



**Tailte
Éireann**

Clárúchán, Luacháil,
Suirbhéireacht
Registration, Valuation,
Surveying

Gender Pay Gap Report 2023

**Part (a) Former Property Registration Authority (PRA)
& Valuation Office (VO) Combined Report**

Tailte Éireann

December 2023

Introduction to Gender Pay Gap Reporting



Our Organisation

Effective from March 1st 2023, Ordnance Survey Ireland (OSI), the Property Registration Authority (PRA), and the Valuation Office (VO) have been amalgamated to establish Tailte Éireann. Providing a property registration system, property valuation service, and national mapping and surveying infrastructure for the State.

Tailte Éireann is an independent Government agency under the aegis of the Department of Housing, Local Government and Heritage.



Registration

Responsible for the registration of property transactions in Ireland. Our role is to provide a system of registration of title (ownership) to land, which is comprehensive and readily accessible.

The main functions are to manage and control the Land Registry and the Registry of Deeds to promote and extend the registration of ownership of land. The Registration Function also operates the Ground Rents Purchase Scheme under the Landlord and Tenant Acts.

Valuation

Valuation is to provide our stakeholders with accurate, up-to-date valuations of commercial and industrial properties. These valuations are integral to the business rating system in Ireland, and form the basis for a very significant element of local government revenue each year.

We also provide a valuation service to Government Departments and Offices, State agencies and other public bodies. We carry out open market capital and rental valuations including valuations for rent reviews for these customers. Open market valuations are provided for properties being transferred between Government Departments, State bodies and other public authorities and agencies across the country.

Surveying

The work of Surveying is essential to the infrastructural development of Ireland. There is a growing recognition among decision makers that knowledge and understanding of location is a key component in effective decision making. To this end, Surveying has designed and developed a standardised, authoritative digital referencing framework that enables the consistent referencing and integration of national data related to location. This framework, known as PRIME2, provides the means for GIS data users to accurately integrate and use multiple data sources to provide for better analysis and decision making, optimising resources and delivering efficiencies.

Introduction to Gender Pay Gap Reporting



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.
- The reporting period is the 12 month period immediately preceding and including the snapshot date.

Tailte Éireann Report

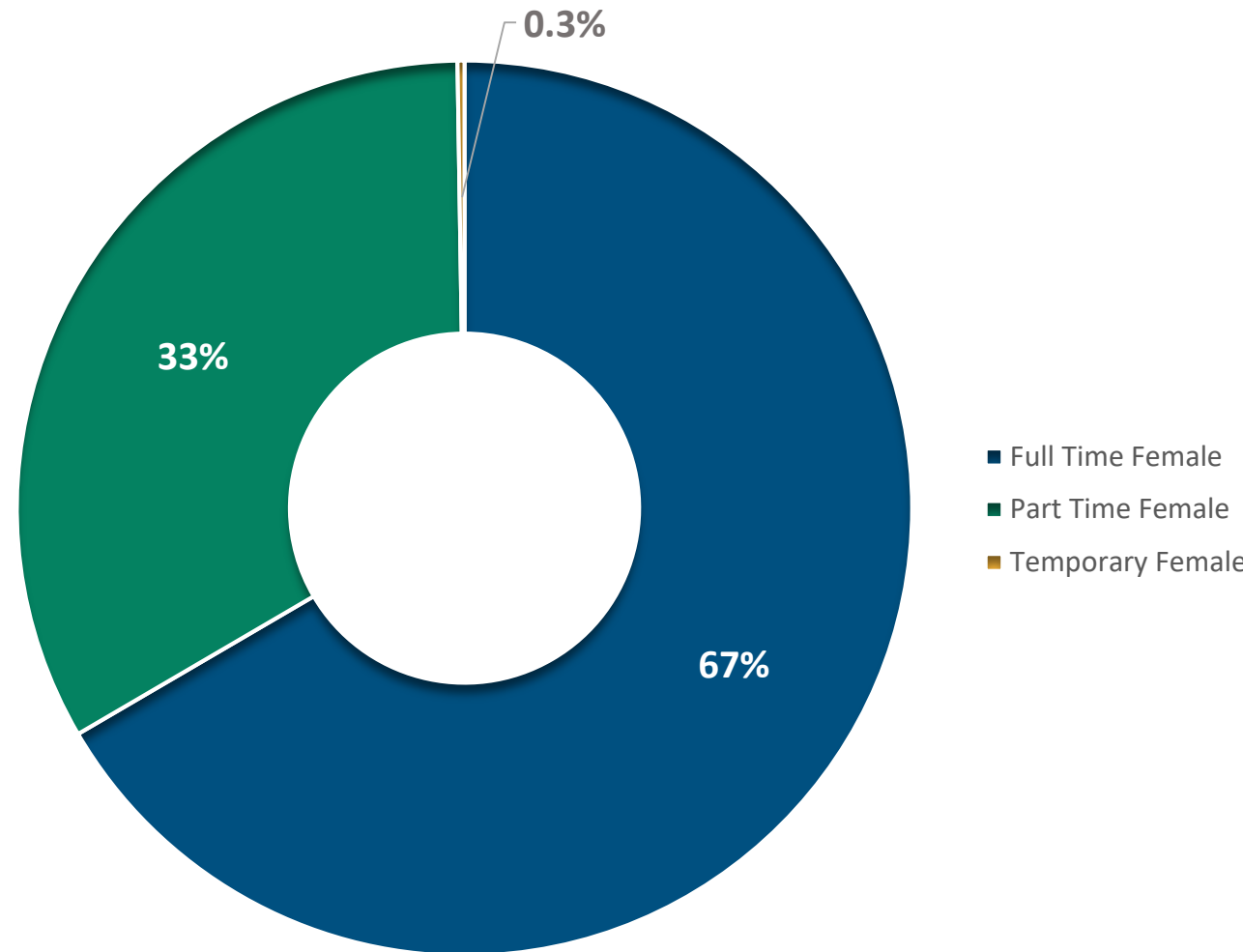
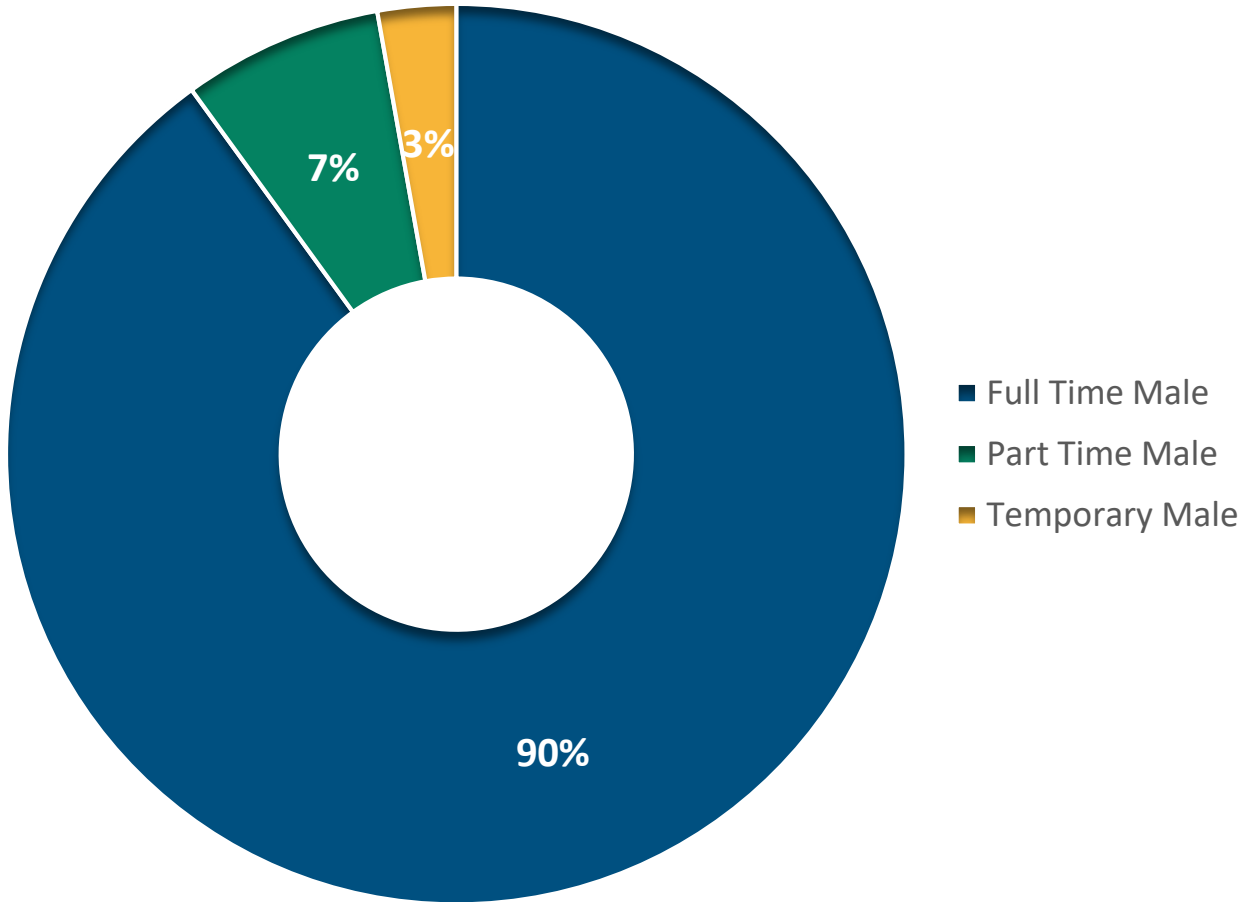
This report will provide the following GPG information:

- Due to the merger, Tailte Éireann will present two reports. This report Part (a) will represent what was previously the Property Registration Authority (PRA) and the Valuation Office (VO) as they were Civil Service organisations whose payroll services were provided by the National Shared Services Office (NSSO). A second report Part (b) will be presented for the former Ordnance Survey Ireland organisation whose payroll was provided by an external provider.
- The reporting period for the report is the 1st July 2022 to the 23rd June 2023.
- 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 on both reports.
- The report looks at the number of men and women across four quartile pay bands which are (1) Lower; (2) Lower Middle; (3) Upper Middle and (4) Upper.
- The report will explain for the GPG in Tailte Éireann and what measures are proposed or been taken to reduce or eliminate any gender pay gap across both reports.

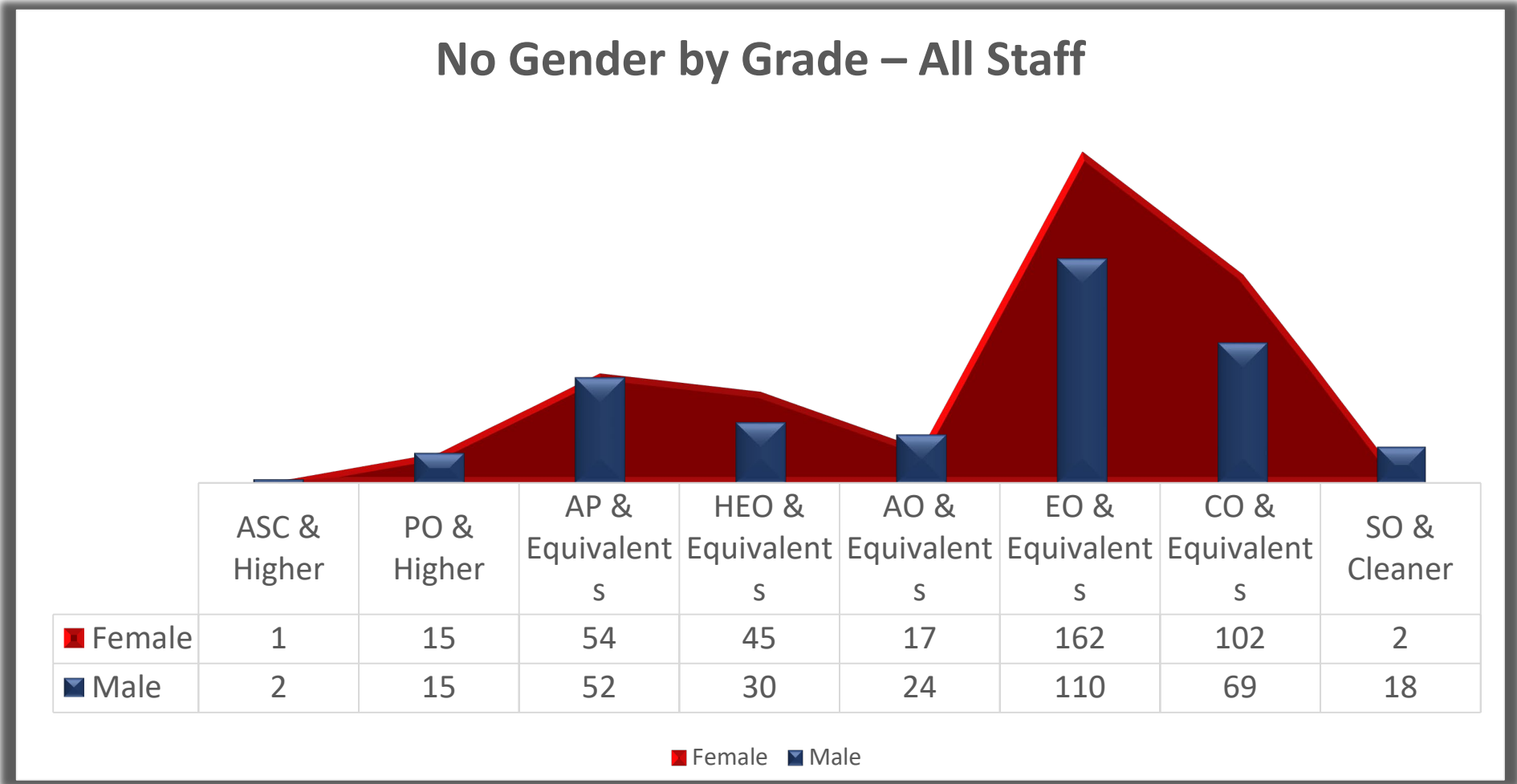
Former PRA and VO Organisations: Headcount



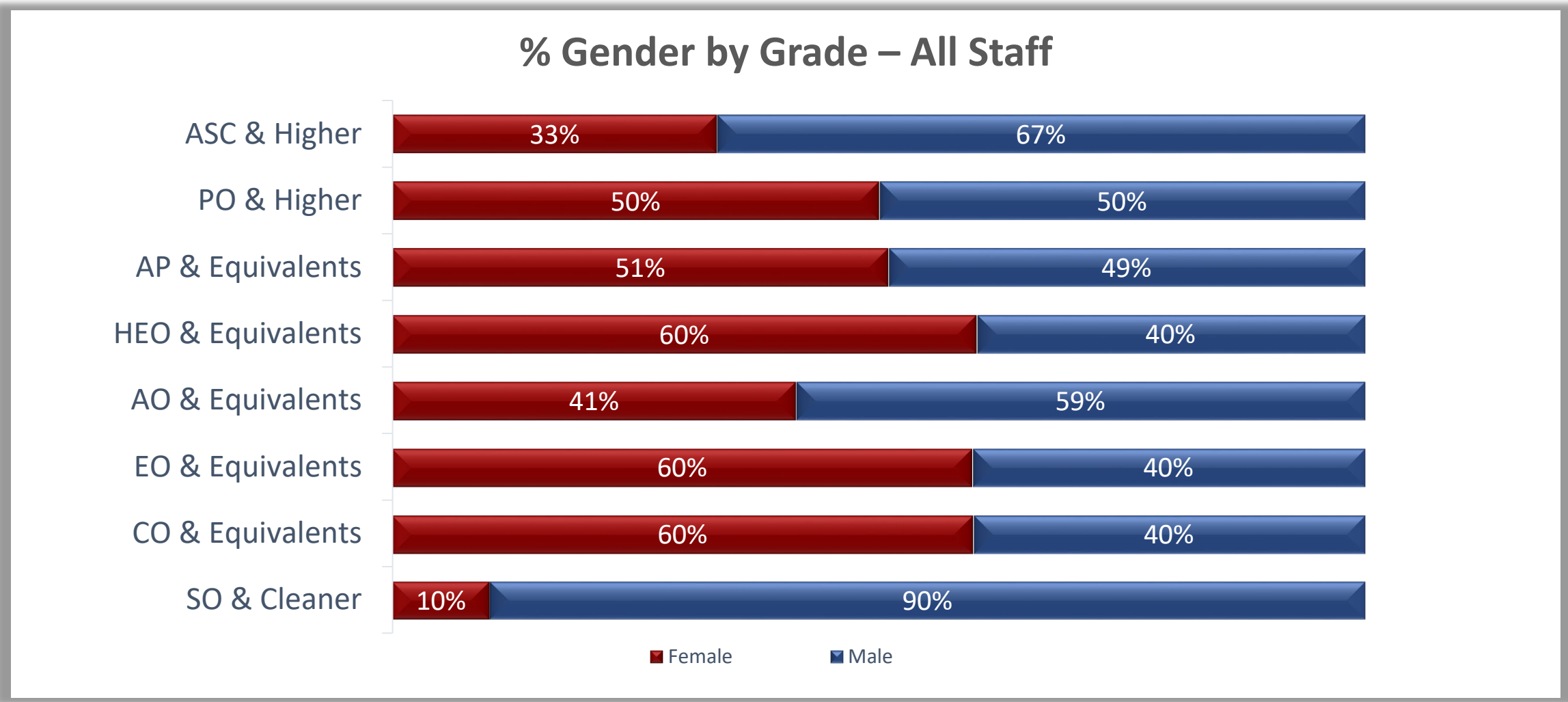
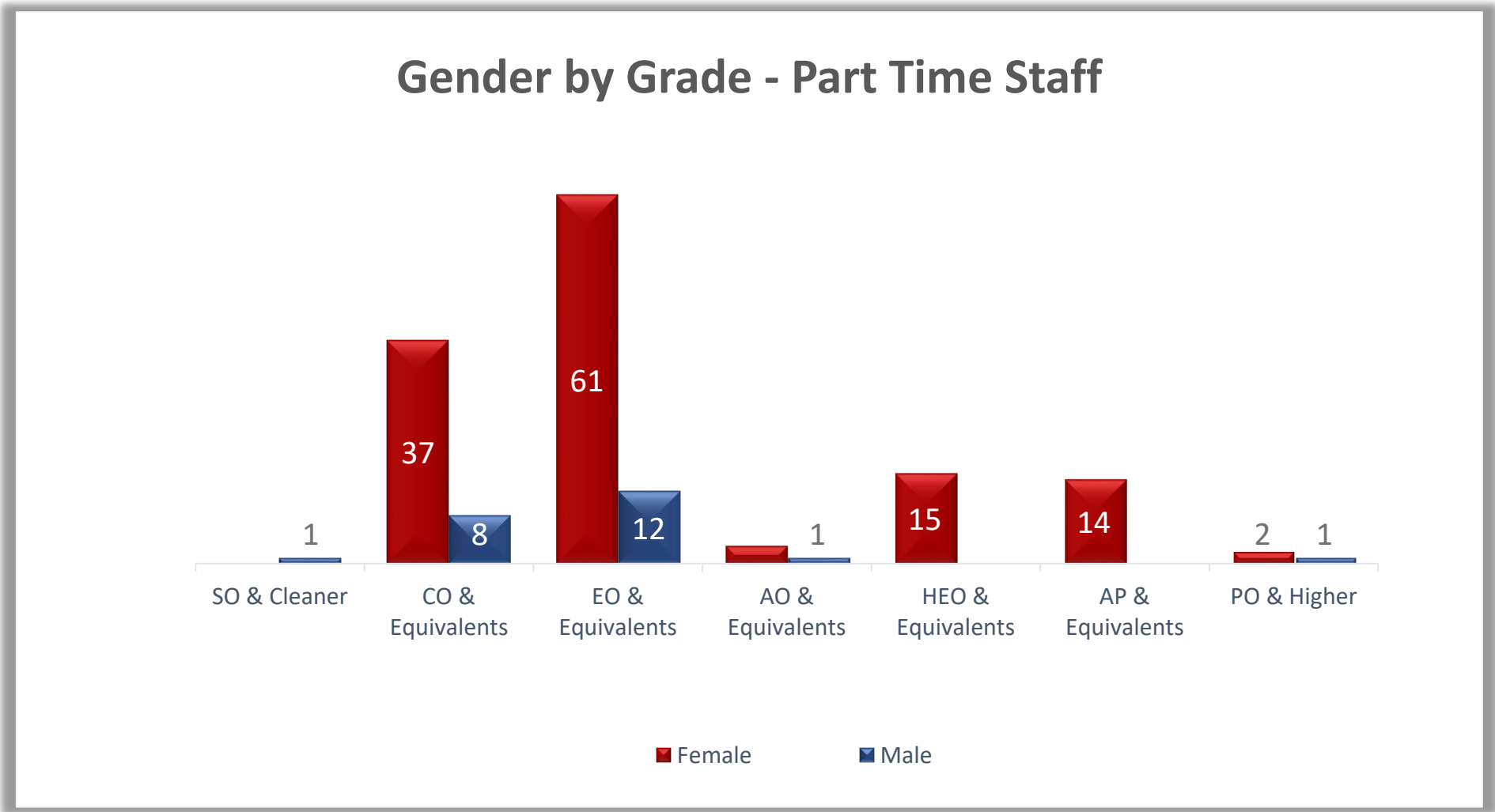
Total Employees: 718



Former PRA and VO Organisations : Gender by Grade



- According to the analysis of the gender distribution of the grades, it has been observed that female employees outnumber male employees in the lower grades.
- Furthermore, the proportion of female officers in the part-time arrangement is significantly higher than that of male officers, particularly in the lower grades.



Former PRA and VO Organisations : Gender Pay Gap



Mean: 2.52%
Median: -1.50%

- The Gender Pay Gap results show that on average, female employees earn **2.52%** less than male employees per hour in the former PRA and VO Functions.
- The median is **-1.50%**. This means that the midpoint of pay ranges for men is 1.50% lower than the midpoint for women.
- For part time employees, even though the mean of **-11.38%** shows that women earn more than men, this is justified by the fact that women are five times more represented than men in part time roles. (132 Women Vs 23 men)



Part Time Employees


-11.38%
Mean Gender Pay Gap

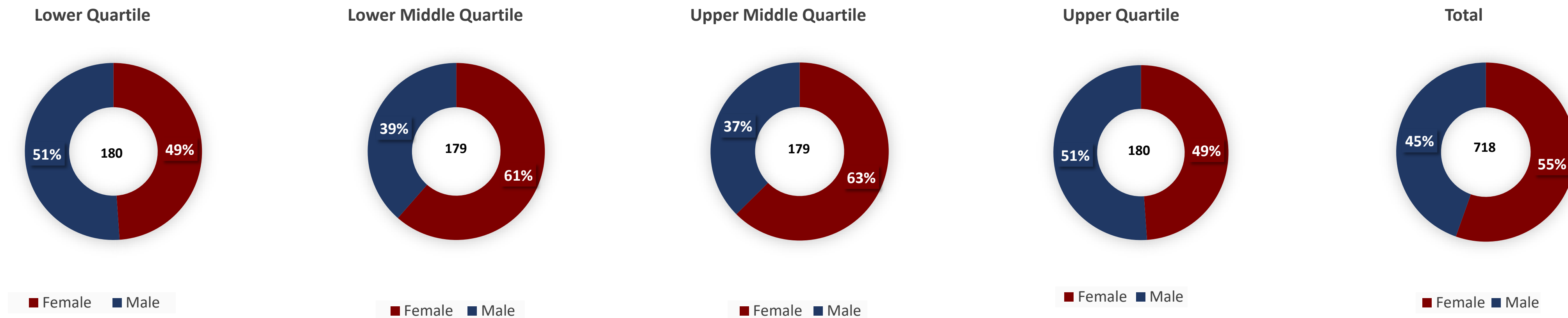

-4.86%
Median Gender Pay Gap

Temporary Employees


1.58%
Mean Gender Pay Gap


2.10%
Median Gender Pay Gap

Former PRA and VO Organisations : Gender Pay Gap - 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 lower middle, and upper middle quartile.
- Upon examination of the data, it can be observed that the proportion of women is 23% higher than that of men in the lower quartiles. Lower quartiles areas are characterized by the lowest salaries in the organization.
- The disparity in the representation of male and female employees is less pronounced in both the lower and upper quartiles. Nonetheless, a greater disparity exists in the remuneration for the Upper Quartile, with a discrepancy exceeding 150% between the highest and lowest hourly rates of employees in the Upper Quartile.
- On closer inspection of the Upper Quartile when breaking down the figures on a similar scale it is notable that the proportion of woman are more highly represented in the lower salary bands (7% more women) while proportion of men has a higher representation in the highest salary bands (6% more men).

Tailte Éireann (Former PRA & VO): 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, Career Breaks and Unpaid Domestic Leave.
This is in line with wider research that shows caring and family responsibilities while not solely, disproportionately affect women more than men.
- During the reference period, there was a higher proportion of males in senior leadership positions with higher earnings in comparison to the overall gender balance within the organization. This contributed to the mean disparity in favour of males.

Tailte Éireann (Former PRA & VO): Action Plan



Flexible Working

- We are committed to 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. The implementation of the Civil Service Family Friendly policies and the rollout of the Tailte Éireann Blended Working Policy will support this process. Flexible working will be available to all colleagues.

Leadership Accountability and Commitment

- The Tailte Éireann Management Board is committed to addressing the drivers behind our Gender Pay Gap and will set out clear actions, as part of our Equality, Diversity and Inclusion strategy to work towards closing the current gap. We will support the development of a skilled and diverse workforce. We will build and embed a workplace culture which facilitates, supports and encourages contributions from all.

Development and Talent Management

- In order to enhance our approach to professional development and talent management we will include a focus on diversity when engaging in Learning & Development opportunities and initiatives such as mentoring and leadership development programmes.



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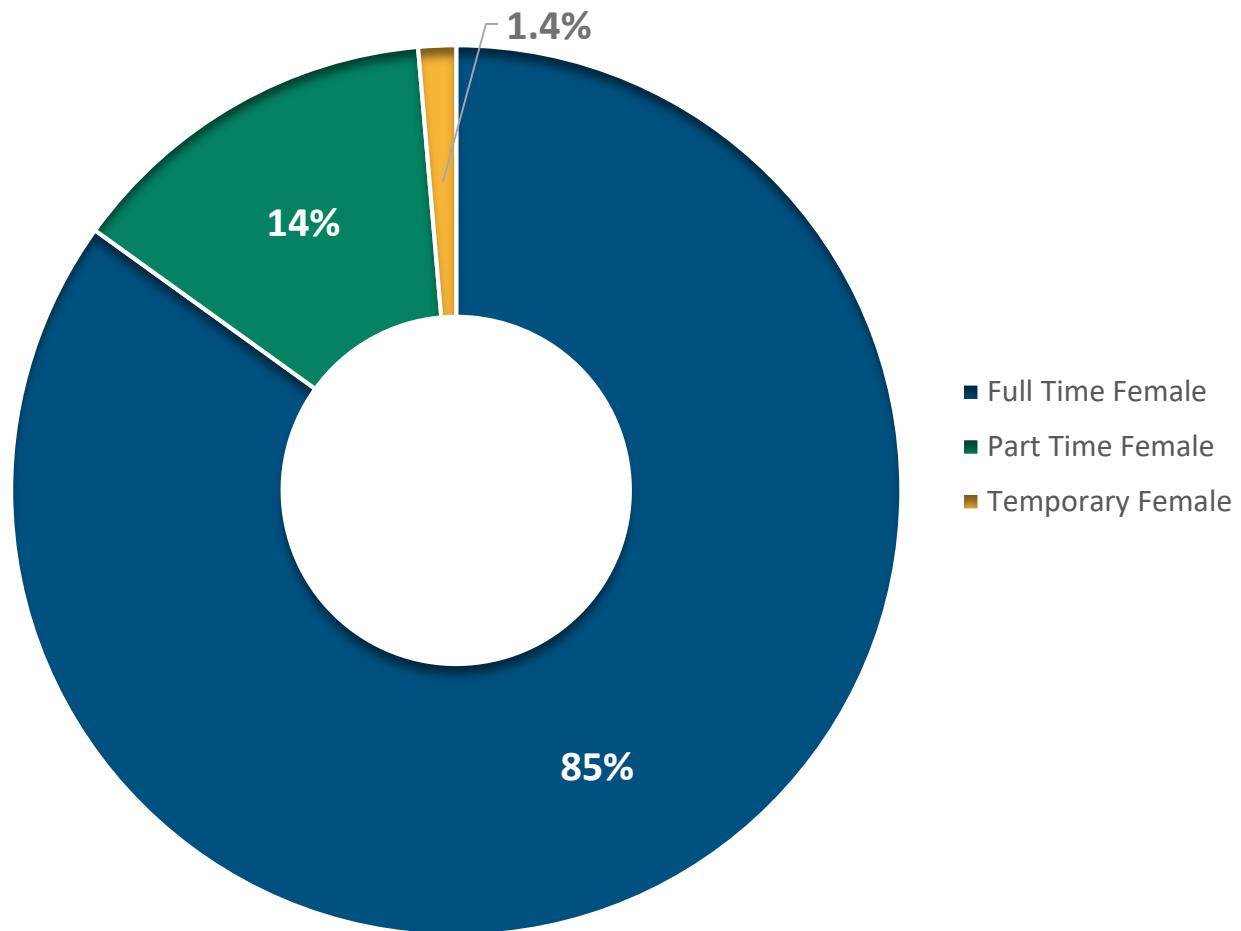
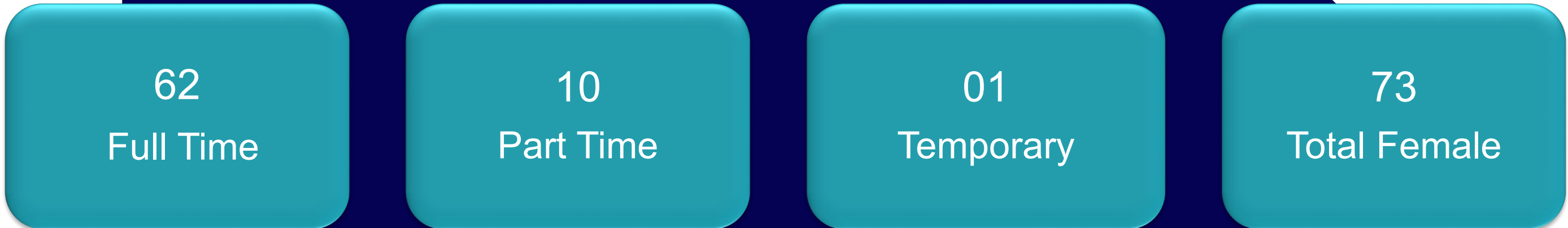
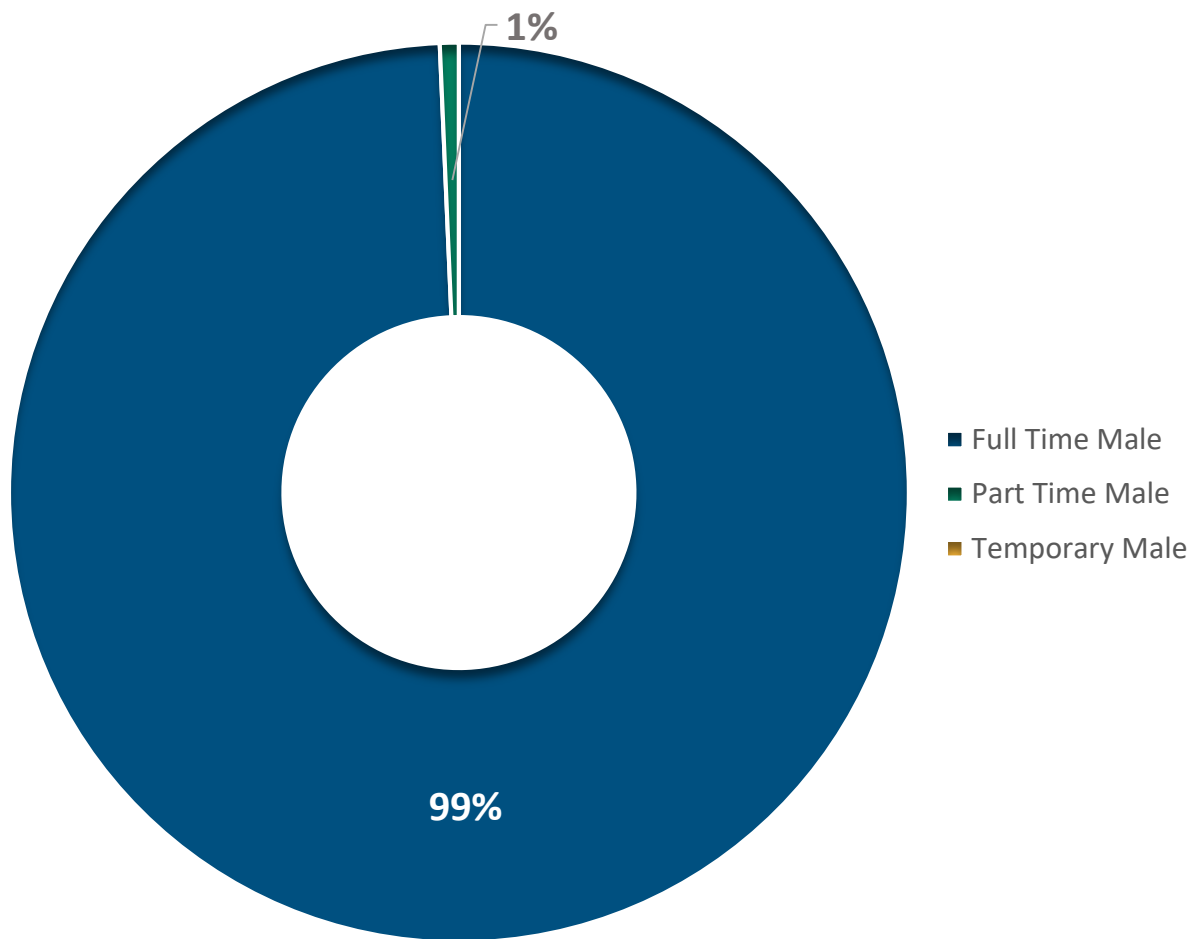
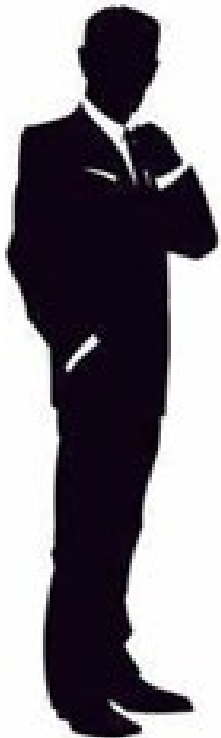
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- The reporting period for the report is the 28th June 2022 to the 22nd June 2023.
- Mean and median hourly pay for male and female employees, is expressed as a percentage of the mean and median hourly pay for male employees who are employed full time, part-time, and temporary on both reports.
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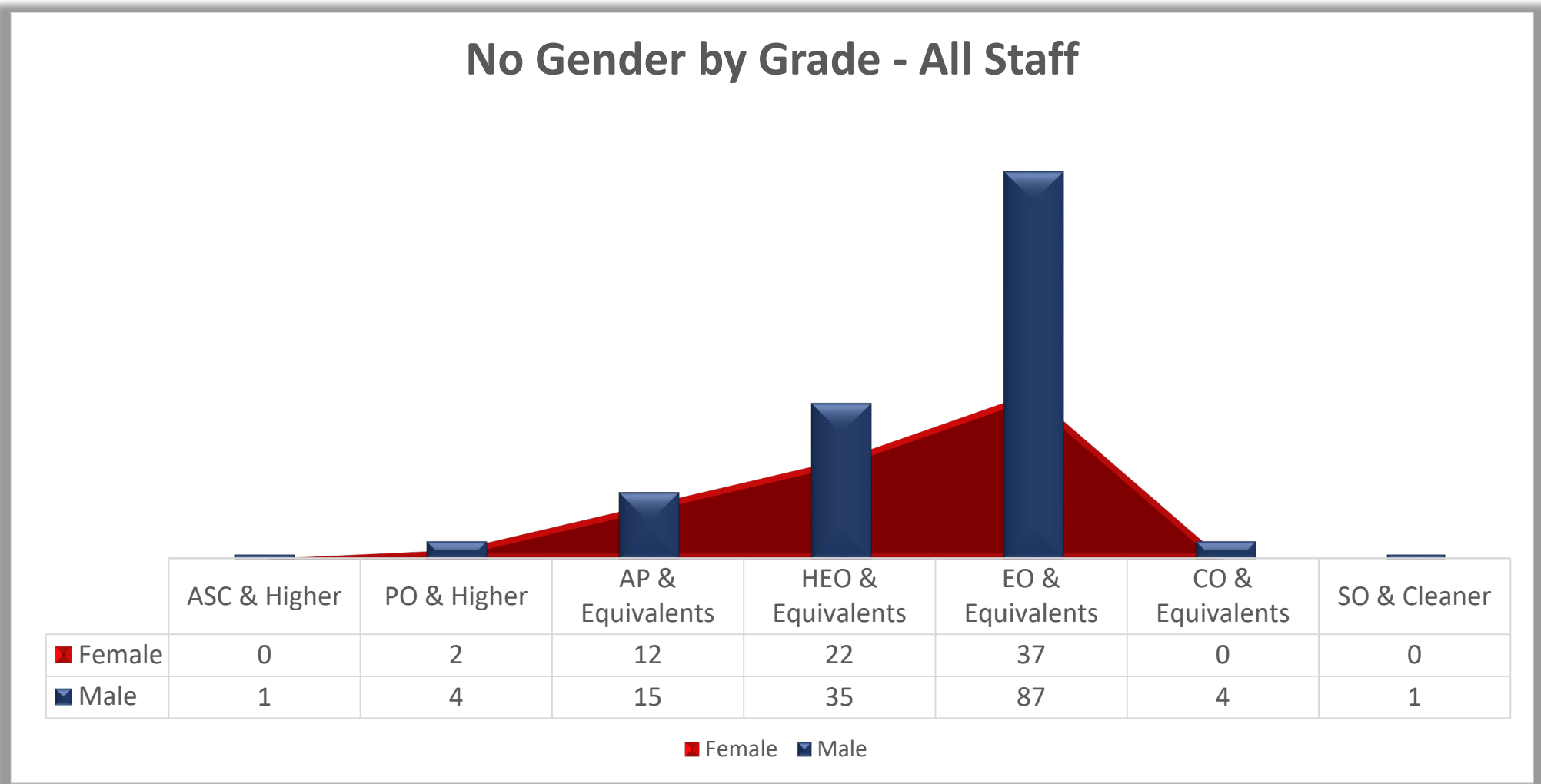
Former Ordnance Survey Ireland: Headcount



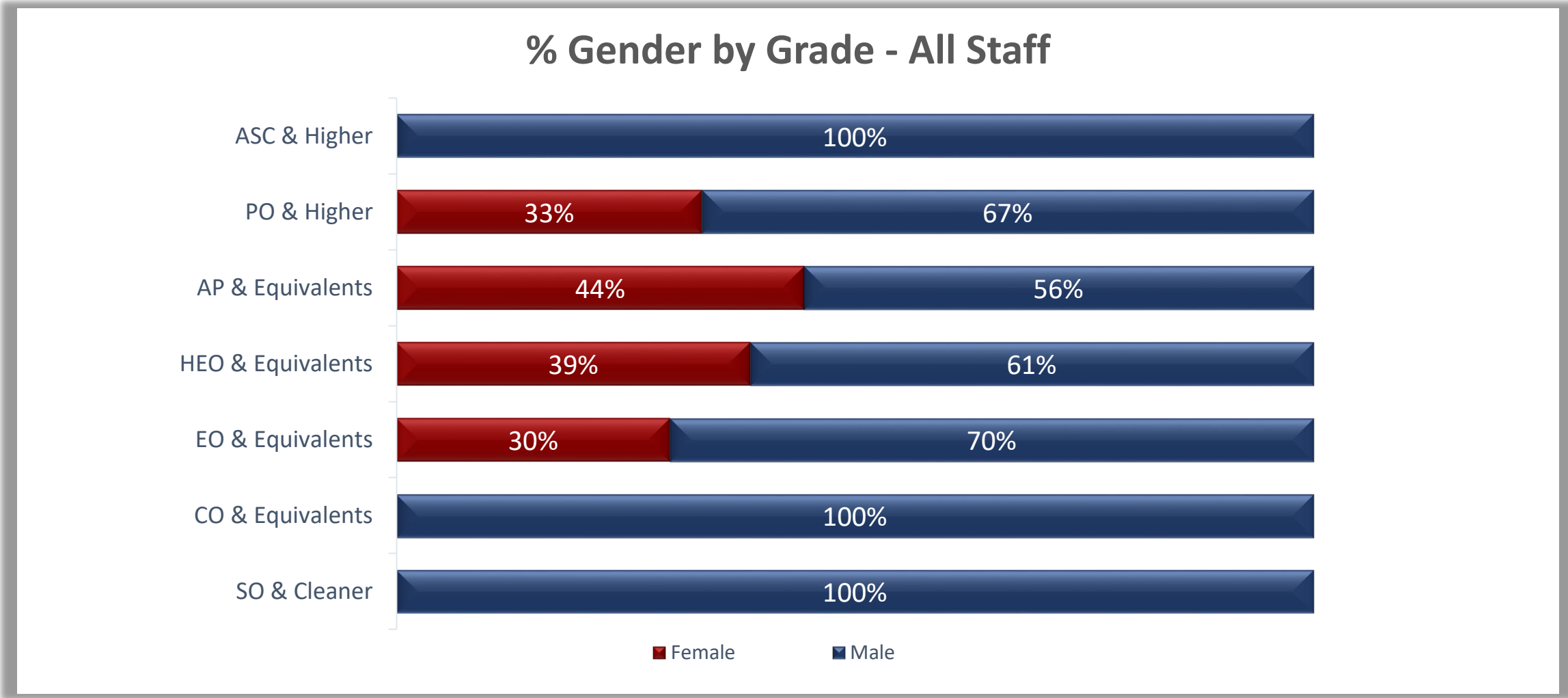
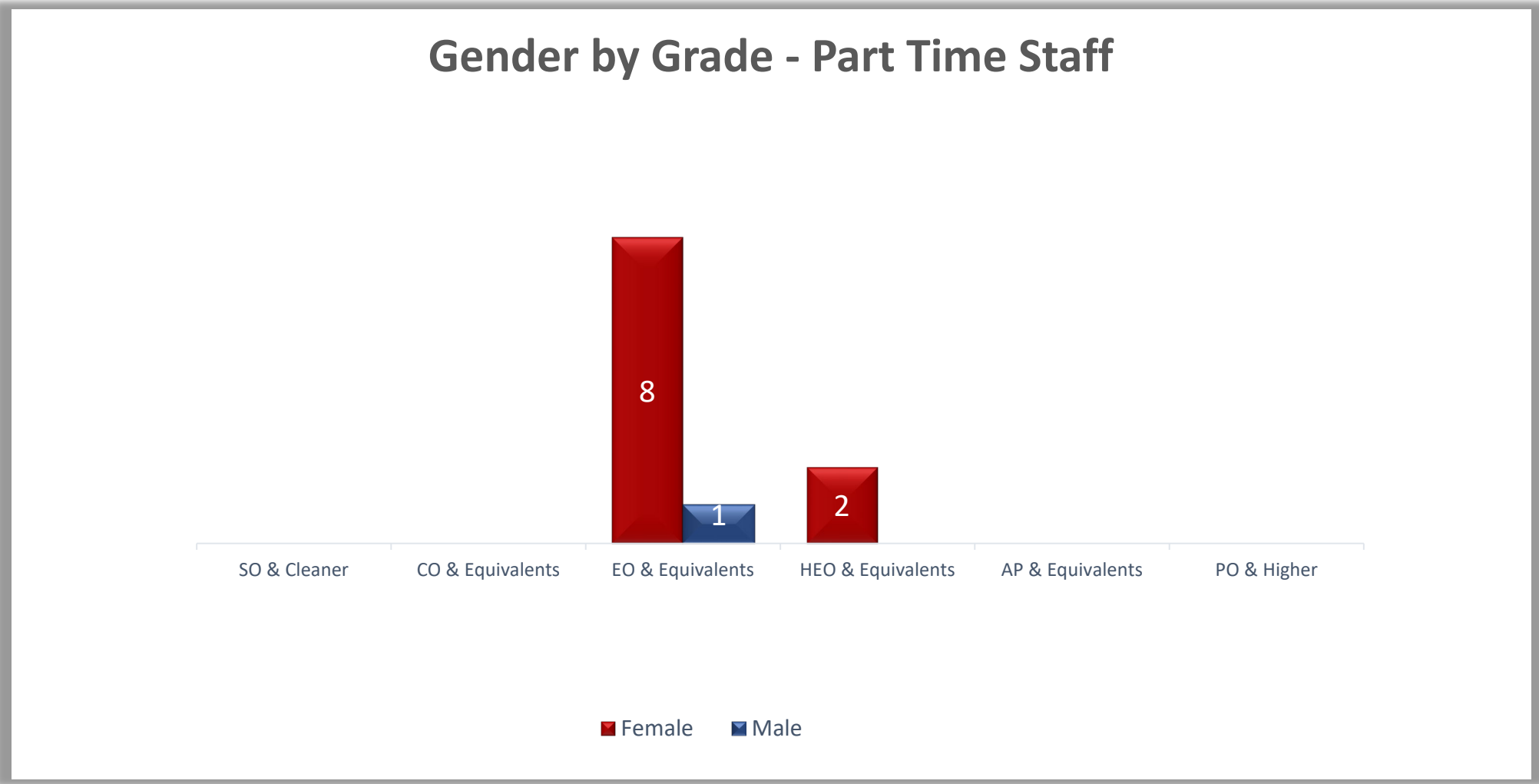
Total Employees: 220



Former Ordnance Survey Ireland: Gender by Grade



- According to the analysis of the gender distribution of the grades, it has been observed that distribution between male and female employees in different grades is largely in proportion to the overall percentage of male and female employees.
- A comparison of male and females salaries for part-timers is difficult due to the low number of part-time males.



Former Ordnance Survey Ireland : Gender Pay Gap



Mean: - 0.56%
Median: 1.28%

- The Gender Pay Gap results show that on average, female employees earn **0.56%** more than male employees per hour in the former Ordnance Survey Function.
- The median is 1.28%. This means that the midpoint of pay ranges for men is 1.28% higher than the midpoint for women.
- For part time employees, the mean of **-7.88%** shows that women earn more than men. This is based on a sample of 10 Women Vs 1 man.
- The Gender Pay Gap for Temporary Employees shows as 0% as there are not any male temporary employees.




Part Time Employees


-7.88%
Mean Gender Pay Gap

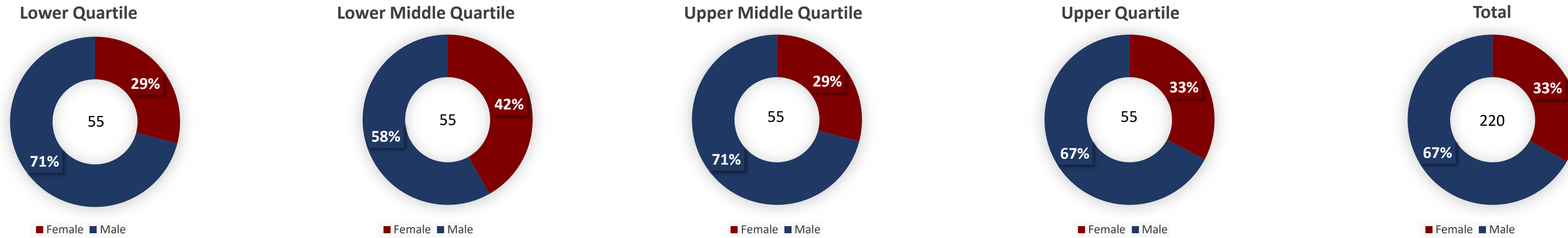

-8.87%
Median Gender Pay Gap

Temporary Employees


0.00
Mean Gender Pay Gap


0.00%
Median Gender Pay Gap

Former Ordnance Survey Ireland: Gender Pay Gap - Quartiles



- The quartiles' analysis ranks individuals from the lowest to the highest earners. The largest disparity is in the lower middle quartile, where females are a higher percentage when compared to the overall organisation.
- The proportion of men in the lower quartile is higher than the organisational average (71% in the lower quartile compared to 67% in the organisation).
- Female employees account for 42% of the lower middle quartile and 29% of the Upper Middle Quartile, compared to 33% of the overall organisation.
- The percentage of women in the Upper Quartile matches the percentage of females in the organisation at 33%.

Tailte Éireann (Former Ordnance Survey Ireland): Reasons for the Pay Gap



- The mean pay gap shows that men earned 1.28% more than women on average. There are a number of reasons which contribute to this 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, Career Breaks and Unpaid Domestic Leave.
This is in line with wider research that shows caring and family responsibilities disproportionately affect women more than men.

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