

# RTÉ GENDER PAY GAP REPORT 2024

This report sets out the gender pay gap in RTÉ as required by [the Gender Pay Gap Information Act 2021](#). Our gender pay gap report is published every year, and this year covers a 12-month period up to 30th of June 2024.



## INTRODUCTION

This report provides metrics on the average hourly pay gap between men and women, broken down by all employees, part-time employees, and those on temporary contracts.

It also contains information on bonus remuneration, benefits-in-kind and the percentage of female and male employees in each quartile pay band.

## GENDER PAY GAP

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

For example, if men are more likely to hold higher-paying senior roles, while women are more often in junior roles, the average pay for men will be higher than for women overall.

## GENDER PAY GAP VS EQUAL PAY

It's important to remember that the gender pay gap is different from equal pay for equal work, which is legally required by the Employment Equality Acts.

The gender pay gap reflects the representation of men and women at different levels within an organisation.

## FINDINGS

One of the primary contributors to the gender pay gap at RTÉ continues to be the grades eligible for overtime payments.

As observed in previous years, these grades significantly influence the overall pay gap metrics.

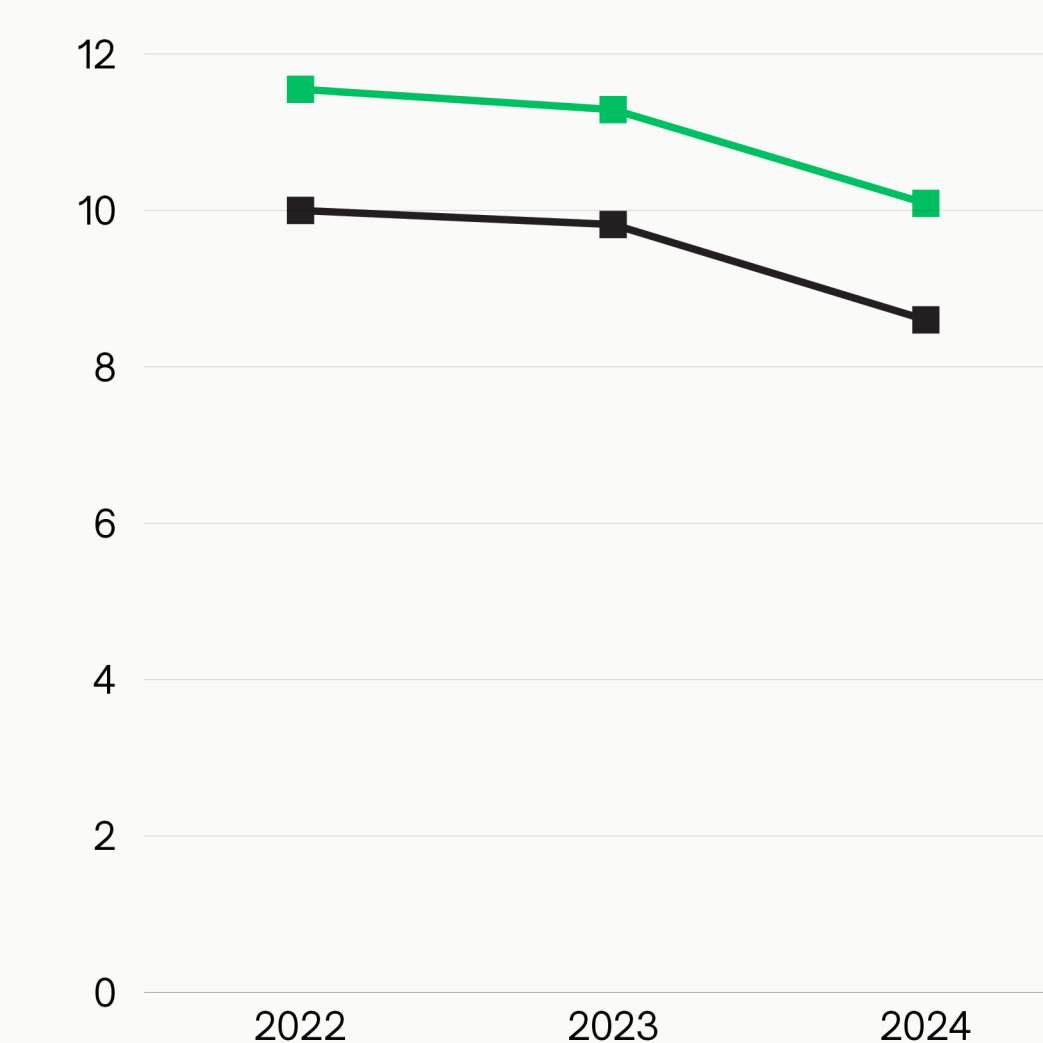
Another contributing factor is the proportion of men occupying the highest-paid and senior-level positions.

While this imbalance still impacts the gender pay gap, progress has been made since RTÉ began monitoring gender pay metrics.

## ANALYSIS

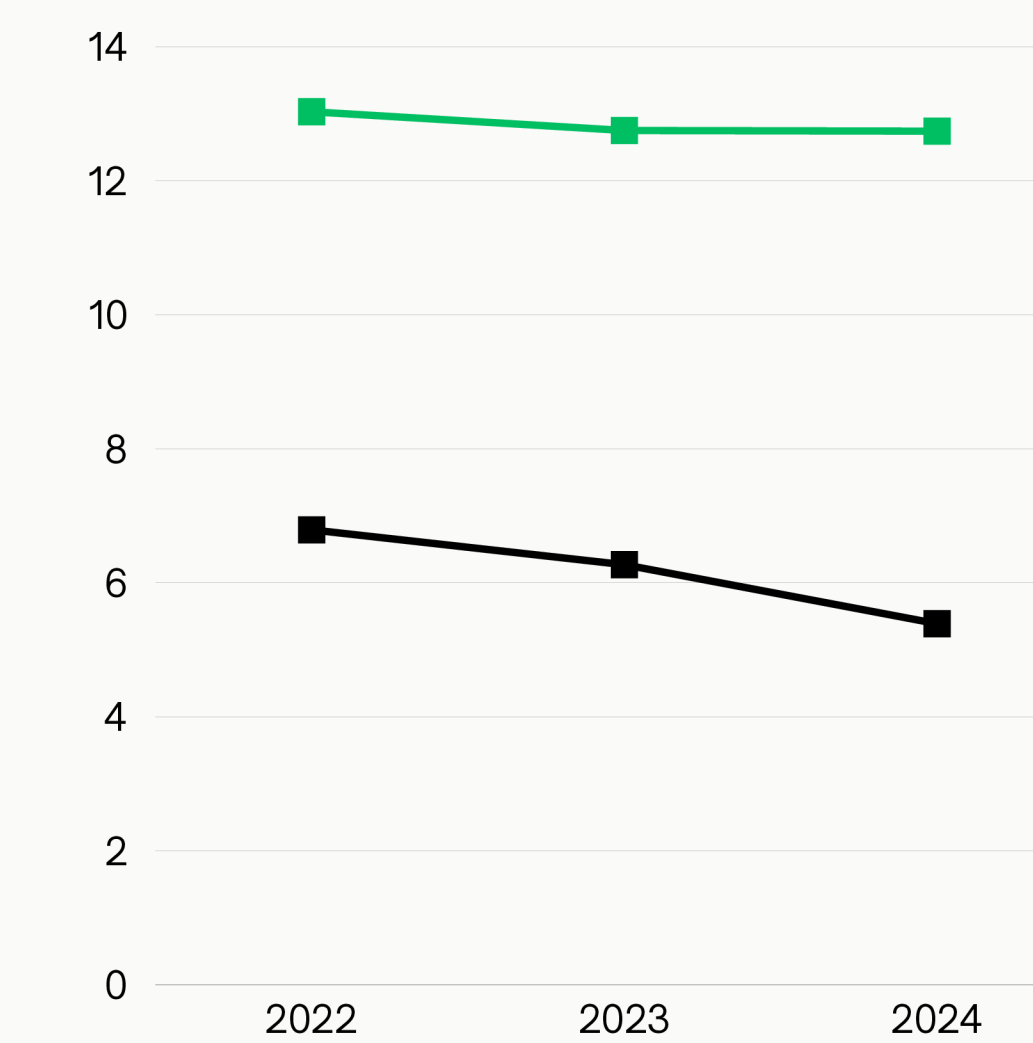
The overall mean gender pay gap decreased steadily from 11.55% in 2022 to 10.09% in 2024, demonstrating gradual progress towards addressing the gender pay gap in RTÉ.

Similarly, when excluding roles with overtime, the gender pay gap reduced from 10% in 2022 to 8.60% in 2024.



Mean gender pay gap has decreased from 11.55% in 2022 to 10.09% in 2024.

Mean gender pay gap without overtime grades has decreased from 10% in 2022 to 8.60% in 2024.



Median gender pay gap has decreased from 13.03% in 2022 to 12.74% in 2024.

Median gender pay gap without overtime grades has decreased from 6.79% in 2022 to 5.93% in 2024.



At the end of December 2023, RTÉ employed 1,836 people, with a gender breakdown of 52% men and 48% women.

## CONCLUSION

While these figures provide an updated snapshot of our organisation, addressing the gender pay gap remains a multi-year process requiring sustained focus.

With the publication of our new strategy, we anticipate future impacts on these metrics as we continue our work toward a diverse, inclusive organisation where all employees can thrive and reach their full potential.