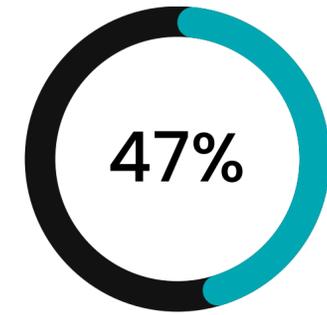


RTÉ Gender Pay Gap Report 2025



At the end of December 2024, RTÉ employed 1,853 people, with a gender breakdown of 53% men and 47% women.

This report sets out the gender pay gap in RTÉ as required by the Gender Pay Gap Information Act 2021.

This report is based on a snapshot date of 30th June 2025, capturing RTÉ's workforce composition at a pivotal moment, as we begin to implement the New Direction strategy. For our teams this strategy will bring many changes, changes in what we do, how we work, and changes arising from a Voluntary Exit Programme with exits starting in Q4 2025.

These figures therefore represent an important baseline, documenting where the organisation stands now, just before the transformation that will shape future reporting periods.

01 Gender Pay Gap

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

This report provides metrics on the average and median 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.

02 Gender Pay Gap and Equal Pay

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.

03 Findings

8.85%	6.52%
Mean Gender Pay Gap	Mean Gender Pay Gap without overtime grades
11.18%	3.20%
Median Gender Pay Gap	Median Gender Pay Gap without overtime grades

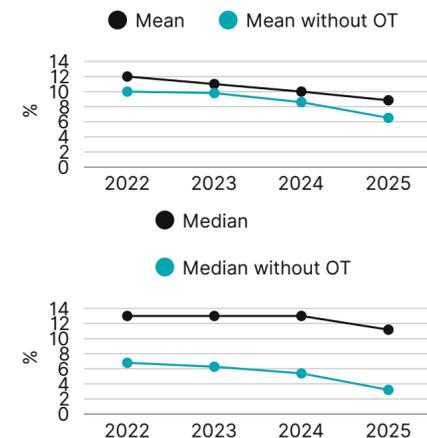
04 Analysis

The overall **mean gender pay gap** has decreased steadily from 11.55% in 2022 to 8.85% in 2025, demonstrating gradual progress towards addressing the gender pay gap in RTÉ.

When excluding roles with overtime, the mean gender pay gap reduced from 10% in 2022 to 6.52% in 2025.

The overall **median gender pay gap** has also decreased steadily from 13% in 2022 to 11.18% in 2025.

When excluding roles with overtime, the median gender pay gap has reduced from 6.79% in 2022 to 3.20% in 2025.



05 Drivers

Three primary factors shape RTÉ's gender pay gap:

1: Overtime-eligible grades: Staff grades that receive overtime payments significantly impact the overall figures. Excluding these grades, the mean gender pay gap stands at 6.52% and the median at 3.20%.

2: Senior representation: There is a gender balance across the Leadership Team and RTÉ Board, and there is a 45:55 female to male gender ratio across all management grades.

The organisational transformation now underway is expected to create further opportunities to accelerate the progress to bring more female representation at a senior level through possible increased internal mobility.

3: Operational fluctuations: Headcount variations throughout the year, driven by live events, staff movements and operational needs, create natural shifts in the metrics that require longer-term tracking to fully assess.

06 Action plan

1: Flexible Working: Offering flexible working arrangements helps employees balance work and personal responsibilities, which supports career progression for all genders and reduces barriers that may disproportionately affect women.

2: Inclusive Recruitment Practices: Recruitment practices such as gender balanced interview boards and varied recruitment methods that include assessments as well as interviews create equal opportunities at recruitment and advancement.

3: Training and Development: Providing access to training and development ensures all employees have the tools to grow their careers, reducing skill gaps and supporting progression into higher-paid roles.

4: Employee Groups: The RTÉ Women's Network was established in 2023 and continues to provide opportunities for women to network, to provide peer support, adding to a more inclusive workplace.

5: Outreach and Opportunity: Engaging with schools, colleges, and communities through our Internship, Jumpstart and other avenues broadens access to opportunities and encourages a diverse talent pipelines, which is key to long-term pay equity.

07 Conclusion

As RTÉ's transformation continues, this report provides a crucial baseline against which future progress can be measured. The Voluntary Exit Programme and restructuring now in progress will reshape the workforce and are expected to be reflected in subsequent annual Gender Pay Gap reports and Annual Reports.

These changes present opportunities to actively create pathways for career progression and redeployment that can contribute to more balanced representation across all levels. Annual reporting remains a vital tool for measuring progress, identifying persistent barriers, and ensuring accountability as RTÉ builds its future workforce.

	2025	2024	2023	2022
Overall mean gender pay gap for all employees based on hourly pay	8.85%	10.09%	11.29%	11.55%
Excluding roles with overtime	6.52%	8.60%	9.82%	10%
Mean gender pay gap for part-time employees	10.49%	4.90%	15.77%	-3.40%
Mean gender pay gap for temporary employees	15.27%	15.43%	39.69%	3.10%
Mean gender pay gap for bonus pay	36.60%	17.85%	0% (N/A)	0% (N/A)

Table 1: Mean Gender Pay Gap across all metrics between 2022 and 2025.

	2025	2024	2023	2022
Overall median gender pay gap for all employees based on hourly pay	11.18%	12.74%	12.75%	13.03%
Median gender pay gap excluding roles with overtime	3.20%	5.39%	6.27%	6.79%
Median gender pay gap for part-time employees	-0.10%	-5.16%	-2.23%	-17%
Median gender pay gap for temporary employees	7.02%	9.80%	9.53%	8.30%
Median gender pay gap for bonus pay	44%	40%	0% (N/A)	0% (N/A)

Table 2: Median Gender Pay Gap across all metrics between 2022 and 2025.

	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage of employees in the upper quartile	58%	42%	59%	41%	59%	41%	59%	41%
Percentage of employees in the upper middle quartile	59%	41%	61%	39%	62%	38%	60%	40%
Percentage of employees in the lower middle quartile	53%	47%	53%	47%	48%	52%	46%	54%
Percentage of employees in the lower quartile	41%	59%	41%	59%	41%	59%	43%	57%

Table 3: Percentage of employees across four pay band quartiles. Broken down by gender. Between 2022 and 2025.

	2025		2024		2023		2022	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage of employees receiving a bonus	1.70%	5.51%	1.66%	4.87%	0%	0.11%	0%	0.11%
Percentage of employees receiving a benefit-in-kind	23.1%	24.7%	18.49%	20.00%	11.31%	9.75%	0.10%	0%

Table 4: Percentage of employees receiving a bonus. Percentage of employees receiving a benefit-in-kind. Broken down by gender. Between 2022 and 2025.