

RTÉ

**Gender Pay Gap
Report 2022**



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Foreword by Dee Forbes, Director General

As we continue to strive to be a more diverse workforce, RTÉ welcomes the opportunity provided through the Gender Pay Gap Information Act 2021 to publish the latest comprehensive data relating to the gender pay gap in RTÉ. Gender balance within RTÉ's overall workforce, across roles and output, continues to be a high priority for the organisation and RTÉ is committed to being a fair, flexible and inclusive employer that truly reflects the diversity of Ireland today.

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce, not just those in similar jobs, or working patterns, or with similar competencies, or experience. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap.

What we can say is that we do not have an equal pay gap in RTÉ. So, gender has no impact on pay where women and men are employed in the same roles in RTÉ.

A gender pay gap does exist however, and we are continuing to work to address this. The median hourly gender pay gap in RTÉ is 13.03%, much of which is explained by overtime within our workforce. Two thirds of RTÉ's workforce are not eligible for overtime pay and this segment of the workforce has a median gender pay gap of 6.79%.

As Ireland's public service media organisation, RTÉ, like many similar organisations, provides a service 24 hours a day, 365 days per year across television, radio and online services, and much of it live. For this reason, working outside of normal operating hours is common, and necessary. While RTÉ continues to improve gender representation in jobs where this may occur, traditionally, men are more represented in roles where out-of-hours work and overtime tend to occur.

A median gender pay gap of 17% in favour of women exists among part-time staff, (known as a "negative pay gap"), showing that flexible working policies in RTÉ are supporting women to combine flexible working with careers across all levels. The median Gender Pay Gap within management grades across the organisation is 7.1%. This, together with an under representation of females in more senior roles is something that we continue to focus on in order to reduce the gap.

The work that has gone into this report has been challenging due to the complexity of our organisational structure, which currently has over 160 different grades. We are working with Willis Towers Watson (WTW) on a full evaluation of the role and grading structure in RTÉ, the outputs of which will help inform decisions going forward as we develop a job and career framework that will create clarity and transparency on how our employees can develop their career journey in RTÉ.

Clearly, there is more to do to create greater gender representation across roles traditionally associated with males and females and to ensure equal gender representation at senior levels within the organisation.

RTÉ's aim is to lower the gender pay gap we currently have, and we will work to address the challenges in changing our workforce to better reflect gender across all career paths. And while it is practical for RTÉ to adopt a multi-year approach to addressing the gender pay gap, the actions which we have outlined in this report highlight the extent to which RTÉ is committed to addressing the issues and delivering change.

Dee Forbes
Director General



RTÉ At a Glance



Equal Pay vs Gender Pay

Gender pay gap measures the difference in the pay of all men in a company and all women.

Equal pay is about ensuring that any differences in pay between men and women in the same job are not due to gender.

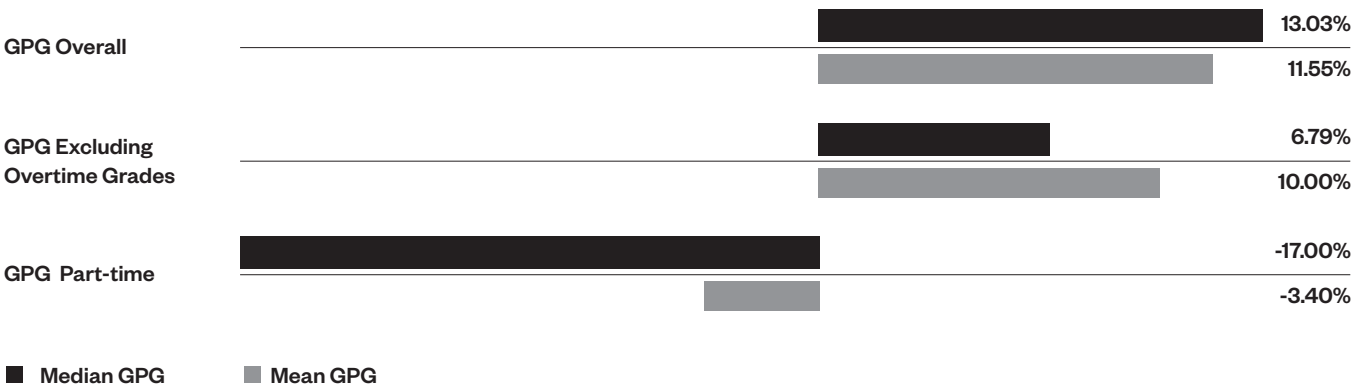
Employees are placed on a salary scales applicable to their role, which are the same for male and female workers.



Output
24 hrs a day
365 days a year

across television, radio and online services

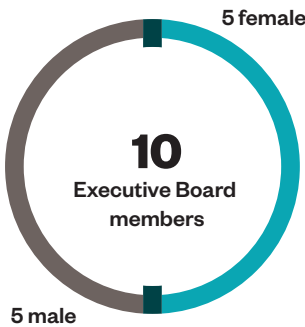
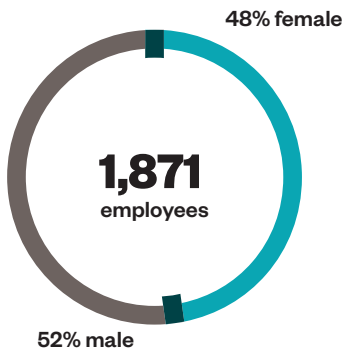
Gender Pay Gap statistics



RTÉ has a median GPG of 13.03%, driven by under-representation of women in senior roles, by overtime, and by the impact of more part-time work among women

Men are more represented in roles where out of hours work and paid overtime tend to occur

Two thirds of RTÉ's workforce are not eligible for paid overtime and, in this group, there is a Median Gender Pay Gap of 6.79%.



Overview of Gender Pay Gap Reporting

Ireland introduced mandatory gender pay gap reporting legislation in 2021, with the first data under this legislation being published in 2022 by organisations with 250 employees or more. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a number of metrics.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, those with a similar working pattern or with similar competencies, qualifications or experience. A gender pay gap does not indicate discrimination or an absence of equal pay for equal value work - it reports a gender representation gap.

The Gender Pay Gap Reporting requirements are:

- The **mean and median pay gap** in hourly pay between all male and female employees
- The mean and median pay gap in hourly pay between **part-time** male and female employees
- The mean and median pay gap in hourly pay between **temporary** male and female employees
- The mean and median **bonus** pay gap between male and female employees
- The **percentage** of male and female employees who received **bonus** pay
- The **percentage** of male and female employees who received **benefit in kind**
- The **percentage** of male and female employees in each of **four pay band quartiles**

Organisations who employ more than 250 employees at a chosen “snapshot date” in June will report the above metrics in December 2022 within 6 months of the snapshot date. The legislation requires applicable organisations to publish this data in a report, together with the reasons for any gender pay gap, and the measures being taken, or proposed to be taken, to address any pay gap found. An applicable organisation will report gender pay gap data annually from 2022, setting out a year-on-year comparison on the same metrics into the future.

Equal Pay vs Gender Pay

The gender pay gap is not the same as equal pay.

An organisation can have a gender pay gap, and not have equal pay issues. The gender pay gap measures the difference in the pay of all men in a company and all women. It highlights any differences in the distribution of men and women across the workforce.

Generally, a higher proportion of men in higher paid roles leads to a gender pay gap as the average pay of men is higher compared to women. Equal pay is about ensuring that any differences in pay between men and women in the same job are not due to gender. This report outlines gender pay gap results for RTÉ.

In RTÉ, employees are placed on a salary scale or salary band applicable to their role, and these are the same for male and female workers.

GPG Data – Methodology and Data Collection

This report sets out the Gender pay gap data for RTÉ as required under the Gender Pay Gap Information Act 2021.

Snapshot Date

The report covers the 12-month period up to 30th June 2022, the “snapshot date”. This snapshot date was chosen for 2022 as it aligns with headcount reporting and payroll dates.

Who is Included

The report includes data for those in employment at the snapshot date. Employees could not be included in the report if they did not have earnings in the reporting period – this can include employees on unpaid leave or long-term sick leave, or casual employees who are under contract, but who did not work in the reporting period.

The Calculations

The legislation sets out certain definitions for the pay gap calculations and they are set out below.

Ordinary Pay: The regulations require employers to calculate an employee’s “Ordinary Pay”, which includes salary, allowances, overtime, pay for piecework, shift premium pay, sick leave pay, salary top-ups during statutory leave, pay for gardening leave and bonus pay, where it applies. Expenses are not included. (There is a key distinction between reporting in Ireland versus the UK, as UK reporting currently does not include overtime earnings.)

Hours Worked: The total recorded hours worked during the reporting period – contracted hours, and paid additional or overtime hours, planned work and unforeseen. Time on unpaid leave was excluded, and adjustments made for temporary periods of part-time work.

Hourly Rate: Each employee’s hourly rate was calculated by dividing their total Ordinary Pay by their total Hours Worked.

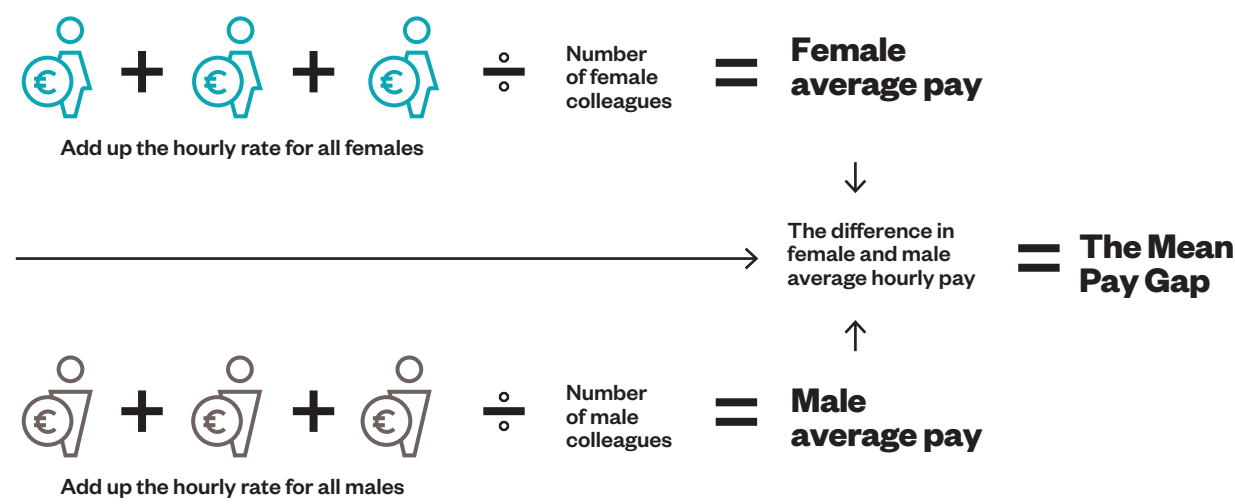
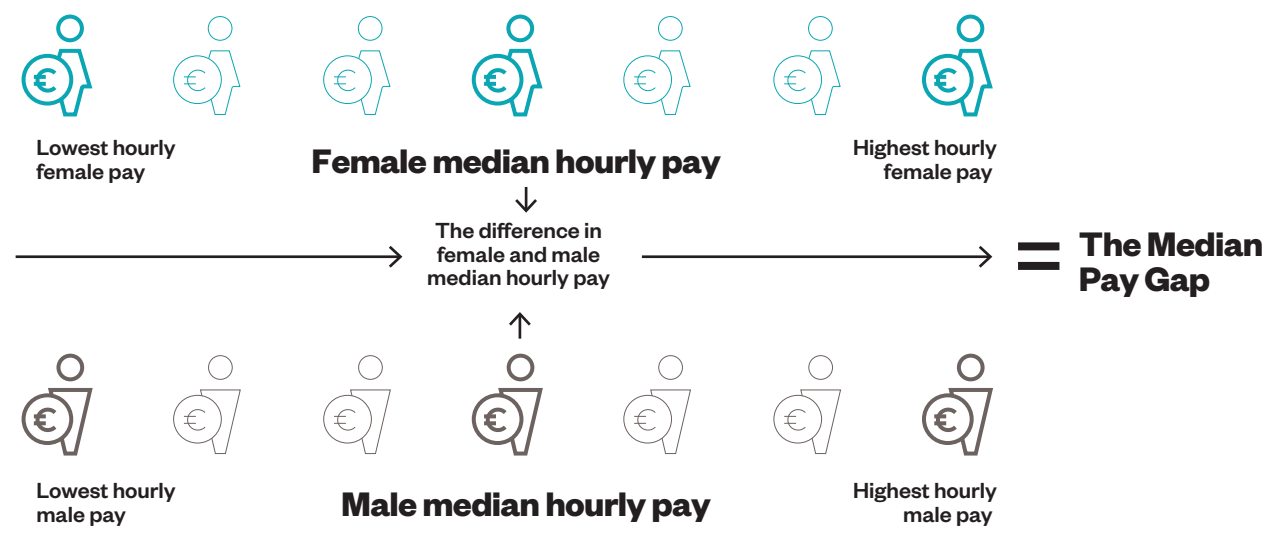
Average Hourly Rate per Gender: The Average Hourly Rate per Gender was then calculated by totalling the hourly rates and dividing this figure by the number of people in that gender grouping.

Mean Pay Gap: The mean pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.

Median Pay Gap: The median pay gap represents the difference in hourly pay between the middle-placed woman and the middle-placed man.

Pay Quartiles: Pay Quartiles reflect the gender distribution across the range of hourly pay rates. This is calculated by ranking employee pay rates from lowest to highest and dividing the range of pay into four equally sized groups that cover all employees. These groups are referred to as quartiles. Employees are then positioned in their respective pay quartile, regardless of gender.

Definitions



RTÉ Organisational Profile

RTÉ's workforce is 52% male and 48% female. At time of writing, the RTÉ Executive Board is made up of 10 members - 5 males and 5 females, including the Director General. The RTÉ Board, which is made up of 12 members, has 7 men and 5 women, including the newly appointed Chairperson. At 31 December 2021, there were 1,871 employees in RTÉ. The full-time equivalent headcount at 31 December 2021 was 1,755, which is 53% male and 47% female.

Gender balance within RTÉ's overall workforce, across roles and output, continues to be a high priority for the organisation.

RTÉ operates within a job grade structure. There are 167 grades and employees are placed on a salary scale or salary band applicable to their role within a grade. **These are the same for male and female employees.**

As Ireland's public service media organisation, RTÉ provides a service for audiences 24 hours a day, 365 days per year across television, radio and online. Many of RTÉ's television and radio programmes broadcast live throughout the day. For this reason, working outside of normal operating hours is common, and necessary.

While RTÉ continues to improve gender representation in jobs where this may occur, traditionally, men are more represented in roles where out of hours work and overtime tend to occur. From RTÉ's experience, work at night-time, weekends and more 'anti-social' times is more regularly worked by male workers.

Gender Pay Gap Data

Willis Towers Watson (WTW) calculated the Gender Pay Gap statistics for RTÉ for 2022. Data was compiled and supplied by RTÉ for use by WTW in calculating this information.

In summary, the data shows that RTÉ’s mean and median Gender Pay Gaps demonstrate that there is more to do to create greater gender representation across roles traditionally associated with males and /or females (with males more likely to work additional hours through paid overtime and premium pay) and to ensure equal gender representation at senior levels within the organisation. A pay gap amongst part-time staff in favour of women shows that flexible working policies in RTÉ are supporting women to combine flexible working with careers across all levels.

Overall mean gender pay gap for all employees based on hourly pay	Overall median gender pay gap for all employees based on hourly pay
11.55%	13.03%
Excluding roles with overtime the mean gender pay gap decreases to	Excluding roles with overtime the median gender pay gap decreases to
10%	6.79%
Note that just 35% of employees are eligible for overtime.	
Mean gender pay gap for part-time employees based on hourly pay	Median gender pay gap for part-time employees based on hourly pay
-3.40%	-17.00%
Mean gender pay gap for temporary employees based on hourly pay	Median gender pay gap for temporary employees based on hourly pay
3.10%	8.30%
Mean gender pay gap for bonus pay	Median gender pay gap for bonus pay
0% or n/a	0% or n/a

	Male	Female
Percentage of employees who received a bonus	0%	0.11%
Percentage of employees in receipt of BIK	0.10%	0%

- Overall, RTÉ has a mean gender pay gap of 11.55%; This is reduced to 10% when roles with overtime are excluded.
- RTÉ has a median gender pay gap of 13.03%; This is reduced to 6.79% when roles with overtime are excluded.
- A median gender pay gap of 17% in favour of women exists among part-time staff, (known as a “negative pay gap”), showing that flexible working sees strong take-up from women in RTÉ, and is possible for all levels of seniority.

Pay Quartiles

While representation at senior levels of the organisation is improving, men outnumber women in the two highest paid quartiles.

% Of Employees in each Pay Quartile	Men	Women
1st Quartile	43%	57%
2nd Quartile	46%	54%
3rd Quartile	60%	40%
4th Quartile	59%	41%

Understanding the Gender Pay Gap

Roles that are eligible for paid overtime

Further analysis conducted by RTÉ and WTW to understand the Gender Pay Gap figures and their causes highlight the following:

A clear distinction emerges between roles that are eligible for paid overtime and roles that are not. The median Gender Pay Gap for those working in roles not eligible for paid overtime is 6.79%, while it is 13.67% among employees in roles that are eligible for paid overtime:

	Not Eligible for Overtime	Eligible for Overtime
% Of Employees	65%	35%
Median Gender Pay Gap	6.79%	13.67%

Roles with eligibility for paid overtime have an even gender split across the organisation and include:

- Administrative roles
- In-studio roles such as sound, cameras, lighting
- Production-related roles, such as graphics, video editing and vision mixing
- On site services roles (maintenance, electrical, security).

The Ordinary pay earned in roles which are eligible for overtime is broad and spread across all four pay quartiles.

When we look at the gender breakdown within this group, the data indicates a ratio in favour of men working overtime hours.

Overtime hours and the associated premium payments contribute to a gap in earnings between men and women in RTÉ.

RTÉ is committed to seeking out ways to improve gender representation in jobs where this may occur.

Further analysis of the hourly pay for all employees shows that the median Gender Pay Gap varies by business area, as illustrated in the table below of the largest divisions in RTÉ

The higher median figure in Operations is due to the number of men employed in higher paid roles in this part of the organisation and the amount of overtime worked by men, often in evenings or weekends. In RTÉ's experience, working additional hours is more common among male staff.

Division	Median GPG
Audiences, Channels and Marketing	1.90%
Commercial	5.90%
Content	8.70%
News and Current Affairs	5.70%
Operations	17.70%

* Divisions not included above have too small a representation of one gender or another, which could make individual data identifiable. The above table includes data for 88% of RTÉ's employee population.

Roles that are not eligible for paid overtime

Two thirds of roles across RTÉ are not eligible to receive overtime payments. In this group of employees, the gender pay gap is 6.79%. Where overtime does not apply, a number of non-management roles can take Time Off In Lieu (TOIL) when additional hours are worked. Time off in this manner can be attractive, particularly for those with wide-ranging responsibilities.

This is consistent across broadcasters, including public service media organisations like RTÉ.

- Within this group, there are more women than men working part-time hours.
- The pay gap calculations are based on actual pay earned, and consequently more women working part-time hours will result in lower earnings and a greater gap between male and female workers.
- In the group not eligible for overtime, 25% of women were part-time at the snapshot date and a total of 27% worked part-time at some time during the reporting period. (For men, these figures are 16% and 18% respectively.)
- Men are more represented at senior levels in this group also.
- Looking at management grades, the male to female split is 56% male and 44% female.

A Gender Pay Gap in an organisation is typically a reflection of a gender representation gap.

Management and Senior Roles

In 2017, those earning a full-time equivalent of Euro 90,000 or over were split 68% to 32% in favour of men. This is now split 60% to 40% in favour of men following efforts to recruit and promote more women into senior roles.

The median Gender Pay Gap within management grades across the organisation is 7.1%. This is a figure that we aim to continuously reduce as more women take management / senior roles.

Part-time Workers

Among part-time workers women are earning more than men.

The Gender Pay Gap data shows:

- A pay gap in favour of women for part-time workers
- A median pay gap of -17%
- A mean pay gap of -3.4%.

More women than men work part-time in RTÉ:

- This grouping is 62% female and 38% male.

Part time work is spread across business areas and roles.

- Sixty-five grades, (including all management grades) have females working part-time
- RTÉ fosters an environment where employees have access to flexible working arrangements, including part-time work.
- In RTÉ, employees can work at a senior level while availing of part-time working hours, a commonly reported barrier to career progression in other organisations and across the globe.

Action Plan to Address the Gender Pay Gap in RTÉ

Diversity and Inclusion is central to RTÉ's remit to serve all audiences and is enshrined in our vision statement: To champion Irish culture by captivating audiences with trusted, engaging, and challenging content; celebrating our country's rich diversity; and cultivating Ireland's talent.

Our Diversity and Inclusion Strategy states that:
“We are determined to embed D&I into everything we do on and off air, so that our organisation – what we do and who we are – truly reflects the diversity of Ireland today.”

RTÉ has a full time Diversity and Inclusion Lead, (the only media organisation in Ireland with such a post), whose role is to help achieve greater representation and diversity within RTÉ content, broaden its external connections, and to increase awareness of diversity and inclusion in relation to organisation considerations such as training, staff awareness, recruitment and education.

There are a number of measures that RTÉ is taking to support the closing of the gender pay gap over the next few years. This includes measures that are part of current business practice alongside new initiatives that we will introduce when possible.

Hiring Practices

The way RTÉ hires new staff into the organisation will influence our success in reducing the existing gender pay gap. Through a combination of existing and new measures we will work towards achieving balance across all roles and levels across RTÉ. Interview and Assessment panels are gender balanced. Structured interviews are used in RTÉ to ensure that the process is standardised for all candidates, answers comparable and the impact of unconscious bias reduced.

While interviews tend to dominate the recruitment and selection processes in RTÉ, we will introduce more skills-based assessments as there is evidence that such skills-based assessments can improve diversity in organisations.

We have begun rolling out inclusive hiring training. During 2023, this interactive and hands-on workshop will be rolled out to all hiring managers and will discuss the main principles of inclusive hiring. These workshops will empower hiring managers and HR to continuously ensure our hiring practices are fully inclusive.

Also from next year, we will use data to monitor and track diversity at all stages of the recruitment process. The information gathered will help us to identify and address any diversity gaps.

RTÉ is in the process of a Role and Grade Review project which aims to foster greater transparency across RTÉ, by informing our employees where they 'sit' and showing them career development opportunities. This will help new hires and existing staff looking for development and promotion.

Internship Programme – RTÉ's internship programme has been designed with inclusion at its very heart. It is an invaluable opportunity for the interns to gain valuable skills and insights into working in the media. (Paid) internships are a great way for organisations to create new networks and attract candidates from a wide variety of communities. In addition, they help to future-proof the talent pipeline.

We will start a cross-industry conversation with a view to collaborate on programmes aimed at attracting women to technical or craft roles.

Improving Flexibility for All

A flexible work environment is a key element in reducing gender pay differences. A number of measures are already in place to support this aim.

Employees can apply for a variety of flexible working arrangements, such as part-time working, flexible working hours, and shorter working year arrangements. In June 2022, 16% of our employees were working part-time.

Reacting, adapting and learning from the quickly changing landscape of modern work, in October 2021 RTÉ introduced a hybrid working policy. As of November 2022, more than a quarter of our staff are benefitting from a hybrid working arrangement.

For the main family leaves of Maternity Leave, Adoptive Leave and Paternity Leave, RTÉ tops up the statutory benefit so that employees effectively remain on full pay during this period.

RTÉ allows significant flexibility beyond what is set out in legislation when it comes to Parental Leave, with employees approved to take short blocks and use parental leave as a part-time working arrangement.

Approximately 10% of our employees' avail of the benefits of some form of family leave each year. Parental leave, paternity leave and parent's leave enjoy a strong take up amongst both women and men across the organisation.

An independently run crèche is conveniently located on the RTÉ site in Donnybrook, (employees pay for it directly). There are also facilities for breast-feeding mothers. Childcare facilities at or very close to a workplace have been shown to encourage returns to the workplace after the arrival of a child.

Learning and Development Opportunities for our people

Investing in our people is one of our top priorities. Thanks to the ongoing work of a dedicated learning and development team, RTÉ Learn, we can offer a wide variety of learning opportunities to all our employees.

- Our third-level education programmes and management development courses are available to staff. Those with wide-ranging responsibilities can also participate thanks to technology and the availability of e-learning and distance-learning options.
- Access to courses via RTÉ's Learning Management System, and other online methods allow self-driven learning at a time chosen by the participant, and/or from any location
- In 2022 we launched a mentorship programme with comprehensive support and training for mentees and mentors. Guidance and advice from mentors help the mentees to get ready for the next step in their careers. We will promote gender-balanced participation among mentors and mentees on Mentorship Programme

New initiatives:

- Introduce Sponsorship Programme specifically aimed at developing female workers for jobs of a higher level
- Actively support higher participation levels from women for Management Development Programmes.
- Networking programmes. We will pilot a formal networking initiative, where our employees will be able to share career advice.

Challenges

RTÉ's aim is to lower the Gender Pay Gap we currently have. There are challenges in our ability to rapidly change our workforce, and so we are adopting a multi-year approach to addressing the Gender Pay Gap.

RTÉ's annual employee turnover, at 1.74% in 2021, is significantly below national averages (12.59%) and is at its lowest at senior levels, and among those with longest service. While it is a positive to retain organisational knowledge, it presents a challenge in changing the make-up of our teams to reflect gender and other diversity.

Recruitment of either gender into roles traditionally held by either men or women is a challenge emanating from societal biases.

Elements of RTÉ's output require some of our teams to work at 'anti-social' times. This type of output is a core element of what RTÉ does, and is unlikely to change. Paid overtime demands can also fluctuate when RTÉ covers big national and international events such as elections or Olympics.

Finally, the flexibility that RTÉ offers its workforce is a key benefit for our employees, and will continue to mean that those who avail of reduced working hours may feature more in the lower paid quartiles.

RTÉ is committed to taking on these challenges and lowering our gender pay gap over time. We plan to regularly review our progress and focus on the areas where we need to do better. We are committed to achieving greater representation and diversity within RTÉ.



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