



LAW SOCIETY
OF IRELAND

GENDER PAY GAP ANALYSIS

2024

GENDER PAY GAP REPORTING EXPLAINED

WHAT IS GENDER PAY GAP?

The gender pay gap is the difference in average pay between men and women, regardless of job role or seniority. It measures the difference between what is **earned on average by women and men based on average gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or working pattern**. It does not measure equal pay. GPG is calculated through a simplistic calculation of gross earnings by men and women and the difference in pay using median and mean figures.

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. Employment Equality legislation make it unlawful to pay women less than men for the same job or 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).

COMPARING MEDIAN AND MEAN GPG

Mean and median GPG offer different perspectives to understand an organisation'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.

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.

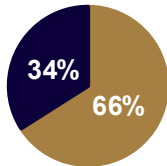
EMPLOYMENT PROFILE

On 28 June 2024, there were 247 employees in the Law Society of Ireland.

The metrics in this report are calculated by reference to the employee breakdown and reflect the number of employees on the snapshot date who identify as male or as female.

- Employees on sick leave and leave of absence are included in the report.
- Employees on unpaid leave, such as career breaks, who have received no pay during the reporting period are included in the headcount but not included in the report.

All employees

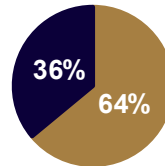


■ Female ■ Male

All employees – 247

163 Females | 84 Males

Full-time employees

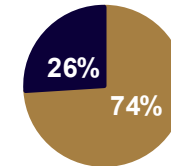


■ Female ■ Male

Full-time employees – 208

134 Females | 74 Males

Part-time employees



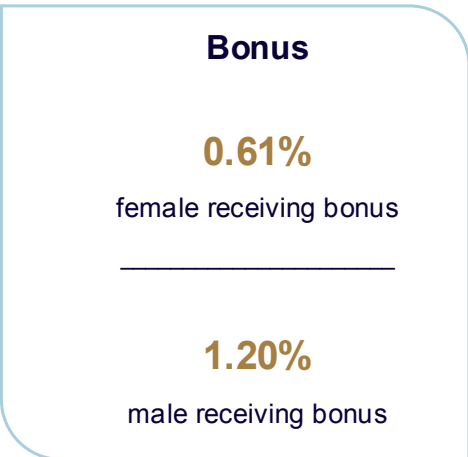
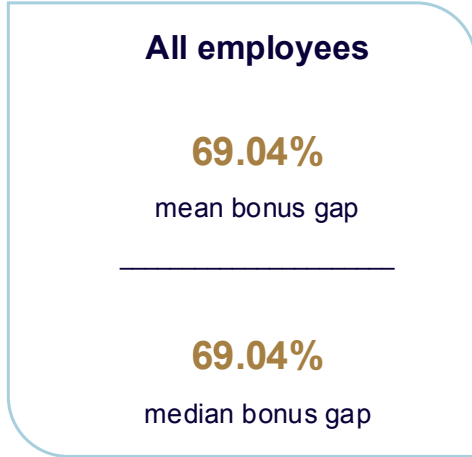
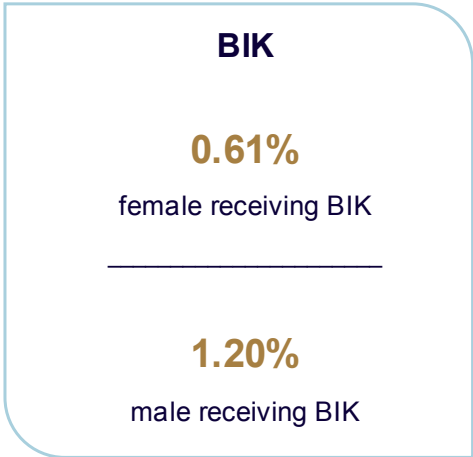
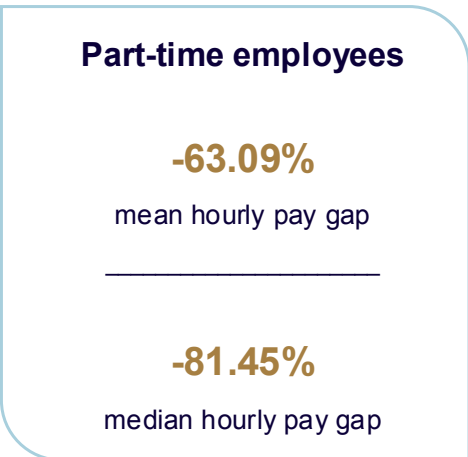
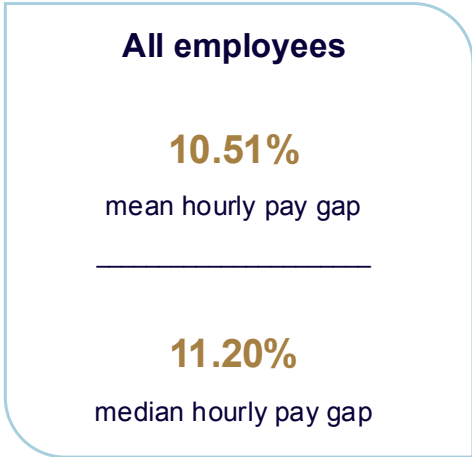
■ Female ■ Male

Part-time employees – 39

29 Females | 10 Males

GENDER PAY GAP PROFILE

The figures below shows the Law Society’s mean and median gender pay gap, calculated according to gender pay gap legislation and as of a snapshot date of 28 June 2024. The reporting period is the 12 months preceding this date.



GENDER PAY GAP PROFILE 2024 VS 2023

All employees 2024

10.51%

mean hourly pay gap

11.20%

median hourly pay gap

absolute mean - €4.19
absolute median - €3.93

Part-time employees 2024

-63.09%

mean hourly pay gap

-81.45%

median hourly pay gap

absolute mean - € -13.08
absolute median - € -12.47

All employees 2023

11.86%

mean hourly pay gap

14.75%

median hourly pay gap

absolute mean - €4.52
absolute median - €5.04

Part-time employees 2023

-111.92%

mean hourly pay gap

-80.28%

median hourly pay gap

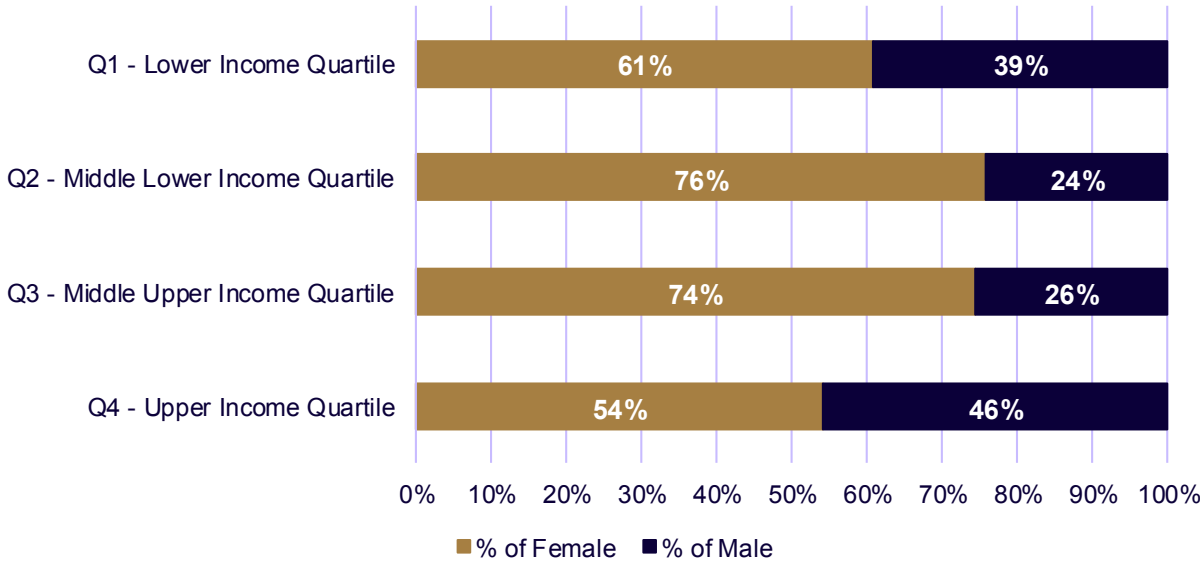
absolute mean - € -16.41
absolute median - € -12.07

The gap has been reduced by 1.35% mean hourly pay, and by 3.55% for median hourly pay for all employees between 2023 and 2024. This gives us a good basis on which to benchmark our progress.

GENDER PAY GAP PROFILE

Each quartile represents one quarter of the relevant employee population when every employee in the organisation is listed from the highest hourly paid employee to the lowest paid employee.

Percentage of employees in each quartile



KEY FINDINGS

HOURLY PAY GAP

The **mean hourly pay** for all female employees is €35.66, while for all male employees, it is €39.85.

The absolute mean hourly pay gap is €4.19. When expressed as a percentage of the male mean hourly pay, this gap translates to 10.51% in the Law Society which indicates that, on average, females earn 10.51% less than their male counterparts.

The **median gender** pay gap in the Law Society is 11.20%. This indicates that the median hourly rate for male employees is 11.20% higher than that of female employees.

PART-TIME EMPLOYEES

Part-time employees have a negative mean and median pay gap of -63.09% and -81.45%. This is reflective of a larger proportion of female employees availing of flexible work arrangements than male employees.

We had 39 part-time employees during the reporting period, with a gender split of 74% female and 26% male. Our part-time employees are heavily weighted towards females who tend to be occupying higher-paying part-time roles compared to part-time male employees. The majority of part-time male employees are on the lower pay bands with only one male part-time employee in the upper quartile, whereas those female part-time employees have a more varied pay band ranging from lower to upper.

INCOME QUARTILES

Females slightly outnumber males in the upper income quartile, indicating a relatively balanced representation in the highest earning bracket.

A significant majority of females occupy the middle upper income (Q3) and middle lower income (Q2) quartiles, suggesting strong female representation in these income brackets. While females are well-represented in these income ranges, there is a need to explore why fewer females transition to the upper income quartile (Q4) compared to the lower quartiles.

There is a notable majority of females in the lower income quartile, though the gender distribution is slightly more balanced compared to the middle quartiles.

The balanced representation in the upper income quartile (Q4) is encouraging, but the overall distribution indicates potential barriers to career advancement for females from the middle-income quartiles to the highest income bracket. Investigating and addressing these barriers can promote more equitable career progression.

ACTIONS TO REDUCE THE GENDER PAY GAP

1. TRANSPARENCY AND COMMUNICATION

- Analyse data to see who is applying for and being appointed to particular roles. Investigate whether we can change that pattern through better communication, language (including gender neutral adverts) and branding to attract a different audience.
- Make a public commitment to reducing our gender pay gap, taking time to communicate and connect internally and externally.

2. RECRUITMENT AND PROMOTION PROCESSES

- Monitor and report on the male / female profile for applicants, shortlisted candidates and appointments
- Provide recruiting managers with training around good recruitment practices and interviewing techniques and skills to reduce unconscious bias, focusing on talent acquisition.
- Review recruitment practices to allow candidates to better demonstrate their ability to do the job. For example, skill-based assessment tasks and structured behaviour based, scored interviews.

3. FAMILY FRIENDLY - MATERNITY, PATERNITY AND PARENTAL LEAVE POLICIES

- Promote family friendly policies and develop and promote good maternity and paternity policies.
- Review options for shared parental leave.
- Share and promote examples of senior leaders who have utilised family friendly policies.

4. WELLBEING AND RETENTION

- Explore flexible working options for staff, which support both men and women to undertake childcare and other caring responsibilities.
- Explore in Caring Employers and role model men in the Law Society who partake in caring responsibilities at home.

ACTIONS TO REDUCE THE GENDER PAY GAP

5. SUPPORTING FEMALE EMPLOYEES

- Researching female-led networks and female mentoring groups. Investigate expanding Women in Leadership to staff or championing other similar networks that female staff can be part of.
- Offer mentoring and coaching opportunities.
- Stay in contact with staff on maternity leave. Reach out to them to keep them informed of key business matters and include them in staff events.
- Enhance the returners scheme for staff, reaching out to those on leave and offering them structured support back to work.

6. DATA ANALYSIS

- Analysing data more closely and understanding the drivers of the gender pay gap, to allow for more targeted actions to achieve effective results.
- Identify those departments, where the gaps are bigger, or where the number of female appointments is lowest, and investigate why.
- Disaggregate the data in different ways, not just by gender. Also, consider the differences in terms of age, disability and race to see if this gives any better insights.
- Analyse survey data, particularly focusing on the experience of women.

CAUSES OF GENDER PAY GAP

A GENDER SEGREGATED LABOUR MARKET

A number of sectors and jobs continue to be dominated by men or women, with women dominating education and caring professions while men dominate technology and engineering. Women are disproportionately employed in poorly paid professions and underrepresented in well-paid ones.

BALANCING WORK AND FAMILY LIFE

Family, care and domestic responsibilities are not equally shared and are more often borne by women. Women's ability to participate in the labour market is constrained by the fact that they spend more time on unpaid work, four times as much on care work (time spent to care for a child or another adult) and twice as much on household work, than men. This makes women less available for labour market participation.

AVAILABILITY OF QUALITY, AFFORDABLE CHILDCARE FACILITIES AND OUT OF SCHOOL HOURS CARE

The cost of childcare presents a barrier for families across a range of salary levels, not just those on lower incomes. In addition to the affordability, the availability and quality of childcare may be a factor in a parent's decision, often the mother, to return to work or to leave the labour market for a period of time.

OVER REPRESENTATION OF WOMEN IN PART-TIME ROLES

While working part-time can reflect personal preferences, the high share of female part-time employment may also stem from family constraints, including family and care-related reasons. Research has shown that one of the main reasons for a gender pay gap is the issue of women having a lower level of human capital and working fewer hours. Less hours ultimately equates to less experience in the labour market and a reduced value of benefits.

DISCRIMINATION AND BIAS

Discrimination and bias can be unwittingly present in organisational policies and practices, driven by stereotypes and unconscious bias. Organisations are successfully affecting gender balance by examining their policies, practices and overall culture with a gender lens.

IBEC, Smarter World Smarter Work, 2019

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