

# RTÉ Gender Pay Gap Report 2023



RTÉ is committed to creating a workplace where every individual feels a sense of belonging, inclusion, and purpose. We want to create an environment where all employees are valued and empowered to succeed. This commitment extends to addressing the gender pay gap.

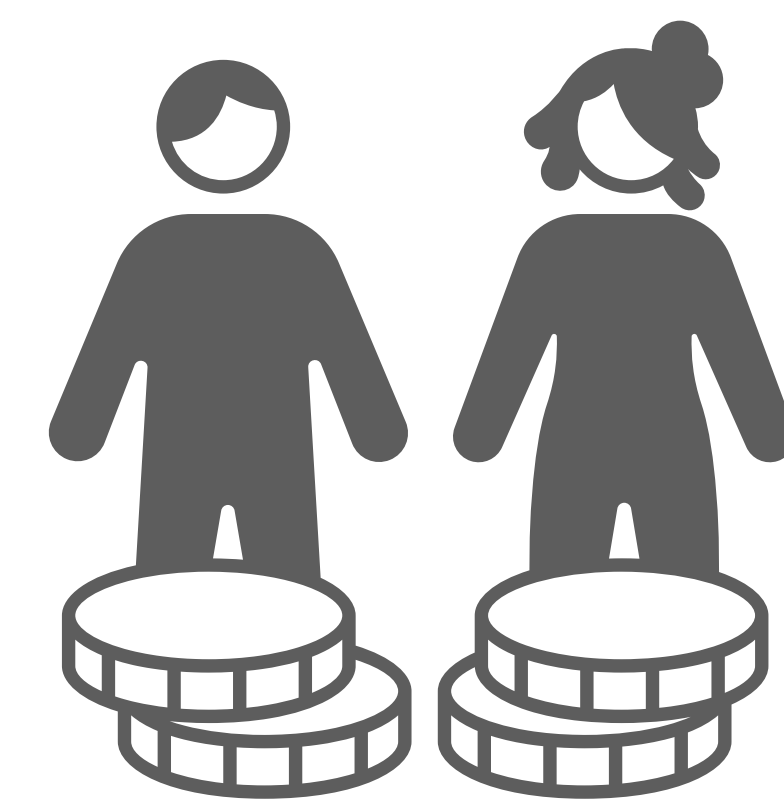
## 01 Introduction

This report sets out the gender pay gap at RTÉ, as well as other data required by the Gender Pay Gap Information Act 2021.

The report covers the 12-month period between 27 June 2022 and 25 June 2023.

## 02 Gender pay gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce.



## 03 Equal pay

Equal pay is a legal requirement to ensure that employees performing like work or work of equal value are treated the same. It is about ensuring that any differences in pay between men and women in the same job are not due to gender.

RTÉ operates within a job grade structure. There are over 160 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.

## 04 Analysis

**11.29%**

Mean gender pay gap

**9.82%**

Mean gender pay gap excluding roles with overtime

**12.75%**

Median gender pay gap

**6.27%**

Median gender pay gap excluding roles with overtime

## 05 Our employees



## 06 Conclusion

RTÉ's 2023 gender pay gap report reveals both progress and areas for improvement. We are committed to creating an inclusive workplace where all employees, regardless of gender, have equal opportunities for growth and development.

RTÉ is an organisation undergoing transformation, with greater changes likely to be on the horizon.

We want RTÉ to be a more diverse organisation at every level, reflective of the Ireland of today and where everyone feels like they belong.



	<b>2022</b>	<b>2023</b>
<b>Mean</b>	11.55%	11.29%
<b>Median</b>	13.03%	12.75%
<b>Mean without OT grades</b>	10%	9.82%
<b>Median without OT grades</b>	6.79%	6.27%
<b>Mean part-time</b>	-3.40%	15.77%
<b>Median part-time</b>	-17%	-2.23%
<b>Mean temporary staff</b>	3.10%	39.69%
<b>Median temporary staff</b>	8.30%	9.53%

	<b>2022</b>	<b>2023</b>
Mean - bonus pay	0%	0%
Median - bonus pay	0%	0%
Percentage of employees who received a bonus	M = 0% / F = 0.11%	M = 0% / F = 0.11%
Percentage of employees who received a BIK	M = 0.10% / F = 0%	M = 11.31% / F = 9.75%