

GENDER PAY GAP REPORT

Fáilte Ireland
2024



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WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 150 employees are being asked to report on their Gender Pay Gap annually. The Gender Pay Gap stood at 12.6% across Ireland, based upon published reports from December 2022.



INTRODUCTION



As the National Tourism Development Authority, Fáilte Ireland is a public body whose role is to support the long-term sustainable growth in the economic, social, cultural, and environmental contribution of tourism to Ireland.

Tourism is a pillar of our national economy, of employment and to local communities across the country. If what we do is important, how we do it is equally so. Our responsibility is to reflect the best values of the State in how we deal with all our stakeholders, not least our own employees. To be real, these must be lived values that impact positively on our people and on the atmosphere in which we all work together.

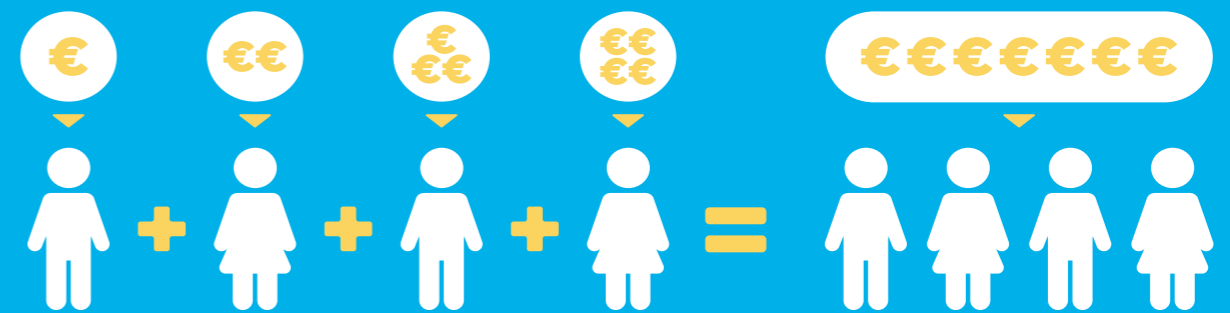
Equality, Diversity, and Inclusion (ED&I) is a priority for Fáilte Ireland. One metric of equality, and a very important one, is pay. A total of 501 employees were covered in the reporting period: 77% female and 23% male. This dataset included people who have left the business during the reporting period. We are a predominantly female organisation that strives to be supportive of all employees and that delivers on family friendly working arrangements.



HOW IS THE GENDER PAY GAP CALCULATED?

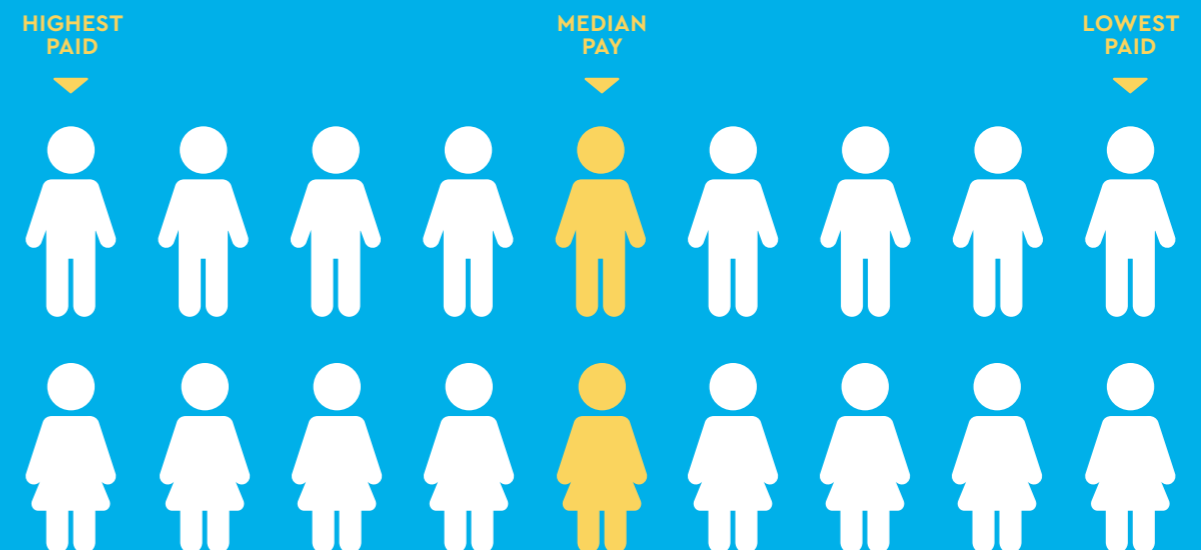
CALCULATING THE MEAN

The mean is the average. This is calculated by adding up all the salaries of all employees from both genders, and dividing it by the number of employees



CALCULATING THE MEDIAN

If all employees were lined up in rows of male and female, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle male.



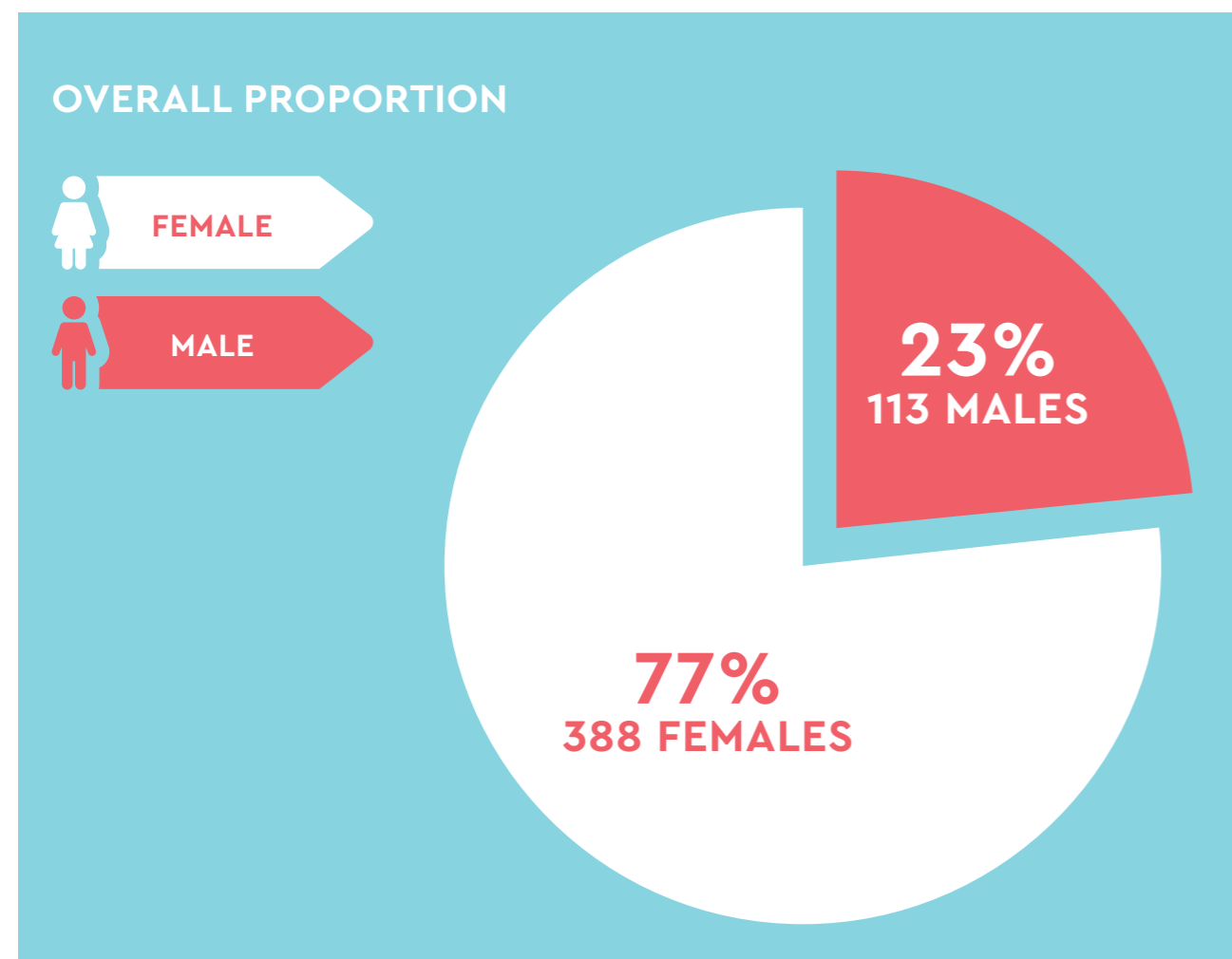
OVERVIEW OF 2024 GENDER PAY GAP ANALYSIS

This is Fáilte Ireland's third gender pay gap (GPG) analysis. The data used in the analysis was accessed from the Human Resources Information System.

The data was for the period 1st July 2023 until 30th June 2024 inclusive, using a snapshot date of 30th June 2024. There were 501 employees in Fáilte Ireland within the reporting period. This includes people who may have exited the business and/or retired within the reporting period.

All employees are aligned to pay grades which ensure equal pay for equal work, irrespective of gender. Our pay structures are informed by public sector pay policy and are fully transparent.

Fáilte Ireland's pay profile is impacted by the fact that employees are predominantly female. During the reporting period, the organisation was made up of 77% female employees and 23% male employees. There are several driving factors behind these percentages, primarily the nature of the roles and Fáilte Ireland's supportive approach to family-friendly working arrangements. Fáilte Ireland's gender profile is reflective of the Public Sector's as a whole which stands at 73% female and 27% male.



The basic salary, as per the government guidelines, is inclusive of basic salary, top-up payments of statutory leave (e.g. maternity leave) and Sunday premium prior to statutory deductions.

Duplicate records due to employees changing, being promoted or reverting to previous roles after a fixed term contract has ended, were reviewed individually to ensure that the hours worked and salary paid were all correct.

Employee categories were reviewed and updated in instances where primarily permanent staff were on a temporary fixed term contract. Where employees moving between full-time and part-time working were considered by the organisation to be relevant to any gender pay differences in the organisation, their hourly pay, hours and weeks worked were reflective of the working year they had.

The final dataset used for analysis contained 501 records.

FLEXIBLE WORKING ARRANGEMENTS

Overall, our Gender Pay Gap report shows that females are more likely to avail of Parental Leave (29 female v 0 male) and also more likely to work part-time (63 female v 3 male). Two people availed of Carer's Leave on a part-time arrangement (1 female v 1 male).

Fáilte Ireland's Blended Working Policy and strategy aim to provide flexibility to employees in a manner that supports engagement, a high-performance culture and delivery of high-quality services. The policy aims to allow employees sufficient autonomy to manage their time at work and the place from which they work, while continuing to deliver on the organisation's strategic objectives. Other types of flexible working available to all employees equally include part-time working, a shorter working year, unpaid leave of absence and Parental Leave, to name but a few. Fáilte Ireland is proud of the flexible opportunities available to all, which strongly supports our culture and values. Our Blended Working Policy, developed with employee consultation, is based on the principle of flexible working based on role and outputs. Flexible working, in whatever form, does not impact on hourly rates of pay.

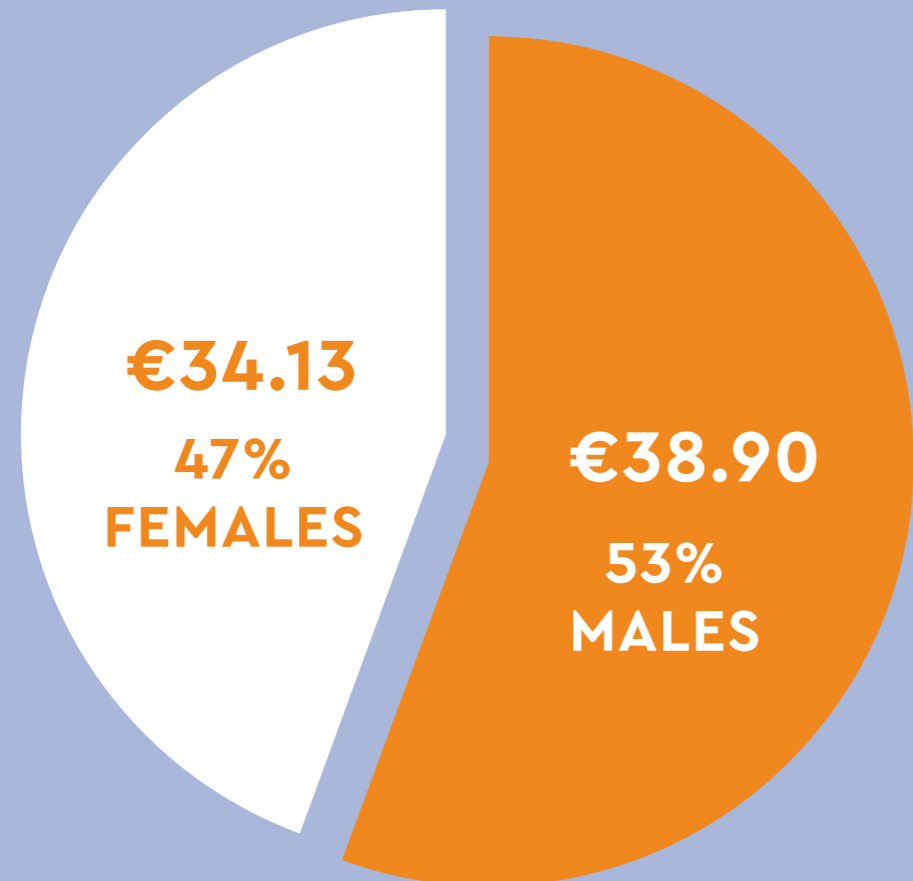


GENDER PAY DATA

Hourly pay as set out here reflects average hourly pay across the organisation. This is constituted as 12.2% Gender Pay Gap in favour of males in the organisation, which employs 77% female and 23% male. There is a higher percentage of females across all pay grades in the organisation, including our Leadership team which consists of 60% female employees. There are more females than males working at each pay grade with a negligible pay gap, sometimes more favourable towards females. There is also a higher proportion of employees overall working at lower pay grades. Notwithstanding that, our Leadership team is predominantly female, this means that there are a higher percentage of females working on a lower average hourly rate.

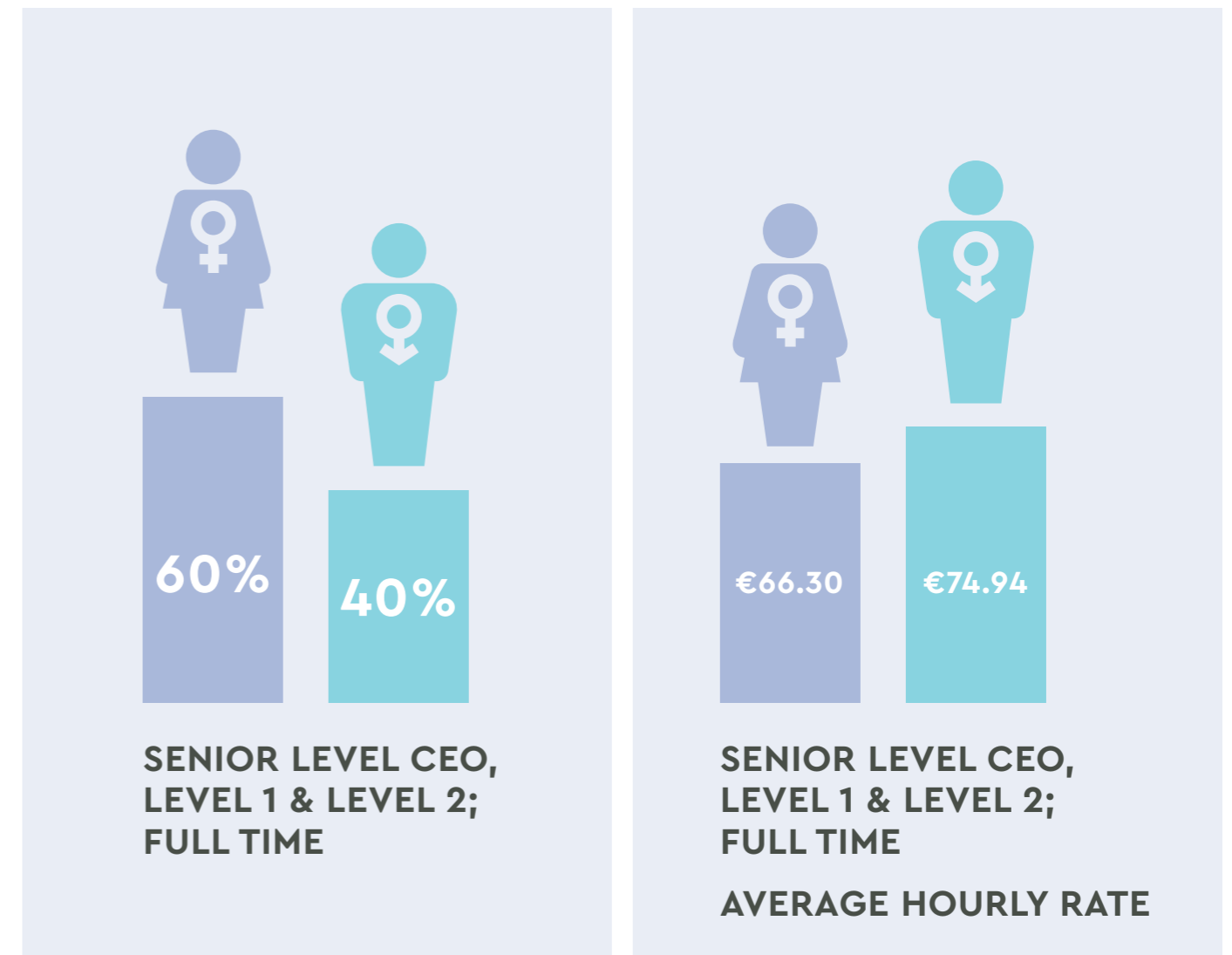
AVERAGE HOURLY RATE

Average hourly pay between male and female showed a higher hourly rate for male than female. This constituted as 12.2% GPG overall in the organisation.



WOMEN IN LEADERSHIP IN FÁILTE IRELAND

With 60% of Directors and Heads of Division being female, there is a higher proportion of females in senior roles within Fáilte Ireland. This higher percentage of females is echoed across every other grade in the organisation, resulting in the average hourly rate for females being higher in each of these grade segmentations. However, the higher percentage of females in lower pay grades within the organisation results in a 12.2% Gender Pay Gap in favour of males across the organisation as a whole.

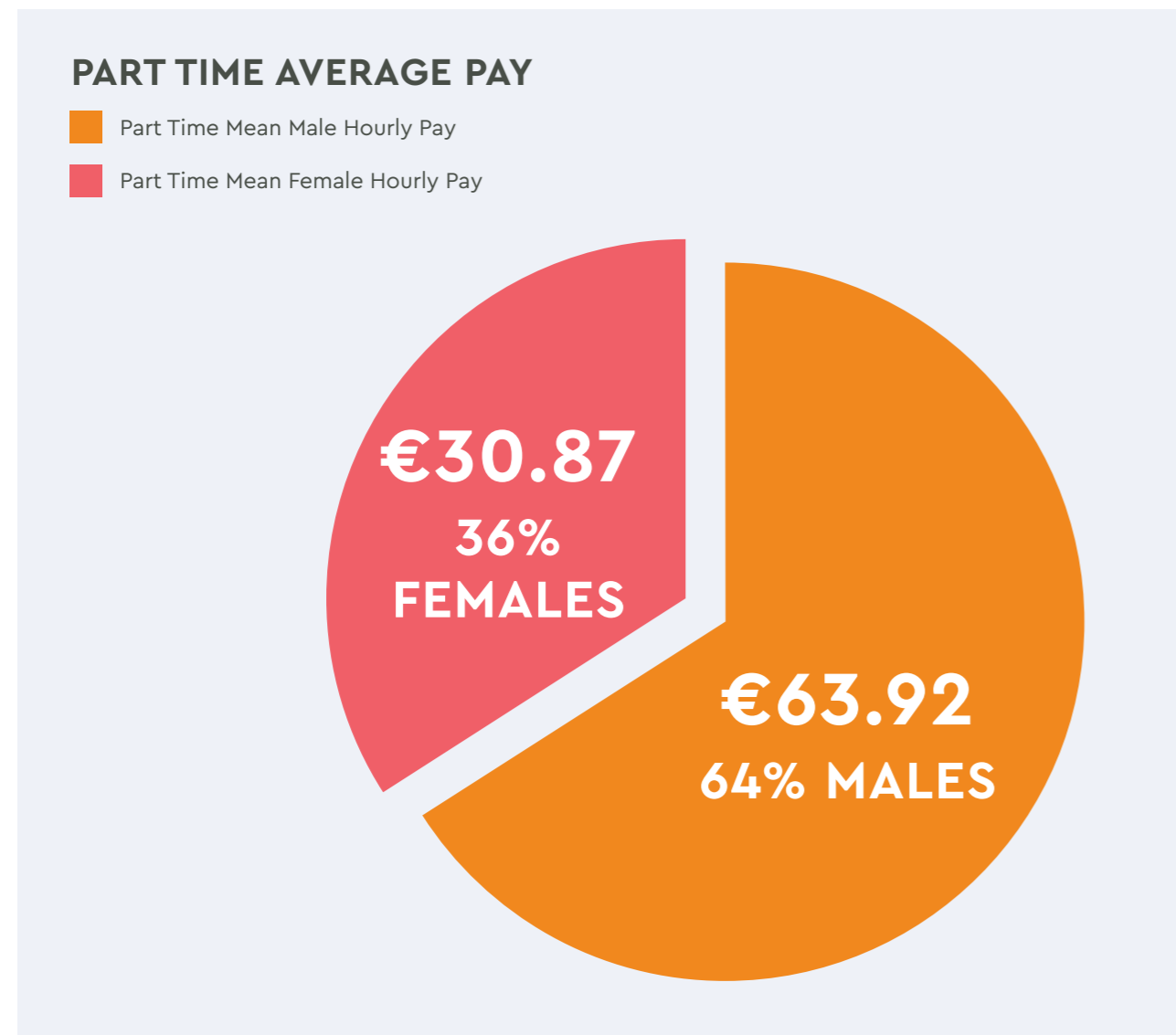


AMONG THE SENIOR LEVEL STAFF, THERE WERE 20 FEMALES AND 13 MALES. THIS RESULTED IN THE 60% V 40% SPLIT.

PART-TIME AVERAGE HOURLY PAY

The average hourly pay for female part-time employees and male part-time employees was €30.87 and €53.92 respectively. This constituted 42.7% GPG in favour of males.

3 males V 63 females have availed of part-time working. Part-time working is available at all levels, however, the majority of part-time workers were female in middle management or lower paid roles. Only one male in a senior role, one male in a middle management role and one male in a lower paid role availed of part-time work. More females were working part-time than males at 4% and 2.59% respectively at different levels across the organisation. This reflected in a higher hourly rate for part-time male employees. Salary scales are applied at pay grades and pro-rated where applicable.

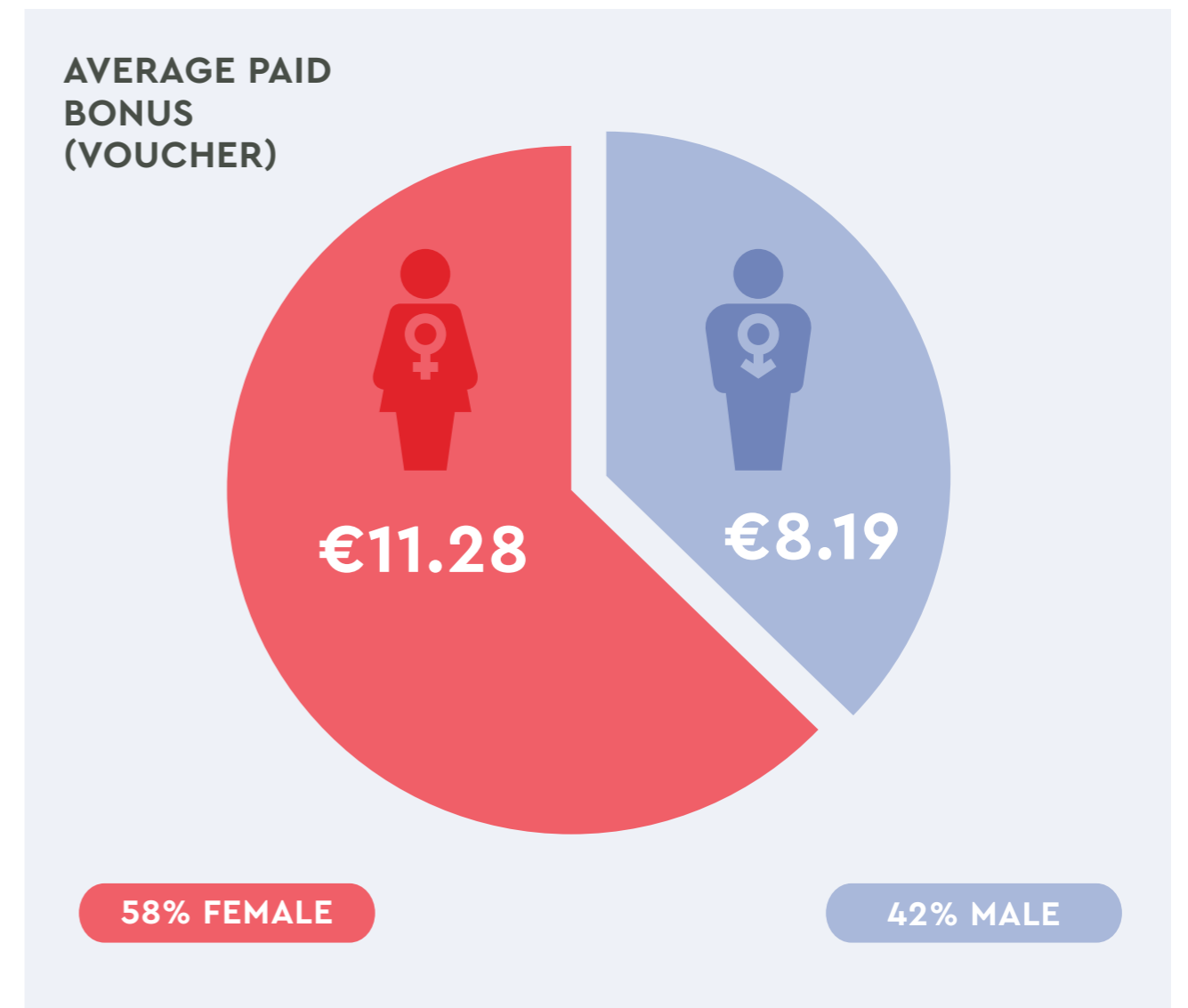


BONUS (VOUCHERS)

Fáilte Ireland does not pay bonuses in line with Public Sector Pay Policy.

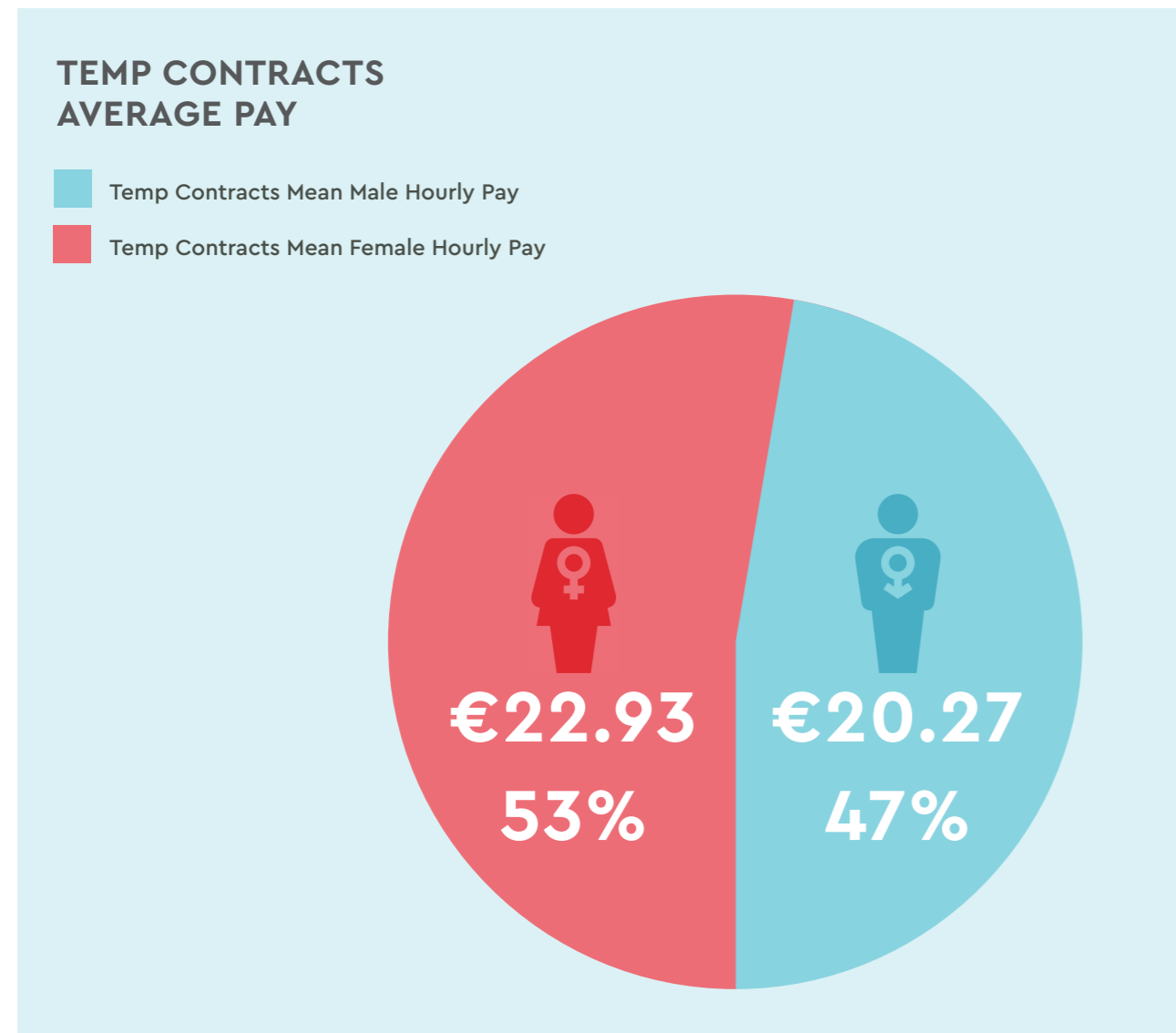
However, the organisation does provide vouchers of nominal value to staff members in line with Revenue guidance in limited situations, for example for Long Service Awards, Employee Recognition Awards and Retirements. In the reporting period, 23 staff (4.6% of staff) received a voucher, of which 19 were females and 4 were male.

All vouchers are of equal value depending on award.



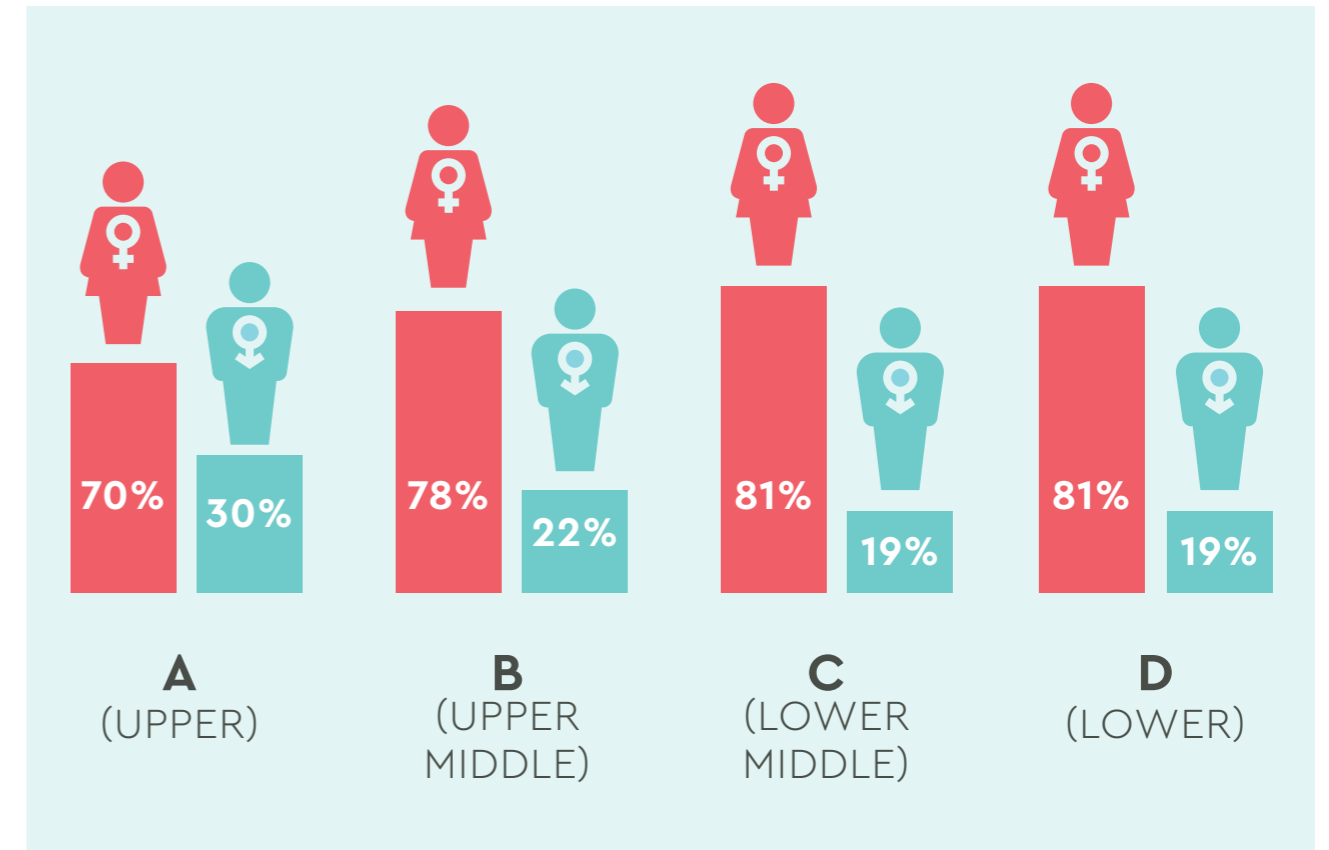
TEMPORARY CONTRACTS

Temporary contracts are normally issued for seasonal staff, leave cover or project-related contracts. Temporary contracts are usually fixed-term contracts or specified purpose contracts. Employees working on temporary contracts are aligned to pay grades and Public Sector Pay Policy without any organisational discretion.



OUR WORKFORCE

Each quartile represents the percentage of male and female employees by pay earned, with the highest earning employees in the Upper Quartile. The percentage of females is significantly higher in each quartile.



	Quartile	Male	Female	Number of Employees per Quartile
% of Males & Females in Each Quartile =	A (Upper)	30%	70%	125
	B (Upper Middle)	22%	78%	125
	C (Lower Middle)	19%	81%	125
	D (Lower)	19%	81%	126
	Total			501

Metrics – Males and Females in Each Quartile

FACTORS IMPACTING OUR GENDER PAY GAP

Fáilte Ireland's pay structures are informed by public sector pay policy. We have consistent and transparent salary ranges in place for all employees ensuring equal pay for equal work, irrespective of gender.

Although the gender profile in the upper quartile is reflective of our overall organisational gender profile, a key driver in our gender pay gap is the under representation of males, particularly at lower grades. This is a challenge not only for Fáilte Ireland, but one faced by many organisations across the public sector.

Another factor identified as having an impact on our gender pay gap is the higher level of female participation in flexible working arrangements.

EQUALITY DIVERSITY AND INCLUSION

Fáilte Ireland is committed to respecting equality, diversity and inclusion for the benefit of our employees, the tourism industry and the public. We recognise the huge benefits that diverse backgrounds and perspectives can bring to problem solving, decision making, risk management and employee engagement. This enables us to carry out our statutory mandate and our strategy to the fullest extent.

Our Strategy 2024 – 2026, including our mission, vision and strategic objectives, has equality, diversity and inclusion at its core. We strive to create a culture of inclusion, mutual respect and equal opportunities. We also carry out our work without bias, in a respectful and non-discriminatory manner. This is something we not only prioritise internally, but also in the tourism industry at large through initiatives such as the Employer Excellence Programme.

At Fáilte Ireland, we have seven core values that inform our strategy and direction and ensure all decisions and behaviours, across every level, align with our objectives. Our values act as guiding principles for employees and help us to promote a positive and inspiring employee experience.





FÁILTE IRELAND'S SEVEN CORE VALUES

At Fáilte Ireland, we recognise the talents and skills of all employees and provide access to employment and promotion to the widest pool of employees and potential employees. All employment decisions are based on merit, qualifications and abilities. These commitments are set out in a number of policies including Equal Opportunities, Equality and Diversity and Dignity in the Workplace.

As an organisation, we are passionate about creating an open and inclusive culture and respecting equality, diversity and inclusion for the benefit of all our employees. To support us in doing this, we hold various diversity and inclusion learning events that cover topics such as An Introduction to Diversity & Inclusion and Unconscious Bias amongst others. These initiatives aim to support us in making our organisation more accessible and inclusive for everyone.

We will continue to enhance our recruitment and onboarding processes to support best practices around equality, diversity and inclusion. We will also continue to act upon employee survey data and feedback to inform us around employee supports, training and policy developments.

CONCLUSIONS

The Gender Pay data shows that overall representation levels between females and males are at 77% females to 23% males respectively. This includes people who may have exited the business and/or retired within the reporting period.

As outlined under "Our Workforce", there is a higher percentage of females present across all grades in the organisation, including our Senior Leadership team which consists of 60% female employees. Our Gender Pay Gap, based on hourly rate, is 12.2% in favour of males. Although there are more females than males working at each pay grade resulting in a negligible gender pay gap and, in some cases, more favourable to females, there is a higher proportion of females working in lower levels which results in a higher average hourly pay for males when including the entire organisation. Pay transparency and alignment to pay grades are an essential element to Payroll reporting. Our pay structures are informed by Public Sector Pay Policy.

Fáilte Ireland has numerous practices in place to support family-friendly leave and flexible working to support families and individuals. The Fáilte Ireland Blended Working Policy provides flexibility to employees in a manner that supports engagement, a high-performance culture and delivery of high-quality services. Flexible working opportunities are available to all colleagues equally across the organisation.

Fáilte Ireland is proud to be listed as one of Ireland's Best Large Workplaces 2024 and Best Workplaces for Women 2024. We consistently and transparently evaluate our performance and implement initiatives to drive positive change. As an organisation, we will continue to work on ensuring we have the right policies and practices in place and will continue to engage with our employees to guarantee that these policies are reflective of their needs.

We acknowledge that progress in closing our gender pay gap may take time. As a sector, tourism and the public sector in general, has historically attracted a higher proportion of females than males. This is reflected in our gender profile, particularly at entry level grades. By engaging in programmes such as student mentoring and transition year initiatives, we hope to encourage and promote tourism and tourism related roles as attractive career options for both males and females.

We will continue to monitor and evaluate the effectiveness of our policies and initiatives, adjusting strategies as necessary. We are cognisant that implementing sustainable worthwhile approaches that are effective in closing the gap can take time and may involve being part of a longer-term plan. We are committed to adapting and evolving to meet both current and future challenges, ensuring that efforts are in place to make meaningful progress in closing the gender pay gap.

