

# GENDER PAY GAP ANALYSIS 2025



Law Society  
*of* Ireland

# INTRODUCTION

The Law Society of Ireland is dedicated to promoting equality, diversity and inclusion. As an institution committed to the education, representation and regulation of solicitors in Ireland, it is imperative that we address the disparities that exist within our organisation, to uphold our own integrity and credibility and to promote broader societal change in the area of pay inequity.

This report provides a snapshot analysis of the gender pay gap within the Law Society. It not only highlights the current state of pay equity at a certain point in time but also examines the underlying factors contributing to this imbalance.

By shedding light on these issues, the Law Society aims to foster a deeper understanding and to drive meaningful change.

Addressing the gender pay gap is not merely a matter of compliance or public image; it is about ensuring that our employees are valued and rewarded equitably for their contributions.

**Mark Garrett**  
Director General



# GENDER PAY GAP REPORTING EXPLAINED

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## WHAT IS THE GENDER PAY GAP?

A pay gap is the difference in average pay between two groups (e.g. men and women), regardless of job role or seniority. 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. 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).

## 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



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# CAUSES OF THE GENDER PAY GAP



## PART-TIME WORK

Women undertake a disproportionate share of unpaid labour in the home compared to men. This results in a higher volume of women taking up part-time work, which can limit opportunities for career advancement in many high paying sectors.

## CAREGIVING RESPONSIBILITIES

Women frequently bear a disproportionate burden of caregiving responsibilities, affecting their ability to work full-time or pursue demanding careers. Balancing work and family responsibilities can result in part-time employment or career interruptions impacting potential earning.

## OCCUPATIONAL SEGREGATION

Refers to the uneven distribution of men and women across different professions and industries. About 24% of the total gender pay gap can be explained by an overrepresentation of women in relatively low-paying sectors, such as care, health or education.

## EXECUTIVE ROLES

In general, women tend to be underrepresented at Executive level. For those women who do reach executive management positions they are generally paid 23% less than their male colleagues.

**European Parliament, 2020**

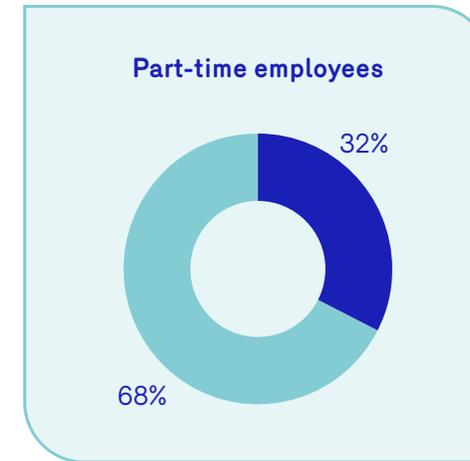
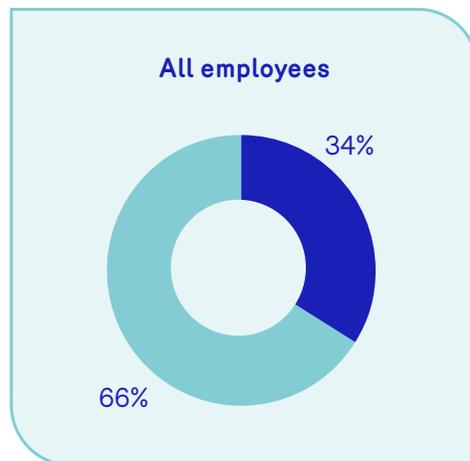


# EMPLOYMENT PROFILE

On the 28th of June 2025, there were 235 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.



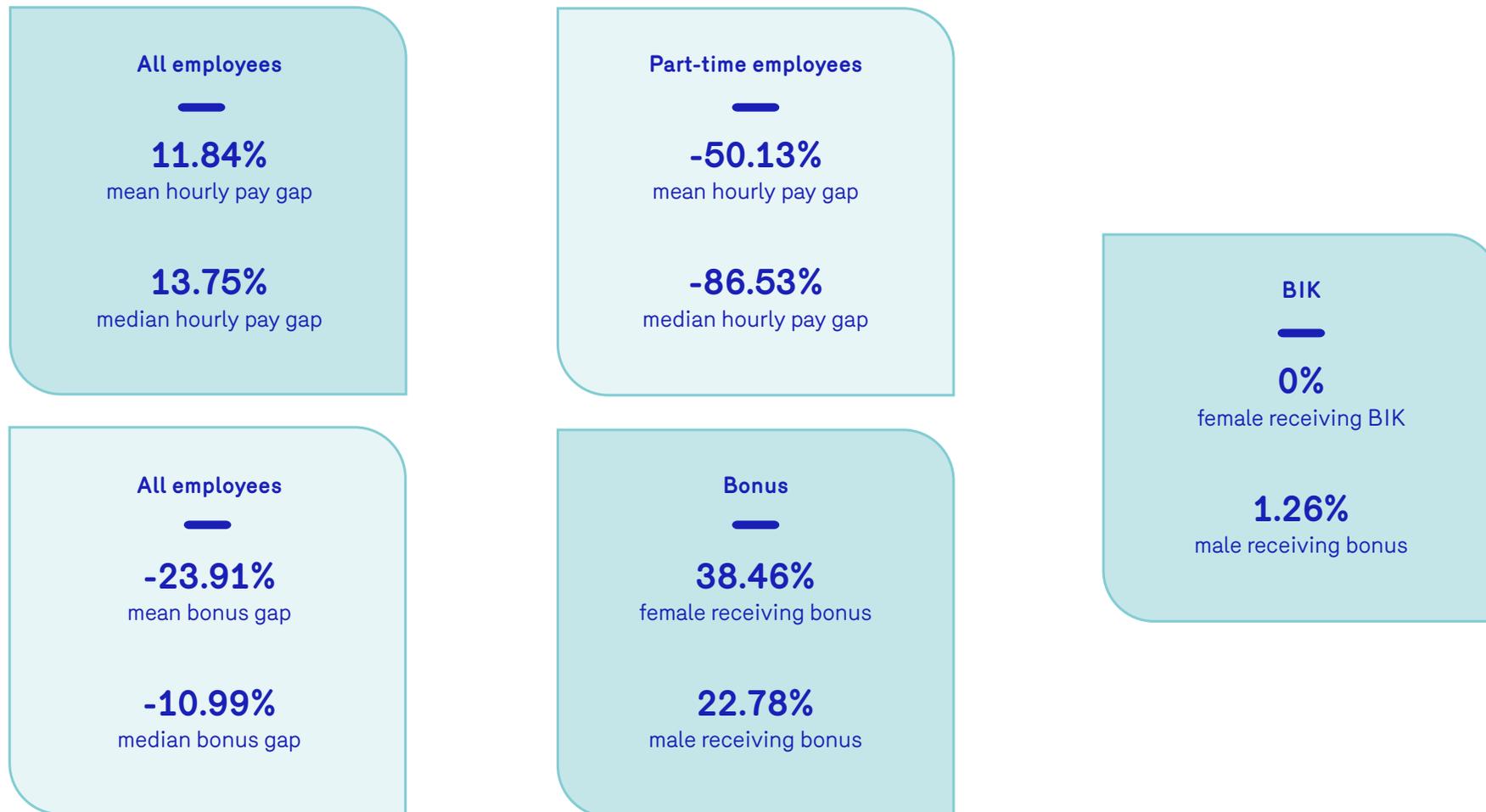
■ Male  
■ Female



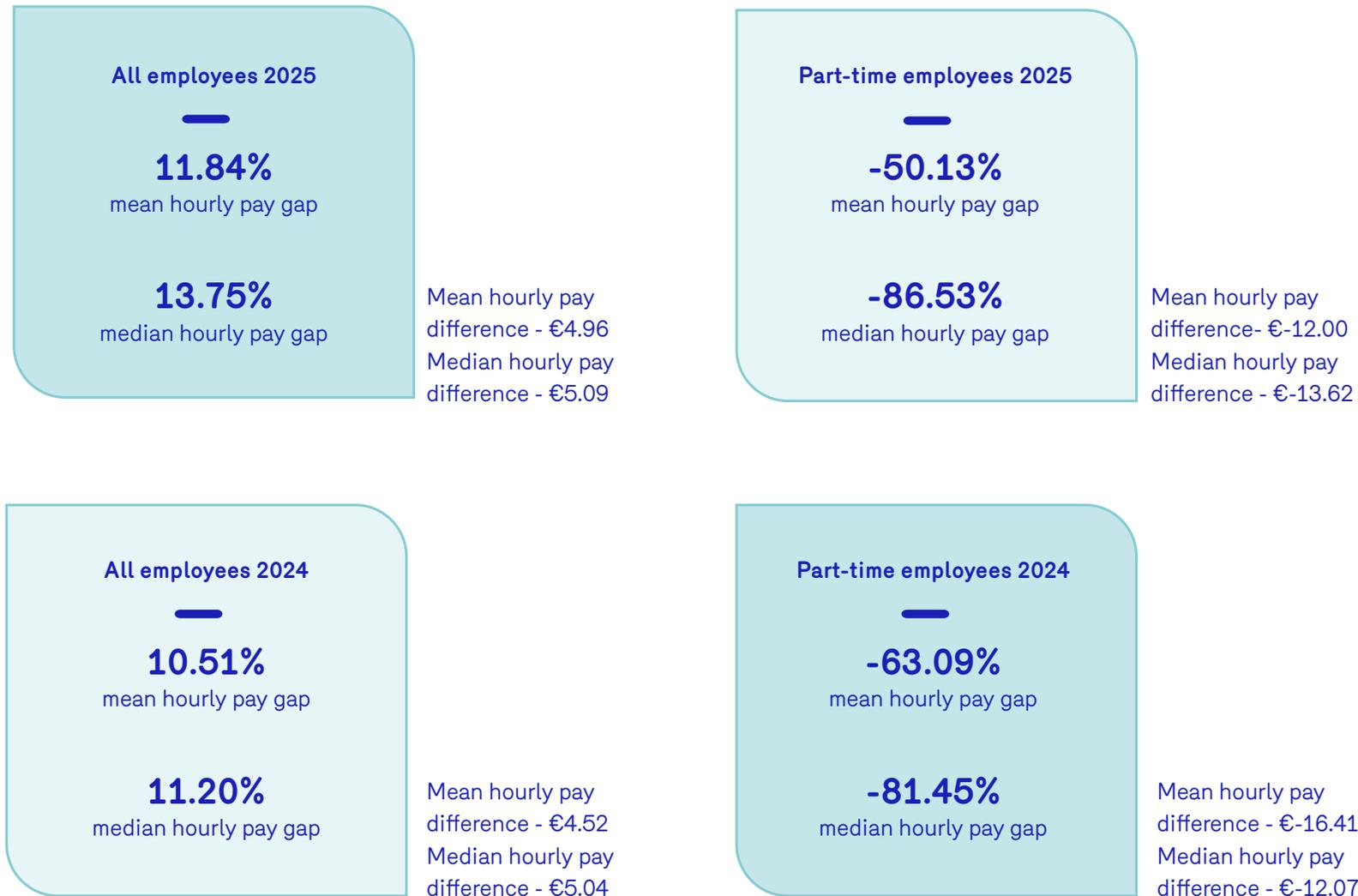
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# GENDER PAY GAP PROFILE

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 2025. The reporting period is the 12 months preceding this date.



# GENDER PAY GAP PROFILE 2025 VS 2024



# GENDER PAY GAP PROFILE

Each quartile represents 25% of the employee population, ordered from the highest to the lowest hourly-paid employee.



# KEY FINDINGS

## HOURLY PAY GAP

The mean hourly pay for all female employees is €36.93, while for all male employees, it is €41.89.

The absolute mean hourly pay gap is €4.96. When expressed as a percentage of the male mean hourly pay, this gap translates to 11.84% in the Law Society which indicates that, on average, females earn 11.84% less than their male counterparts. The median gender pay gap in the Law Society is 13.75%. This indicates that the median hourly rate for male employees is 13.75% higher than that of female employees.

We note during the snapshot date that two females left senior roles in the organisation and were replaced at a later date, which resulted in a temporary increase in our GPG. The largest proportion of our male population is in the upper quartile (34%), while the largest proportion of our female population is in the middle-lower quartile (30%).

## PART-TIME EMPLOYEES

Part-time employees have a negative mean and median pay gap of -50.13% and -86.53%. This is reflective of a larger proportion of female employees availing of flexible work arrangements than male employees.

We had 40 part-time employees during the reporting period, with a gender split of 68% female and 32% 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. Most part-time male employees are on the lower pay bands, whereas those female part-time employees have a more varied pay band ranging from lower to upper.

## INCOME QUANTILES

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.

## BONUS PAY GAP

A larger proportion of female employees occupy roles that are bonus-eligible, these roles are reflected in our lower quartiles. This structural factor significantly influences both the mean and median bonus gaps.



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# ACTIONS TO REDUCE THE GENDER PAY GAP

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## 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.
- Assess the male vs. female promotion rates and identify opportunities to enhance career advancement opportunities for females from middle to upper quartiles.
- 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.
- Explore opportunities to encourage males to utilise parental leave.
- Share and promote examples of senior leaders who have utilised family friendly policies.
- Improvements were implemented in 2025 to family leave policies, reducing the service requirement for paid family leave and increasing the paternity leave offering from 2 to 4 weeks. Policies continue to be reviewed for further opportunities to enhance offerings.

## 4. WELLBEING AND RETENTION

- Explore flexible working options for staff, which support both men and women to undertake childcare and other caring responsibilities. Flexibility is currently offered in respect of parental leave being taken in more flexible patterns which better suit family life (weekly instead of in “blocks”). Further opportunities will continue to be explored.
- Ongoing commitment to wellbeing training for managers, to enhance the support offered to staff at work, and plans to address and incorporate supports for menopause-related health issues which affect female staff.



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# ACTIONS TO REDUCE THE GENDER PAY GAP

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## 5. SUPPORTING FEMALE EMPLOYEES

- Research 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.
- Continue to 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 supports for employees returning from leave by proactively reaching out to them during their absence and providing structured support back to work.

## 6. DATA ANALYSIS

- Continue to analyse data more closely and build on our understanding of what is driving the gender pay gap, to allow for more targeted actions to achieve effective results.
- Continue to identify those departments where the gaps are bigger, or where the number of female appointments is lowest, and investigate the reasons why.
- Further explore 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.



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