

Gender Pay Gap

Report 2024



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Welcome

Welcome to our gender pay gap 2024 report. This reporting helps to illustrate the representation of women across our firm, and in particular whether there are more men than women in senior roles, where remuneration is higher.

To ensure we are presenting a fully transparent and accurate picture of the gender representation across our firm, we have included our partners in our analysis (despite the reporting legislation not requiring this, as partners are not employees, they are self-employed).



WILLIAM CARMODY
Managing Partner

The report highlights where we are making advances and also areas where we continue to work to achieve further progress.

In 2023 the gender pay gap in the firm was 56% and 26% for mean and median hourly pay respectively. In 2024 those differences have improved slightly to 51% and 24% respectively. We have outlined our data in detail in the following pages for you to review.



MELANIE CROWLEY
Partner and Head of Employment & Benefits

Our commitment to inclusivity

We are committed to an inclusive workplace culture where our people can reach their full potential. We have policies and programmes focused on diversity & inclusion, social responsibility, wellness and the environment, many supported by dedicated committees.

We want to provide appealing and rewarding long-term career options for all of our people

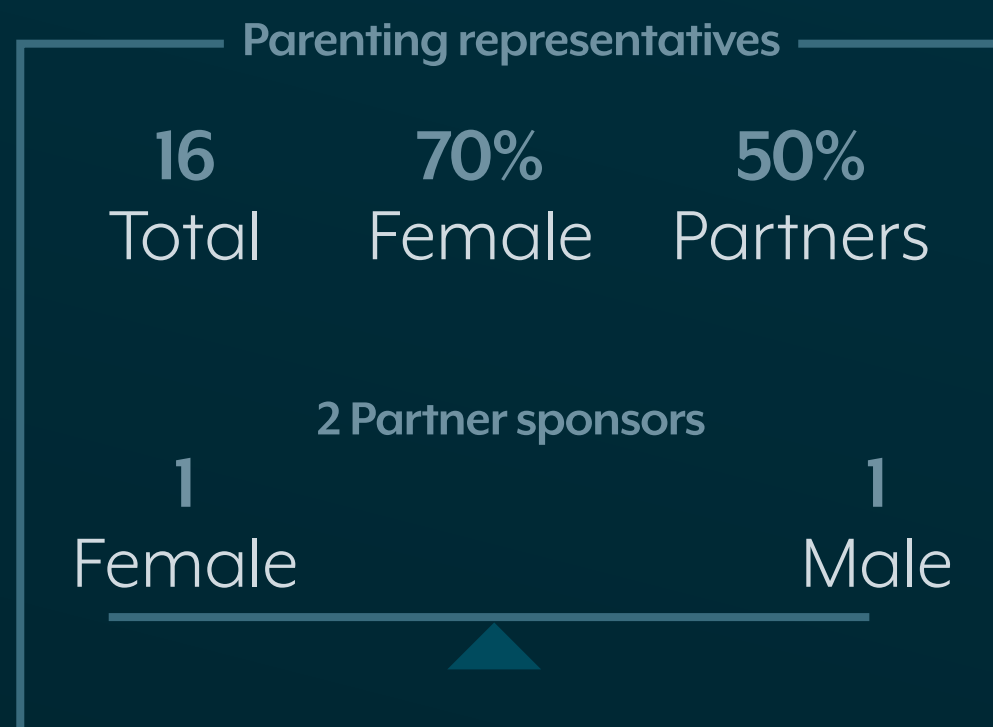
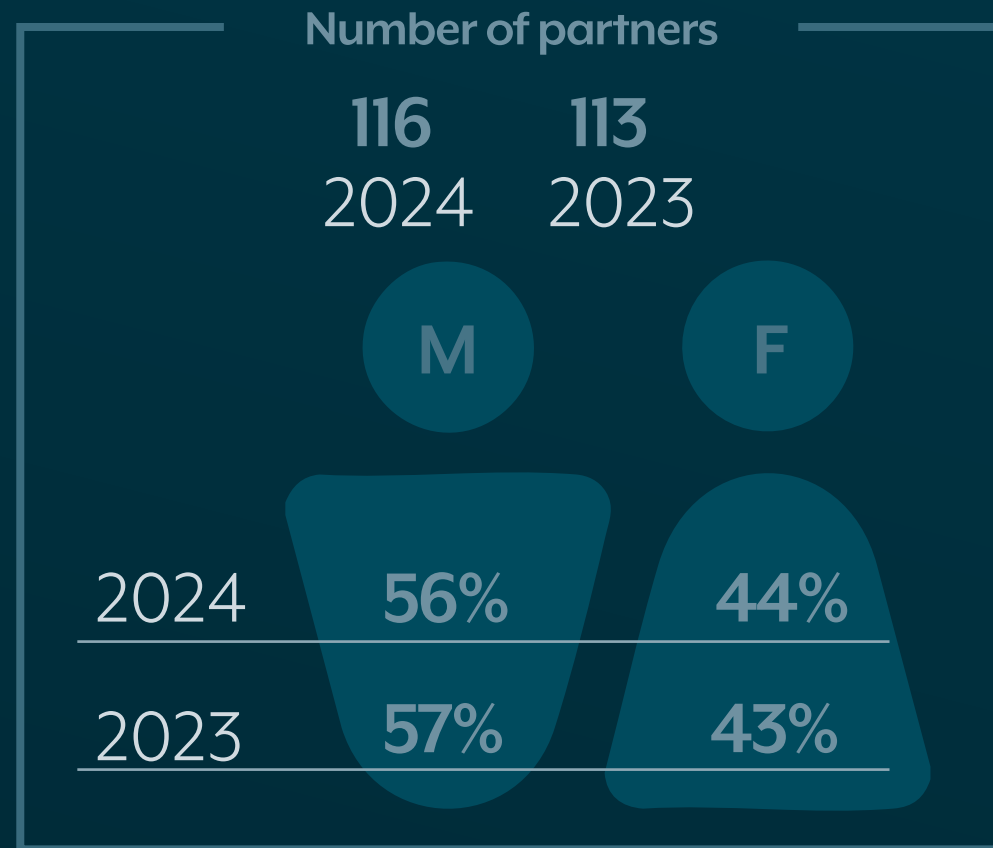
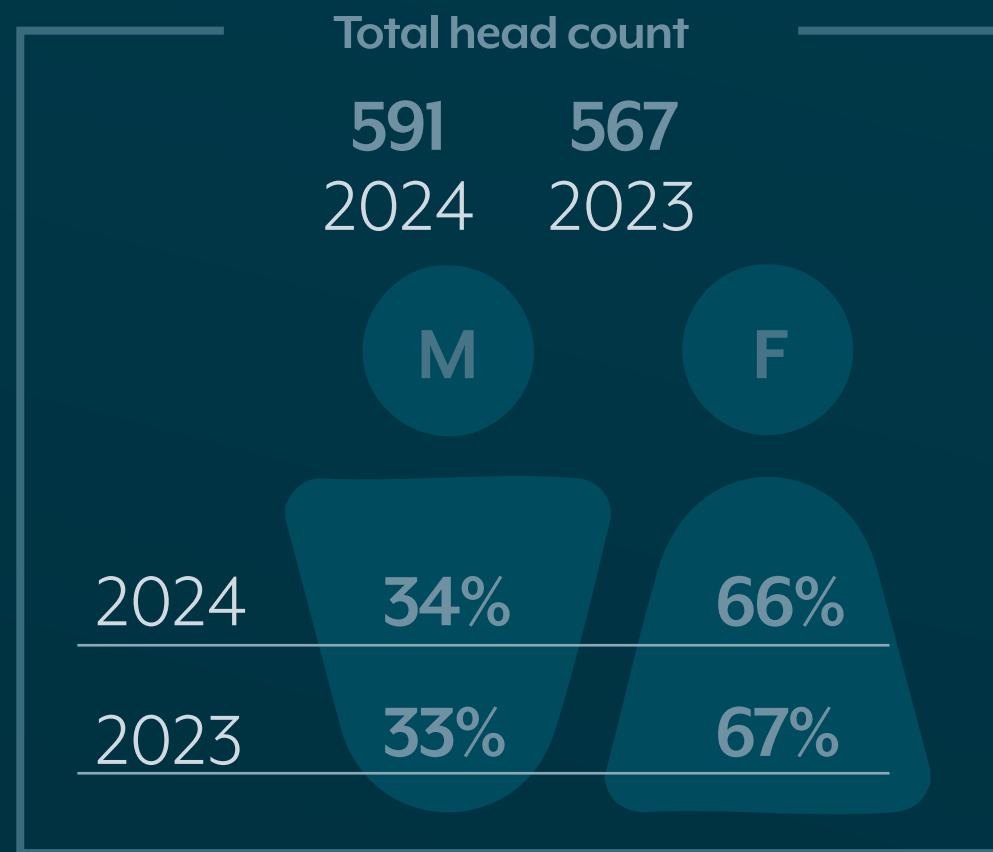
and support them through the various life stages they will encounter such as starting a family or providing care to loved ones while also pursuing their career. I am delighted we have expanded our range of policies to include fertility and surrogacy leave while at the same time formalising our practices around adoptive, parents and pregnancy loss leave. These will make a real difference to many people.

01 Highlights

We have launched new family support policies such as fertility and surrogacy leave. We extended existing paternity leave and our parenting clinics have attracted 90% female attendance. We took the opportunity to formalise our adoptive, parents and pregnancy loss leave.

We also introduced new internal communication and engagement channels for parents and carers.

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| <p>Bonus payments</p> <p>Positive movement in our bonus payments for females</p> | <p>Talent pipeline</p> <p>Strong female talent pipeline as 60% of our lawyer cohort are female.</p> | <p>Female partner profile</p> <p>Addition of female partners was 66% so marginal improvement in our overall female partner profile</p> | <p>Support</p> <p>Launched Menopause Policy with dedicated contacts, paid leave, and supports, empowering women's careers. Menopause clinics achieved 80% female attendance.</p> |
| <p>Partner promotions</p> <p>Promotion to partner was F/M 75/25% up from F/M 65/35% in 2023</p> | <p>Domestic violence</p> <p>Launched our Domestic Violence policy with 3 dedicated contacts.</p> | <p>New hires</p> <p>72% of all hires in the reporting period were female which is a 7% increase on 2023</p> | <p>Wellbeing</p> <p>Extensive wellness programme in place, sampled 15 events where 80% of attendees were female.</p> |



02 Actions

While we are making encouraging progress, we acknowledge the ongoing work needed to achieve full gender pay parity. Our focus remains on sustainable, long-term changes supported by new actions to help accelerate our progress.

Continuing to deepen and develop our engagement with external organisations such as the 30% Club, PropelHer, the Trinity Centre for People with Intellectual Disabilities (TCPID), disAbility Legal network and Rethink Ireland.

Continue

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| Life balance ‘High trust, high flexibility’ hybrid remote model which is important as our people seek to balance their professional and personal lives. | Diversity Fielding diverse teams for client engagements. |
| Female role modelling Role modelling by senior female leaders and investing in 1:1 career conversations. | Career support Dedicated workshop for those with partner career aspirations. |

Start

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| Career frameworks Pilot a career framework for our legal secretaries as a first step. |
| Transition plan Launch a transition plan for all family leave periods, starting with maternity leave. |

03

Summary of results

Where a percentage difference is being expressed a negative value means the percentage difference is in favour of females.

All employees plus all partners

Difference in mean hourly remuneration of males and females



Difference in median hourly remuneration of males and females



Difference in mean bonus pay of males and females



Difference in median bonus pay of males and females



Percentage of males paid bonus



Percentage of females paid bonus



Percentage of males receiving benefit in kind



Percentage of females receiving benefit in kind

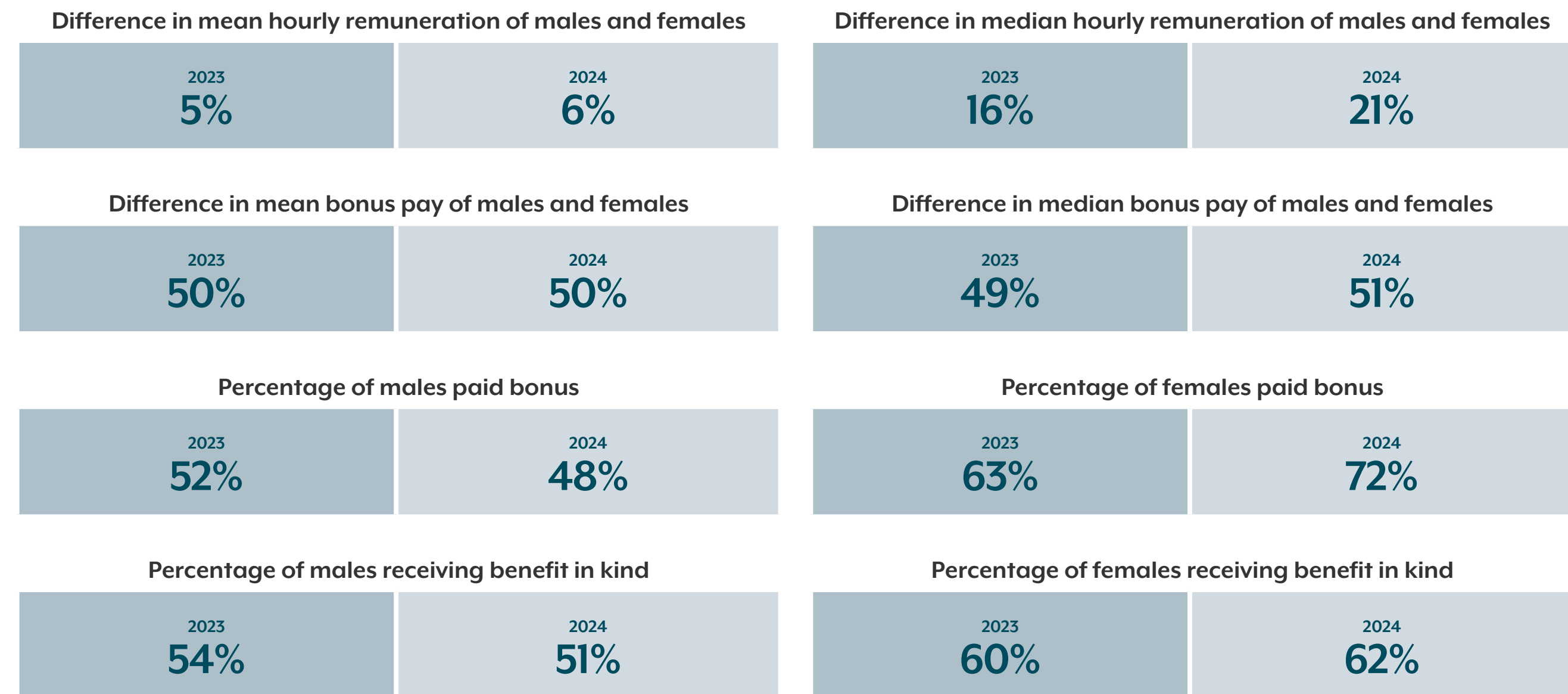


03

Summary of results

Where a percentage difference is being expressed a negative value means the percentage difference is in favour of females.

Employees only (i.e. excluding partners but including full-time, part time and temporary employees)

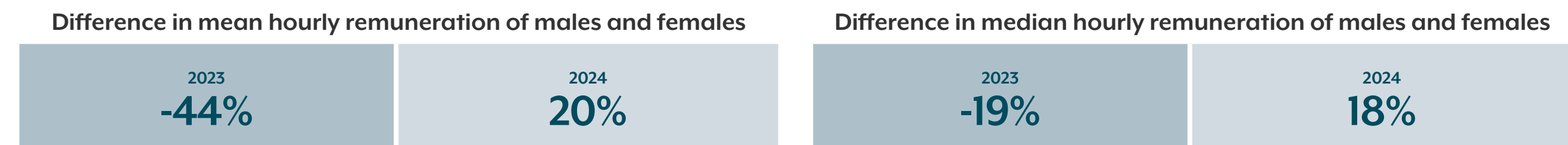


03

Summary of results

Where a percentage difference is being expressed a negative value means the percentage difference is in favour of females.

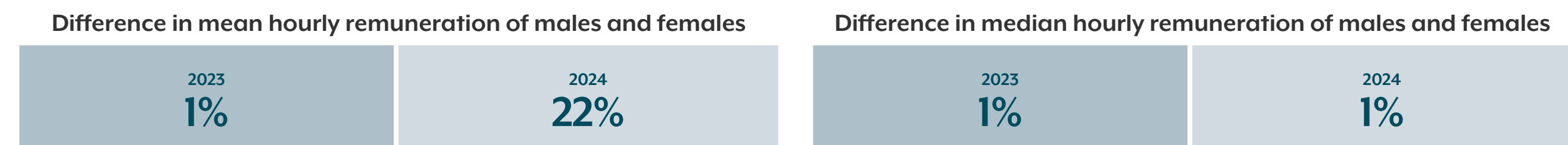
Part-time employees only
(i.e. excluding full-time and temporary employees and partners)



Part-time employees plus part time partners
(i.e. excluding full-time and temporary employees and full-time partners)



Temporary employees only

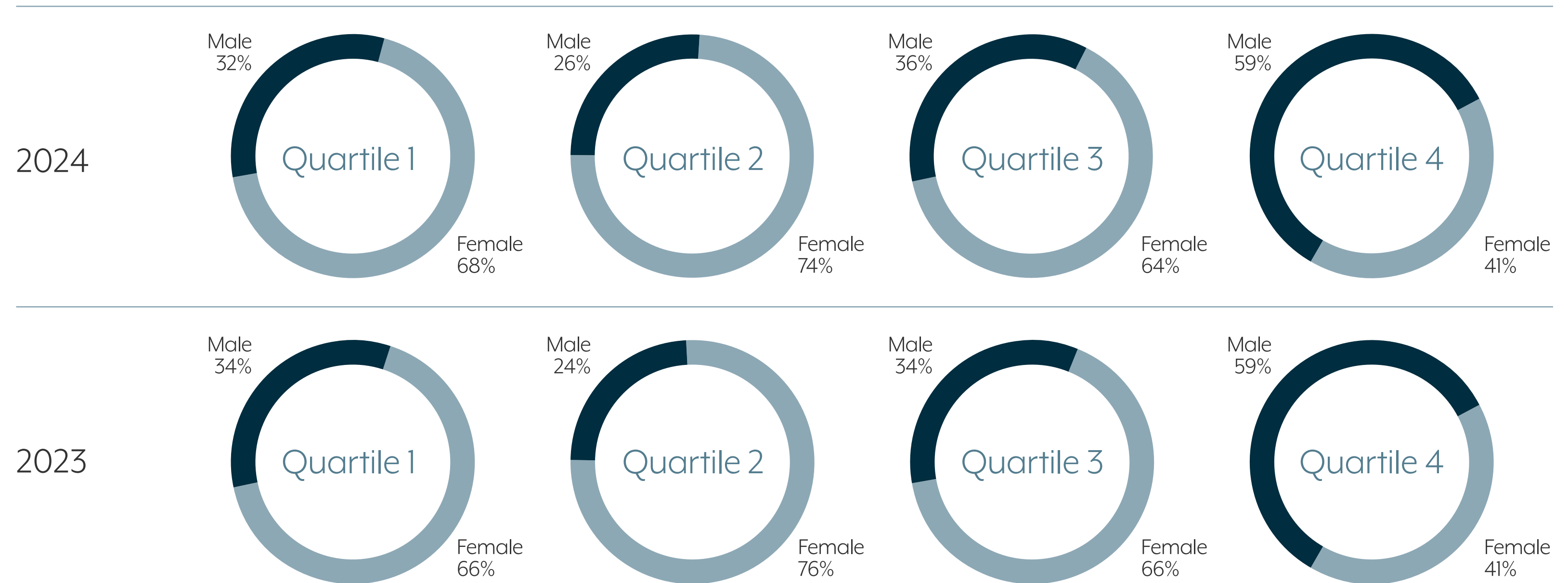


Our part-time employee cohort is proportionally very small as part of our overall headcount and therefore, even a small change to this profile can have a large impact as has happened in 2023/24.

04

Quartiles based on hourly remuneration

All headcount including partners.



Definition

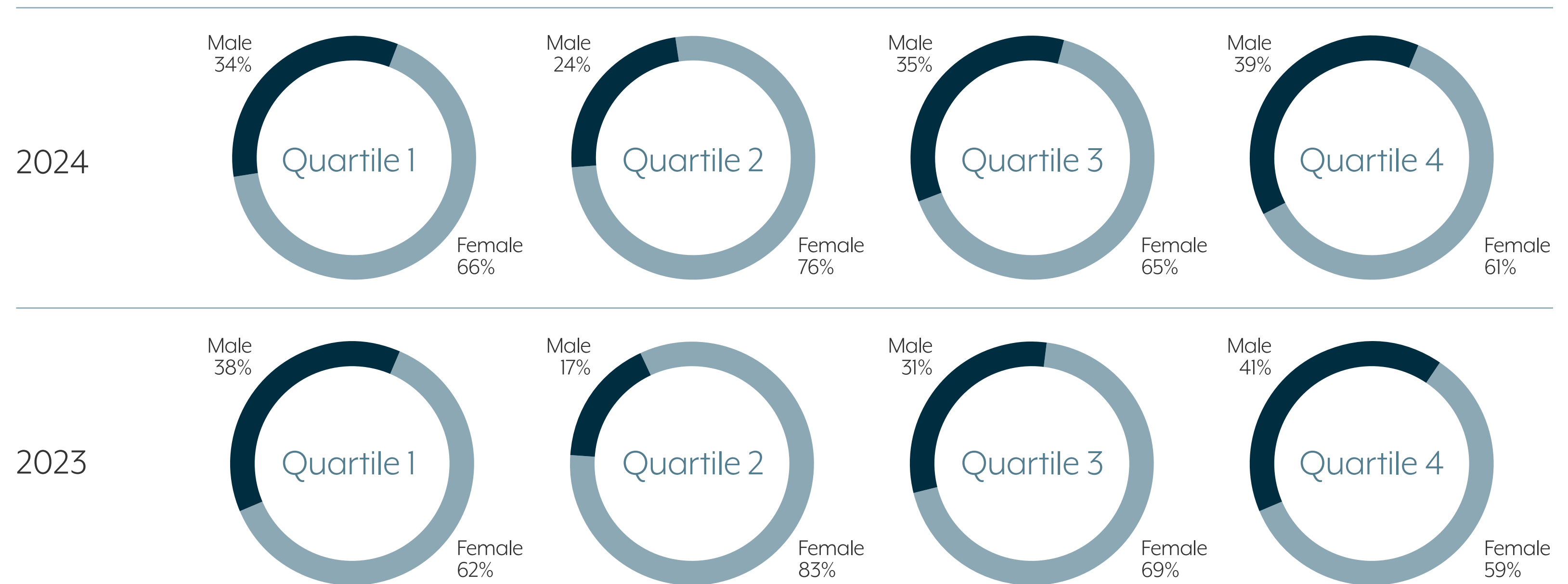
Organise the employees into quartiles based on hourly remuneration of all male & female full-time employees and calculate the proportions of male and female employees in each quartile. Quartile 1 being the lowest paid quartile and quartile 4 being the highest paid quartile.

Our profile broadly mirrors our demographic split in quartile 1. There has been a marginal positive shift in quartiles 2 and 3. Quartile 4 includes all senior partners who have the highest remuneration.

04

Quartiles based on hourly remuneration

All headcount excluding partners.



Definition

Organise the employees into quartiles based on hourly remuneration of all male & female full-time employees and calculate the proportions of male and female employees in each quartile. Quartile 1 being the lowest paid quartile and quartile 4 being the highest paid quartile.

Our quartile profiles are similar to 2023. Quartiles 1 and 3 have remained broadly the same. Quartiles 2 and 4 have seen a positive shift in %s for females. Quartile 4 includes senior associate lawyers and senior employees in business services.

05

Understanding our data

Historically, the legal profession evolved with a majority of male lawyers progressing to partner level over time. This has now led to the predominance of male senior leaders.

Women previously undertook more of the business support, administrative and secretarial roles in the firm, but this is changing. In MHC 60% of our lawyer population is female. While there remains a predominance of male senior partners, the shift to a more balanced legal workforce demographic over the last decade will take time to reflect in overall remuneration as women continue to progress to senior leadership roles.

The demographic within our business support functions is 82% F/M with these functions continuing to make up 41% of our overall firm population.

The difference in percentages for the receipt of bonuses reflects the preponderance of males at senior partner level where no bonuses are paid, and the preponderance of female administrative staff paid bonuses at Christmas.

The difference in percentages for the receipt of benefit in kind primarily reflects the differing levels of take up of health insurance. Our benefits which attract benefit- in- kind are available equally to females and males in the firm.

We recognise the significant differential when we include our full population between female hourly remuneration as against male hourly remuneration even though men and women are treated equally. This is proportionally impacted by our senior, partner cohort.

No material deterioration in our numbers overall with quartiles remaining steady.

The gender pay gap, excluding partners, of 6% of mean, and 21% of median, hourly remuneration includes lawyers and those in business services, and ranges from entry level to director level.

The median gap continues to reflect the stretch between the majority of females in relatively lesser remunerated administrative and secretarial roles and the higher remunerated fee earners.

The gender pay gap, including partners of 51% of mean, and 24% of median hourly remuneration, which are both improvements on our position in 2023, reflects both the majority of females in relatively lesser remunerated administrative and secretarial roles and the preponderance of males at senior partner level, where remuneration is at its highest.

The % receiving bonus payments for our female population, both at employee and partner level, has increased. We have a number of different bonus arrangements for varying cohorts of staff however we are pleased our aggregate position has improved.

06 Understanding the pay gap

The gender pay gap legislation requires public and private sector employers with more than 150 employees to disclose the pay gap between male and female employees. Disparities tend to indicate the relative representation of women and men at different levels of seniority in an organisation.

What is pay gap reporting?

A pay gap shows the difference in the average pay between men and women regardless of job role or seniority.

How is it different to equal pay?

Equal pay is different. Equal pay deals with pay differences between men and women who carry out equal work.

Who is included in the data?

We are reporting the employee gender pay gap for employees in Mason Hayes & Curran LLP (MHC) and also Mason Hayes & Curran Professional Services Limited (MHCP SL), a service company owned by the partners.

While not required to under the legislation, we are reporting for the combined business of MHC and MHCP SL, including partners at every level and employees.

07 Interpretation

The analysis for all employees, and for all employees plus partners, includes data relating to part time and/or temporary employees and part time partners.

The mean hourly rate is the same as an average hourly rate. It is the answer you get by dividing the sum of the hourly rates by the number of people in the set. In contrast, the median hourly rate is the middle number in the range of hourly rates when those values are arranged from smallest to largest. The median is a better measure of the central tendency of a group as it is not skewed by exceptionally high or low values.

Hours which relate to paid leave are included in the calculations. Hours which relate to unpaid leave are not included.

As partners are not covered by the regulations, there is no specific guidance on how to calculate the pay gap for our partners, so we have used exactly the same method as for employees.

The results for temporary staff includes our trainees who are contracted for their period of professional training.

The hourly rates are calculated inclusive of bonus pay and overtime as prescribed in the regulations.

Where a percentage difference is being expressed a negative value means the percentage difference is in favour of females.

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