

GENDER PAY GAP REPORT

Fáilte Ireland
2023

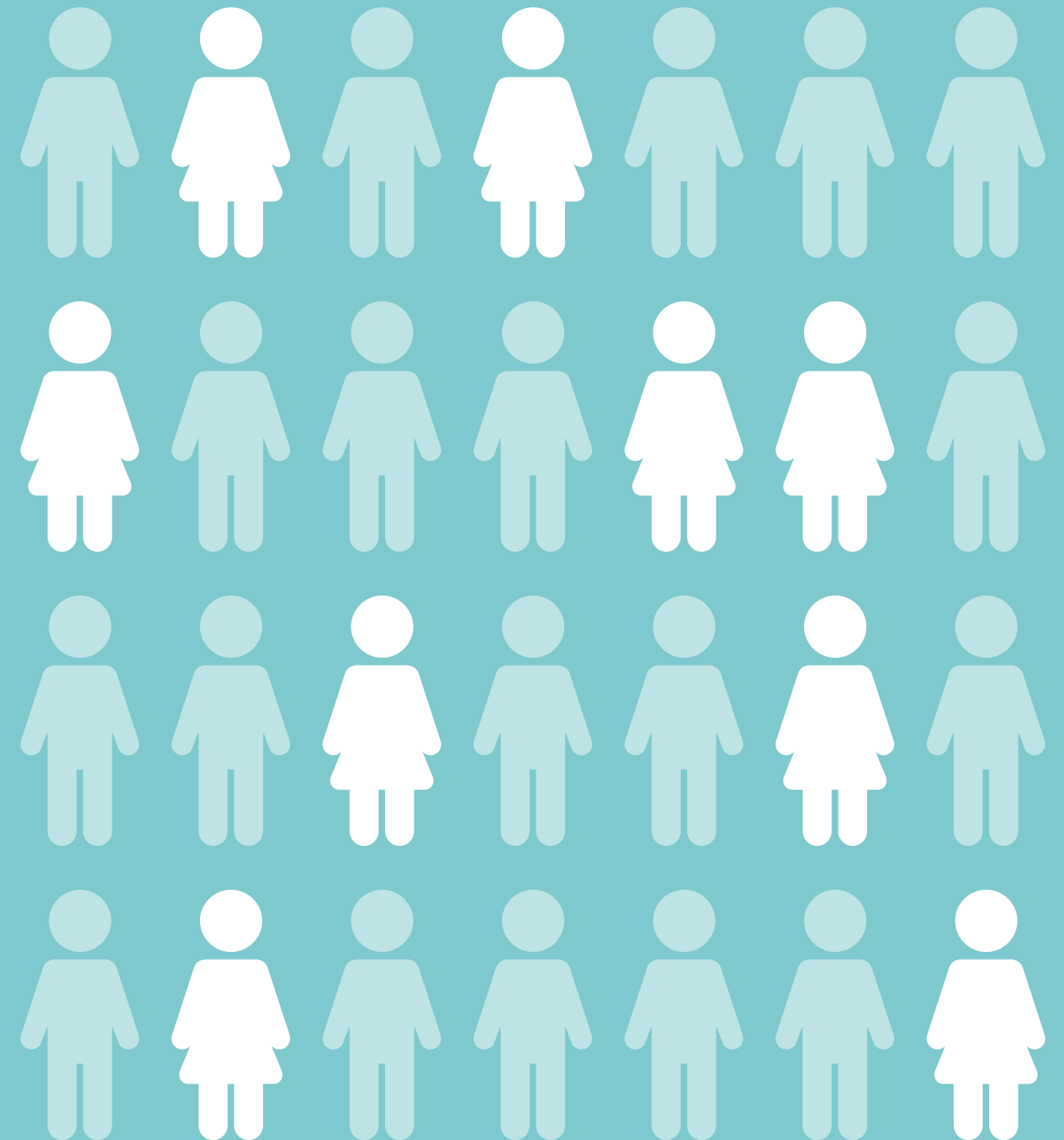


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WHAT IS THE GENDER PAY GAP?

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 250 employees are being asked to report on their Gender Pay Gap annually from 2022. 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 staff. To be real, these must be lived values that impact positively on our people and on the atmosphere in which we all work together.

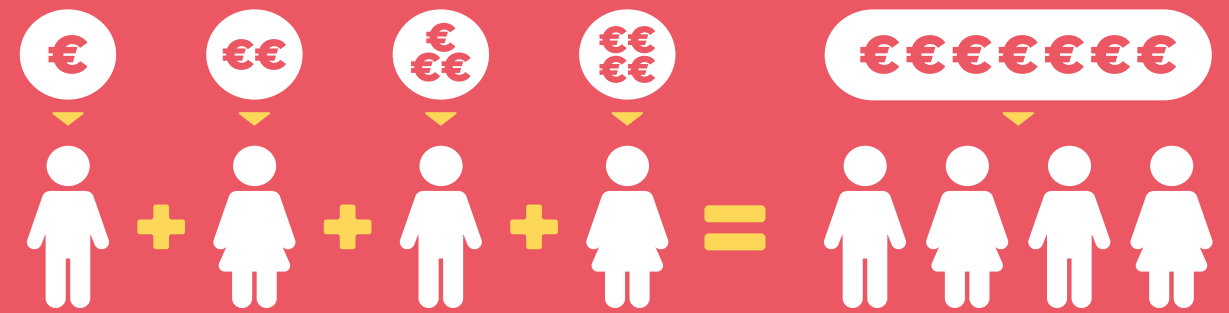
Equality, Diversity, and Inclusion (ED&I) is a priority for Fáilte Ireland. One metric of equality, and a very important one, is pay. A total of 506 staff were covered in the reporting period: 77% female and 23% male. This dataset included people who have left the business during the reporting period. We are a predominantly female organisation that strives to be supportive of all staff and delivers on family friendly working arrangements.



HOW IS THE GENDER PAY GAP CALCULATED?

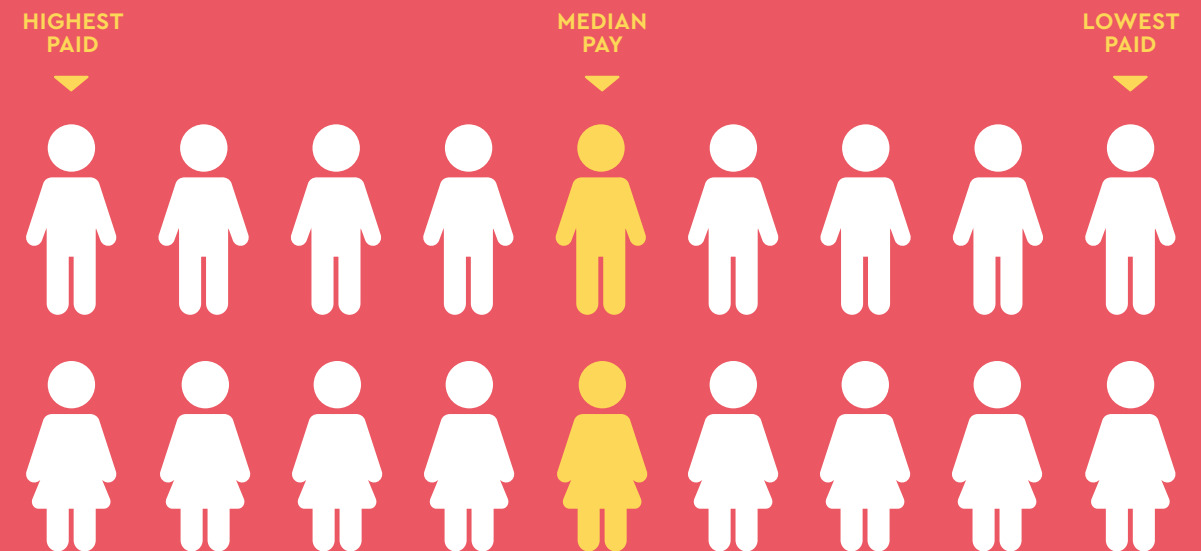
CALCULATING THE MEAN

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.



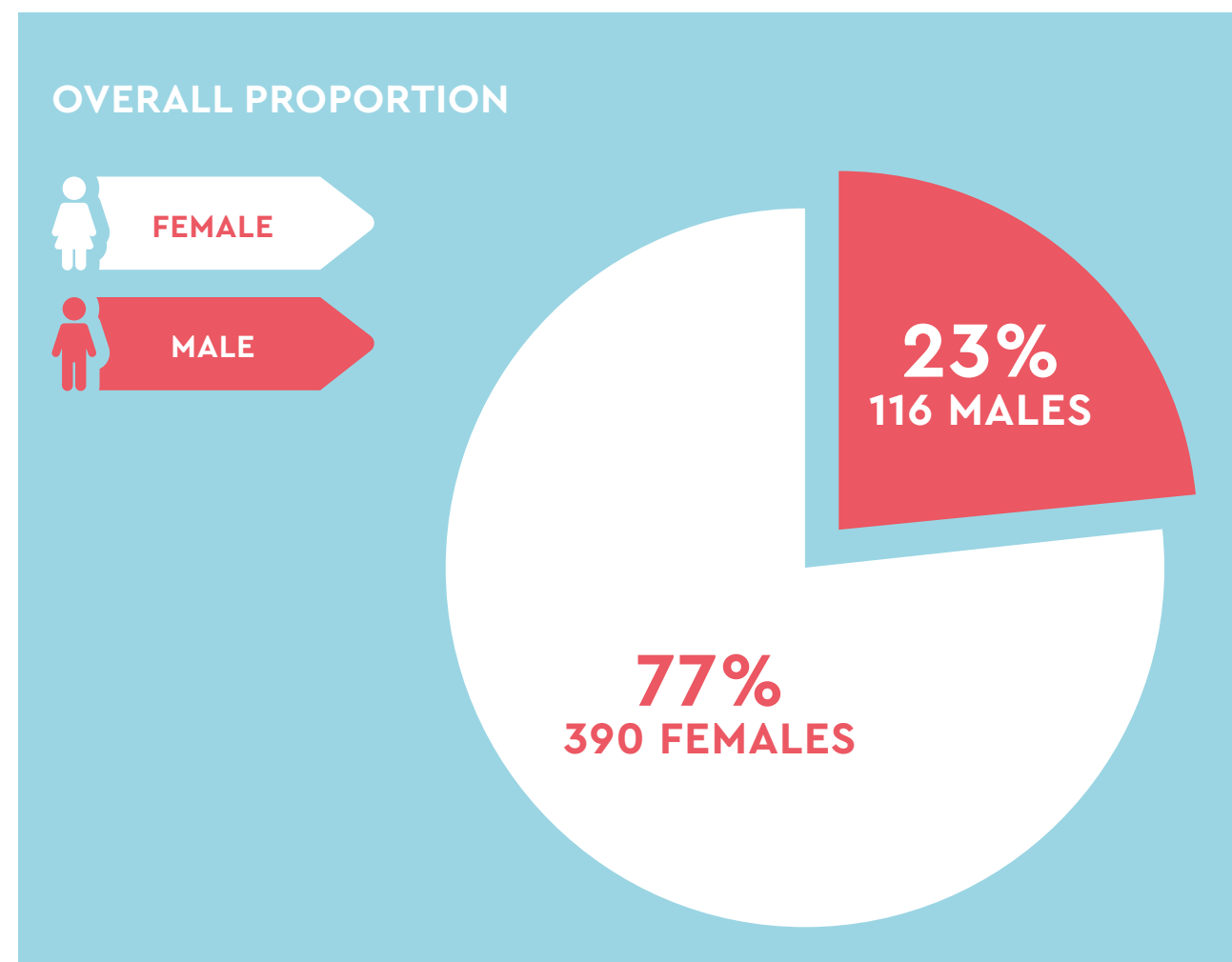
OVERVIEW OF 2023 GENDER PAY GAP (GPG) ANALYSIS

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

The data used was for the period 1st July 2022 until 30th June 2023 inclusive, using a snapshot date of 30th June 2023. There were 506 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% females and 23% males. 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.



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.

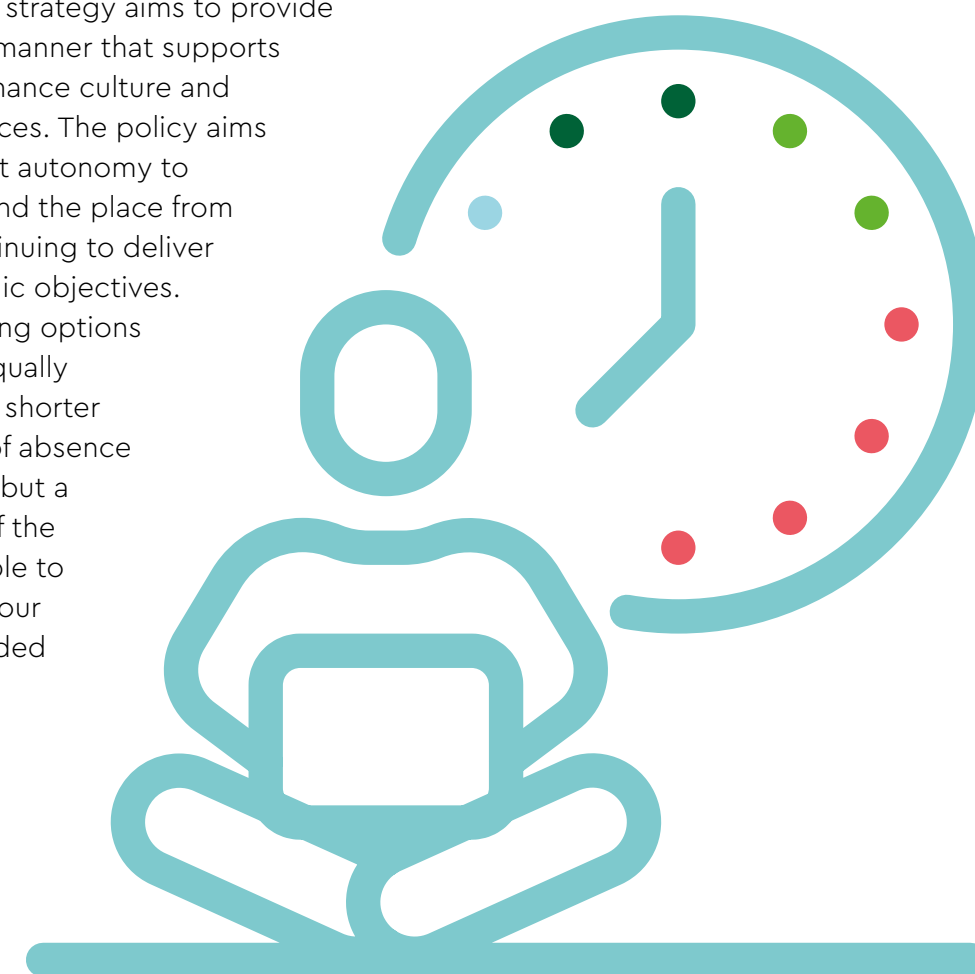
Duplicate records due to employees changing, being promoted or reverting to previous roles after a fixed term contract has ended were reviewed individually, to ensure that the hours worked and salary paid were all correct.

Categories of employees 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 worked.

The final dataset used for analysis contained 506 records.

FLEXIBLE WORKING ARRANGEMENTS

Overall, our Gender Pay Gap report shows that females are more likely to avail of Parental Leave (32 female v 1 male), more likely to work Part-Time (66 female v 2 male), and more likely to avail of Carer's leave on a part time arrangement (2 females v 1 male). Fáilte Ireland's Blended Working Policy and strategy aims 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 options 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.

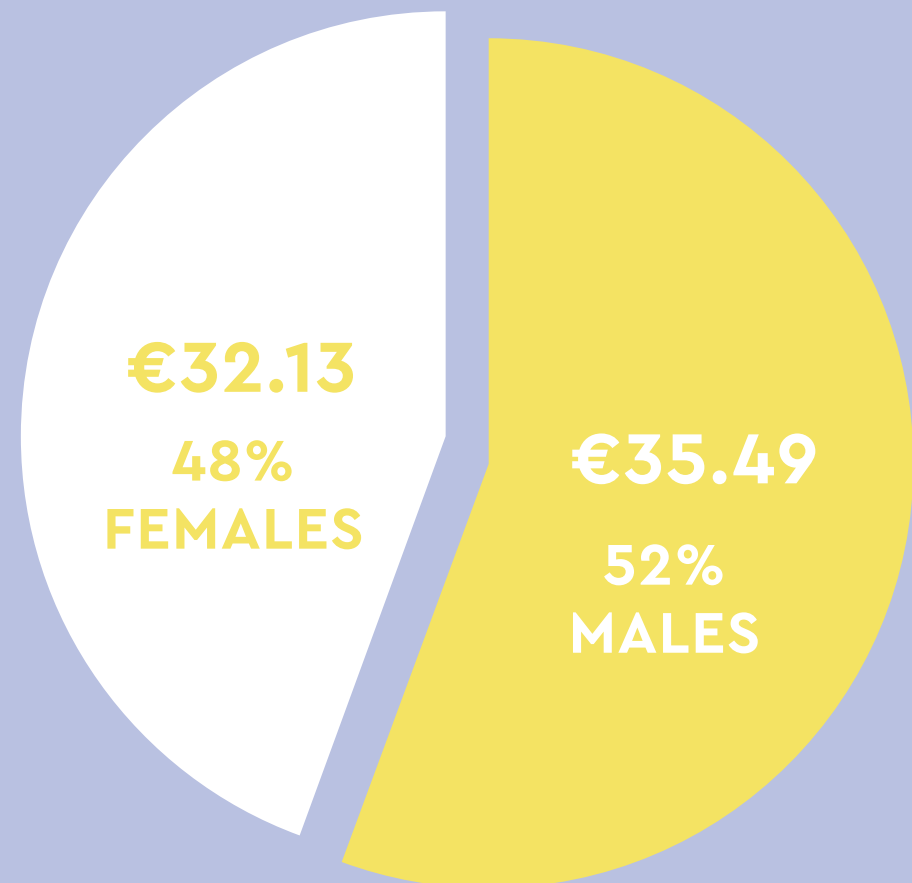
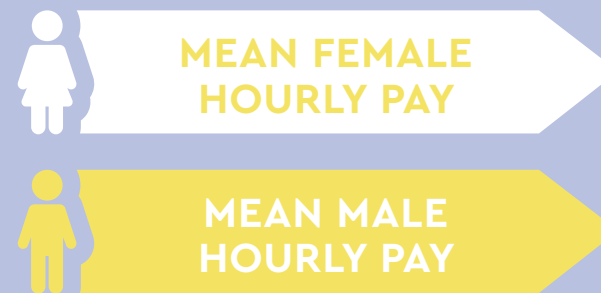


GENDER PAY DATA

Hourly pay as set out here reflects average hourly pay across the organisation. This is constituted as 9.5% Gender Pay Gap in favour of males in the organisation, which employs 77% females and 23% males. There is a higher percentage of females across all pay grades in the organisation, including our Senior 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.

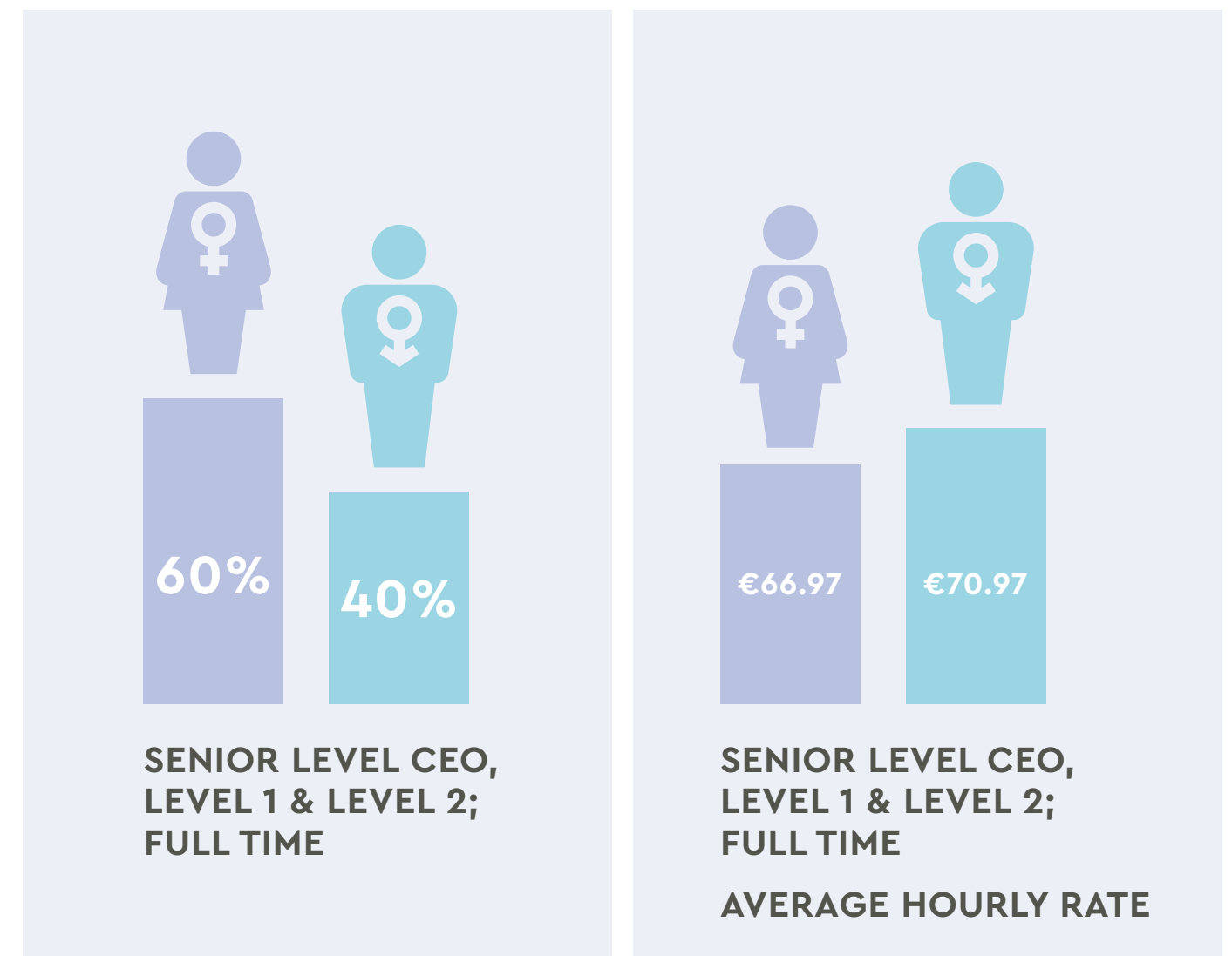
AVERAGE HOURLY RATE (FULL TIME EMPLOYEES)

Of the 383 full time employees, average hourly pay between male and female showed a higher hourly rate for male than female. This constituted as 9.5% GPG overall in the organisation.



WOMEN IN LEADERSHIP IN FÁILTE IRELAND

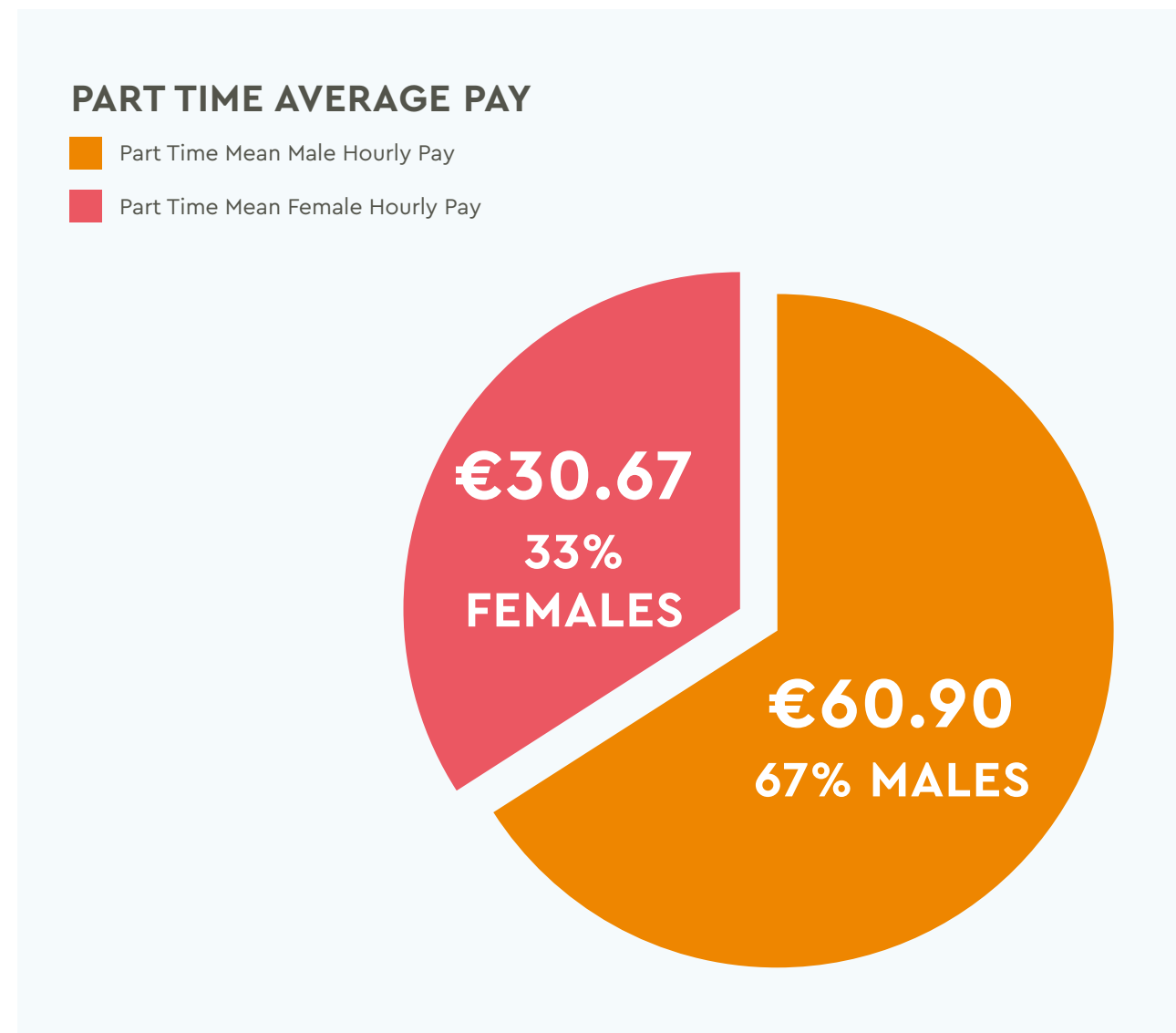
With 60% of Directors and Heads of Division being female, there is a higher proportion of females in senior roles within Fáilte Ireland. This is echoed across every other grade in the organisation, where the percentage of females is higher, resulting in the average hourly rate for females being higher in each of these grade segmentations. However, the higher percentage of females in every grade across the organisation and in particular the higher percentage in lower grades, results in an 9.5% Gender Pay Gap in favour of males across the organisation as a whole.



WITHIN THE SENIOR LEVEL STAFF, THERE WERE 19 FEMALES AND 12 MALES. THIS RESULTED IN THE 60% V 40% SPLIT.

PART-TIME AVERAGE HOURLY PAY

The average hourly pay between female part-time and male part-time was €30.67 and €60.90 respectively. This constituted 49.6% GPG in favour of males. Part-time working is available at all levels. 2 males v 66 females have availed of part-time working, with 1 male in a senior position and no females in senior positions. More females were working part-time than males at 13% and 0.4% respectively across the organisation at different levels. A higher proportion of females working part-time were in the lower levels, which is reflected in the higher hourly rate for part-time male employees. Salary scales are applied at pay grades in line with Public Sector pay rules and pro-rated where applicable.

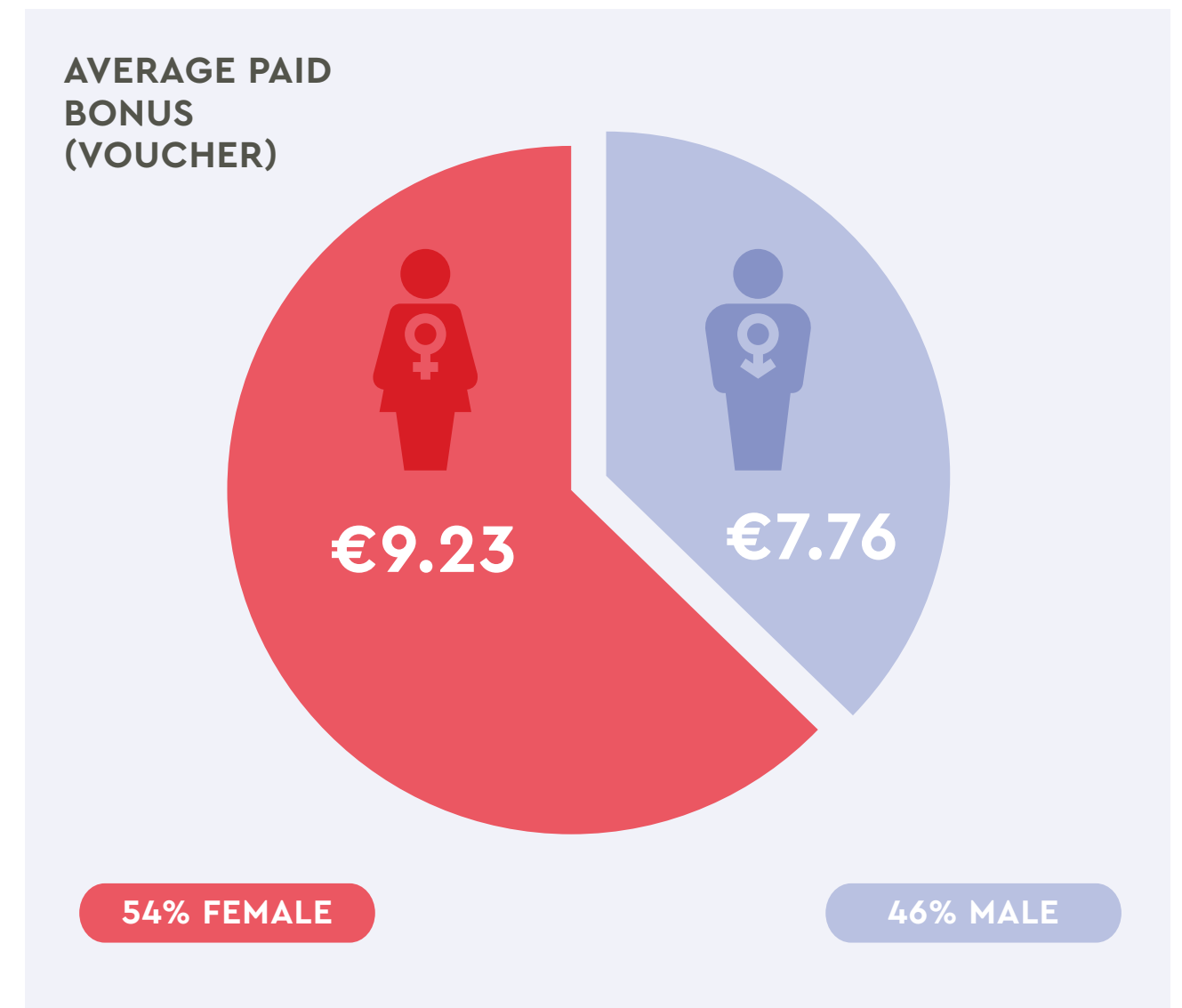


BONUS (VOUCHERS)

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

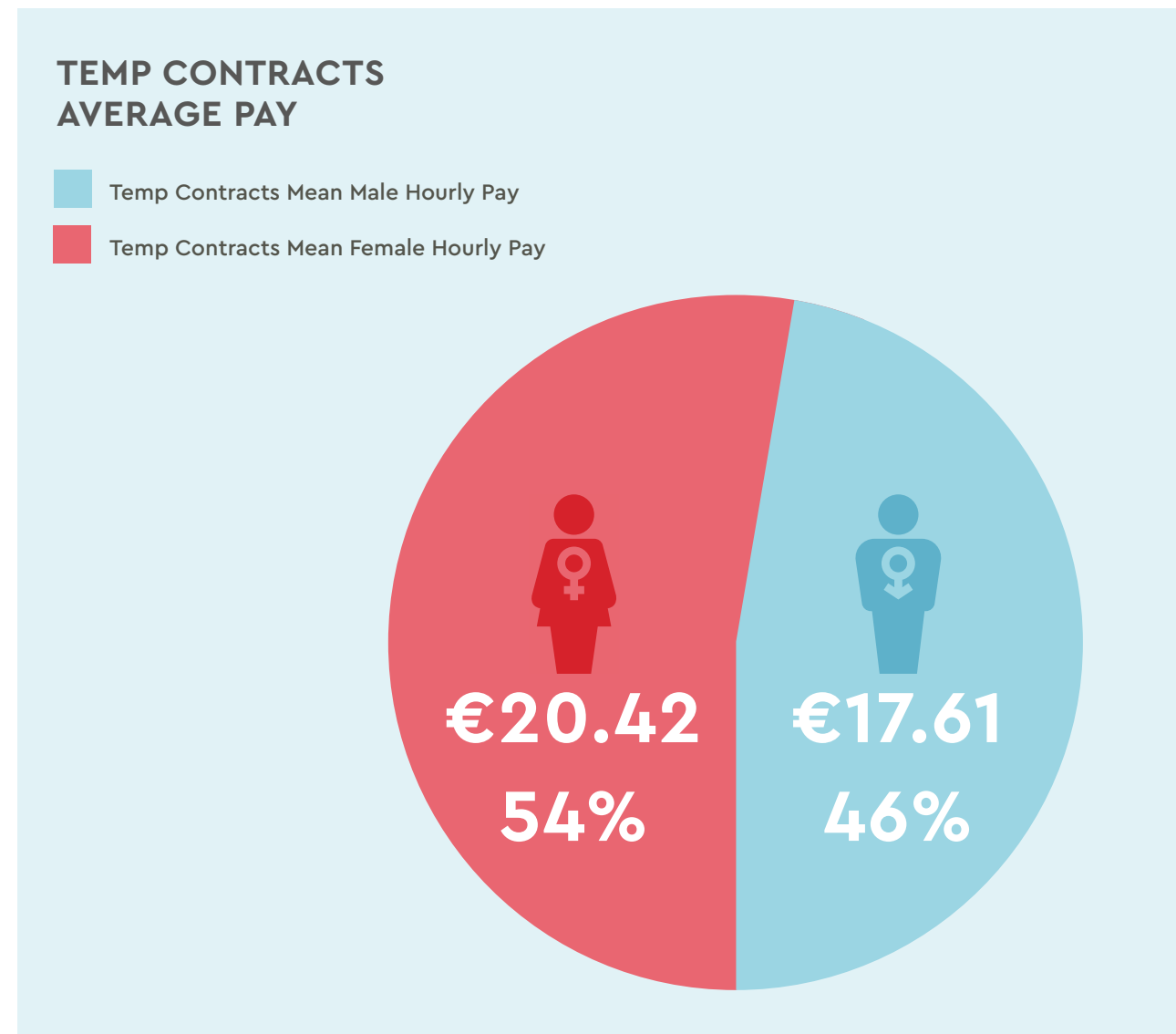
However, the organisation does provide vouchers of nominal value to staff members in line with Revenue guidance in limited situations, for example, Long Service Awards, Employee Recognition Awards and Retirements. In the reporting period, 14 staff (2.7%) of staff received a voucher, of which 11 were females and 3 were male.

All vouchers are of equal value depending on award.



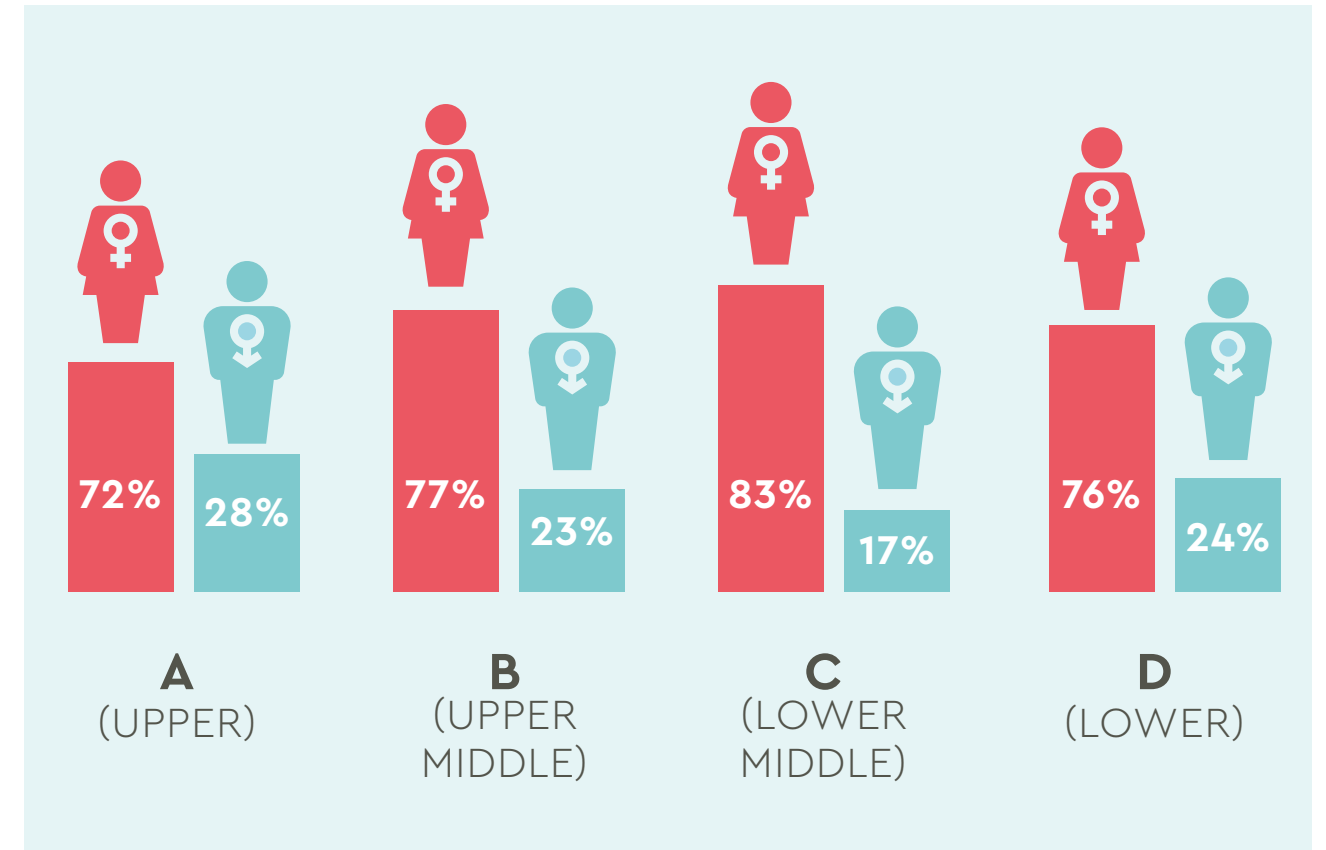
TEMPORARY CONTRACTS

Temporary contracts are normally seasonal staff, leave cover or project related contracts. Temporary contracts are usually fixed term contracts, or specified purpose contracts. Staff working on temporary contracts are aligned to pay grades and public 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 was significantly higher in each quartile.



	Quartile	Male	Female	Number of Employees per Quartile
% of Males & Females in Each Quartile =	A (Upper)	28%	72%	126
	B (Upper Middle)	23%	77%	127
	C (Lower Middle)	17%	83%	126
	D (Lower)	24%	76%	127
	Total			506

Metrics – Males and Females in Each Quartile

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 to enable us to carry out our statutory mandate and our strategy to the fullest extent.

Our Strategy 2024 – 2026 has equality, diversity and inclusion to the fore of our renewed vision, priorities and desired outcomes. 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.

At Fáilte Ireland, we have seven core values that inform our strategy 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.



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, Employment of People with Disabilities and Dignity in the Workplace.

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 staff 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", this higher percentage of females is 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 9.5% 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, one that is more favourable to females, there is a higher proportion of females working in lower levels. When looking at the entire organisation, this results in a higher average hourly pay for males.

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 is certified in the Best Large Workplaces with Great Place to Work and generates feedback on pay, conditions and promotions through the employee engagement survey and culture audit conducted annually. Fáilte Ireland has received an Irish Centre For Diversity Bronze Award in 2023 and will utilise Equality, Diversity & Inclusion survey data to better inform policies and procedures in this area.

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.

