



RTÉ



**Gender Pay gap
Report 2024**

RTÉ Gender Pay Gap Report 2024

Foreword by Kevin Bakhurst, Director-General RTÉ

This is RTÉ's third annual gender pay gap report. RTÉ's first gender pay gap report was published in December 2022 and revealed a mean gender pay gap of 11.55% and a median gender pay gap of 13.03%. In 2023, the mean gender pay gap was 11.29% and the median gender pay gap was 12.75%. This year, RTÉ's mean gender pay gap is 10.09% and the median gender pay gap is 12.74%.

As explained in the report, the gender pay gap does not mean that men and women are paid differently for the same work, but rather that men and women are represented differently across various roles and pay levels in RTÉ.

While the improvements we have made may appear small, I am encouraged to see that the trend is in the right direction, particularly given the complexity of RTÉ as an organisation which operates with a very low turnover of staff.

A number of significant factors help us understand the figures revealed in this report. As in previous years, the gender pay gap in RTÉ is driven in large part by grades eligible for overtime payments. When the gender pay gap is calculated without those grades, the mean drops from 10.09% to 8.60%, while the median is 5.39%, as opposed to 6.79%.

Another contributing factor is the proportion of men occupying the highest-paid and senior-level positions. While this imbalance remains a driver of the gender pay gap, progress has been made in addressing this issue since the organisation began actively monitoring gender pay metrics. This year, while the same number of women are represented in management positions in this reporting period, as in the last reporting period, the breakdown by management level shows the number of women at more senior levels increasing, with 10% more women at Manager Grade 2 level, and 6%

more women at Manager Grade 1 level. On our Leadership Team, five of the 11 members are women, following the additions of Mari Hurley and Patricia Monahan this year.

Fluctuations in RTÉ's headcount throughout the year to accommodate the dynamic business needs of the organisation, particularly in a year with major live sporting events and elections also have an impact on some of the findings and are more challenging to address.

These annual reports continue to provide us with important insights which allow us to measure our progress and consider how we can continue to make improvements as we move towards the implementation of RTÉ's five-year strategy and the transformation of the organisation in the years ahead and reshape our workforce. This in turn will generate the potential for increased internal movement, creating opportunities for redeployment and career progression.

In parallel to this transformation, we have outlined in the report a range of measures aimed at addressing the gender pay gap in RTÉ. These include offering a variety of flexible working options, extensive learning and development opportunities and more inclusive hiring processes, as well as our successful internship programme and outreach activities which have helped us to create new networks and attract candidates from more communities. These actions are important and RTÉ is the better for them.

There remains much more to do and we remain committed to ensuring greater representation, diversity, equity and inclusion as we continue to transform the organisation in the years ahead.

Kevin Bakhurst,
Director-General, RTÉ

Executive Summary

RTÉ is Ireland’s public service media organisation, and our purpose is to serve as an independent source of stories, news, information and entertainment for Ireland, reflecting the diversity of its people and providing experiences that enrich the lives of all.

In 2024 RTÉ announced its [new five-year strategy](#) (2025 – 2029) which focuses on transforming the organisation to meet the challenges of the evolving media landscape and changing audience habits.

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.

RTÉ’s first gender pay gap report was published in December 2022 and revealed a mean gender pay gap of 11.55% and a median gender pay gap of 13.03%. In 2023, the mean gender pay gap was 11.29% and the median gender pay gap was 12.75%.

This year, RTÉ’s mean gender pay gap is **10.09%** and the median gender pay gap is **12.74%**.

Metric	2024	2023	2022
Mean	10.09%	11.29%	11.55%
Median	12.74%	12.75%	13.03%
Mean without OT grades	8.60%	9.82%	10%
Median without OT grades	5.39%	6.27%	6.79%

Grades with overtime

As in previous years, we can observe that the gender pay gap in RTÉ is driven in large part by grades eligible for overtime payments. When the gender pay gap is calculated without those grades, we note that the mean goes from 10.09% to 8.60% and the median reduces from 12.74% to 5.39%.

Dynamic headcount needs

It's important to note that RTÉ experiences fluctuations in headcount throughout the year due to the dynamic nature of its business needs. For example, during the summer months, the increased focus on sport content often necessitates employing more staff on temporary contracts. At any given time, approximately one-fifth of RTÉ's workforce is engaged on a temporary basis in order to meet the often-changing business needs. They contribute to major sporting events, significant political and national occasions, or respond to the additional needs of the RTÉ Concert Orchestra.

Inclusive workplace & learning opportunities

RTÉ remains committed to fostering an inclusive workplace and will prioritise providing continued training and mentorship opportunities for employees at all levels.

Inclusive recruitment

Inclusive recruitment practices are essential in addressing the gender pay gap. To this end, RTÉ will focus on attracting talent from all communities, including those currently underrepresented across the organisation and particularly at senior levels.

New strategy and its impact

Over the next few years, in line with our new strategy, RTÉ aims to reduce its workforce by up to 400 employees through the voluntary exit programme, a change that is likely to influence its gender pay gap metrics.

Introduction

The purpose of RTÉ's gender pay gap report is to meet the requirements of the [Gender Pay Gap Information Act 2021](#). The gender pay gap is the difference in the average hourly wage of men and women across a workforce and the act asks us to report on hourly gender pay gap across a range of metrics.

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.

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. 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.

This gap doesn't mean men and women are paid differently for the same work, but rather that men and women are represented differently across various roles and pay levels.

What does this report include?

1: Gender pay gap metrics

This includes the metrics on the difference in the average hourly wage of men and women across a workforce, reported separately for all employees, part-time employees, and employees on temporary contracts.

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

2: Reasons for the identified pay gaps

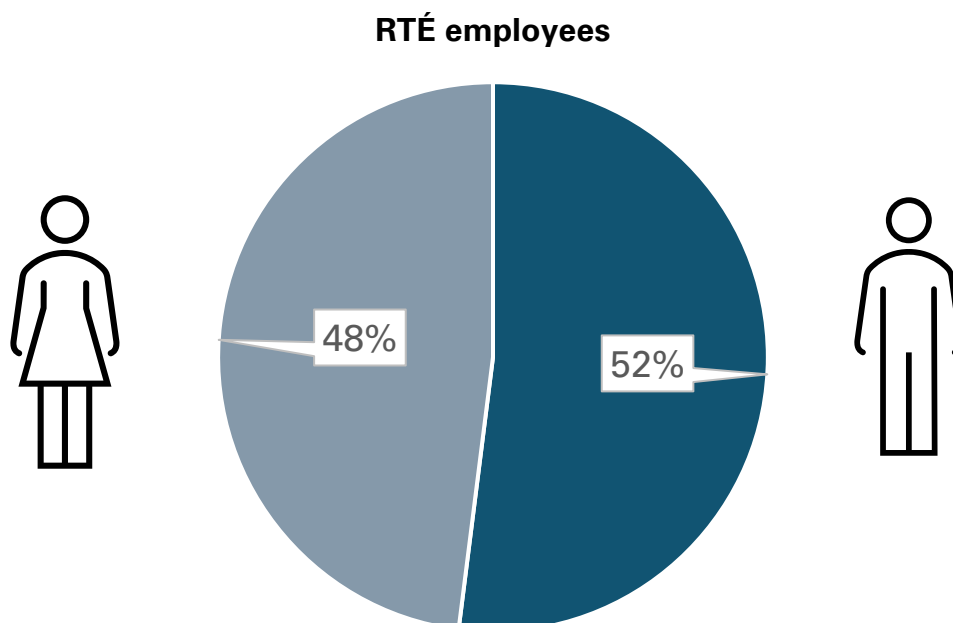
This part of the report focuses on the analysis of factors contributing to the pay gap within RTÉ.

3: Gender pay gap action plan

This section contains the details of the steps RTÉ is currently taking to reduce and eliminate the gender pay gap.

Organisational context

RTÉ is Ireland's national public service media organisation, operating across radio, television, and online platforms. We provide a diverse range of content while maintaining a 24-hour operation. At the end of December 2023, RTÉ employed 1,836 people, with a gender breakdown of 52% men and 48% women.



It's important to note that RTÉ's headcount fluctuates throughout the year in order to accommodate the organisation's dynamic business needs. For example, the summer

months often require additional temporary staff to support the increased production of sports content. At any given time, approximately one-fifth of RTÉ's workforce is employed on temporary basis to address evolving programme demands, such as facilitating major sporting events, significant political and national occasions, or providing additional personnel to the RTÉ Concert Orchestra.

In addition, this year RTÉ published its new statement of strategy, which may have implications for the organisation's gender pay gap in the coming years. Key elements of this strategy include workforce changes, providing excellent streaming products and services and regional investment, all of which could influence our efforts to achieve greater gender balance across RTÉ. Furthermore, the forthcoming voluntary exit programme and anticipated changes in employee numbers over the next few years are expected to reshape RTÉ's workforce significantly.

One important aspect of this transformation is the potential for increased internal movement, creating opportunities for redeployment and career progression. A re-skilled, smaller, and more agile workforce will likely emerge, underscoring the importance of ensuring that these changes are designed with inclusion at their core. RTÉ will integrate inclusion into every stage of this process.

Recruitment is central to any effective gender pay gap action plan. RTÉ recognises this and is dedicated to ensuring that all recruitment practices are inclusive and equitable, supporting the development of a diverse and balanced workforce.

Another pillar of our strategy is regional expansion. For instance, our investment in a new production facility in Cork is expected to enhance our regional presence. This development may lead to greater opportunities for workforce movement and diversification, helping us better reflect the communities we serve across Ireland.

In 2025 RTÉ will introduce its new career framework, capturing core jobs in the organisation and the associated skillsets in each core job and similar roles.

The career framework will give employees in RTÉ greater visibility of their role and career opportunities that exist in RTÉ. Visibility of opportunity is an important element for fostering career progression for all employees.

Gender Pay Gap Data

Mean pay gap

	2024	2023	2022
Overall mean gender pay gap for all employees based on hourly pay	10.09%	11.29%	11.55%
Excluding roles with overtime	8.60%	9.82%	10%
Mean gender pay gap for part-time employees	4.90%	15.77%	-3.40%
Mean gender pay gap for temporary employees	15.43%	39.69%	3.10%
Mean gender pay gap for bonus pay	17.85%	0% (N/A)	0% (N/A)

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.

The data shows trends in the gender pay gap across several categories from 2022 to 2024, highlighting progress as well as areas requiring improvement. 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.

However, fluctuations are evident in the data for part-time and temporary employees. For part-time employees, the pay gap increased to 15.77% in 2023 before narrowing to 4.90% in 2024. For temporary employees, the gap spiked at 39.69% in 2023 before decreasing to 15.43% in 2024.

In contrast to previous years, a gender pay gap in bonus pay emerged in 2024, reaching 17.85%.

These findings illustrate a gradual progress in terms of reducing the gender pay gap in RTÉ but also show disparities, for example in bonus pay and among temporary and part-time employees.

Median pay gap

	2024	2023	2022
Overall median gender pay gap for all employees based on hourly pay	12.74%	12.75%	13.03%
Median gender pay gap excluding roles with overtime	5.39%	6.27%	6.79%
Median gender pay gap for part-time employees	-5.16%	-2.23%	-17%
Median gender pay gap for temporary employees	9.80%	9.53%	8.30%
Median gender pay gap for bonus pay	40%	0% (N/A)	0% (N/A)

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.

The overall median gender pay gap based on hourly pay decreased marginally from 13.03% in 2022 to 12.74% in 2024. When excluding roles with overtime, the gap showed more substantial improvement, narrowing from 6.79% in 2022 to 5.39% in 2024.

For part-time employees, we can observe a negative gender pay gap. In 2022, the median woman working part-time earned 17% more than the median man, but this shrank to 2.23% in 2023 and slightly increased again to 5.16% in 2024.

Among temporary employees, the median gender pay gap widened by 1.5%, rising from 8.30% in 2022 to 9.80% in 2024.

In 2024, a gender pay gap in bonus pay emerged, reaching 40%.

Bonus and benefit-in-kind

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Percentage of employees receiving a bonus	1.66%	4.87%	0%	0.11%	0%	0.11%
Percentage of employees receiving a benefit-in-kind	18.49%	20.00%	11.31%	9.75%	0.10%	0%

The bonus reflected in this table stems from commission payments made to staff

within our Commercial division. These payments were not issued during 2022 and 2023. As per legislative requirements, RTÉ is obligated to generate commercial income, which serves as a critical funding stream for the organisation. Commission payments for exceeding targets are a standard practice among sales teams and have significantly contributed to the strong performance of RTÉ's Commercial Division.

In 2024, the percentage of employees receiving bonuses was 1.66% of male employees and 4.87% of female employees.

When it comes to the distribution of benefits-in-kind, the percentage increased year-on-year. In 2023, 11.31% of male employees and 9.75% of female employees were in receipt of BIK. By 2024, the percentage increased, reaching 18.49% for men and 20.00% for women. Revenue regulations mandate that BIK is payable on certain employee expenses and provided services that occur in normal day to day operations, for example clothing-related payments, or out of hours taxis, where required.

Pay quartiles

	2024		2023		2022	
	Men	Women	Men	Women	Men	Women
Percentage of employees in the upper quartile	59%	41%	59%	41%	59%	41%
Percentage of employees in the upper middle quartile	61%	39%	62%	38%	60%	40%
Percentage of employees in the lower middle quartile	53%	47%	48%	52%	46%	54%
Percentage of employees in the lower quartile	41%	59%	41%	59%	43%	57%

The table presents the distribution of male and female employees in RTÉ across four pay quartiles from 2022 to 2024.

In the highest pay quartile, the proportions remained consistent throughout the three years, with 59% men and 41% women.

In the upper middle quartile, men consistently made up the majority, although their representation slightly decreased from 62% in 2023 to 61% in 2024, while women's representation increased correspondingly.

In the lower middle quartile, there has been a shift over the years: women initially comprised the majority in 2022 (54%) but saw a gradual decrease, resulting in a male majority of 53% in 2024.

In the lower quartile, women consistently outnumbered men, with their representation increasing from 57% in 2022 to 59% in 2023 and remaining stable in 2024.

Analysis and Insights

Roles eligible for overtime

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.

For the reporting period, the overall mean gender pay gap stands at 10.09%. However, when employees eligible for overtime payments are excluded, this figure reduces to 8.60%. Similarly, the median gender pay gap is 12.74% overall but decreases substantially to 5.39% when overtime-eligible employees are not included in the calculation.

2024	Mean gender pay gap		Median gender pay gap	
	All employees	Without roles eligible for overtime	All employees	Without roles eligible for overtime
	10.09%	8.60%	12.74%	5.39%

Management and senior roles

Another contributing factor is the proportion of men occupying the highest-paid and senior-level positions. While this imbalance remains a driver of the gender pay gap, progress has been made in addressing this issue since the organisation began actively monitoring gender pay metrics.

This year, while the same number of women are represented in management positions in this reporting period, as in the last reporting period, the breakdown by management level shows the number of women at more senior levels increasing, with 10% more women at Manager Grade 2 level, and 6% more women at Manager Grade 1 level.

Conclusion

It is also important to consider the complexity of RTÉ as an organisation, which operates with a very low turnover of staff and is currently at the beginning stages of implementing a new strategy. This strategy is expected to have a considerable impact on the RTÉ's overall structure and performance. As such, all actions focused on addressing the gender pay gap must account for these specific organisational dynamics.

In addition, all work looking to reduce the gender pay gap in RTÉ requires a long-term perspective, as meaningful change typically unfolds over a multi-year timeline.

Actions to Address the Gender Pay Gap

Flexibility

RTÉ has continued to provide a variety of flexible working options, including part-time roles, flexible working hours, and the option for a shorter working year.

Since the introduction of the hybrid working policy in October 2021, more than a quarter of our employees have chosen to work under a hybrid arrangement.

Furthermore, RTÉ enhances statutory family leave payments, such as Maternity, Adoptive, and Paternity Leave, by topping up these payments so employees effectively remain on full pay during their leave.

In addition, employees using Parental Leave can opt to take their leave in shorter blocks or incorporate it into a part-time working arrangement, providing further flexibility.

Over 200 employees took some form of family leave during this reporting period, three quarters of which were women, and one quarter men.

A greater portion of the workforce (21%) were working part-time hours at the snapshot date for this report, with 23% of staff were part-time at some point during the year.

	2024	2023	2022
Part time employees (as % of all employees)	21%	16%	16%
Part time employees (female)	56%	60%	62%
Part time employees (male)	44%	40%	38%

Inclusive recruitment

RTÉ prioritises inclusivity and fairness in its recruitment processes through several key practices and initiatives:

Gender-Balanced Interview Panels: Ensuring gender balance on interview panels is a standard practice at RTÉ.

Structured Interviews: To standardize the recruitment process, RTÉ employs structured interviews. This approach ensures consistency, enables comparability of candidates' responses, and helps mitigate the influence of unconscious bias.

Skills-Based Assessments: Recognising the potential of skills-based assessments to enhance diversity, RTÉ piloted a comprehensive approach during its internship recruitment process. This pilot allowed for evaluation of its effectiveness and consideration of how it can be incorporated more broadly into future recruitment practices.

In 2024, we appointed a HR Manager focussing fully on recruitment, ensuring a streamlined process with inclusion embedded at every stage.

Moreover, a career framework outlining all roles within RTÉ will be introduced in 2025, providing increased transparency around career paths and opportunities across the organization.

RTÉ's Women's Network

The RTÉ Women's Network, an employee resource organization, has gone from strength to strength, fostering a sense of community and collaboration within the workplace. Through a variety of initiatives, including engaging networking events and a lively table quiz, the network has successfully brought people together, creating valuable opportunities for connection and knowledge sharing. These events not only

strengthen professional relationships but also contribute to a more inclusive and supportive work environment.

Training and development

Training and development play an important role in addressing the gender pay gap by providing employees with the skills and opportunities to progress into higher-paying positions. By encouraging ongoing professional growth, organisations can help reduce barriers to advancement and promote fairness in the workplace.

In 2024, RTÉ Learn delivered a range of training events across onsite, online, and offsite settings, enabling employees to enhance their skills and engage in cross-organisational learning. Many staff also participated in accredited professional development courses to support their career growth. RTÉ Learn works closely with teams to source trainers and design courses tailored to their evolving needs.

Internship

A well-structured internship programme is essential for RTÉ to discover talent from all communities across Ireland.

In 2024, RTÉ continued its successful internship initiative, welcoming 14 interns for a paid six-month placement. These interns were assigned to a variety of areas within the organisation, ranging from radio to sports, with placements both in Dublin and an Gaeltacht.

Outreach

Outreach plays a vital role in attracting a variety of candidates interested in working in RTÉ. Throughout the reporting period, RTÉ hosted several key initiatives aimed at engaging individuals interested in pursuing careers in media. These events provided opportunities for staff from News and Current Affairs, RTÉ Investigates, and Radio to share their skills, expertise and passion. Additionally, RTÉ organised a series of in-depth

tours, offering participants a comprehensive look at the diverse roles essential to media production, including key technical positions.

Conclusion

This report has provided the information on the gender pay gap metrics in RTÉ as outlined in the Gender Pay Gap Information Act 2021.

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.

Contact Information

If you require additional information about the report or would like to leave your feedback, please contact:

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