



Tailte
Éireann

Tailte Éireann Gender Pay Gap Report 2025



Tailte Éireann

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Introduction to Gender Pay Gap Reporting

This report has been compiled with the assistance of the National Shared Services Office (NSSO), who provided the data reports which enabled the required calculations to be carried out and this report to be published on behalf of Tailte Éireann:

- The Human Resources Management System (HRMS), records employee information and service history, including data on employee gender, employment status, and workshare patterns.
- The Payroll Shared Services Centre (PSSC) provided the pay information relevant to the reporting period, including data on ordinary pay including basic pay, allowances and overtime.

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. These include mean hourly gender pay gap, median hourly gender pay gap, and the percentage of employees within various remuneration percentiles.

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 will be presented for employees who are civil servants and whose payroll services are provided by the National Shared Services Office (NSSO).

The reporting period for the report is the 20 June 2024 to 19 June 2025.

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, what measures are proposed or have been taken to reduce or eliminate any gender pay gap.

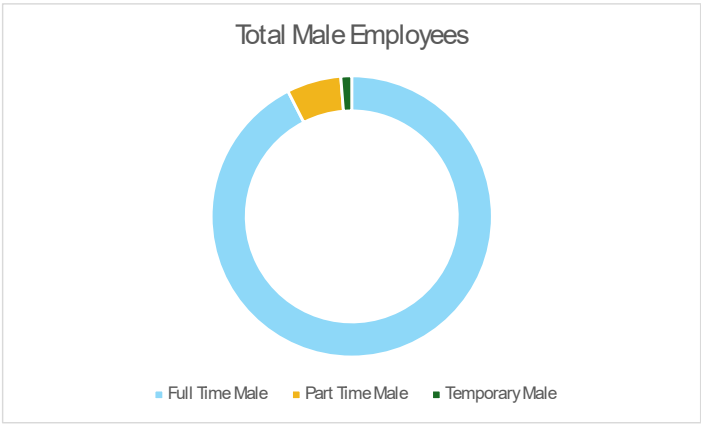
Gender Pay Gap Tailte Éireann Headcount

Total Employees



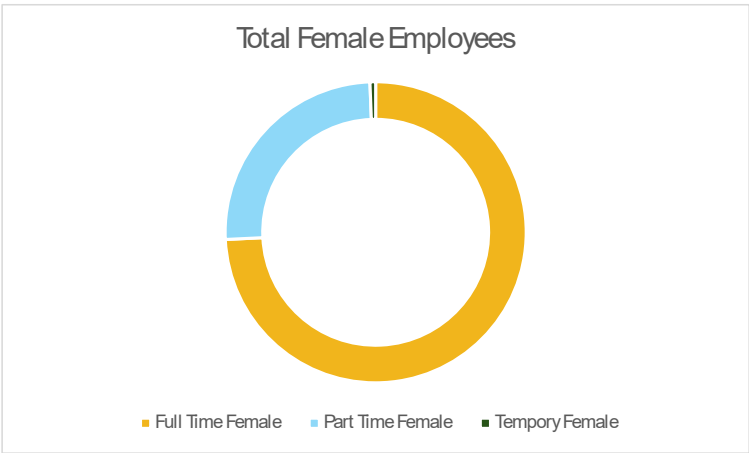
Full Time Male: 444
Part Time Male: 30
Temporary Male: 6

Total Male: 480



Full Time Female: 366
Part Time Female: 124
Temporary Female: 3

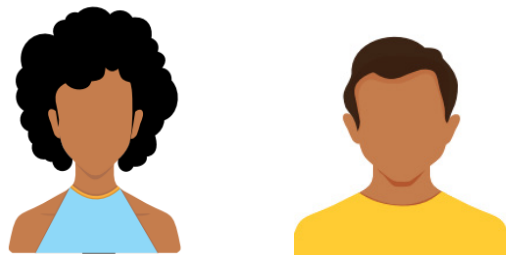
Total Female: 493



Gender Pay Gap by Mean v Median

- The Gender Pay Gap results show that on average, female employees earn 3.80% less than male employees per hour in Tailte Éireann.
- The median is 1.31%. This means that the midpoint of pay ranges for males is 1.31% higher than the midpoint for females.
- For part time employees in Tailte Éireann, the mean of -1.91% shows female employees earn more than male employees per hour. This is based on a sample of 124 females Vs. 30 males, which also shows a significant proportion of females doing more work-sharing arrangements. The largest proportion of part-time female staff (42% of overall part-time staff) can be found in the EO and equivalent band. This is in line with wider research that shows caring and family responsibilities, while not solely undertaken by females, does disproportionately affect females more than males.

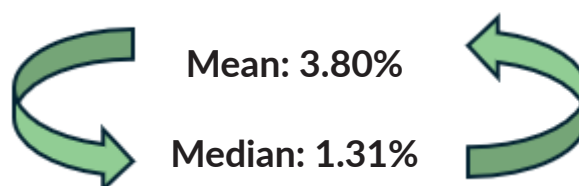
Part Time Employees



-1.91%
Mean Gender Pay Gap



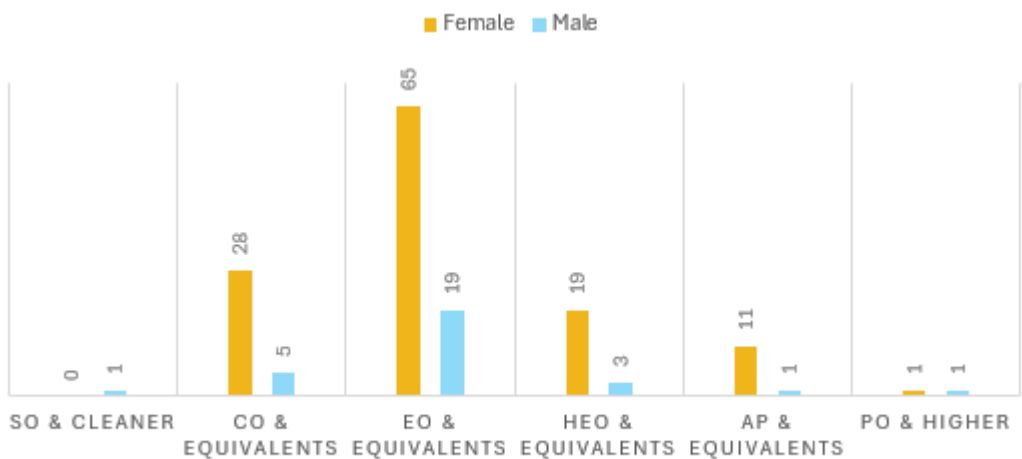
-10.93%
Median Gender Pay Gap



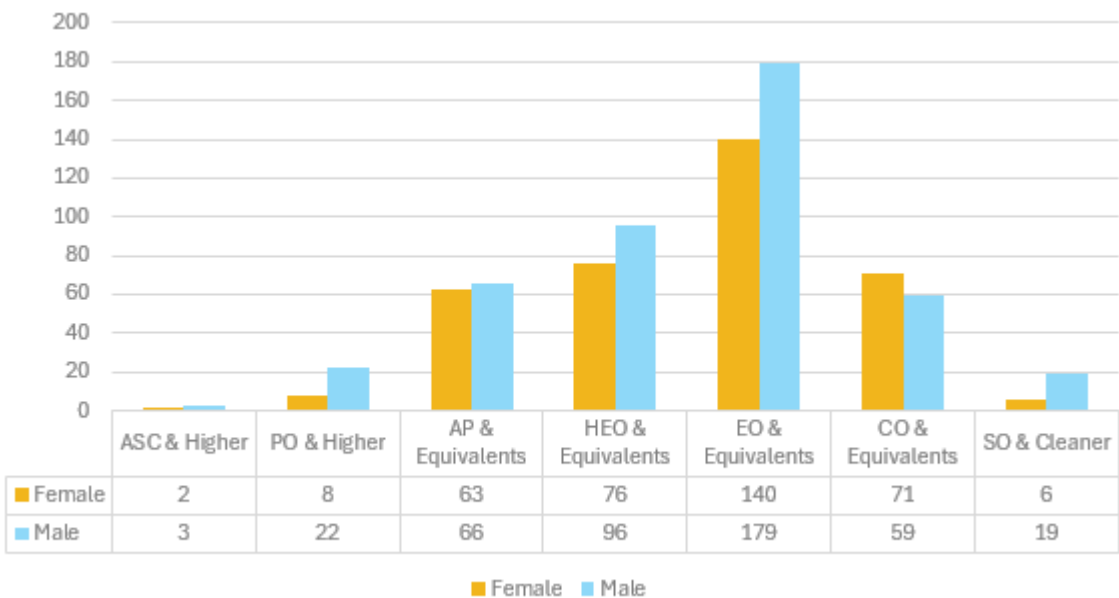
Gender Pay Gap by Grade

- The report shows a higher proportion of male employees (179) are employed in the EO & equivalent role then female (140) on a full-time basis. A higher proportion of female employees (65) in the same grade band are employed on a part-time basis.
- Some of these roles are technical, and professional, and the disproportionality between male and female is consistent with wider research that shows males are likely to be employed in more technical roles than females.

Gender by Grade - Part Time Staff

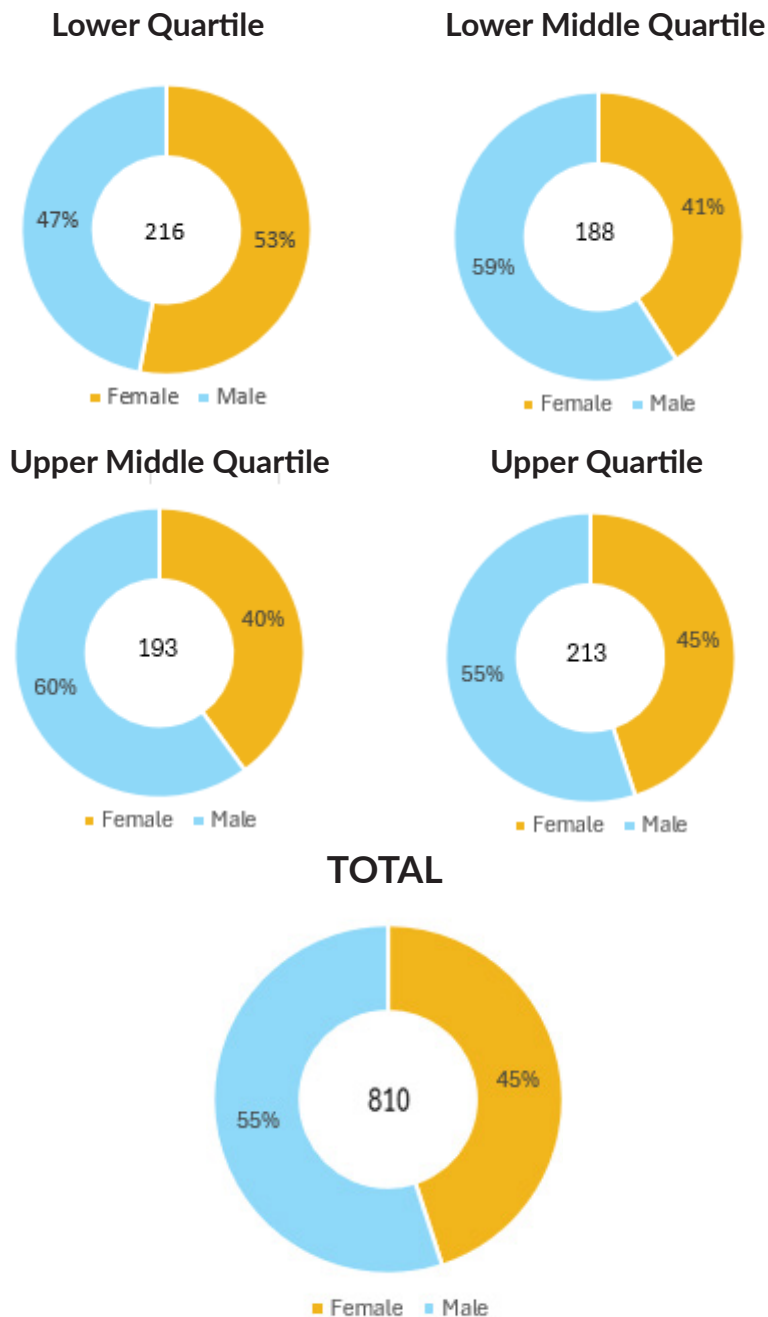


Gender by Grade - All Staff



Gender Pay Gap by Quartiles

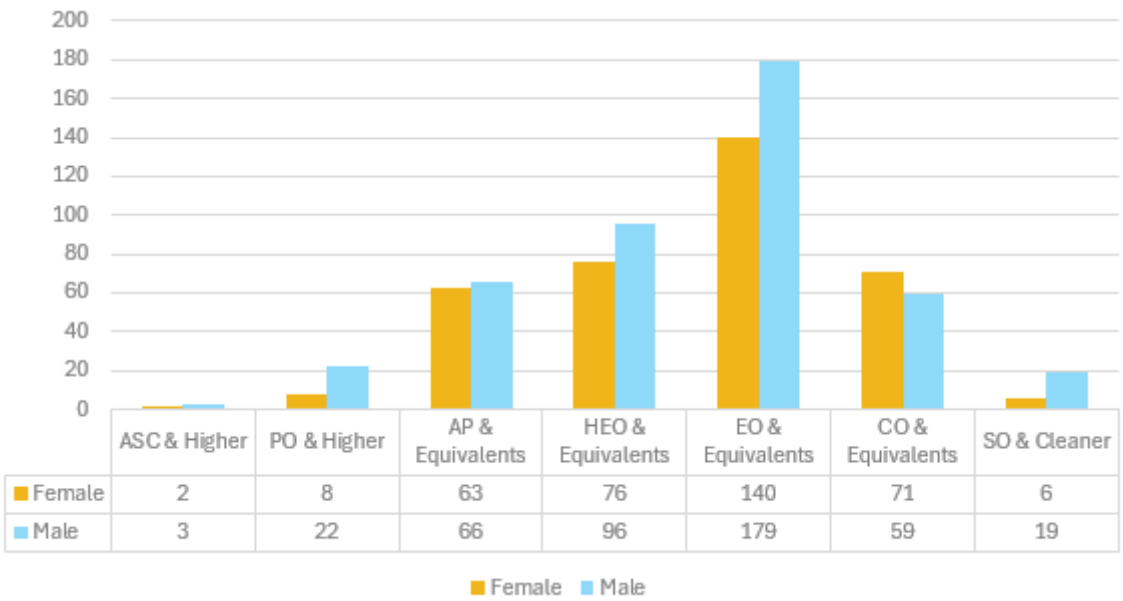
- The quartiles' analysis rank individuals from the lowest to the highest earners, and the largest disparity between the proportion of male and female employees is found in the Upper Middle quartile at 20%.
- Upon examination of the data, it can be observed that the proportion of females in the Lower quartile (53%) is higher than that of males at (47%) creating an overall difference of 6%, the opposite is true for the rest of the quartiles where the proportion of males is higher at 59% in the Lower Middle quartile, 60% in the Upper Middle quartile and 55% in the Upper quartile.
- Lower quartile areas are characterized by the lowest salaries in the organisation, while upper quartile areas are opposite, showing the highest salaries.



Tailte Éireann 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.

Gender by Grade - All Staff



Gender Pay Gap - What we will do in 2026

- TÉ have committed to reviewing our organisation values to ensure they are aligned with the culture of our organisation.
- Tailte Éireann is committed to treating people with dignity and to value them for their individuality. We continue to embrace equality, diversity and inclusiveness. TÉ will establish an EDI committee and encourage participation from a cross-section of the organisation.
- Tailte Éireann will continue to embrace new ways of working and develop our people and culture for the benefit of all our stakeholders.
- Tailte Éireann 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.

% Gender by Grade - All Staff

