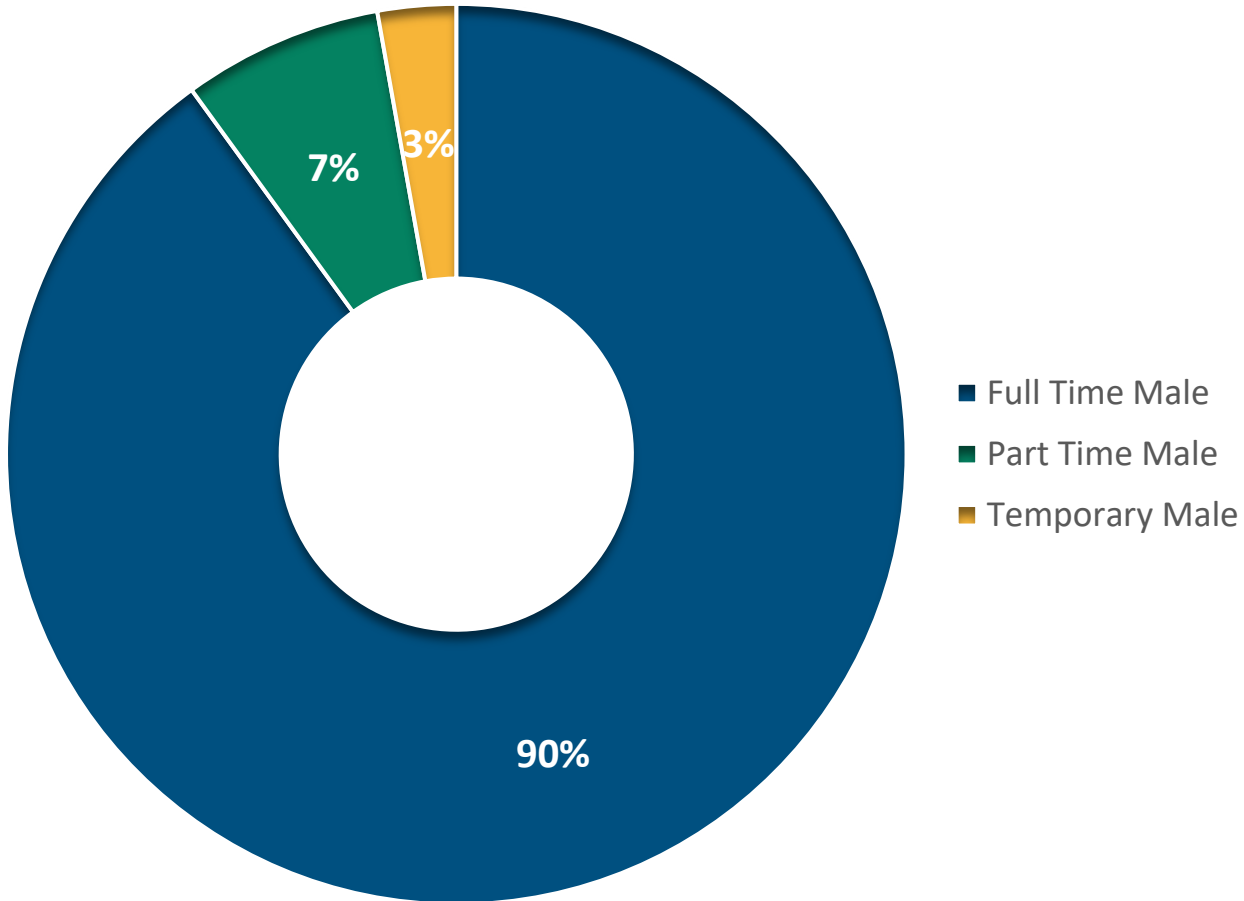
This report will provide the following GPG information:

- Tailte Éireann's report is in two parts. Part (a) will represent the employees who were civil servants whose payroll services were provided by the National Shared Services Office (NSSO). Part (b) will be presented for employees whose payroll was provided by an external provider (non-NSSO payroll).
- The reporting period for the report is the 22<sup>nd</sup> June 2023 to the 23<sup>rd</sup> June 2024
- Mean and median hourly pay for male and female employees, is expressed as a percentage of the mean and median hourly pay for male employees who are employed full time, part-time, and temporary or both.
- The report looks at the number of males and females across four quartile pay bands which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.
- The report will present the GPG in Tailte Éireann and what measures are proposed or been taken to reduce or eliminate any gender pay gap.

# NSSO Payroll : Headcount



Total Employees: 718

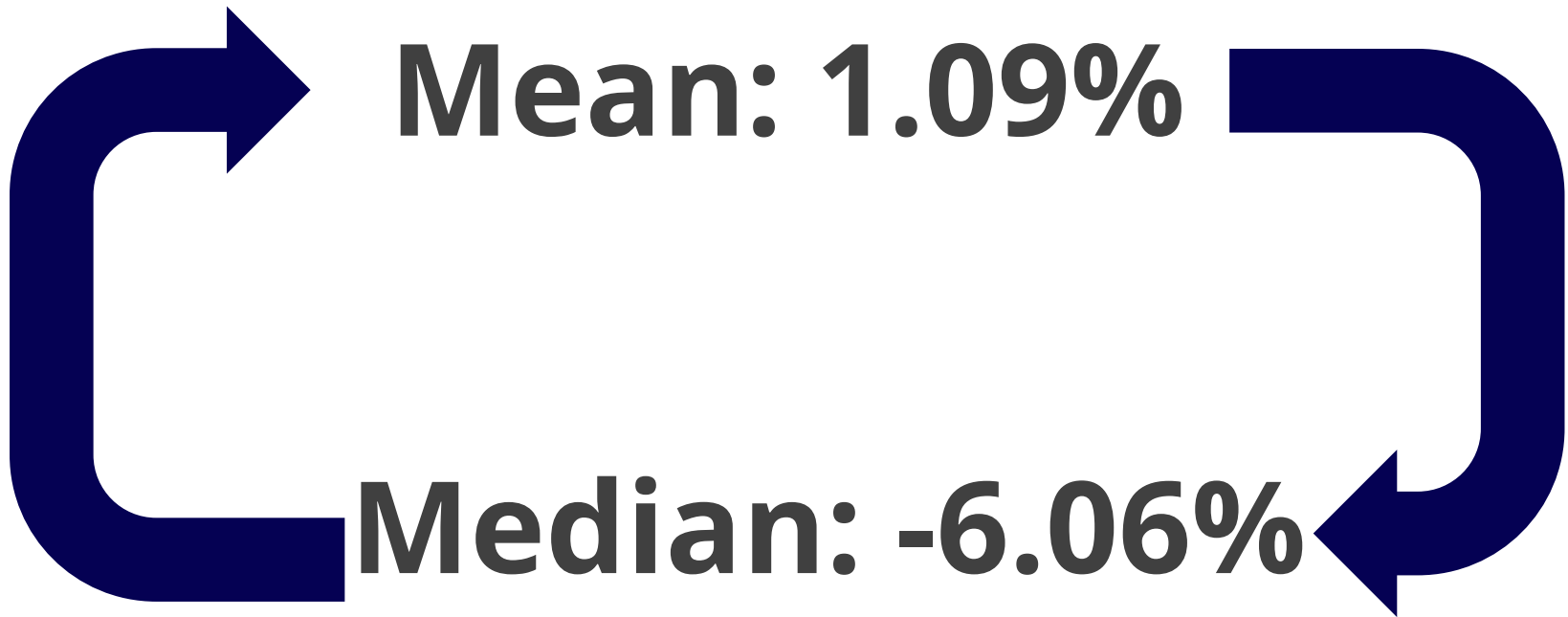




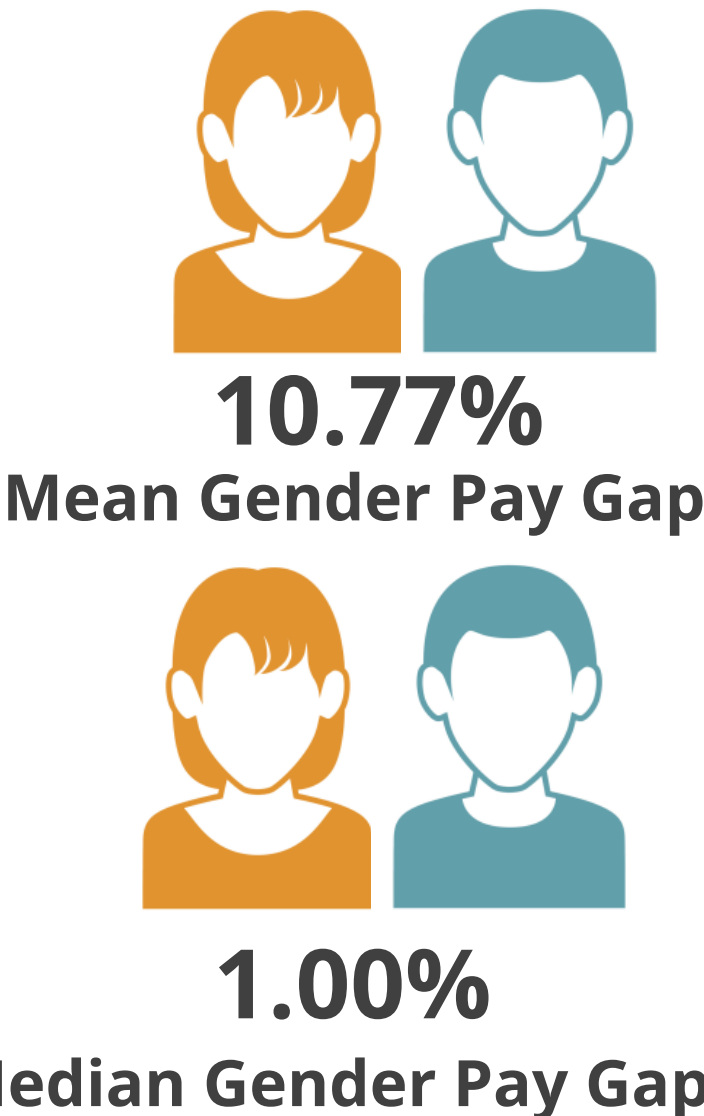
# NSSO Payroll : Gender Pay Gap



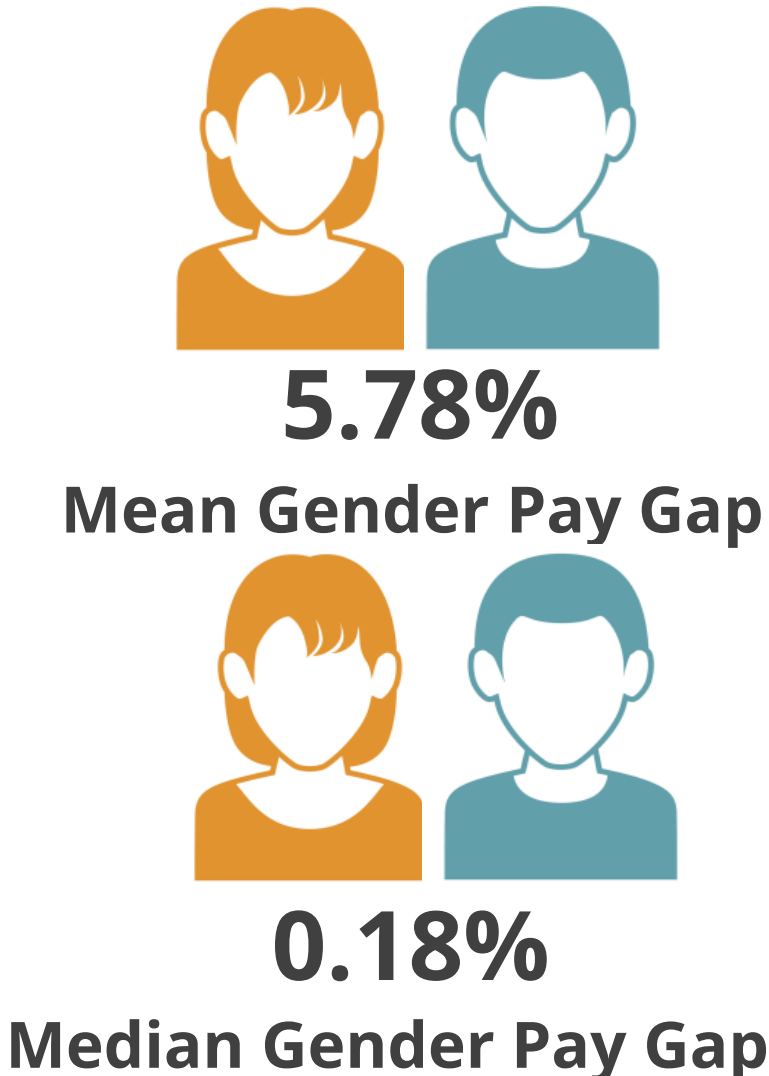
- The Gender Pay Gap results show that on average, female employees earn **1.09%** less than male employees per hour in NSSO Payroll. This is an improvement on the GPG Report for 2023 where **2.52%** of female employees earned less than male employees.
- The median is **-6.06%**. This means that the midpoint of pay ranges for males is **6.06%** lower than the midpoint for females.
- For part time employees, the mean of **10.77%** shows that females earn less than males in this category; furthermore, females are five times more represented than males in part time roles. (127 females Vs 21 males)



## Part Time Employees



## Temporary Employees

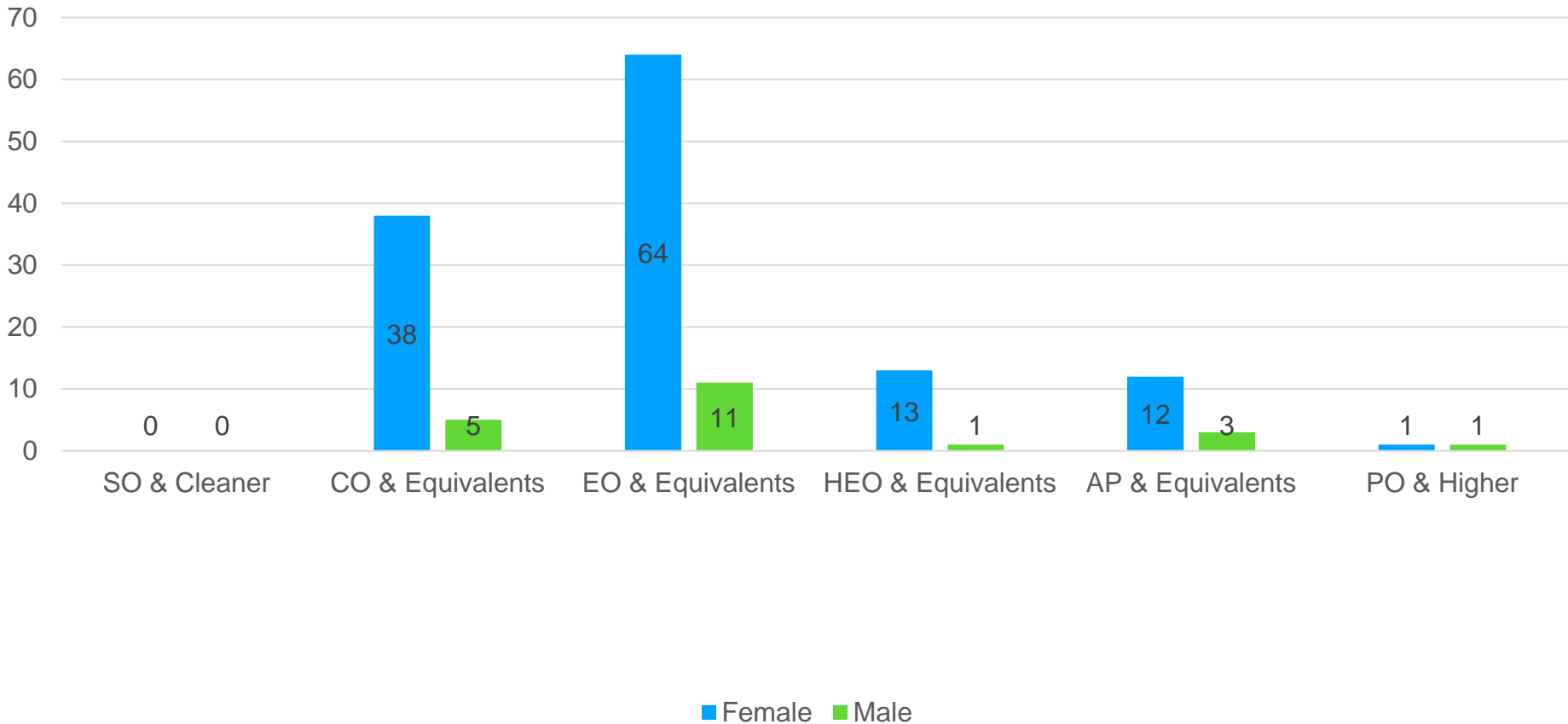


# NSSO Payroll : Gender by Grade

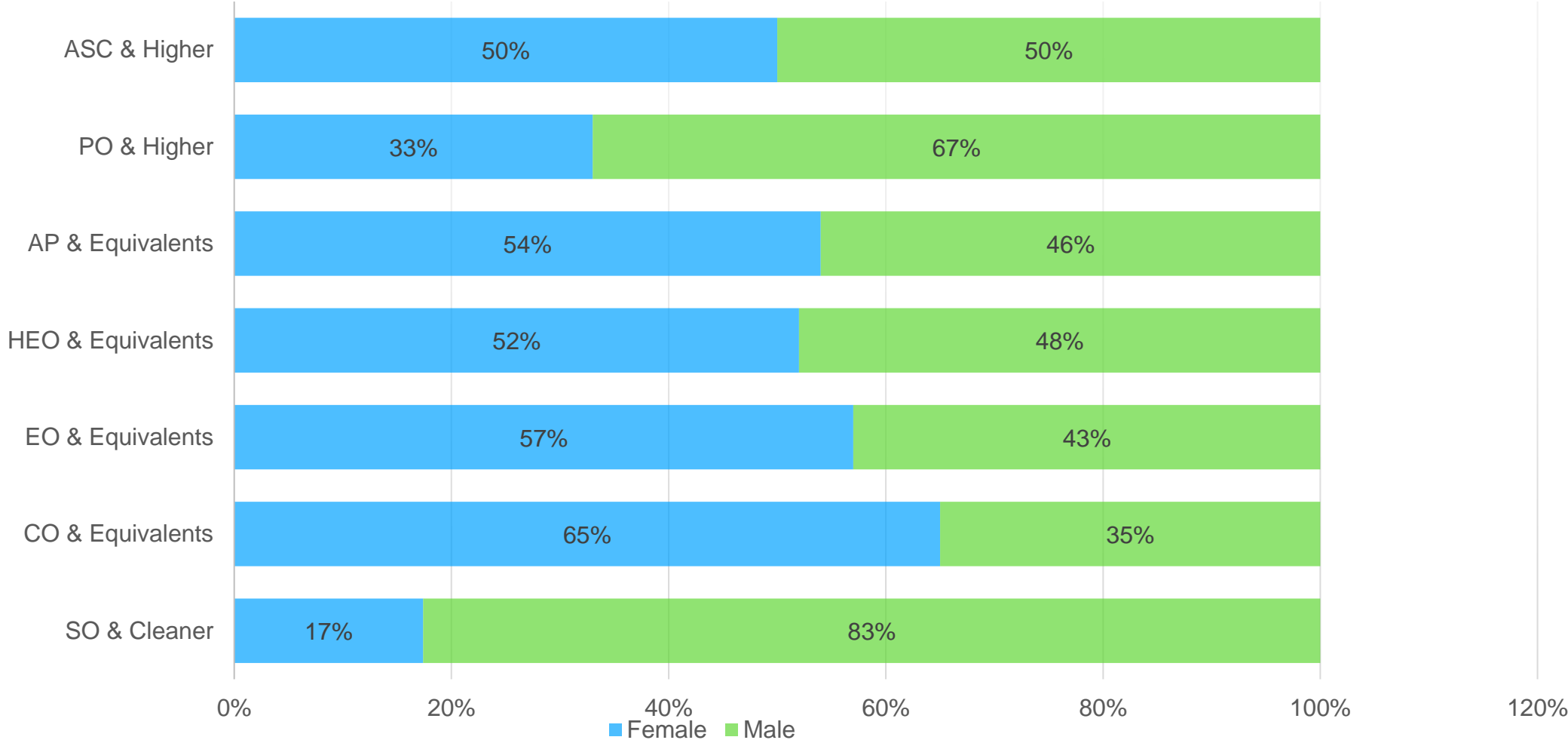


- According to the analysis of the gender distribution of the grades, female employees outnumber male employees in the Executive and Clerical Officer grades.
- The proportion of female employees in the part-time arrangement is significantly higher than that of male employees, particularly in the Executive and Clerical Officer grades.
- Compared to the GPG Report for 2023, females in the Assistant Secretary and Higher grades have increased from 33% to 50%, which is now equal to males.

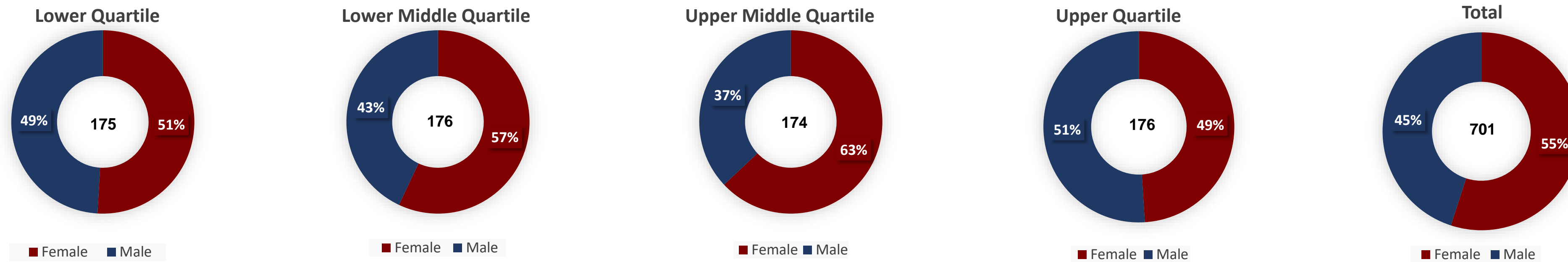
Gender by Grade - Part Time Staff



% GENDER BY GRADE - ALL STAFF



# NSSO Payroll : Gender Pay Gap - Quartiles



- The quartiles' analysis rank individuals from the lowest to the highest earners, and the largest disparity between the proportion of male and female employees is found in the lower middle, and upper middle quartile.
- Upon examination of the data, it can be observed that the proportion of females in the lower quartiles is higher than that of males, and the opposite is true for the upper quartile. Lower quartile areas are characterised by the lowest salaries in the organisation, while upper quartile areas are opposite, showing the highest salaries.
- The disparity in the representation of male and female employees is less pronounced in both the lower and upper quartiles.
- There is a significant variance in favour of females on the upper middle quartile, which is concentrated in the middle grades in the organisation.



# NSSO Payroll : Reasons for the Pay Gap



- Higher percentage of female participation in part-time working arrangements - including Shorter Working Year and Work Share Arrangements.
- Higher percentage of female employees availing of non-annual leave, for example: Carer's Leave, and Unpaid Domestic Leave. This is in line with wider research that shows caring and family responsibilities, while not solely, disproportionately affect females more than males.
- During the reference period, there was a higher proportion of males in senior leadership positions with higher earnings.



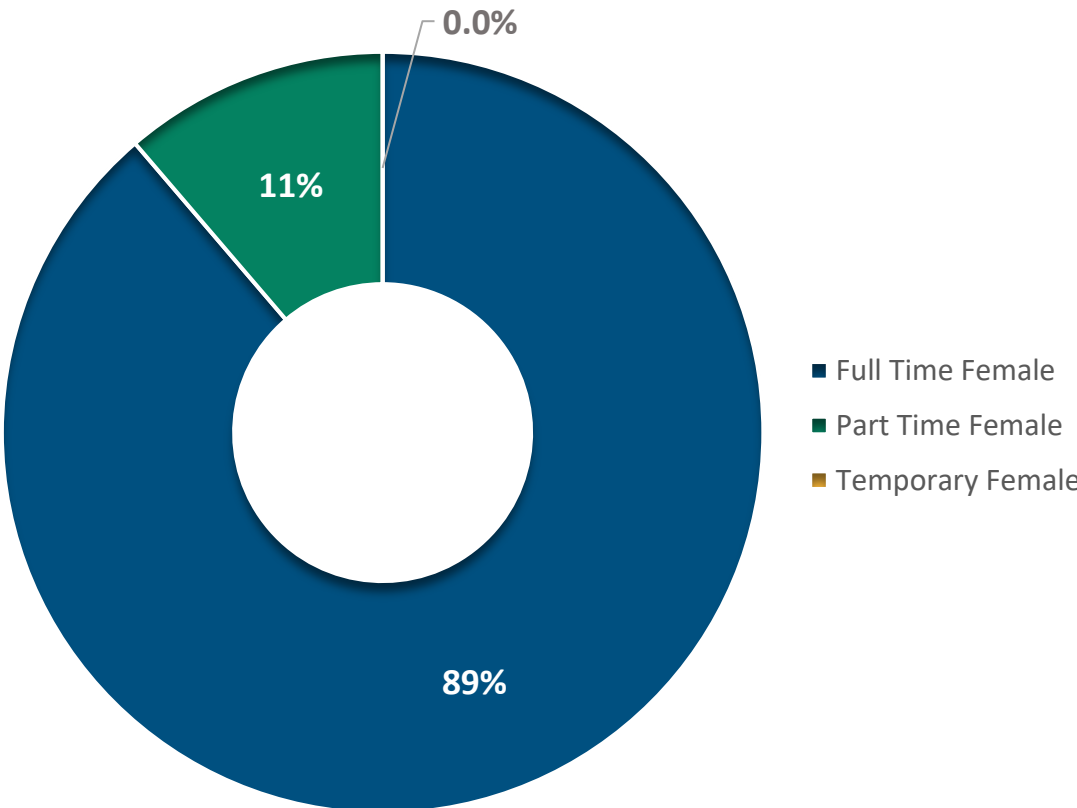
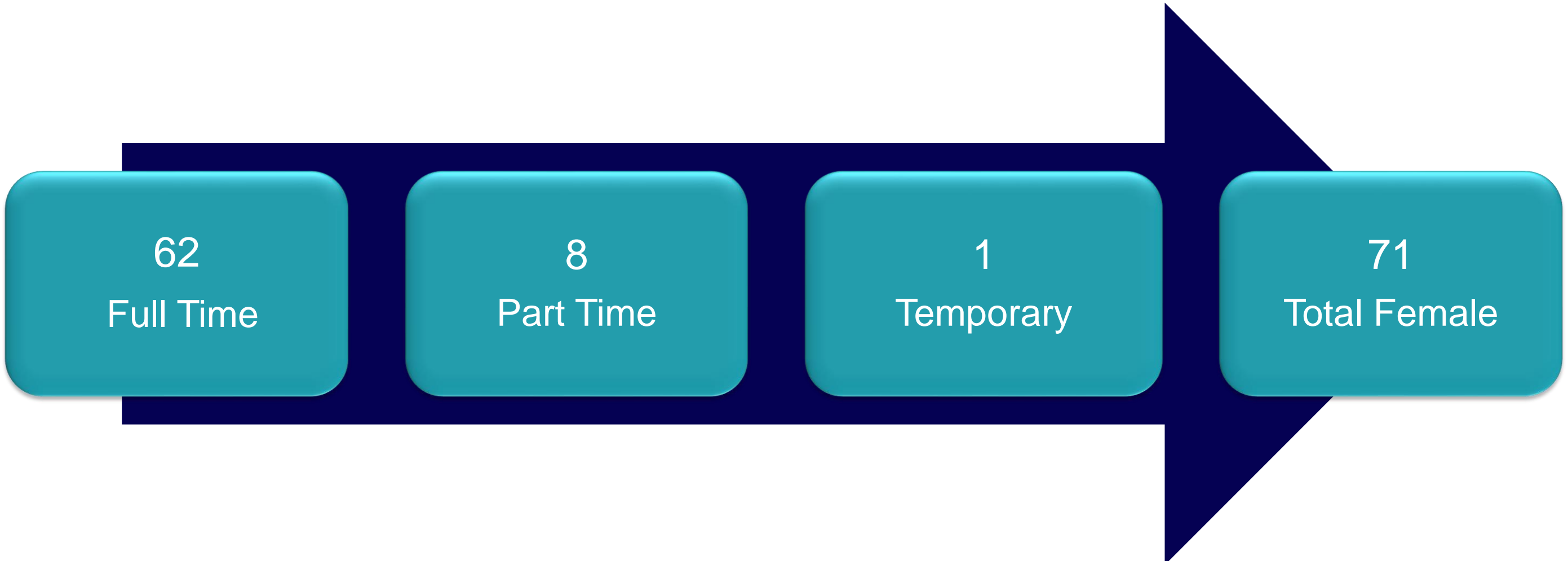
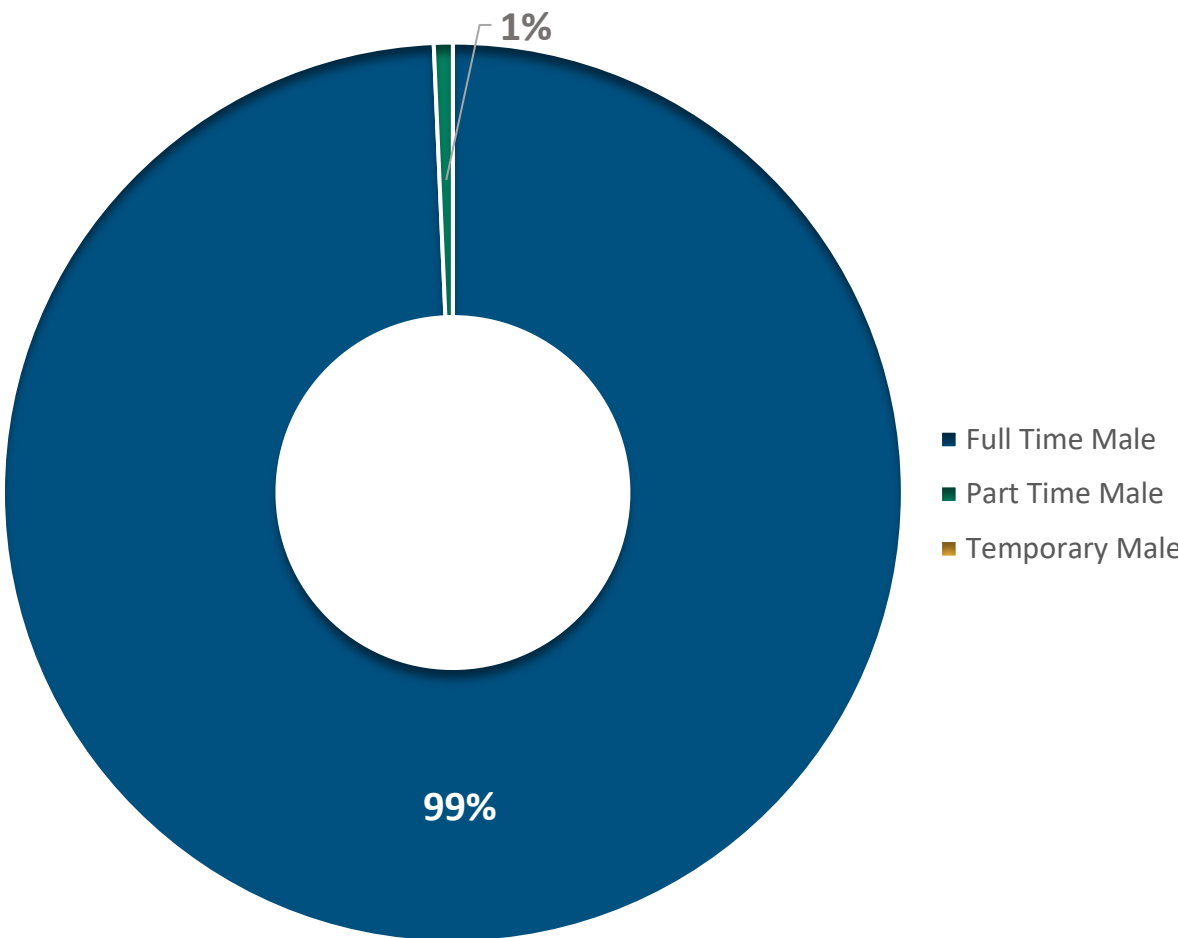
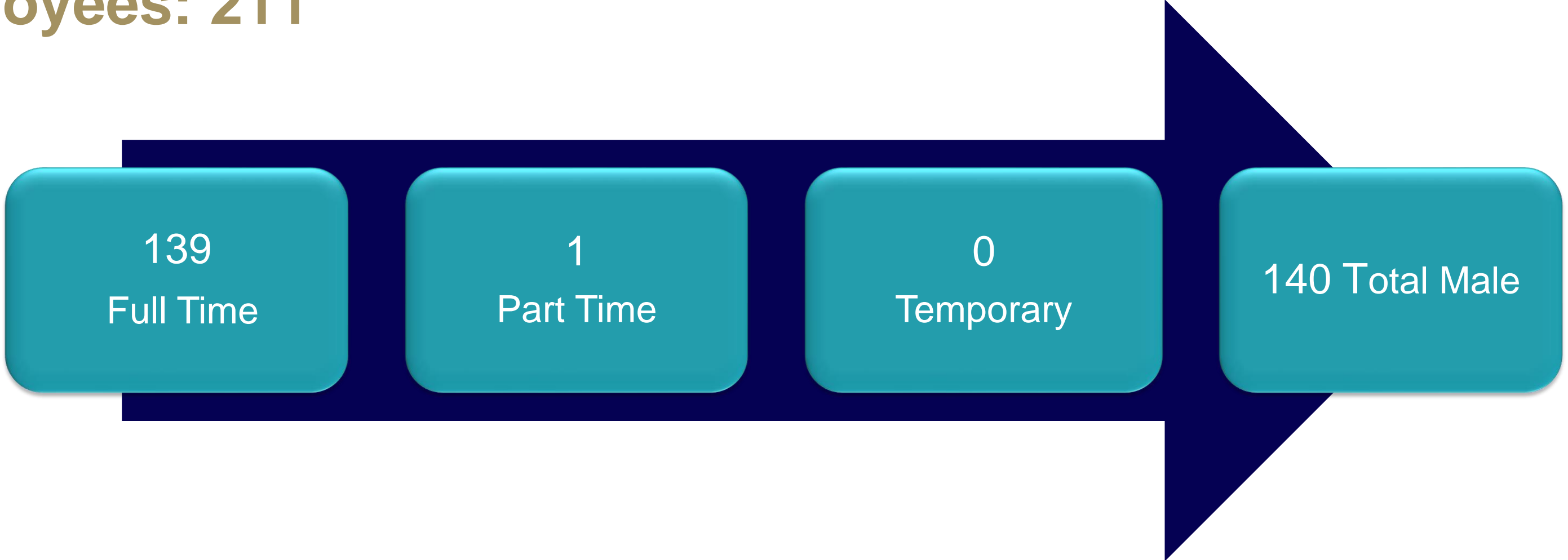
# Part (b) Tailte Éireann Non-NSSO Payroll

December 2024

# Non-NSSO Payroll : Headcount



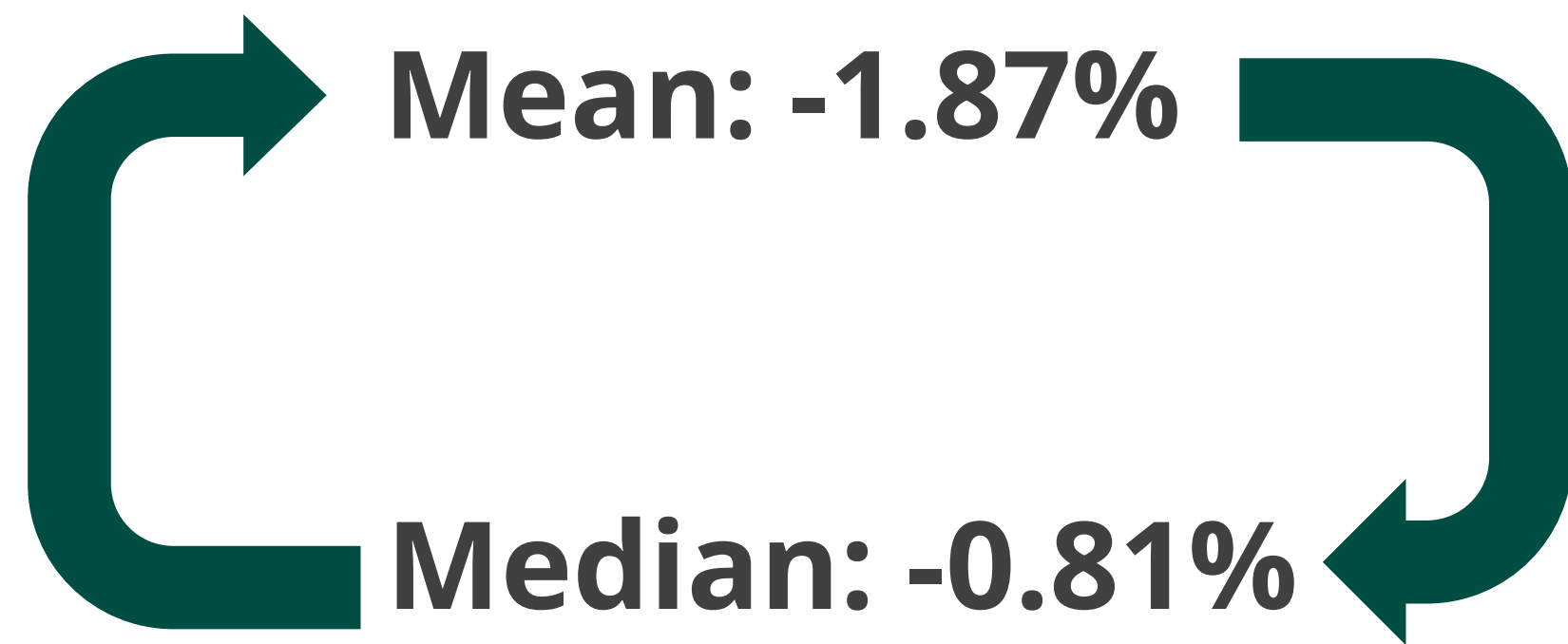
Total Employees: 211



# Non-NSSO Payroll : Gender Pay Gap



- The Gender Pay Gap results show that on average, female employees earn **1.87%** more than male employees per hour in the non-NSSO payroll function.
- The median is **-0.81%**. This means that the midpoint of pay ranges for males is **0.81%** lower than the midpoint for females.
- For part time employees in non-NSSO payroll, the mean of **-1.78%** shows female employees earn more than male employees per hour. This is based on a sample of eight females Vs. one male, which also shows a significant proportion of females doing more work-sharing arrangements. This is in line with wider research that shows caring and family responsibilities, while not solely, disproportionately affect females more than males.
- The Gender Pay Gap for Temporary employees does not arise as there are none.



## Part Time Employees



**-1.78%**  
Mean Gender Pay Gap



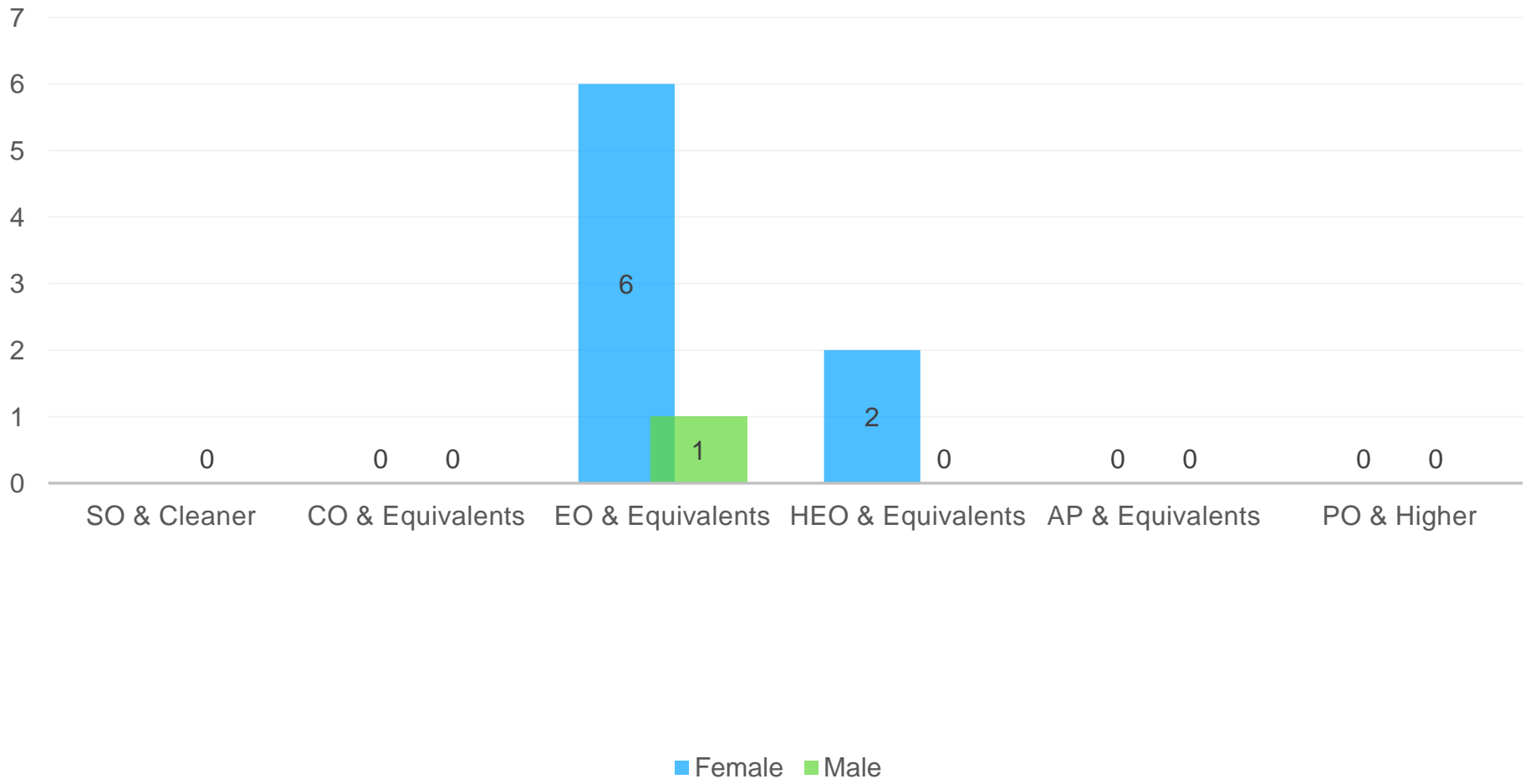
**-0.52%**  
Median Gender Pay Gap

# Non-NSSO Payroll : Gender by Grade

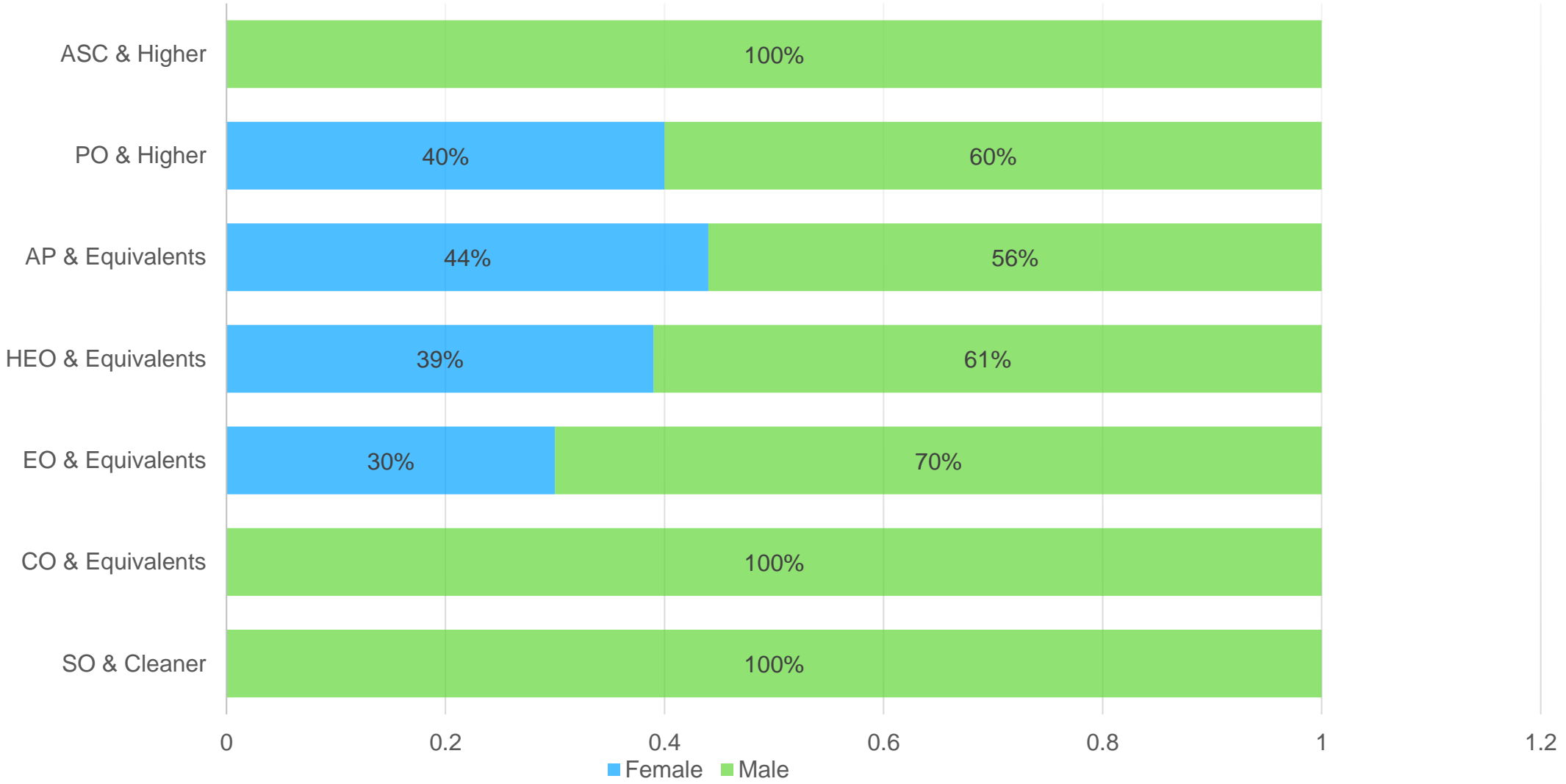


- Some roles in non-NSSO payroll are technical, and professional, and the disproportionality between males (140) and females (71) is consistent with wider research that shows males are more likely to be employed in technical roles than females.

Gender by Grade - Part Time Staff

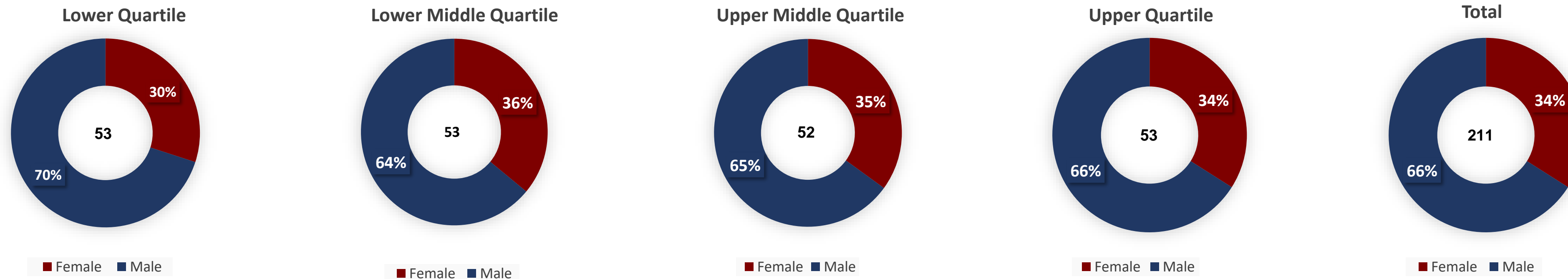


% GENDER BY GRADE - ALL STAFF





# Non-NSSO Payroll : Gender Pay Gap - Quartiles



- The quartiles' analysis ranks individuals from the lowest to the highest earners. There is a disparity in all quartiles, across the non-NSSO payroll.

# Non-NSSO Payroll : Reasons for the Pay Gap



- Higher percentage of female participation in part-time working arrangements - including Shorter Working Year and Work Share arrangements.
- Higher percentage of female employees availing of non-annual leave, for example Carer's Leave, and Unpaid Domestic Leave. This is in line with wider research that shows caring and family responsibilities, while not solely, disproportionately affect females more than males.
- During the reference period, there was a higher proportion of males in senior leadership positions with higher earnings.

# What we will do in 2025



- Tailte Éireann is committed to treating people with dignity and to value them for their individuality. We continue to embrace equality, diversity and inclusiveness.
- We will continue to embrace new ways of working and develop our people and culture for the benefits of all our stakeholders.
- We will strive to remain an employer of choice by effective attraction and recruitment, retaining talent and expertise through career and professional development opportunities for all.