GENDER PAY GAP REPORT

Fáilte Ireland

2025

Fáilte Ireland

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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. Since January 2022, organisations with over 250 employees have been required to report on their gender pay gap – as Fáilte Ireland falls under this bracket, we have been reporting since 2022.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce, regardless of the nature of their work. The gender pay gap does not refer to equal pay for equal work.

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.

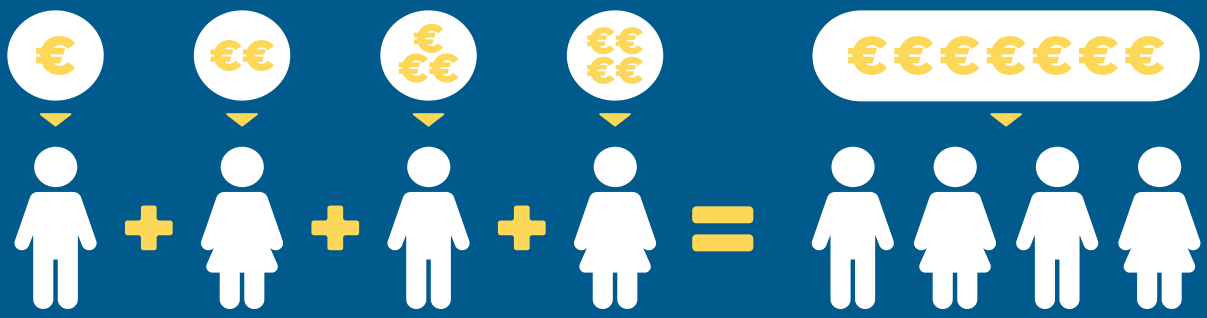
Tourism is a pillar of our national economy, of employment and to local communities across the country. What we do is important, and how we do it is equally so. Our responsibility is to reflect the best values in how we deal with all stakeholders, not least our own employees. To be real, these must be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

Equality, Diversity, and Inclusion (EDI) is a priority for Fáilte Ireland. In line with our value of Care, we prioritise EDI at Fáilte Ireland to ensure it is a supportive, inclusive and safe workplace for all. Diversity data enables us to carry out meaningful analysis of our employee composition, which supports us in informing and enhancing policy-making. One metric of equality, and a particularly important one, is pay. This report details Fáilte Ireland's gender pay gap data for 2025.

How Is The Gender Pay Gap Calculated?

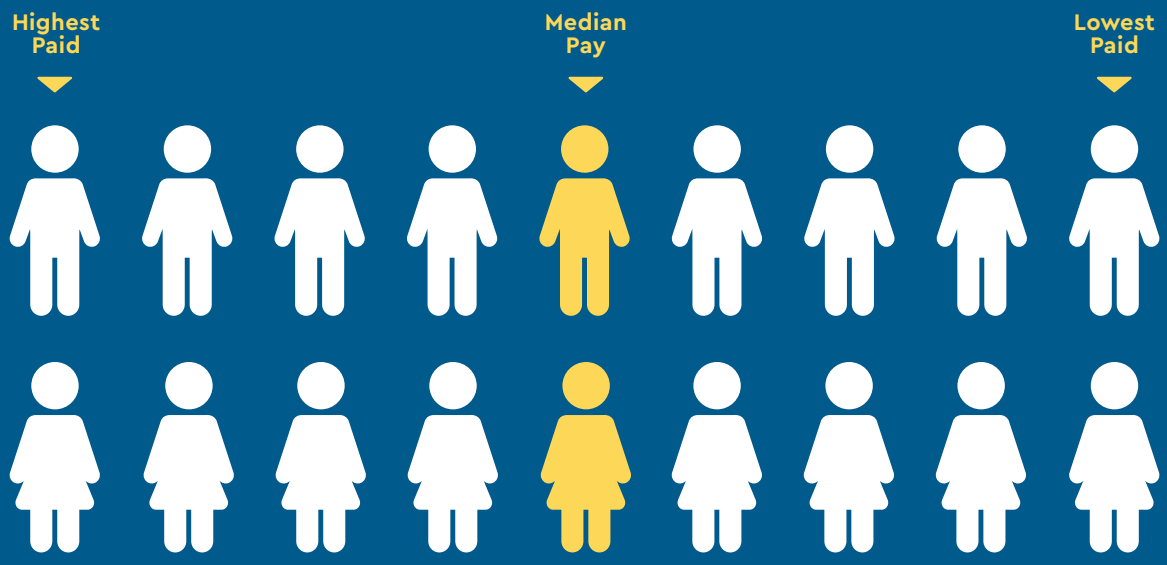
Calculating the mean

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 2025 Gender Pay Gap Analysis:

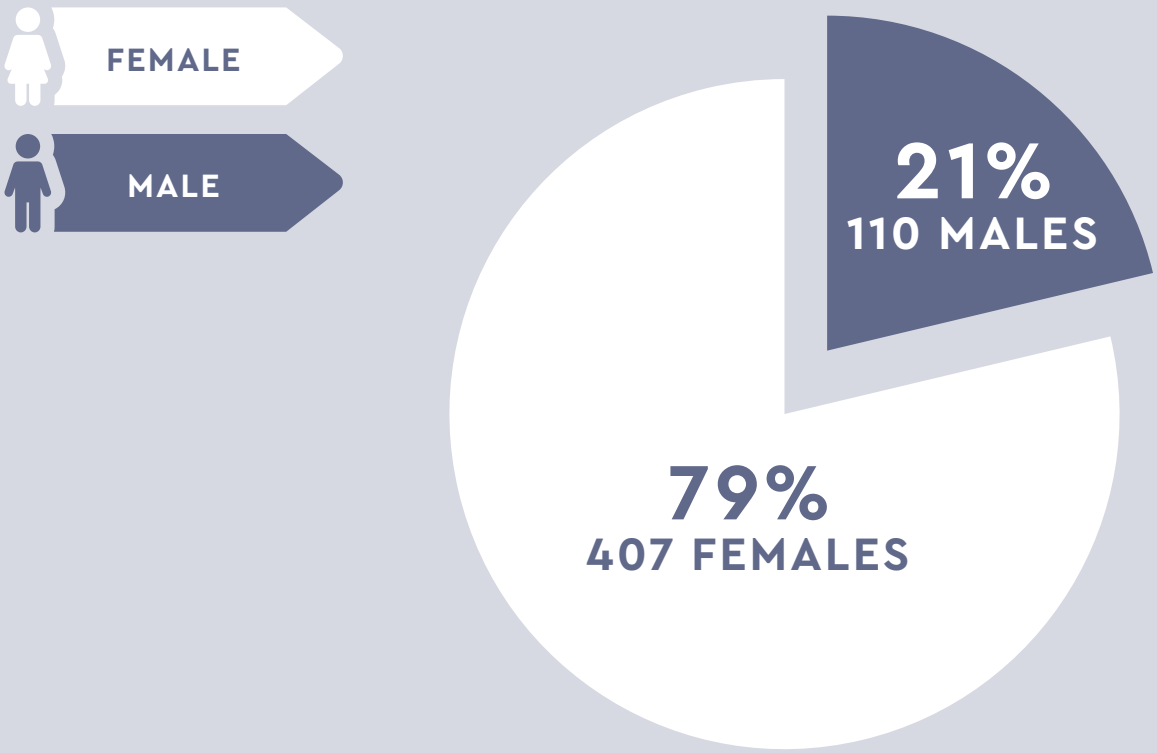
The data used in the analysis of our gender pay gap was taken from Fáilte Ireland's Human Resources Information System.

The data reported on covers the period 1st July 2024 – 30th June 2025 inclusive, using a snapshot date of 30th June 2025. There were 517 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 provide for 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 79% females and 21% males. There are several driving factors behind these percentages, primarily the nature of the roles and Fáilte Ireland's supportive approach to work life balance arrangements.

Overall Proportion



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 employees 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.

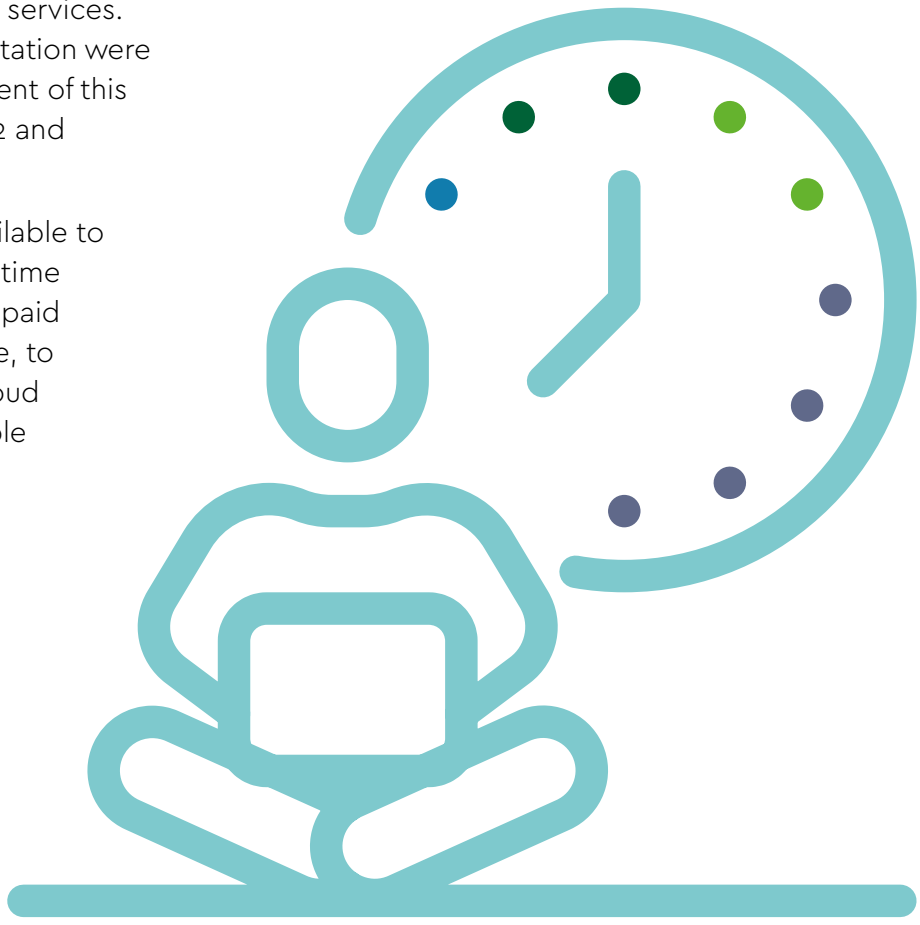
The final dataset used for analysis contained 517 records.

Flexible Working Arrangements

Overall, our gender pay gap report shows that females are more likely to avail of Parental Leave (23 female v 1 male) and also more likely to work part-time (70 female v 1 male).

Fáilte Ireland promotes flexibility through our Blended Working Policy which aims to provide autonomy to employees while supporting engagement, connectivity, a high-performance culture and delivery of high-quality services. Employee engagement and consultation were hugely important to the development of this policy which was rolled out in 2022 and adapted year-on-year.

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 support our culture and values. Our Blended Working Policy, is aligned with the principle of flexible working based on role and outputs. Flexible working, in whatever form, does not impact on hourly rates of pay.



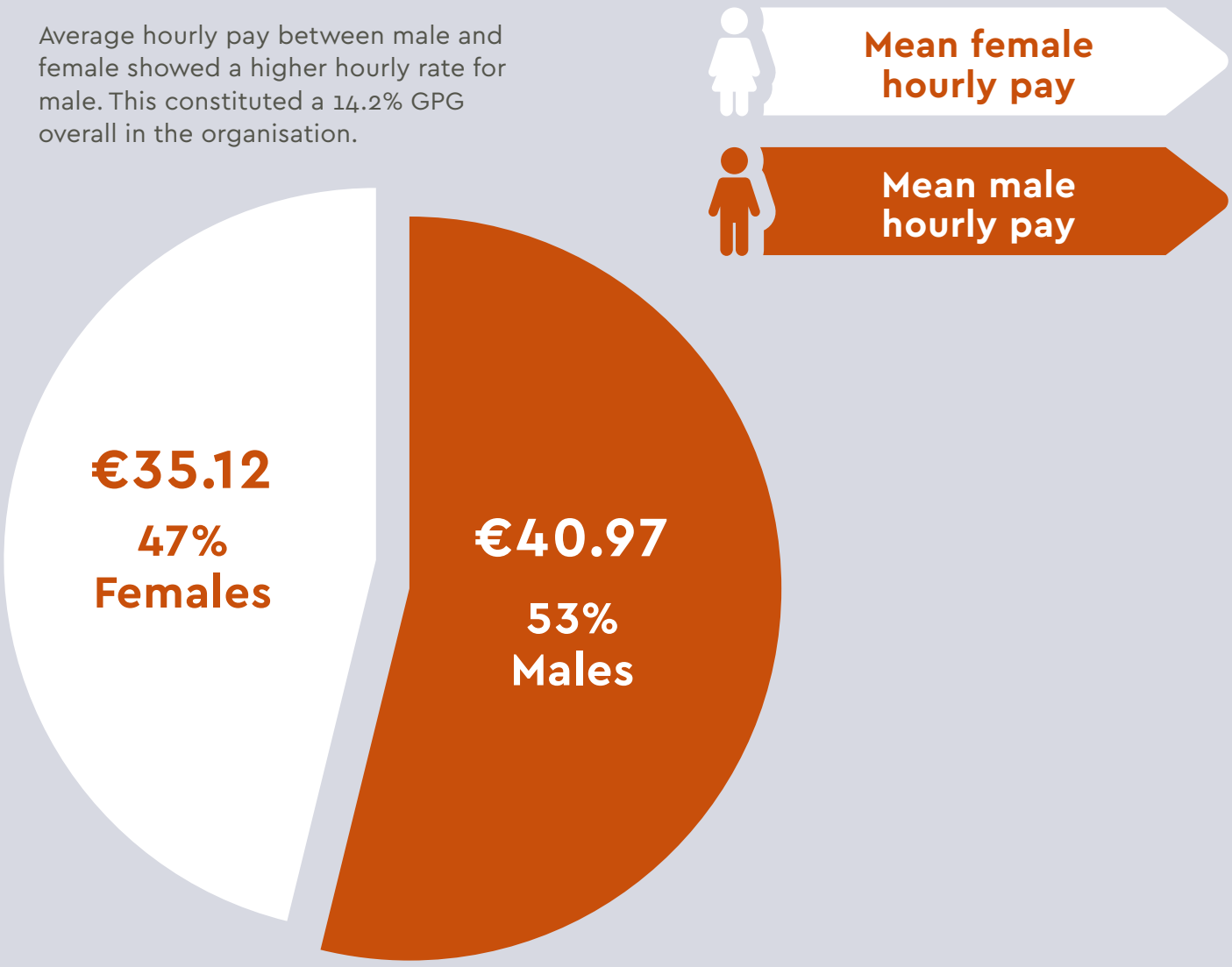
Gender Pay Data

Hourly pay, as set out below, reflects average hourly pay across the organisation. This is constituted as a 14.2% gender pay gap in favour of males in the organisation, which employs 79% female and 21% male. The median gender pay gap for the same period is 9% in favour of males.

There is a higher percentage of females across all pay grades in the organisation. This distribution is reflected in the organisation's pay structure, where females make up a significant majority in every pay grade, including the Leadership Team which stands at at 61% female. While the gender pay gap is minimal across most individual pay grades, the overall average hourly rate for females is lower due to their higher representation across all grades, particularly within the lower pay bands, where the largest proportion of employees are concentrated. Despite having a predominantly female leadership team, the concentration of females in the lower quartiles contributes to a gender pay gap at organisational level.

Average Hourly Rate

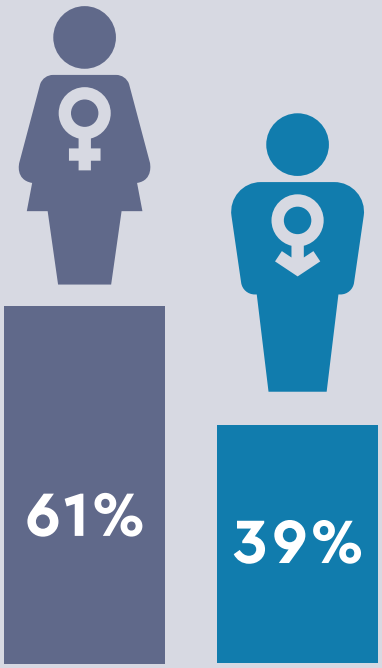
Average hourly pay between male and female showed a higher hourly rate for male. This constituted a 14.2% GPG overall in the organisation.



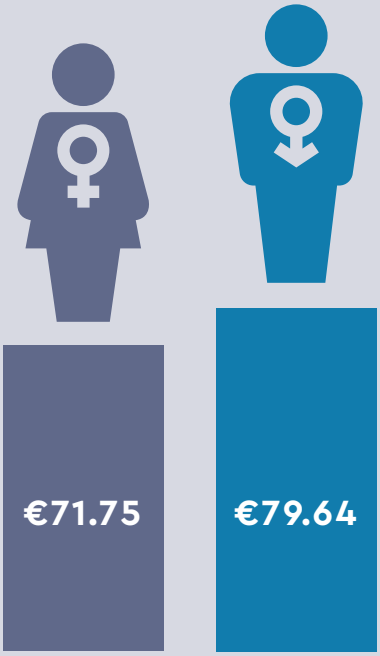
Women in Leadership in Fáilte Ireland

With 61% of Directors and Heads of Division being female, there is a higher proportion of females in senior roles within Fáilte Ireland. The average hourly rate amongst our Senior Leadership Team is higher for males, however, it is important to note that that, in line with public sector pay policy, we have consistent and transparent salary ranges for all roles on an established salary scale. All employees, both male and female, are paid equally according to their pay grade, as set out by the Department of Public Expenditure and NDP Delivery Reform. As such, tenure is a driving factor behind the average hourly rate gap between males and females.

The higher percentage of females is echoed across every other grade in the organisation. However, the overall average hourly rate for females is lower due to their higher representation across all grades, particularly within the lower pay bands where the largest proportion of employees are concentrated, resulting in a 14.2% gender pay gap in favour of males across the whole organisation.



Senior Level CEO, Level 1 & Level 2; Full time



Senior Level CEO, Level 1 & Level 2; Full time

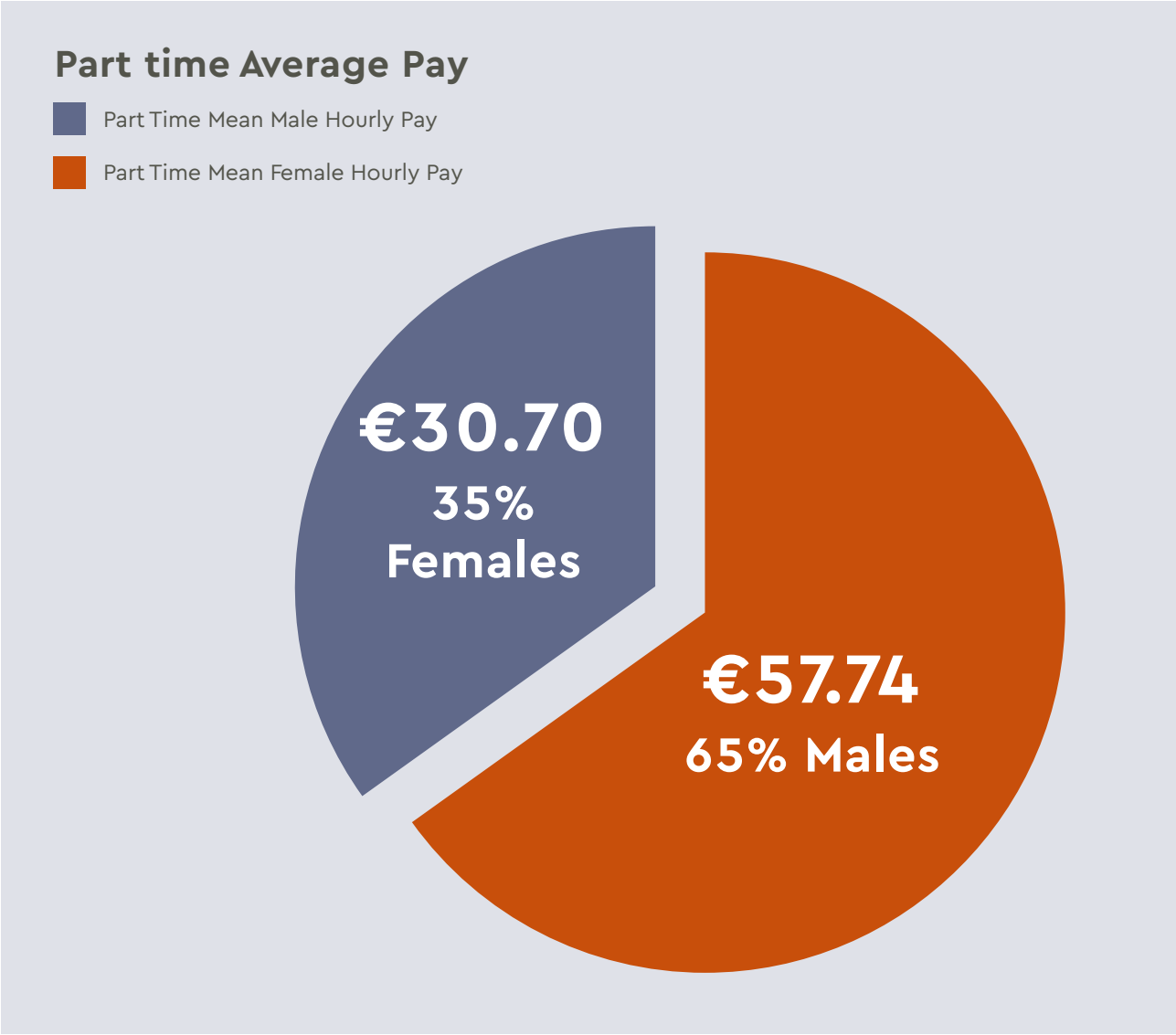
Average Hourly Rate

Among senior level employees, there were 19 females and 12 males. This resulted in the 61% v 39% split.

Part-Time Average Hourly Pay

The average hourly pay between female part-time and male part-time was €30.70 and €57.74 respectively. This constituted a 46.8% gender pay gap in favour of males. The median gender pay gap for the same period is 50.6% in favour of males.

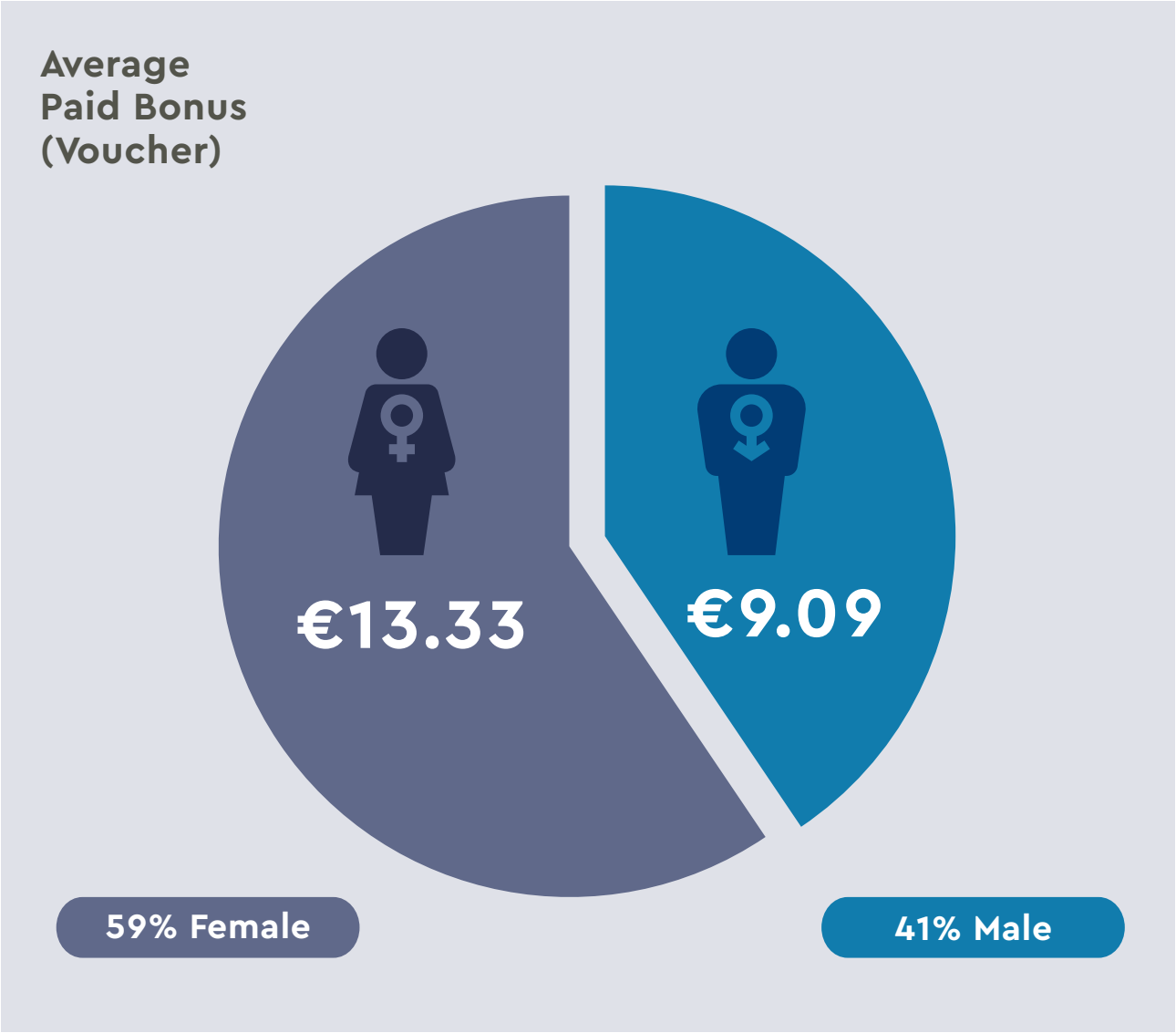
1 male V 70 females have availed of part-time working. Part-time working is available at all levels, however, the majority of part-time workers were female in lower paid roles. This, along with the one male part-time employee sitting within the upper quartile salary range, results in a higher hourly rate for part-time male employees. As previously mentioned, consistent and transparent salary ranges on an established salary scale are in place for all roles, in accordance with public sector pay policy. Salary scales are applied at pay grades and pro-rated where applicable.



Bonus (Vouchers)

In line with public sector guidelines, Fáilte Ireland does not pay bonus remuneration. However, the organisation does provide vouchers to employees in limited situations, for example, Long Service Awards, Employee Recognition Awards and Retirements. In the reporting period, 37 employees (7%) of employees received a voucher, of which 33 were females and 4 were male.

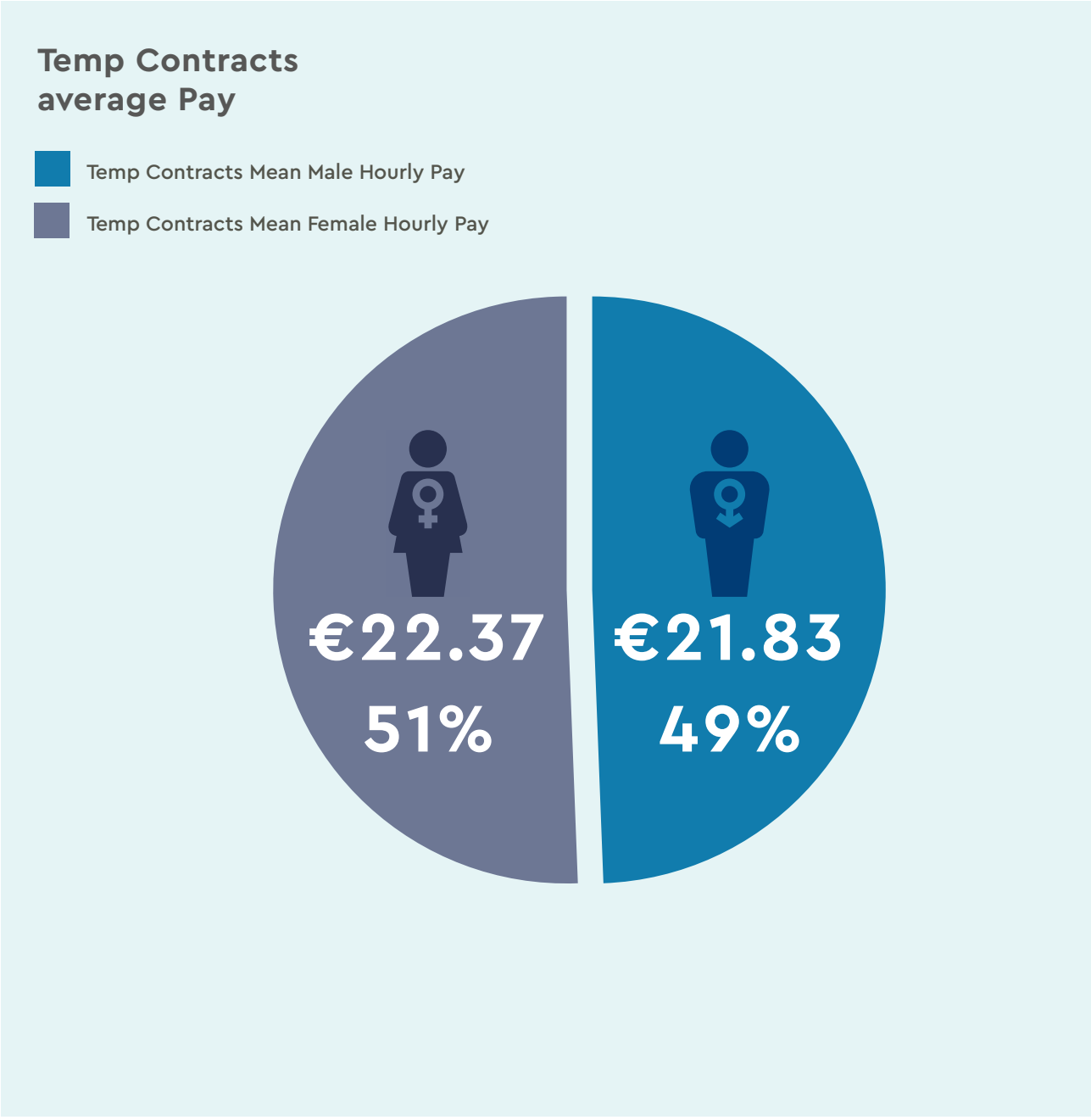
All vouchers are of equal value depending on award.



Temporary Contracts

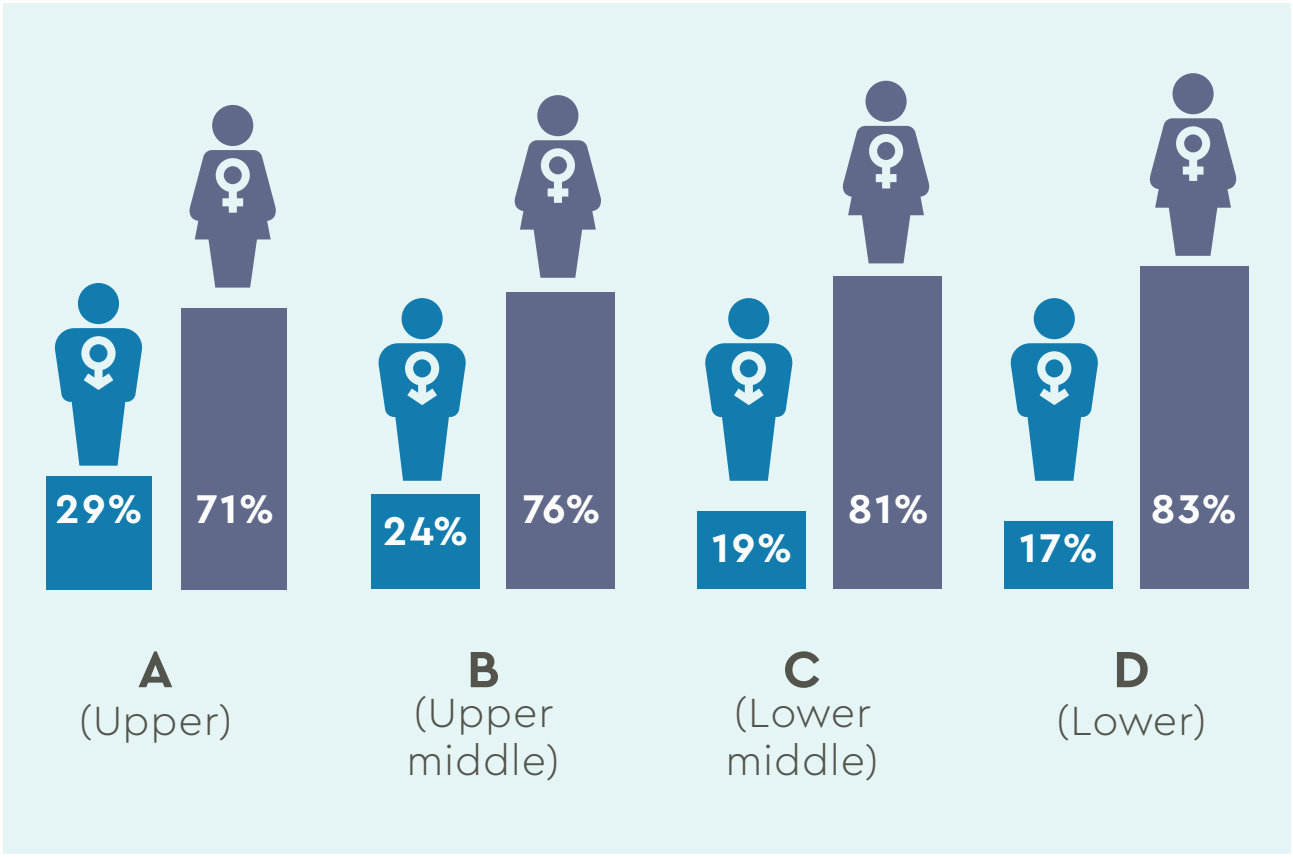
Temporary contracts are normally seasonal employees, leave cover or project-related contracts. Temporary contracts are generally fixed term contracts, or specified purpose contracts. Our mean gender pay gap for temporary employees for the reporting period is -2.5% in favour of females, with the median gender pay gap for 2025 standing at -18.3% in favour of females.

Employees 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 is significantly higher in each quartile.



	Quartile	Male	Female	Number of Employees per Quartile
% of Males & Females in Each Quartile =	A (Upper)	29%	71%	129
	B (Upper Middle)	24%	76%	129
	C (Lower Middle)	19%	81%	129
	D (Lower)	17%	83%	130
			Total	517

Metrics – Males and Females in Each Quartile

Understanding Our Gender Pay Gap

The 2025 analysis of the mean and median gender pay gap shows a pay gap favouring male employees in overall mean and median calculations, while mean and median hourly pay for temporary employees shows a gap favouring females. Although the findings are generally consistent with our previous reports, percentage figures have changed. There are multiple factors which likely contribute to these results.

We are proud to have a strong representation of females across the organisation. Although the gender profile in the upper quartile is reflective of our overall organisational gender profile, the highest proportion of female employees remains in the lower quartiles. As this makes up the greatest concentration of employees, it continues to contribute to our gender pay gap. This is a challenge faced by many organisations across the public sector and one that highlights the importance of ongoing initiatives, such as encouraging greater male representation at all levels, to achieve a more equitable gender balance across the organisation.

Another factor identified as having an impact on our gender pay gap are the higher levels of female participation in flexible working arrangements. The strong representation of females extends across both part-time and temporary contract roles, further contributing to the gender pay gap.

This year, we note a slight increase in the gender pay gap favouring males. We believe that small variations in turnover can influence percentage figures, leading to changes such as those observed in our 2025 results.

Equal pay for equal work

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.

Flexible working arrangements

Our 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 and leave options are available to all colleagues equally across the organisation, supporting both our male and female colleagues to manage their career and other responsibilities. We continue to review and adapt our Blended Working and Leave policies to suit both employees and business needs.

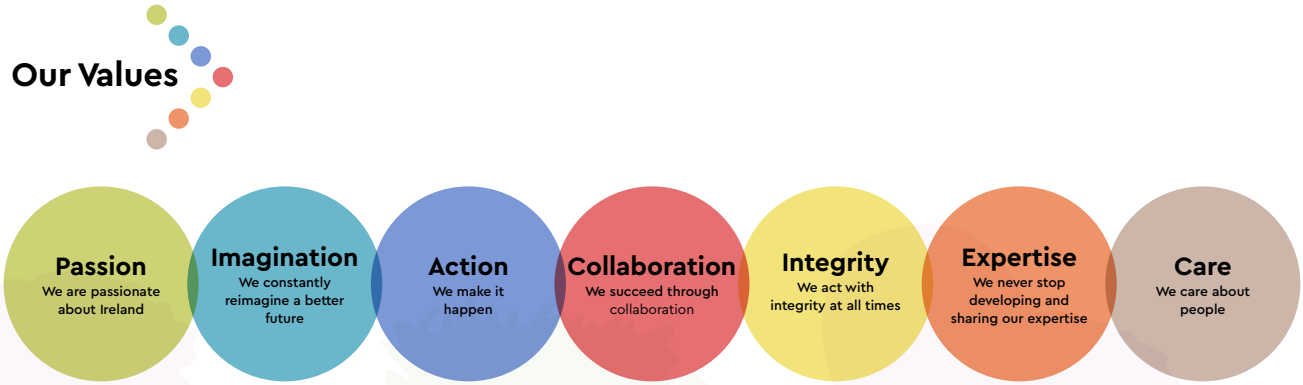
Equality Diversity and Inclusion

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 significant value that diverse backgrounds and perspectives can bring to problem solving, decision making, risk management and employee engagement, enabling us to conduct our statutory mandate and our strategy to the fullest extent.

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. In line with our value of Care, we prioritise equality, diversity and inclusion at Fáilte Ireland to ensure it is a supportive, inclusive and safe workplace for all.

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 employee survey data and feedback around employee supports, training and policy developments. In January 2025, we began to embed equality, diversity and inclusion at the heart of every stage of recruitment. This was not just about compliance, it was a bold commitment to building a workforce that truly reflects the diversity of Ireland and empowers everyone to belong and thrive.



Conclusions

The Gender Pay data shows that overall representation levels are at 79% females to 21% males, respectively. This includes people who may have 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 Leadership Team which consists of 61% female employees. Our gender pay gap, based on hourly rate, is 14.2% in favour of males.

Although there are more females than males working across each pay grade, a high proportion sit within the lower pay grades. This results in a negligible pay gap and in some case, a gap that is more favourable to females. This concentration of female employees in the lower pay grades continues to contribute to our gender pay gap, leading to 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 is certified in the Best Large Workplaces category with Great Place to Work® and generates feedback on pay, conditions and promotions through the employee engagement survey and culture audit, conducted annually.

We regularly collaborate with government agencies and other stakeholders to share best practices and exchange ideas, continuously reviewing our own practices and policies to work towards reducing the gender pay gap and evaluating the impact of measures we put in place. We recognise that the gender pay gap is influenced by various factors, including strong female gender representation across job grades.

We remain committed to structuring our benefits, policies, and practices to promote gender equality, allowing us to attract, retain, and develop the diverse talent necessary for both current and future organisational success.