Tailte Éireann

# Tailte Éireann Gender Pay Gap Report 2026

Building Transparency & Equality in the Workplace

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# 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), which provided the data reports that enabled the required calculations to be completed and the 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, basic pay, allowances, and overtime.

# Gender Pay Gap Reporting

The Gender Pay Gap (GPG) is the difference between the average hourly wage of men and women across a workforce.

The GPG measures the extent to which women and men are represented across different roles and levels within an organisation. It should not be confused with equal pay, which relates to differences in pay between men and women performing the same work, similar work, or work of equal value.

The Gender Pay Gap Information Act 2021 established the legislative framework for Gender Pay Gap reporting in Ireland.

Under the Act, organisations are required to report on their hourly GPG across a range of metrics. These include the mean and median hourly gender pay gaps, and the percentage of employees in various remuneration percentiles.

The reporting period is 12 months 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 on behalf of employees who are civil servants and whose payroll services are provided by the National Shared Services Office (NSSO).
- The reporting period is 27 June 2025 to 19 June 2026.
- Mean and median hourly pay for male and female employees, are expressed as percentage of the mean and median hourly pay for male employees who are employed full time, part-time, temporary or both.
- The report shows 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 the measures proposed or taken to reduce or eliminate any gender pay gap.

# Gender Pay Gap Tailte Éireann Headcount

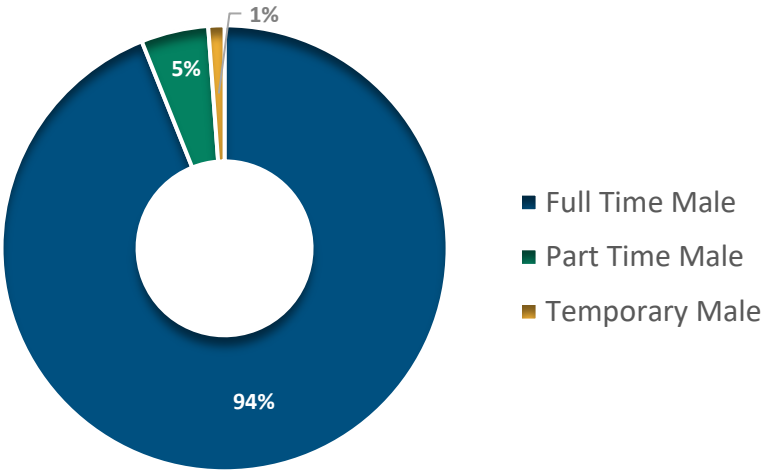
Total Employees: **1021**

Full-Time Male: 481

Part-Time Male: 25

Temporary Male: 6

**Total Male: 512**

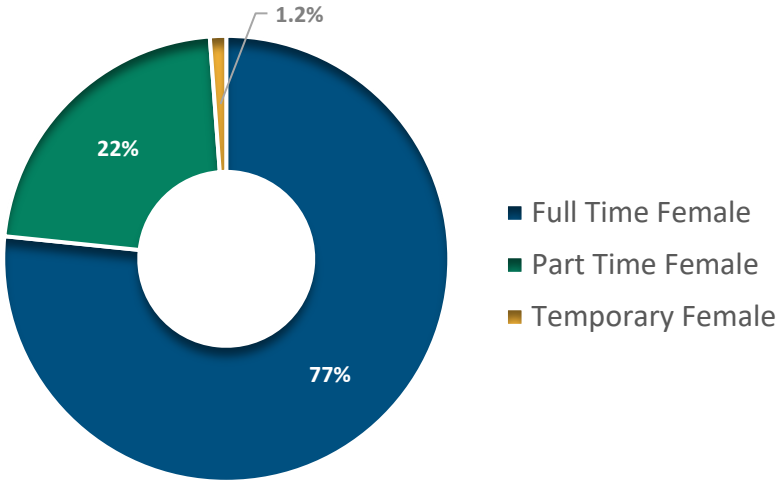



Full-Time Female: 390

Part Time Female: 113

Temporary Female: 6

**Total Female: 509**




Overall gender representation is balanced at 50.2% male (512 employees) and 49.8% female (509 employees). However, a significant variance exists in working patterns. Of the 138 employees working part-time, 113 (81.9%) are female and 25 (18.1%) are male. This equates to 22.2% of the female workforce working part-time compared to 4.9% of the male workforce, or 352% more female part-time staff than male. This is consistent with national research which finds that caring and family responsibilities continue to disproportionately impact female participation in full-time employment.

# Gender Pay Gap by Mean v Median



**5.52%**
**Mean Gender Pay Gap**



**1.97%**
**Median Gender Pay Gap**

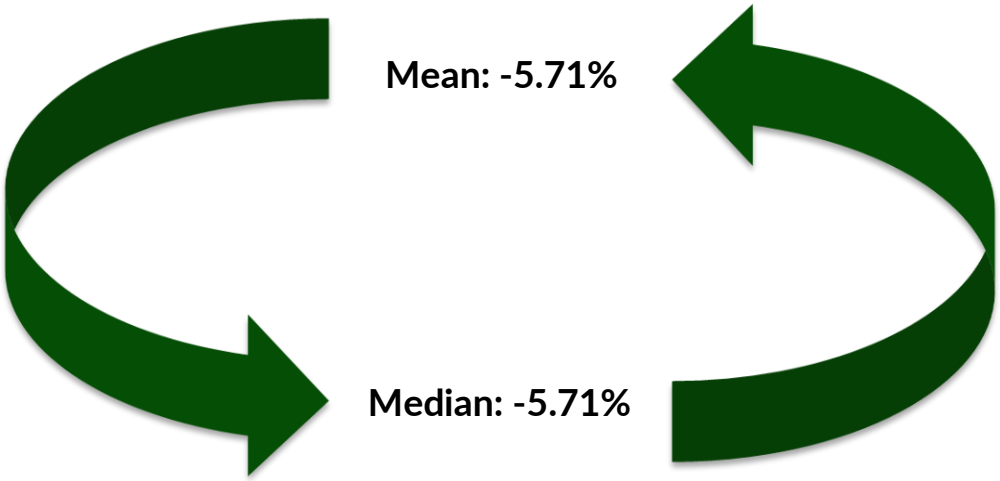
**Mean Gender Pay Gap: 5.52%** - On average, male employees are paid 5.52% more per hour than female employees.

**Median Gender Pay Gap: 1.97%** - At the midpoint, male employees are paid 1.97% more than female employees.

**National Comparison:** The latest official national figure for Ireland is ~9.6% (CSO Structure of Earnings Survey 2022 – most recent national data available). Tailte Éireann compares favorably with the national average and reflects that men and women are paid equally for equal work.

**Reason for Gap:** The small remaining gap is primarily driven by working patterns and distribution of roles, not unequal pay, as all staff are remunerated equally by grade in line with Civil Service pay scales.

# Part Time Employees

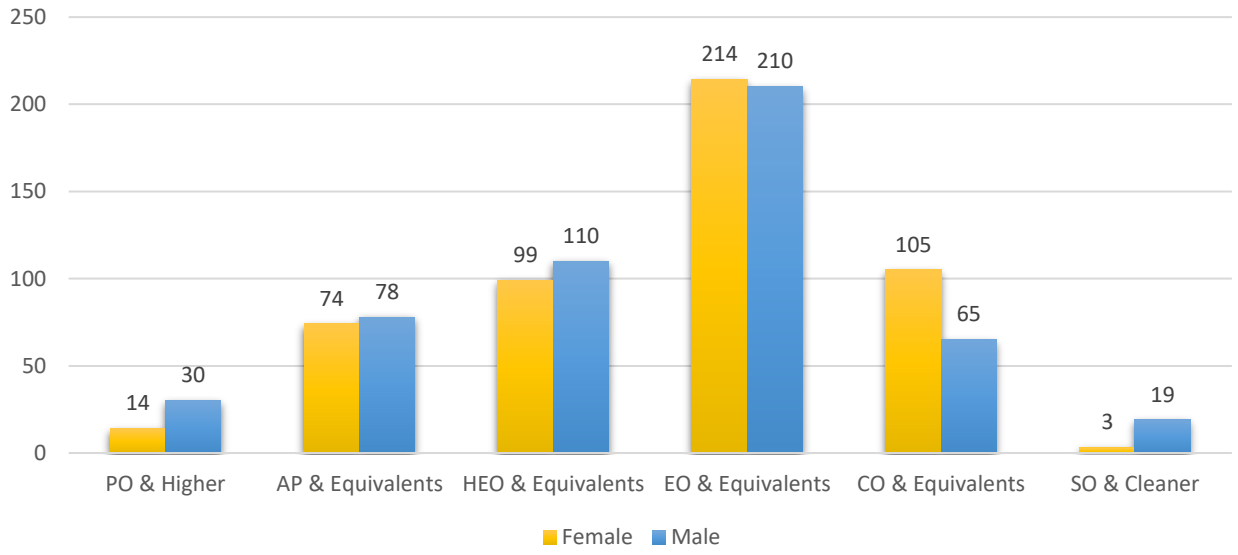



- Tailte Éireann gender pay gap for part-time employees is -5.71%, and the median gender pay gap for part-time employees is -5.71%. A negative figure indicates that for part-time employees, female employees are paid more per hour than male employees on average.

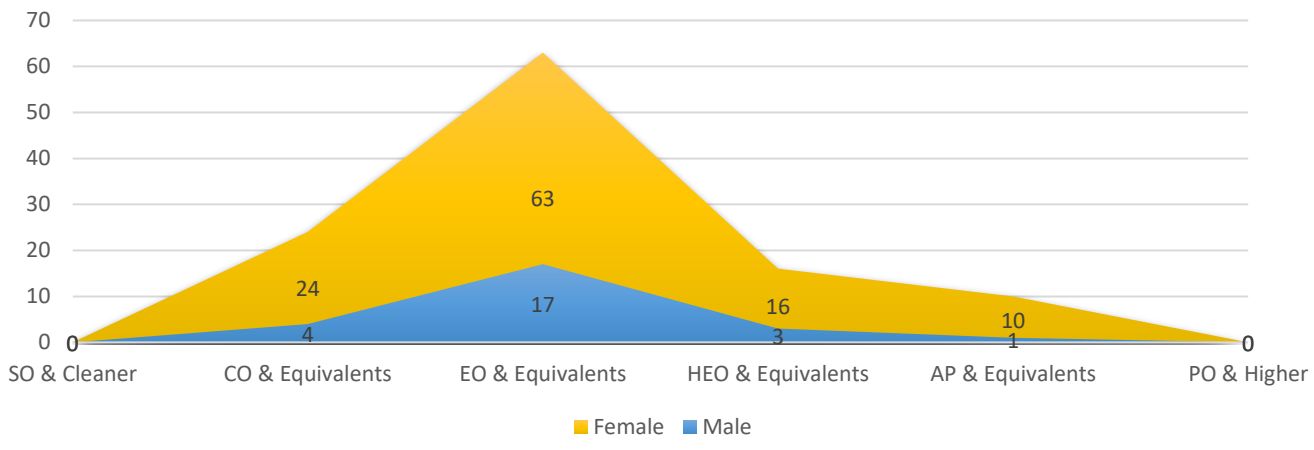
- **Reason for Gap:** This gap in favor of women is driven by grade and seniority. We have a higher proportion of female employees in more senior, higher-paid roles working part-time than of male employees in part-time roles.

# Gender Pay Gap by Grade

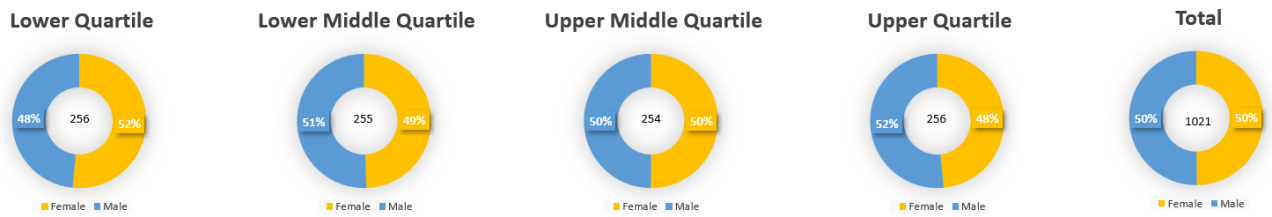
The report shows that while overall gender distribution in Tailte Éireann is balanced, with 512 male staff (50.1%) and 509 female staff (49.9%), analysis by grade shows a broader pattern. Representation remains broadly balanced at lower and middle management levels. At Executive Officer grade and equivalents, representation is 50.5% female and 49.5% male. At Higher Executive Officer and equivalents, distribution remains broadly balanced at 47.4% female and 52.6% male. However, as grade level increases to Principal Officer and above, a gender gap widens significantly, with female representation decreasing to 33.3% compared to 66.7% male, indicating some vertical segregation at senior levels.




Analysis of part-time working patterns shows that 81.9% of part-time staff are female (113 female, 25 male). Part-time working is most prevalent at EO level. When examined by gender within grade, 29.4% of females at the EO level work part-time compared to 8.1% of males. This pattern is consistent across all grades, with female staff significantly more likely to avail of part-time working arrangements. The absence of any part-time work at PO level and above is also noted. As part-time work impacts on total earnings, this pattern is likely to contribute to the overall gender pay gap.



# Gender Pay Gap by Quartiles




Lower quartile areas are characterized by the lowest salaries in the organisation, while upper quartile areas are opposite, showing the highest salaries.

Analysis by pay quartile shows a balanced gender distribution across all four quartiles. The lower quartile (lowest paid) comprises 48% male and 52% female (256 staff), lower middle 51% male and 49% female (255 staff), upper middle 50% male and 50% female (254 staff), and upper quartile (highest paid) 52% male and 48% female (256 staff). With near parity across all quartiles, this indicates no significant clustering of either gender in lower- or higher-paid roles when examined on an all-of-Tailte Éireann basis. This aligns with the overall organisational gender balance of 50% female and 50% male.

# Tailte Éireann Reasons for the Pay Gap

1. Higher percentage of female participation in part-time working arrangements - including Shorter Working Year and Work Share arrangements.

2. Higher percentage of female employees availing of non-annual leave, for example Carer's Leave, parental leave and Unpaid Domestic Leave.

3. CO & Equivalent grades are 65.6% female (105 Female / 55 Male). These are lower-paid grades, which concentrate a higher number of female staff at the lower end of the pay scale structure, even though quartile distribution is balanced overall.

4. Absence of part-time working at senior levels. There are 0 part-time staff at PO level and above, this creates a barrier to progression for staff who require flexible working arrangements, who are predominantly female.

# Gender Pay Gap - What we will do in 2027

- ✓ We are committed to continue providing people with the tools and support to do their jobs in a smarter way. Flexible working along with other family friendly measures, play a key role in improving work/life balance, enabling staff to balance jobs with other responsibilities such as caring. Tailte Éireann Blended Working Policy supports this process.

- ✓ 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 established an EDI committee and encourage participation from across the organisation.

- ✓ Guided by our newly developed values, particularly Strive Together and Act Ethically, in 2027 TÉ will embed these principles into our equality, diversity and inclusion actions by promoting collaborative working, fair and transparent progression opportunities, and a culture of respect and dignity for all staff.

- ✓ 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.

- ✓ Continue to monitor senior grade pipeline.