

TG4

2025 Gender Pay Gap Report

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1. Executive Summary

1.1. Background

Since 2022, Gender Pay Gap (“GPG”) reporting has been a legal requirement following the enactment of the Gender Pay Gap Information Act, 2021. As of 2025, organisations of 50 or more employees are required, on an annual basis, to calculate and publish their GPG, and to publish, in the employer’s opinion, the reasons for any differences, and, the measures (if any) being taken, or proposed to be taken, by the employer, to eliminate or reduce such differencesⁱ.

This is TG4’s (“TG4”)’s first year publishing its gender pay gap report. The purpose of this report is to present TG4’s 2025 GPG data against the legislative requirements, analyse the key drivers of the gap noted and suggest a series of recommendations for the organisation to consider implementing to further address the gap.

1.2. TG4 Gender Pay Gap Figures

Table 1 provides a summary of TG4’s 2025 headline GPG figures in accordance with the requirements of the Gender Pay Gap (Information) Act, 2021:

All Employees	2025 Figure
Mean hourly pay gap	2.03%
Median hourly Pay Gap	-0.01%
Fixed-Term Contracts	
Mean hourly pay gap	1.04%
Median hourly pay gap	-8.66%
Part-Time Employees	
Mean hourly pay gap	2.38%
Median hourly pay gap	-15.92%
Bonus Pay	
Mean bonus gap	0%
Median bonus gap	0%
Percentage of male employees who received a bonus	0%
Percentage of female employees who received a bonus	0%
Benefit-in-Kind (“BIK”)	
Percentage of male employees who received BIK	0%
Percentage of female employees who received BIK	0%

Fig 1. Summary of TG4’s 2025 GPG Figures

Quartile data

Male and female employees in TG4 fall within the following pay quartiles:

Quartile Percentages		
	% of Males	% of Females
Q4 - Upper Income Quartile	37.5%	62.5%
Q3 - Mid Upper Income Quartile	43.75%	56.25%
Q2 - Mid Lower Income Quartile	50%	50%
Q1 - Lower Income Quartile	32.35%	67.65%

Fig 2. Summary of TG4's 2025 Quartile Data

1.3. Analysis of GPG

The following insights and analysis have been extracted from TG4's 2025 Gender Pay Gap of 2.03%:

- TG4's mean GPG for 2025 is 2.03%, significantly below the national average figure of 8.6%. This figure is recognition of the positive gender balance in place at all levels of the Organisation, particularly in management and senior management cohorts of staff.
- The small gap can be explained by the fact that historically the balance of male to female staff was much greater and that there are many males with longer service in the organisation. This is being counterbalanced in recent years by the impressive rebalancing of the male-female staffing ratio, the higher influx of female employees and the rapid progression of females to higher grades in the organisation.
- TG4 has an overall headcount of 128, consisting of 52 male employees and 76 female employees, equating to a 41% and 59% split respectively. When examining how these employees are divided across the four quartiles provided above, there is a slight overrepresentation of female employees in the lower (67.65%) quartiles and in the mid-upper (56.25%) and upper (62.5%) quartiles. This serves to lower the mean and median male hourly rates and increase the commensurate female hourly rates, resulting in the mean and median GPG of 2.03% and -0.01% respectively.
- There is a mean GPG of 1.04% and a median GPG of -8.66% amongst fixed-term employees. All employees on fixed-term contracts in TG4 are in junior/entry-level positions within the Organisation, with the exception of a small cohort of male employees at a higher grade which disproportionately increases the average male hourly rate compared to the average female hourly rate, resulting in the mean GPG figure of 5.63%, though this figure remains well below the national average of 8.6%.
- The mean and median GPG amongst part-time employees is 2.38% and -15.92% with a balanced uptake of part-time working between male and female employees reflective of overall headcount.
- No TG4 employees received any bonuses or BIK and thus, there is no dataset to determine GPG between employees regarding these payroll elements.

1.4. How TG4 is Addressing its Gap

TG4 is addressing its gap through the following measures:

- TG4 has a published Equal Opportunities Statement highlighting its commitment to a culture of equality, diversity and inclusion for all stakeholders, regarding gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveler community.
- TG4 also has a policy on diversity, fairness and inclusion which commits to devise and implement policies and practices that respect diversity, provide a balance of opportunity and ensure that no job applicant, employee, customer or business associate receives less favour than applicants, employees, customers or other business associates.
- Additionally, TG4's hybrid and flexible working policy supports employees with caring and family responsibilities, particularly benefiting working mothers.

- TG4 has a suite of supportive and inclusive policies that match and at times surpass the statutory minimums set out in employment legislation and top up salaries in several policy areas including maternity leave, paternity leave and adoptive leave beyond minimum statutory requirements.
- In addition, the organisation has also implemented several important EDI-related policies such as fertility treatment leave and a menopause policy. These additional policies would be considered best in practice and demonstrate the organisation's commitment to ensuring the wellbeing and health of their employees and creating an inclusive culture where staff feel supported and encouraged.

2. Introduction & Approach

2.1. Introduction

Forvis Mazars were engaged by TG4 (“TG4”) to calculate and report on its GPG as at 13th June 2025 in accordance with the Gender Pay Gap Information Act, 2021, which requires employers with 50 or more staff to report its gender pay gap data for a snapshot date in June. With 128 employees, this is TG4’s first year publishing its GPG calculations and report.

This report provides a summary of the background to GPG reporting, the reporting requirements as set out by the Act, TG4’s GPG results for 2025 and a number of recommendations for TG4 to further address its GPG and further improve gender equality at all levels in the organisation.

2.2. Understanding the Pay Gap & Key Calculations

What is Gender Pay Gap Reporting?

A pay gap is the difference in average pay between two groups (e.g. men and women), regardless of job role or seniority. The Gender Pay Gap Information Act, 2021 and associated regulations requires employees to report their gender pay gap each year, and the measures that are being taken to eliminate or reduce the gap. The Gender Pay Gap Information Act was enacted in July 2021 and introduced a requirement for organisations of 250 or more employees to annually publish their gender pay data, starting from 2022. As of 2025, organisations with more than 50 employees are required to report.

How is it Different to Equal Pay?

Equal pay is concerned with any differences in pay between men and women who carry out equal work. Legislation makes it unlawful to pay one group less than another for equal work, unless there is a material reason not related to gender.

What is the Mean Pay Gap?

The mean is the statistical average of a set of data. In the context of GPG reporting, the mean GPG is the difference between women’s mean hourly pay and men’s mean hourly pay.

What is the Median Pay Gap?

The median is the middle score for a set of data that has been arranged in order of magnitude. In the context of GPG reporting, the median GPG is the difference between women’s median hourly pay (the middle-paid woman) and men’s median hourly pay (the middle-paid man).

What are Quartile Bands?

Quartile refers to the division of employees into four even segments based on the value of their hourly wage and looking at the proportion of male and female employees in each segment. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

2.2.1. Comparing Median and Mean GPG

Mean and Median GPG offer different perspectives to understand an employer’s pay practices. The median figure is often considered the more useful considering it is less swayed by extreme figures at either end of the pay spectrum. The influence of ‘extreme’ figures of those top earners on the gender pay gap is therefore very important, and a crucial reason the mean is a key figure in gender pay gap reporting. The difference between these two figures however can bring keen insights into the pay structure at an organisation.

The presence of a group of very low earners can swing the mean to below the median. Conversely, a small group of very high earners can sway the mean to greater than the median. Organisations with greater mean than median gender pay gap will therefore likely observe a statistically outsized number of men occupying top positions in the upper quartile of earners and women occupying the bottom two quartiles.

Under the Act, organisations such as TG4 are required to report on:

1. **Hourly Pay:** the difference between the mean and median hourly pay of male and female employees.
2. **Bonus Pay:** the difference between the mean and median bonus pay of male and female employees, and the percentage of male and female employees who received a bonus.
3. **Part-Time Pay:** the difference between the mean and median hour pay of part-time male and female employees.
4. **Temporary Contracts:** the difference between the mean and median hourly pay of male and female employees on temporary contracts.
5. **Benefit in Kind:** the percentage of male and female employees who received benefits in kind.
6. **Quartiles:** the percentages of male and female employees in the lower, lower middle, upper middle and upper income quartiles.
7. **Context:** the reasons for any gender pay gaps.
8. **Actions:** the measures (if any) that the employer is taking to eliminate or reduce the gap.

2.3 Context to Gender Pay Gap Reporting

As explained, GPG refers to the difference in the average gross hourly earnings of male and female paid employees across a workforce, not just men and women working in the same role. When an organisation calculates the gender pay gap, it does not identify or indicate if there is any bias or discrimination present.

Europe

In 2023, women in the EU were paid on average 12% less per hour than men ¹. While this figure has remained relatively unchanged in the last decade, GPG has decreased in many countries over the same time period. There is great variation in GPG between European countries. It ranges from less than 5% in Luxembourg, Romania, Slovenia, Italy and Belgium to over 18% in Czechia, Austria and Latvia ².

At a European Union level, the Pay Transparency Directive came into effect on the 7th of June 2023, and required to be commenced in Ireland within three years. This Directive introduces GPG reporting obligations across Europe and aims to eliminate unequal pay for equal work. This legislation differs from pre-established legislation in Europe, the UK and recently enacted legislation in Ireland, in a few significant ways. Under the Gender Pay Gap Information Act in Ireland, organisations are required to calculate aggregate pay differences based on gender. Under the Directive however, the gender pay gap will be calculated based on a one-to-one comparison between equal work, or work of equal value. Furthermore, Ireland treats pay gap data as legally privileged, however this would not be the case for the Pay Transparency Directive, potentially meaning disadvantaged employees could bring claims for full recovery of back-pay with interest. Another change is that under the terms of the Pay Transparency Directive, employers will need to ensure that initial pay levels or ranges are published in job vacancy notices or provided to applicants before interview. Once in a role, employees will be entitled to ask their employer for information on average pay levels broken down by gender and the criteria used for pay and career progression ³.

The Directive requires organisations with more than 250 employees to report annually on GPG. Smaller organisations (initially those with over 150 employees) are required to report every three years ⁴. If an organisation reports a GPG of more than 5% that cannot be explained by objective, gender-neutral criteria, a joint pay assessment must be carried out in partnership with workers' representatives. EU members now have until the 7th June 2026 to incorporate the directive into their national legislation.

Ireland

Ireland's gender pay gap for 2023 was lower than the EU average, coming in at 8.6% for 2023 i.e. the average male earned 8.6% more than the average female⁵. For males, the mean earnings were €27.73 with 35.7 mean paid weekly hours. In comparison, the mean earnings for women were €25.06 with 30.01 mean paid weekly hours. Looking at economic sectors, the highest GPG was in the financial, insurance and real estate sector which had an average GPG of 24.7% (average hourly earnings of €41.93 for males and €31.50

¹ ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

² https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

³ www.consilium.europa.eu/en/press/press-releases/2023/04/24/gender-pay-gap-council-adopts-new-rules-on-pay-transparency/

⁴ Ibid

⁵ ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

for females). The education sector had the lowest GPG at 2.7% where males earned €36.64 on average per hour while women earned €35.65⁶. Figures for Ireland's 2024 GPG are yet to be released.

2.4 GPG Over the Course of a Year

GPG is by no means a stationary figure and is calculated through a simplistic calculation of gross earnings by men and women and the difference in pay using median and mean figures. As the composition of the workforce changes over the year, and where businesses experience higher attrition rates, the gender pay gap changes with it.



Fig 4. GPG Over Time

Figure 4 above is an example from the CIPD who charted their pay gap monthly for a year, demonstrating how it can change significantly, in this case nearly by a factor of two, within a relatively short period.

2.5 The 30% Club Ireland

The 30% Club in Ireland is a working group of senior leadership from around the country committed to better gender balance at all levels of their organisation through voluntary actions. Following the Club achieving several of its stated goals from its 2015 founding, it provides a strong voice of advocacy for improving gender representation at all grades across all sectors of the Irish economy.

2.6 Understanding the Differences Between Male and Female Career Cycles

While calculating and interpreting gender pay data is an important step in identifying any pay inequality in an organisation, it is important to understand that the gender pay gap is not purely about comparing the salaries of men and women. Rather, it is about understanding the differences in how male and female careers evolve over time, identifying solutions to ensuring that male and female career cycles develop on a par with one another.

One of the biggest factors in the difference between male and female career cycles is the gender imbalance of parenting and childcare responsibilities. Historically, women shoulder a greater amount of the parenting, childcare and other caring responsibilities compared to men, and are therefore more likely to avail of part-time or flexible working options. This trend still exists in modern workplaces, with a recent study conducted by the Central Statistics Office finding that 50.2% of eligible fathers availed of their paternity benefit entitlement in 2020. This imbalance has continued to be facilitated and enabled in the workplace through employers' reluctance to enable 'shared parenting' where both men and women are actively encouraged to assume parenting/childcare responsibilities.

People who work full-time are perceived as accumulating valuable skills and experience, while those who take time out, or who work part-time (even for only a limited period) are considered to acquire less human capital; this reduction in human capital is also perceived as permanent. According to a study conducted by the European Parliament, only 8.7% of men in the EU work part-time compared to 31.3% of women, while women are also much more likely to take career breaks and utilise flexible working arrangements for care

⁶ Ibid

and family responsibilities⁷. As a result, women typically not only earn less than men per hour, they also spend fewer hours in paid work than men on average, and more hours in unpaid work⁸.

There are three key areas that organisations can target to positively address any imbalances between male and female career cycles:

Culture

There are numerous quick-wins and long-term actions organisations can take to address the Gender Pay Gap from a cultural point of view. This can include facilitating management meetings at a more accessible time (e.g. avoiding early morning or late-evening meetings to avoid childcare needs). The buy-in of executive management is key to top-down positive change in an organisation's culture. Senior male executives should be seen to avail of childcare/parenting responsibilities or flexible working options by more junior male employees. This can help to remove the stigma of men assuming such responsibilities and can have an organisation-wide impact. Similarly, executive management should engage and promote the Diversity & Inclusion agenda of the organisation.

Confidence

Many entry or junior female employees can be discouraged from progressing their careers in organisations without balanced representation at management and executive level. Organisations should identify the potential in junior female employees, supporting and encouraging them to grow and make the next step in their careers. This can include the implementation of mentors, both male and female, to provide advice and guidance to entry-level employees in the organisation.

Championing

Visibility of female executive management figures is key for progressing the careers of female employees. Organisations should provide their junior female employees with access to such female leaders so they can get an understanding of the challenges these role models faced and the lessons and experiences they have faced in their careers, both positive and negative. Where such female leaders and role models are not in place internally, many organisations now bring in external speakers to speak with employees during events such as International Women's Day. This can provide female employees with a clear pathway for progression and a clear demonstration of the organisation's commitment to the development of female employees.

2.7 GPG reporting & Wider Engagement with EDI

The business case for GPG reporting, and the wider spectrum of EDI, is stronger than ever. Systemic, business-led approaches to the EDI spectrum are now showing the potential to outperform industry peers on profitability and overall business performance.

Research has found that diverse organisations are more profitable. A study conducted by McKinsey determined that as of 2024, organisations in the top quartile of gender diversity on executive teams were 39% more likely to experience above-average profitability than peer organisations in the bottom quartile, a significant increase from the original figure of 15% determined in 2017⁹.

It has also been found that diverse organisations are more innovative. A catalyst study revealed that, over a period of three years, organisations with higher diversity in management earned 38% more of their revenues, on average, from innovative products and services than those of lower diversity¹⁰.

Diverse organisations are more attractive to top talent. A recent study from the International Labour Organisation found that organisations with inclusive business practices and cultures are 57.8% more likely to improve their reputation as a result¹¹.

⁷ www.europarl.europa.eu/news/en/headlines/society/20200109STO69925/understanding-the-gender-pay-gap-definition-and-causes

⁸ ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en

⁹ www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-matters-even-more-the-case-for-holistic-impact

¹⁰ www.catalyst.org/research/why-diversity-and-inclusion-matter/

¹¹ The Business Case for Change, Women in Business and Management, ILO, 2019

Diverse organisations are more productive. Average employee productivity growth was found to be higher in organisations where three or more women were employed at Board of Director level compared to those that had just a single or no female representatives on Boards of Directors¹².

External EDI Accreditation

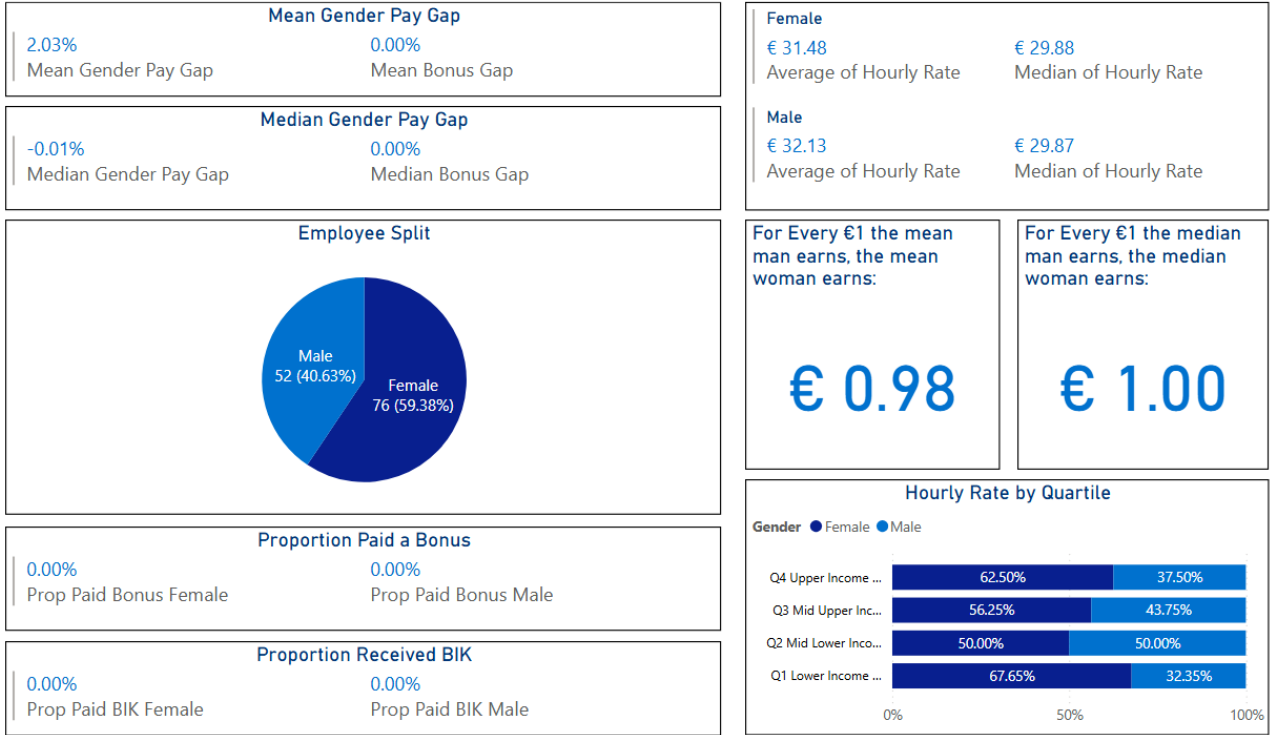
TG4 has not yet achieved an external EDI accreditation for the organisation. Accreditations such as the Irish Centre for Diversity (“ICD”)’s Investors in Diversity awards provide opportunity for organisations to recognise the positive strides and achievements with regard to EDI, increasing an organisation’s brand as a diverse employer both internally and externally. The pursual, and subsequent achievement of such an accreditation, helps increase TG4’s appeal for prospective candidates as well as further improving corporate culture. TG4 is exploring this option at present.

¹² medium.com/@opendatacharter/covid-19-and-the-gender-pay-gap-challenges-and-solutions-fe42380f36e1

3. TG4 GPG Dashboard for 2025

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025



4. Detailed Insights

4.1 Overall GPG

TG4's mean GPG for 2025 is 2.03%, meaning that for every €1 the average male employee earns in TG4, the average female employee earns 98c. This mean GPG figure is significantly below the national average figure of 8.6%, and is recognition of the positive gender balance in place at all levels of the Organisation, particularly in management and senior management cohorts of employees.

TG4's median GPG for 2025 is -0.01%, meaning that meaning that for every €1 the average male employee earns in TG4, the average female employee also earns €1.

These figures highlight the strong position TG4 is in with regards to gender balance and gender representation throughout the Organisation. All four pay quartiles are relatively balanced compared to TG4's overall headcount of 59% female employees and 41% male employees, leading to a minimal difference in both the mean and median hourly rates between men and women.

Whilst its GPG figures for 2025 are a positive for the Organisation, TG4 leadership remain committed to both fully addressing GPG and continuing to build an inclusive and diverse culture where employees of all backgrounds, not just gender, feel they belong and can contribute to this positive culture.

4.2 Male and Female Career Cycles Within TG4

Despite only having a relatively small mean GPG of 2.03% for 2025, TG4 leadership remain committed to addressing any pay gaps between male and female employees. In general, one of the key contributors to GPG is an overrepresentation of female employees availing of flexible working practices compared to their male counterparts, as this can have a subsequent impact on career development and reduced working hours, resulting in reduced value of benefits for female employees. Flexible working practices typically include:

- Part-time working
- Assuming parenting responsibilities and availing of associated protected leaves
- Fixed-term contracts

For TG4, of the 128 employees included in the GPG analysis for 2025, 21 employees in TG4 work on fixed-term contracts, 81% of whom are female employees and 19% are male. There is a mean GPG of 1.04% and a median GPG of -8.66% amongst fixed-term employees. All employees on fixed-term contracts in TG4 are in junior/entry-level positions within the Organisation, with the exception of a small cohort of female employees at more senior grades which disproportionately increases the median female hourly rate compared to the median male hourly rate, resulting in the median GPG figure of -8.66%, though this figure remains well below the national average of 8.6% in favour of male employees. 22% of female employees in TG4 are employed on fixed-term contracts compared to 8% of male employees, and it is therefore a priority to encourage a greater distribution of male and female employees on fixed term contracts more closely aligned to overall headcount to reduce any imbalances in male and female career cycles.

There are 9 part-time employees in TG4, with a mean GPG of 2.38% and a median GPG of -15.92%. The uptake of part-time working arrangements closely align with overall headcount, with 37.5% of part-time employees being male and 62.5% being female compared to the overall gender breakdown of 40% male, 60% female. This positive figure is recognition of the positive work being done to encourage the uptake of part-time working by both male and female employees.

Based on the above, there are minor but important differences between male and female career cycles which employers need to be cognisant of. In TG4's case, female employees are more likely to avail of flexible working arrangements such as fixed-term contracts compared to overall headcount. There is also a clear pattern of whether male and female employees are more likely to assume parenting responsibilities through availing of unpaid leave, protected leave and other family leave practices.

TG4 leadership are aware of the impact of male and female career cycles on GPG and wider equality and continue to monitor this data to determine if any difference arises between career cycles which needs correcting and is invested in ensuring that gender balance at all levels is reflective of the overall headcount of the organisation.

4.3 Quartile Data

TG4 has an overall headcount of 128, consisting of 52 male employees and 76 female employees, equating to a 41% and 59% split respectively. When examining how these employees are divided across the four quartiles provided above, there is a relative overrepresentation of female employees in the lower (67.65%) quartiles and upper (62.5%) quartiles, whilst there is a relative underrepresentation of female employees in the mid-upper (56.25%) and mid-lower (50%) quartiles.

TG4 is committed to ensuring that its progression pathways remain balanced at all levels of the Organisation, and TG4 leadership aims to ensure that its overall employee split of 41% male employees and 59% female employees is reflected at all levels, addressing any overrepresentation or underrepresentation and thus, addressing GPG.

This is a long-term goal for TG4 and aims to be delivered by ensuring the strong pool of female talent in the lower-income quartiles progress into more senior positions in the medium to long-term.

4.4 Bonus Gap

No TG4 employees received any bonuses or BIK and thus, there is no dataset to determine GPG between employees regarding these payroll elements.

5. How TG4 is Addressing its Gap

5.1 EDI Related Policies & Practices

TG4 has a published Equal Opportunities Statement highlighting its commitment to a culture of equality, diversity and inclusion for all stakeholders, regarding gender, civil status, family status, sexual orientation, age, disability, race, religion, and membership of the Traveler community.

TG4 also has a policy on diversity, fairness and inclusion which commits to devise and implement policies and practices that respect diversity, provide a balance of opportunity and ensure that no job applicant, employee, customer or business associate receives less favour than applicants, employees, customers or other business associates. In addition, TG4 will ensure that their policies and other practices reflect their commitment to treating people fairly, promoting an integrated way of working and respecting the dignity of employees at all times.

This statement highlights a number of practices TG4 has undertaken to achieve its stated commitment, including:

- Leading by example by treating all members of the TG4 community in a dignified and respectful manner.
- Dealing with unacceptable behaviour in accordance with relevant policies.
- Increasing awareness of diversity, fairness and inclusion policy and promoting a positive work, learning, development and social environment.
- Ensuring that diversity, fairness and inclusion are duly taken into account in their areas of responsibility.
- Participating in training of a kind that supports the implementation of TG4's diversity, fairness and inclusion policy and related policies mentioned above, as appropriate and ensuring that people in their field do the same.

These practices aim to achieve a more equitable, diverse and inclusive workforce by ensuring equality, diversity and inclusion is reflected in their values and embedded in their culture across the organisation.

5.2 Policies and Practices

TG4 has a suite of supportive and inclusive policies that match and at times surpass the statutory minimums set out in employment legislation laid out a number of policy areas including maternity leave, paternity leave and adoptive leave.

In addition, the organisation has also implemented several important EDI-related policies such as fertility treatment leave and a menopause policy. These additional policies would be considered best in practice and demonstrate the organisation's commitment to ensuring the wellbeing and health of their employees and creating an inclusive culture where staff feel supported and encouraged.

TG4 is committed to attracting and recruiting talent from a diverse background and to ensuring that recruitment procedures are fair, open and transparent. The process is free from unconscious bias. TG4 seek to only select those suitable for employment only on the bases of merit and will not discriminate against any group or individual on any unjustifiable basis.

TG4 is aligned with Coimisiún na Méan's GEDI Strategy.

TG4 also has a wellbeing vision and a champions forum vision which sets out to create a culture of inclusion and support for all employees which has further added to TG4's work in promoting EDI related initiatives and in addressing its GPG.

5.3 Inclusion as a Cornerstone of the Work of TG4

Promoting the social inclusion of all Irish speakers is a defined cornerstone of the work of TG4 and is a value through which all staff live and operate within the organisation. This cornerstone drives overall culture within the organisation and is a key part of induction and ongoing training to ensure all staff are aware of the importance of inclusion for both the audience of TG4 and the workplace culture which supports the station's programmes.

5.4 Conclusion

This report has provided the information on the gender pay metrics in TG4 as outlined in the Gender Pay Gap Information Act 2021.

While these figures provide an snapshot of our organisation ongoing efforts are being made to continue the positive outcomes we have achieved.

Contact Information:

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

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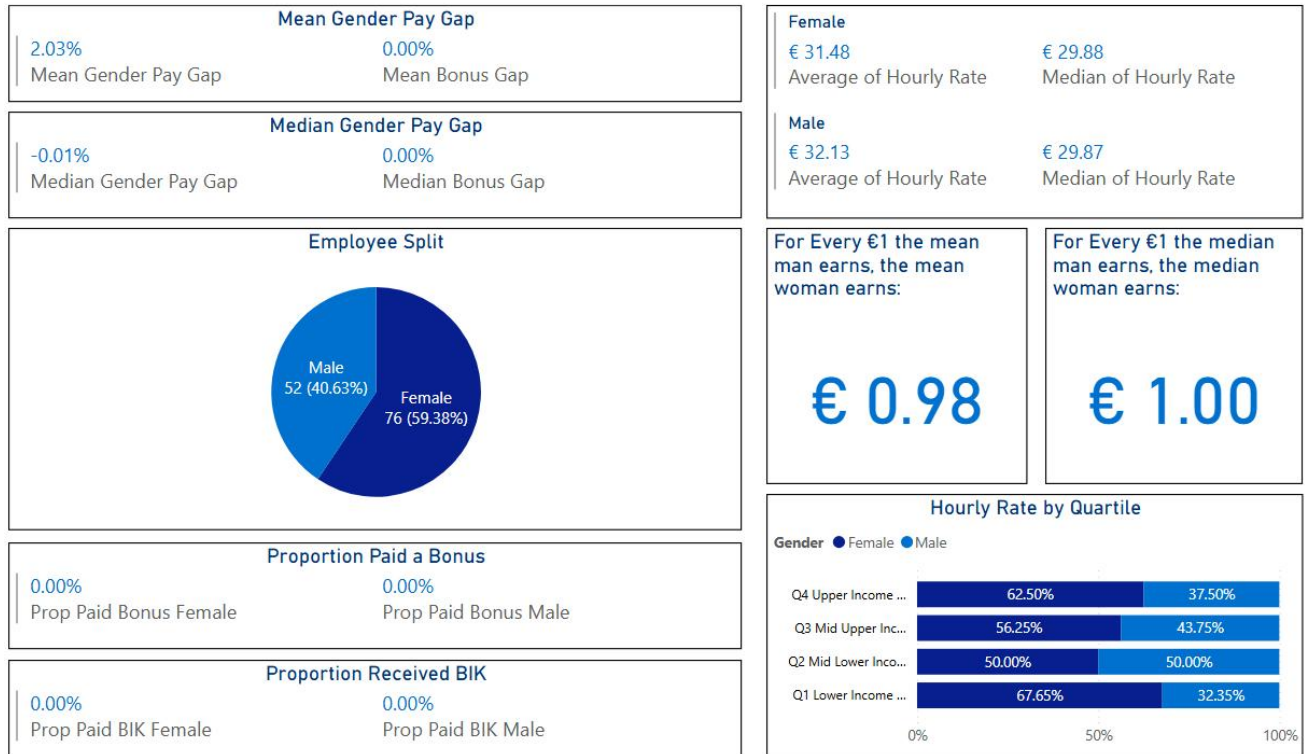
Nóra-Máire Uí Mhocháin, Director of Finance – noramaire.ui.mhochain@tg4.ie

Appendix I: Supplementary GPG Dashboards

Overall GPG

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025



Fixed-Term Contracts

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025

Mean Gender Pay Gap	
1.04%	0.00%
Mean Gender Pay Gap	Mean Bonus Gap

Median Gender Pay Gap	
-8.66%	0.00%
Median Gender Pay Gap	Median Bonus Gap

Employee Split

Gender	Count	Percentage
Male	4	19.05%
Female	17	80.95%

Proportion Paid a Bonus	
0.00%	0.00%
Prop Paid Bonus Female	Prop Paid Bonus Male

Proportion Received BIK	
0.00%	0.00%
Prop Paid BIK Female	Prop Paid BIK Male

Female	
€ 19.96	€ 19.86
Average of Hourly Rate	Median of Hourly Rate

Male	
€ 20.17	€ 18.28
Average of Hourly Rate	Median of Hourly Rate

For Every €1 the mean man earns, the mean woman earns:

€ 0.99

For Every €1 the median man earns, the median woman earns:

€ 1.09

Hourly Rate by Quartile

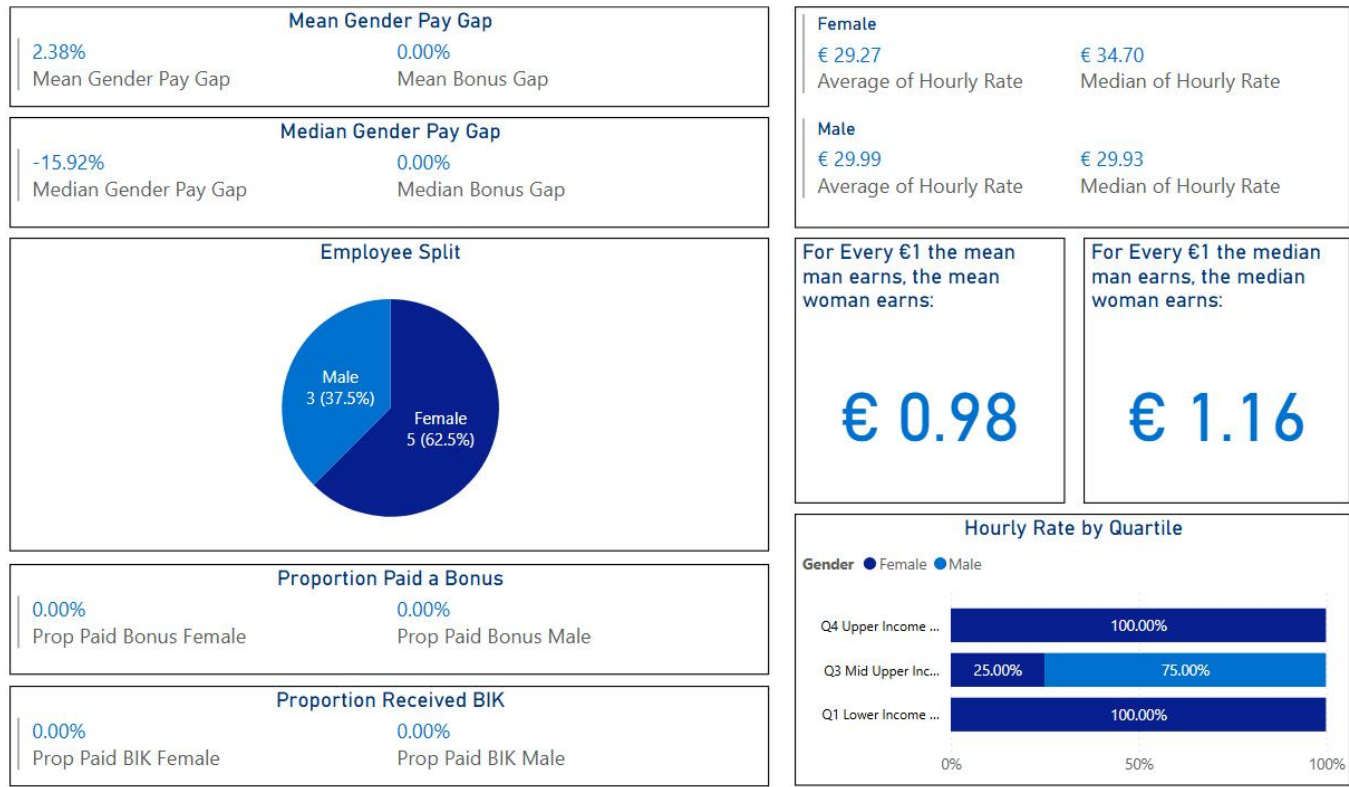
Gender ● Female ● Male

Q3 Mid Upper Inc...	100.00%
Q2 Mid Lower Inco...	100.00%
Q1 Lower Income ...	81.25% 18.75%

Part-Time Employees

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025

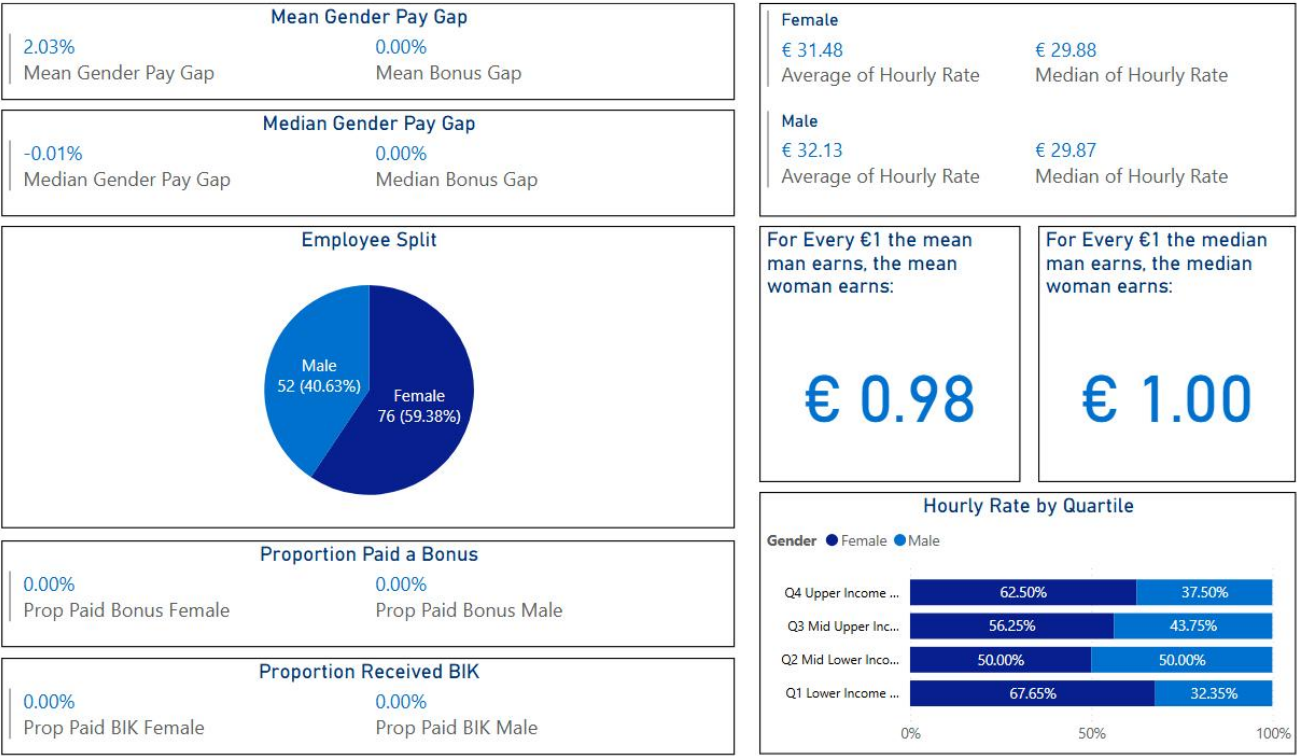


Appendix I: Supplementary GPG Dashboards

Overall GPG

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025



Proportion Received BIK

0.00%

Prop Paid BIK Female

0.00%

Prop Paid BIK Male

Female

€ 31.48

Average of Hourly Rate

€ 29.88

Median of Hourly Rate

Male

€ 32.13

Average of Hourly Rate

€ 29.87

Median of Hourly Rate

For Every €1 the mean man earns, the mean woman earns:

€ 0.98

For Every €1 the median man earns, the median woman earns:

€ 1.00

Hourly Rate by Quartile

Gender ● Female ● Male

Quartile	Female	Male
Q4 Upper Income ...	62.50%	37.50%
Q3 Mid Upper Inc...	56.25%	43.75%
Q2 Mid Lower Inco...	50.00%	50.00%
Q1 Lower Income ...	67.65%	32.35%

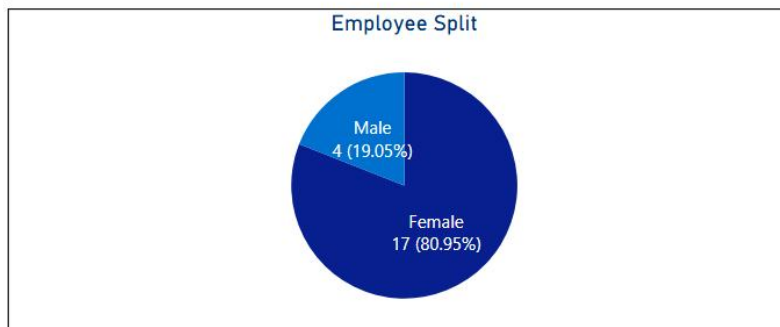
Fixed-Term Contracts

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025

Mean Gender Pay Gap	
1.04%	0.00%
Mean Gender Pay Gap	Mean Bonus Gap

Median Gender Pay Gap	
-8.66%	0.00%
Median Gender Pay Gap	Median Bonus Gap



Proportion Paid a Bonus	
0.00%	0.00%
Prop Paid Bonus Female	Prop Paid Bonus Male

Proportion Received BIK	
0.00%	0.00%
Prop Paid BIK Female	Prop Paid BIK Male

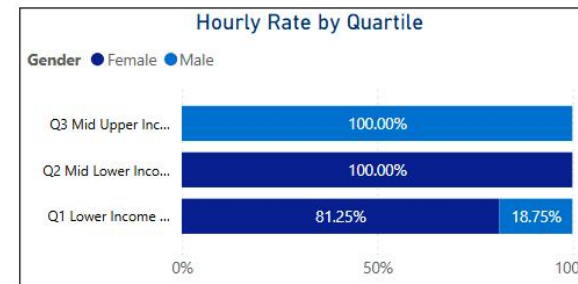
Female	
€ 19.96	€ 19.86
Average of Hourly Rate	Median of Hourly Rate
Male	
€ 20.17	€ 18.28
Average of Hourly Rate	Median of Hourly Rate

For Every €1 the mean man earns, the mean woman earns:

€ 0.99

For Every €1 the median man earns, the median woman earns:

€ 1.09



Part-Time Employees

TG4 – 2025 Gender Pay Gap

for the reporting period from 14th June 2024 - 13th June 2025

