

**RTÉ**

**Gender Pay Gap  
Report 2023**



# RTÉ Gender Pay Gap report / 2023

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## 1: Foreword by Kevin Bakhurst, Director-General

This is RTÉ's second annual gender pay gap report. These annual reports provide us with an important opportunity to measure our progress in this area, reflect on the results and identify areas where we can improve.

We are committed to making RTÉ a better place to work and this includes taking whatever steps we can to reduce the gender pay gap.

This report again sheds valuable light on the gender pay gap in RTÉ, the underlying reasons for this pay gap, and the challenges we face in addressing it.

The 2023 RTÉ gender pay gap report confirms that a gender pay gap does exist in RTÉ, albeit smaller than last year, and we continue to work to address this. We recognise that we can and must do better.

RTÉ's ongoing actions aimed at addressing the gender pay gap include offering a variety of flexible working policies, extensive learning and development opportunities and making our hiring processes more inclusive. Our successful internship programme and outreach activities have helped us to create new networks and attract candidates from more communities, and RTÉ is the better for it. There remains much more to do.

While there are challenges, we remain committed through a range of actions outlined in this report, on ensuring greater representation across the organisation and greater diversity, equity, inclusion and belonging in everything we do.

Thank you,  
Kevin

## 2: Executive Summary / key findings

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.

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.

Please find below a summary of the key findings and conclusions of the report.

<b>Metric</b>	<b>2023</b>	<b>2022</b>
Mean	11.29%	11.55%
Median	12.75%	13.03%
Mean without OT grades	9.82%	10%
Median without OT grades	6.27%	6.79%
Mean – bonus pay	0%	0%
Median – bonus pay	0%	0%

RTÉ's Gender Pay Gap Report for the year 2023, reflects our ongoing commitment to transparency and the pursuit of gender equality within our organisation. The overall mean gender pay gap for 2023 stands at 11.29%, a slight improvement from the previous year's figure of 11.55%. Similarly, the median gender pay gap has seen positive progress, decreasing from 13.03% in 2022 to 12.75% in 2023.

When considering employees in grades without overtime, the mean gender pay gap further narrows, with a reduction from 10% in 2022 to 9.82% in 2023. The median

gender pay gap for this group also shows improvement, decreasing from 6.79% to 6.27% over the same period.

Similarly, as with the mean and median figures, we have observed only slight changes in the gender distribution across the four pay quartiles. In 2023, the highest paid quartile had 41% women, the second highest paid quartile had 38% female representation, the third highest-paid quartile had 52% and the lowest-paid quartile had 59% women.

Part-time employees have experienced a notable shift in gender pay dynamics. In 2023, the mean gender pay gap for part-time staff is 15.77%, an increase from the negative gender pay gap of -3.40% recorded in 2022. However, the median gender pay gap for part-time staff remains negative at -2.23%.

Temporary staff members have seen a significant increase in the mean gender pay gap from 3.10% in 2022 to 39.69% in 2023. The median gender pay gap for this group has also risen, moving from 8.30% to 9.53%.

In conclusion, while progress has been made, RTÉ acknowledges the importance of sustained focus on gender equality initiatives. We are committed to thoroughly examining and comprehending the causes of these disparities, and we will continue implementing our multi-year action plan to address the gender pay gap in our organisation.

# RTÉ Gender Pay Gap 2023

11.29% (mean)	9.82% (mean / grades without overtime)	12.75% (median)	6.27% (median / grades without overtime)
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## Challenges

RTÉ is committed to addressing and reducing the gender pay gap. There are, however, several challenges when it comes to doing so.

Firstly, RTÉ's annual employee turnover was 3.14% in 2022. This is significantly below the national average for organisations of our size of 17%. Our low turnover can impact on our ability to offer our employees internal movement opportunities, as well as our ability to hire externally.

Secondly, as RTÉ is a 24/7 business, some teams are expected to work at 'anti-social' hours. This results in the requirement for paid overtime, which has been identified as a significant driver of the gender pay gap in RTÉ. In addition, the number of employees claiming overtime payments can fluctuate during the year, which can affect both the mean and the median gender pay gap.

Finally, it is well-documented that RTÉ is facing big organisational challenges and in the future it's going to be a smaller organisation. These changes will no doubt have an effect on the makeup of our workforce. Their impact on the gender pay gap will have to be closely monitored.

While we recognise that all of the points above have an impact on the gender pay gap figures in RTÉ, we remain steadfastly committed to taking those challenges on and lowering our gender pay gap overtime. This remains a priority.

### **3: GPG reporting / Methodology**

#### **Part 1 / What is GPG reporting?**

- What is the legal basis to publish this report?

The Gender Pay Gap Information Act 2021 requires organisations with over 250 employees to report on their hourly gender pay gap across a range of metrics.

- What is the gender pay gap?

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

- What are the reporting requirements?

Organisations are asked to provide details on:

- a) The mean and median pay gap in hourly pay between all male and female employees.
- b) The mean and median bonus pay gap between male and female employees.
- c) The mean and median pay gap in hourly pay between part-time male and female employees.
- d) The percentage of male and female employees who received benefit in kind.
- e) The mean and median pay gap in hourly pay between temporary male and female employees.
- f) The percentage of male and female employees in each of four pay band quartiles.

- When does the data need to be captured and when does it need to be published?

Organisations need to select a snapshot date in June. All calculations for this report are based on the employees they have on that date. The report needs to be prepared

and published six months later, in December. For RTÉ, the snapshot date was June 25<sup>th</sup> 2023, which aligns with our payroll calendar.

- What do organisations need to include in the report?

In addition to the details on the gender pay gap, organisations have to provide reasons for any such differences. They also have to set out an action plan to eliminate or reduce the gender pay gap.

## **Part 2 / Equal pay and gender pay gap**

- What is equal pay? What is gender pay gap? What are the differences?

Gender pay is not the same as equal pay.

As explained above, the gender pay gap is the difference between the average hourly earnings of all men working in an organisation and the average hourly earnings of all women working in an organisation. Gender pay gap is a broad measure, which does not take into account job roles, experience, qualifications or skills.

Equal pay, on the other hand, is a more specific concept and 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. Moreover, 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.

## **Part 3 / Methodology, data collection, definitions**

- When is the snapshot date?

The report covers the 12-month period up to 25<sup>th</sup> June 2023, the “snapshot date”. This date was chosen for 2023 as it aligns with payroll dates and allows for a year-on-year comparison.

- Who is included in the calculations?



The report takes into account everyone employed by RTÉ on the snapshot date, including employees not rostered for work on that date or on leave. It does not, however, include employees who did not have earnings in the reporting period, for example those on unpaid leave or on long-term sick leave. In addition, casual employees who are under contract, but who did not work in the reporting period, have not been considered by this report.

- What are the calculations based on?

a) 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.

b) 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.

c) Hourly rate

Each employee's hourly rate was calculated by dividing their total Ordinary Pay by their total Hours Worked.

d) 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.

e) 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.

It is important to note that the mean is sensitive to extreme values within the group.

#### f) Median pay gap

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

The median is less susceptible to the influence of extreme values.

#### g) 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.

## **4: Gender Pay Gap data**

### **RTÉ / an overview of structure**

RTÉ is Ireland's public service media, providing our audiences with compelling content 24 hours a day and 365 days a year, across TV, radio and online. Due to the nature of our work, with many programmes broadcasting live throughout the day and evening, it is often necessary for our employees to work outside of the standard operating hours.

As observed in 2022, one of the significant drivers of the gender pay gap in RTÉ is the impact of overtime. Men and women are equally represented in grades where overtime may be paid. The requirement to work overtime occurs more often in areas with more male employees, however.

At the end of December 2022, RTÉ had 1,868 employees, of which 47.43% were female and 52.57% were male. This compares to 1,871 employees on 31<sup>st</sup> December 2021, which were 48% female and 52% male. In 2022, RTÉ's full-time equivalent headcount was 1,735, which was 47% female and 53% male. Full time equivalent takes into account employees' actual working hours as compared to full

time working hours. For example, a part-time employee working four days out of five, would have an FTE of 0.8.

This year, Fair City actors are included in the report for the first time.

When it comes to RTÉ’s leadership, the 10-person Interim Leadership Board<sup>1</sup>, is comprised of 5 women and 5 men.

In addition, RTÉ’s Board<sup>2</sup> has 10 members: 4 women and 6 men.

## Gender Pay Gap Data

### Summary

In 2022, we reported an overall mean gender pay gap for all employees of 11.55% and overall median gender pay gap for all employees of 13.03%. The median gender pay gap fell to 6.79% when roles eligible for overtime were excluded. In addition, we reported a negative median gender pay gap of -17.00% for part-time employees.

### Mean Gender Pay Gap 2022 and 2023

	2022	2023
Overall mean gender pay gap for all employees based on hourly pay	11.55%	11.29%
Excluding roles with overtime	10%	9.82%
Mean gender pay gap for part-time employees	-3.40%	15.77%
Mean gender pay gap for temporary employees	3.10%	39.69%
Mean gender pay gap for bonus pay	0% (N/A)	0% (N/A)

### Median Gender Pay Gap 2022 and 2023

<sup>1</sup> The Interim Leadership Team was announced on the July 10<sup>th</sup>, 2023. It replaced RTÉ’s Executive Board.

<sup>2</sup> The RTÉ Board is the governing authority of RTÉ. The role of the Board is to guide the corporate direction and strategy of RTÉ and represent the interests of viewers and listeners, ensuring that RTÉ fulfils its statutory responsibilities in an efficient and effective manner.

	2022	2023
Overall median gender pay gap for all employees based on hourly pay	13.03%	12.75%
Median gender pay gap excluding roles with overtime	6.79%	6.27%
Median gender pay gap for part-time employees	-17%	-2.23%
Median gender pay gap for temporary employees	8.30%	9.53%
Median gender pay gap for bonus pay	0% (N/A)	0%

In 2022, RTÉ had a mean gender pay gap of 11.55% which was reduced to 10% when roles with overtime were excluded. In 2023, RTÉ's mean gender pay gap is 11.29%. When we exclude roles eligible for overtime, the mean gender pay gap in RTÉ is 9.82%.

In addition, we can report that the median gender pay gap in RTÉ in 2023 is 12.75%. This compares to 13.03% in 2022. With roles with overtime excluded from the calculations, the median gender pay gap in 2023 is 6.27%.

Observing and reporting on gender makeup across the four pay quartiles provides us with an insight into gender representation at different levels in RTÉ. In our first gender pay gap report in 2022, we noted that men outnumbered women in the two highest paid quartiles (the second highest-paid quartile had 60% men and the highest-paid had 59% men). In 2023, those figures are 59% of men in the highest-paid quartile and 62% of men in the second highest-paid quartile.

### **Bonus, Benefit-in-Kind and pay quartiles**

	2022		2023	
	Male	Female	Male	Female
Percentage of employees who received a bonus	0%	0.11%	0%	0.11%

Percentage of employees who received benefit-in-kind	0.10%	0%	11.31%	9.75%
Percentage of employees in 1 <sup>st</sup> quartile	43%	57%	41%	59%
Percentage of employees in 2 <sup>nd</sup> quartile	46%	54%	48%	52%
Percentage of employees in 3 <sup>rd</sup> quartile	60%	40%	62%	38%
Percentage of employees in 4 <sup>th</sup> quartile	59%	41%	59%	41%

## 5: Understanding the gender pay gap

The Gender Pay Gap Information Act 2021 stipulates that organisations must include in their report a statement explaining, in the employer’s opinion, the reasons for the gap. The 2022 RTÉ report focused on roles eligible for paid overtime, part-time employees, the differences across business divisions and the gender pay gap figures for management and senior roles.

To understand the RTÉ gender pay gap, we should consider our current organizational structure. RTÉ has more than 160 grades, and associated salary scales. These grades developed over the decades that RTÉ has operated and have led to a complex grading structure and associated terms and conditions. At the end of December 2022, 147 of these grades were represented on the headcount, and 75 of these grades had 5 people or fewer working in them. Where extra hours are worked, some roles are eligible for payment via overtime, some roles can't claim overtime, but can take time off in lieu, and for some roles, both are possible. Taking all of this into account means that a nuanced and careful investigation of the pay data is required.

### Roles eligible for paid overtime

One of the findings of the 2022 report was the clear distinction between roles that are eligible for overtime payments and those roles which cannot receive additional overtime payments. In 2022, the median gender pay gap for roles not eligible for paid overtime was 6.79%. On the other hand, the median gender pay gap for employees eligible for paid overtime was 13.67%.

Our findings for 2023 indicate that the considerable difference has remained between those in grades with overtime and those not eligible for overtime payments. The median gender pay gap for employees in grades with overtime is 15.47% in 2023, in contrast to 6.27% for the group of employees in grades without overtime.

This clearly shows that overtime is a considerable driver for the gender pay gap in RTÉ.

	Not eligible for overtime		Eligible for overtime	
	2022	2023	2022	2023
<b>% of employees</b>	65%	64%	35%	36%
<b>Median gender pay gap</b>	6.79%	6.27%	13.67%	15.47%

### **Roles not eligible for paid overtime**

While the median gender pay gap for employees in grades with overtime is 15.47% in 2023, the same indicator for those in grades **without** overtime is 6.27%. Currently, nearly two-thirds of our employees are not eligible for overtime.

As men are over-represented at senior levels within the group of employees in grades without overtime, this can be one of the reasons for the existence of the pay gap.

## Business divisions

Our 2022 report included median gender pay gap figures for a number of business divisions in RTÉ. The median pay gap ranged from 1.9% in the Audiences, Channels & Marketing division to 17.7% in the Operations division. The table below shows the comparison of the median gender pay gap for the same divisions between 2022 and 2023. We note that the median gender pay gap has increased for three out of five divisions (ACM, Commercial and News & Current Affairs division).

<b>Division / median gender pay gap</b>	<b>2022</b>	<b>2023</b>
Audiences, Channels & Marketing	1.9%	5.82%
Commercial	5.9%	11.93%
Content	8.7%	7%
News & Current Affairs	5.7%	9.51%
Operations	17.7%	14.55%

*Note: 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.*

## Management and senior roles

RTÉ has been consistently working towards ensuring a better representation of women in management roles.

In 2017 those earning a full-time equivalent of 90,000 Euro or over were split 68% to 32% in favour of men. In 2022, we reported that the split was 60% to 40% in favour of men and in 2023, this group is divided into 56% men and 44% women. The figure of 90,000 Euro was used first in the Mulvey Report in 2017 to denote those in management and senior roles. We use it here for consistency and multi-year comparison purposes.

Moreover, the median gender pay gap for management roles across RTÉ was 7.1% in 2022 and the indicator has remained stable at 7.08% in 2023.

## Part time workers

RTÉ offers several flexible working arrangements, part-time work being one of them. As there is a considerable flexibility when it comes to employees requesting whether to work full or part-time hours, any year-on-year comparisons of the pay gap within that cohort can be affected by who is working part-time on the snapshot date.

In 2023, 16% of our employees worked part-time on the snapshot date. As was the case in 2022, part-time work is more popular among women, with the group split 60% to 40% in favour of women.

	2022	2023
<b>Part time employees (as % of all employees)</b>	16%	16%
<b>Part time employees (female)</b>	62%	60%
<b>Part time employees (male)</b>	38%	40%
<b>Median gender pay gap</b>	-17%	-2.23%
<b>Mean gender pay gap</b>	-3.4%	15.77%

Part-time working arrangements are available across all levels of seniority within RTÉ. There are 61 grades with employees working part-time, including all management grades. The take up of part-time working arrangements in RTÉ, including by women working in senior positions, is a clear indication of RTÉ's flexible working policies having a positive effect by removing barriers to career progression for women.

## Conclusion

In conclusion and taking into account our multi-year approach to reducing the gender pay gap, while noting the organizational challenges and changes announced in November 2023, RTÉ remains committed to its efforts aimed at closing the gender pay gap.



## 6: Action plan to address the gender pay gap

In our ongoing commitment to fostering an inclusive workplace for all, the following section outlines the actions RTÉ is taking to address the gender pay gap. We recognise that an RTÉ that is diverse, equitable and inclusive benefits all employees and these initiatives are designed to bring about positive change for everyone within our organisation.

In last year's report we outlined a number of measures to support reduction of the gender pay gap over the next few years. Please see an update on these measures below.

Furthermore, there are initiatives, such as the establishment of the RTÉ Women's Network employee resource group, which provided organic and employee-led networking and knowledge-exchange opportunities.

Action	Progress / Update
Flexibility for all.	<p>RTÉ offers a wide range of flexible working opportunities: for example part-time working, flexible working hours and shorter working year.</p> <p>16% of our employees worked part-time at the snapshot date.</p> <p>23% of those captured in this report, worked part-time at some stage during the reporting period.</p> <p>Hybrid working policy has been in place since October 2021 and, currently, more than a quarter of our employees avail of a hybrid working arrangement.</p> <p>8% of our employees availed of the benefits of some form of family leave during the reporting period.</p> <p>RTÉ tops up the main types of statutory family leave payments, such as Maternity, Adoptive and Paternity Leave. This results in employees effectively remaining on full pay during the leave period.</p> <p>Furthermore, those who avail of Parental Leave, can take that time in short blocks or use it as part of a part-time working arrangements.</p>
Interview panels are gender balanced.	This is a standard part of the recruitment process in RTÉ.
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.	This is a standard part of the recruitment process in RTÉ.

<p>We will introduce more skills-based assessments as there is evidence that such assessments can improve diversity in organisations.</p>	<p>RTÉ piloted a comprehensive skills-based assessment during the internship recruitment. It allowed us to test this approach, examine its impact and discuss how and when we can introduce it on a more ongoing basis.</p>
<p>Inclusive hiring training.</p>	<p>Regular in-person and online Conscious Inclusion workshops took place between September and December 2023. They will continue throughout 2024. Feedback gathered from these sessions will allow RTÉ to design further training opportunities in the area of inclusion.</p>
<p>We will use data to monitor and track diversity at all stages of the recruitment process.</p>	<p>The D&amp;I recruitment survey is ready for deployment in Q1 of 2024.</p>
<p>RTÉ is in the process of a Role and Grade Review project which will provide new hires and existing staff with greater clarity when looking for development and promotion.</p>	<p>This project is ongoing.</p> <p>The outcome of this review will be a Job and Career Framework showing all roles in RTÉ, thereby giving greater transparency around careers and opportunities in the organisation.</p> <p>Internally, as we focus on engagement and communication, a project Steering Committee will be established in January 2024.</p>
<p>Internship Programme.</p> <p>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.</p>	<p>Our internship programme has continued to evolve and grow. In 2023 we welcomed 15 bright, enthusiastic, media-driven interns who joined us on our Donnybrook campus and in some of our regional studios.</p> <p>For the first three weeks, our interns were given the opportunity to meet with many teams across the organisation, learn about their work, the various roles involved in getting a programme to air and, most importantly, learn a wide range of new skills including storytelling, research and brief writing, broadcast compliance, legal, filming and editing skills, and more.</p> <p>At the end of this training period, interns were placed in the following areas; TV Entertainment, TV Current Affairs, Radio 1, Sport, Raidió na Gaeltachta, Nuacht, RTÉ Player, The Lab, Social Media, Marketing and PR, 2fm, Technology and Commercial.</p> <p>A successful, ongoing, and well-structured internship is crucial for RTÉ to find talent from all communities in Ireland.</p>
<p>We will start a cross-industry conversation with a view to collaborate on programmes aimed at attracting women to technical or craft roles.</p>	<p>TV studio tours featuring practical, hands-on exercises were a well-received by a diverse range of attendees. Those opportunities offered an immersive glimpse into the world of television production.</p> <p>In March 2023, RTÉ and Virgin Media Television, together with Creative Futures Academy (CFA) announced their brand new course in IADT – ‘Professional Training for Live Studio Broadcasts’.</p> <p>This innovative three-week course allowed the participants to learn from industry experts and gain experience in broadcast standard facilities. The training course was based in The National Film School at IADT, with a one-week work placement at RTÉ and Virgin Media Television.</p>

## **Learning and development**

RTÉ staff benefit from a wide range of on-site, online, internal and external learning and development opportunities. This, in turn, can help with upskilling and career (and personal) development.

In addition, RTÉ's mentorship programme pairs up employees with trained mentors with a view to offer career guidance, knowledge transfer, network expansion and personal growth. The mentorship relationship is an enriching experience for both sides with mentors honing their leadership skills, gaining new perspectives and learning from the mentees' experiences.

During the reporting period 25 people were mentored, 15 women and 10 men. RTÉ has a total of 50 trained mentors, the majority of which are women.

The courses offered by RTÉ encompass a diverse range of professional development opportunities. Some of the courses available to our staff included a Professional Diploma in Leadership and Management, Frontline Management, High Impact Leadership, Professional Diploma in Leadership, Taking the Lead - Women in Leadership and Communicating for Performance.

## **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 more change 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.

## Appendix

<b>Metric</b>	<b>2023</b>	<b>2022</b>
Mean	11.29%	11.55%
Median	12.75%	13.03%
Mean without OT grades	9.82%	10%
Median without OT grades	6.27%	6.79%
Mean part-time	15.77%	-3.40%
Median part-time	-2.23%	-17%
Mean temporary staff	39.69%	3.10%
Median temporary staff	9.53%	8.30%
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 BIK	M = 11.31% / F = 9.75%	M = 0.10% / F = 0%