



Bord um Thionóntachtaí Cónaithe
Residential Tenancies Board

Gender Pay Gap Report 2025

Date

30 November 2025



Bord um Thionóntachtaí Cónaithe
Residential Tenancies Board

Introduction

The Residential Tenancies Board (RTB) is an independent public body that regulates Ireland's rental sector. We work to deliver a fair rental system for everyone in Ireland. In our role, we:

- Inform tenants and landlords about their rights and responsibilities
- Ensure landlords register tenancies and follow rental law
- Help to resolve tenancy disputes
- Provide trusted data and insights to inform rental sector policy
- We are committed to delivering quality services that make the rental sector fairer and easier to navigate.

We operate under the auspices of the Department of Housing, Local Government and Heritage.

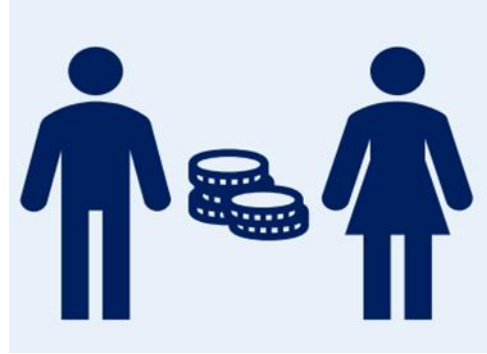
This is the first gender pay gap report published by the RTB.

Equal Opportunities

- We are an equal opportunities employer. We are committed to employment policies, procedures and practices that do not discriminate because of a person's gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the Traveller community.
- We aim to create a diverse, inclusive and rewarding place to work. We believe that we benefit from the different backgrounds, experiences and perspectives of our staff. We encourage talented people from all backgrounds to join our organisation.

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. The gender pay gap captures whether women are represented evenly across an organisation.
- This should not be confused with equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.



The Legal Requirements

The Gender Pay Gap Information Act 2021 set out the statutory basis for gender pay gap reporting in Ireland. The purpose of the legislation is to understand gender representation in the workplace.

Some of the key core obligations:

- Under the Gender Pay Gap Information Act 2021, organisations with 50 or more employees must report on the pay differences between female and male employees.
- Employers must report their gender pay gap information annually.
- "Snapshot date" in June 2025
- Report publication in November 2025
- The gender pay gap information must be published on the employer's website or in some other way that is accessible to all employees and the public for three years.



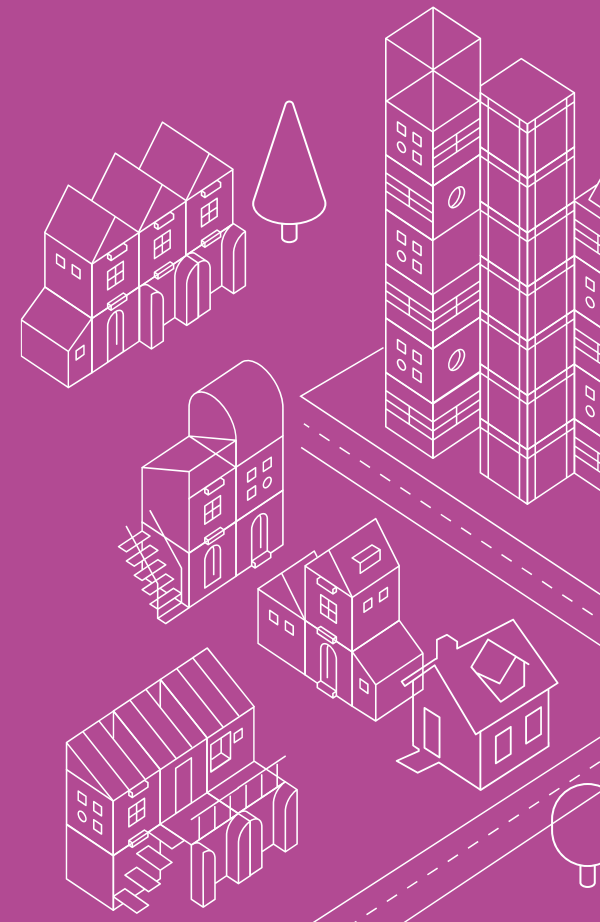
Employers are required to report on the gender differences in respect of the:

- ✓ Mean and median hourly pay for full time, part-time and temporary employees
- ✓ Mean and median bonus pay
- ✓ Percentage of employees who have received a bonus and/or a benefit in kind
- ✓ Setting out the number of men and women across four quartile pay bands
- ✓ The report must explain the reason for the employer's Gender Pay Gap and what measures are proposed or being taken to reduce or eliminate any gender pay gap.



Bord um Thionóntachtaí Cónaithe
Residential Tenancies Board

RTB's Gender Pay Gap



Bord um Thionóntachtaí Cónaithe
Residential Tenancies Board

Gender Pay Gap Reporting Explained

How was the mean gender pay gap calculated?

The mean (average) gender pay gap was calculated by converting all relevant salaries to an hourly rate and adding them up for males and females respectively. The difference between the mean pay for male and female staff was calculated and expressed as a percentage of men's mean pay.

How was the median gender pay gap calculated?

The median gender pay gap was calculated by converting all male and female salaries to hourly rates and listing from the highest to lowest paid respectively. The difference between the median hourly rate of males and females was expressed as a percentage of men's median pay.

Overview of the RTB’s Gender Pay Gap

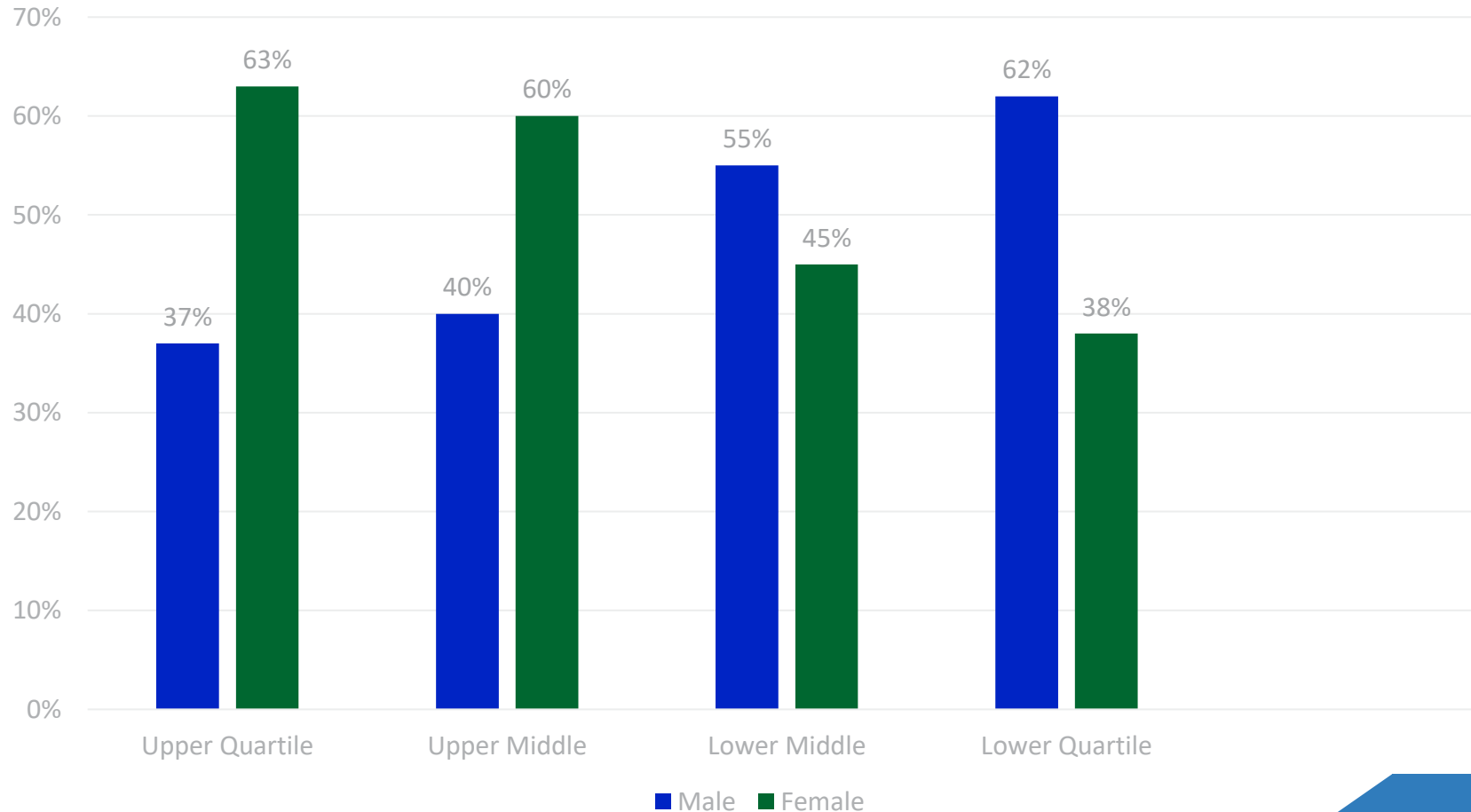
The gender pay gap analysis and profile is based on annualised ordinary pay of RTB staff from 01 July 2024 to 30 June 2025. In this report, we are publishing statistics in respect of **118 staff**, of which 116 are full-time staff. 57, or **48% are male** and 61, or **52% are female**.

The gender pay gap for the RTB is broken down as follows:

Mean	Median
-6.39%	0.13%

This outcome reflects the organisation’s workforce composition, where a higher proportion of women occupy senior roles and specialist positions compared to men. It demonstrates strong representation of women in leadership and decision-making roles, contributing to pay equity and, in this case, a reverse gap in favour of women.

Percentage of Males and Females by Pay Quartile



How was pay per quartile calculated?

Pay per quartile was calculated as the percentage of male and female staff in four equal sized groups based on their hourly pay.

The mean and median **bonus pay gap** and the percentage of staff receiving bonuses by gender, is not applicable to the RTB as the RTB does not have a bonus scheme.

There are also no male **part-time or temporary employees** which does not allow us to draw comparisons.



Bord um Thionóntachtaí Cónaithe
Residential Tenancies Board

Conclusion



Bord um Thionóntachtaí Cónaithe
Residential Tenancies Board

Action Plan

- The RTB strives to be an inclusive workplace
- Throughout 2026, and with our new Organisational Strategy we will continue to reinforce our culture of dignity, respect and inclusion, by embedding our family friendly and flexible working policies and practices.
- In addition, we will develop specific and targeted initiatives to assist us in attracting and retaining a diverse workforce into the RTB.