

Gender Pay Gap Report 2023



Introduction.

About Us

Mason Hayes & Curran LLP is a law firm with 601 staff including 113 partners. We have offices in Dublin, New York, San Francisco and London.

Size

We are now the 4th largest law firm in Ireland by number of lawyers and the fastest growing top tier firm in Ireland. Our growth in lawyer numbers is underpinned by continued increase in revenues in 2022, which was 7.2%.

Sectors

We are a leading firm in key sectors such as Technology, Financial Services, Built Environment, Energy, Health and Life Sciences.

Approach

We assist clients in meeting their ongoing legal and commercial imperatives through every economic cycle. Our legal advice is tailored to strategic or management objectives, allowing clients to make informed decisions and to successfully navigate even the most complex matters.

Culture

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.

GPG Report

This is our second Gender Pay Gap report. Our reference date is 1 June, 2023. Our total headcount at that date, for the purpose of this analysis, was 567 people, which included 113 partners. At that date, 67% of our total headcount was female, the same as 2022.

Data

Our report includes data for our employees and for our partners at every level. Our partners are self employed and therefore we are not required by regulation to include them, but we have included them in the analysis for completeness and transparency.

Understanding the pay gap

The gender pay gap legislation requires public and private sector employers with more than 250 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 organization.

What is pay gap reporting?	How is it different to equal pay?	Who is included in the data?
<p>A pay gap shows the difference in the average pay between men and women regardless of job role or seniority.</p>	<p>Equal pay is different. Equal pay deals with pay differences between men and women who carry out equal work.</p>	<p>We are reporting the employee gender pay gap for employees in Mason Hayes & Curran LLP (MHC) and also Mason Hayes & Curran Professional Services Limited (MHCPSL), a service company owned by the partners.</p> <p>While not required to under the legislation, we are reporting for the combined business of MHC and MHCPSL, including partners at every level and employees.</p>



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.

Summary of results

Employees only (i.e. excluding partners but including full time, part time and temporary employees)	2022	2023
Difference in mean hourly remuneration of males and females	3%	5%
Difference in median hourly remuneration of males and females	15%	16%
Difference in mean bonus pay of males and females	22%	50% *
Difference in median bonus pay of males and females	0%	49% *

	2022	2023
Percentage of males paid bonus	69%	52% *
Percentage of females paid bonus	79%	63% *
Percentage of males receiving benefit in kind	51%	54%
Percentage of females receiving benefit in kind	61%	60%

} This benefit is available to all eligible staff.

* Note : The 2023 movement is in relation to a once off bonus paid to all eligible staff during 2022 in recognition of special efforts by all during Covid 19. This bonus was not repeated in 2023.

Payment of this bonus reduced the differential (because of the high majority of female staff numbers), for instance if it had not been paid our mean for 2022 would have been 43% instead of 22% and the median would have been 46% instead of 0% as reported for 2022.

This once off bonus payment covered a number of employees who would not ordinarily have qualified for a bonus, under other usual bonus schemes.

Summary of results

All employees plus all partners	2022	2023
Difference in mean hourly remuneration of males and females	50%	56%
Difference in median hourly remuneration of males and females	24%	26%
Difference in mean bonus pay of males and females	44%	55% *
Difference in median bonus pay of males and females	39%	64% *

	2022	2023
Percentage of males paid bonus	63%	52% *
Percentage of females paid bonus	77%	64% *
Percentage of males receiving benefit in kind	51%	54%
Percentage of females receiving benefit in kind	61%	58%

} This benefit is available to all eligible staff.

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Payment of this bonus reduced the differential (because of the high majority of female staff numbers), for instance if it had not been paid our mean for 2022 would have been 56% instead of 44% and the median would have been 74% instead of 39% as reported for 2022.

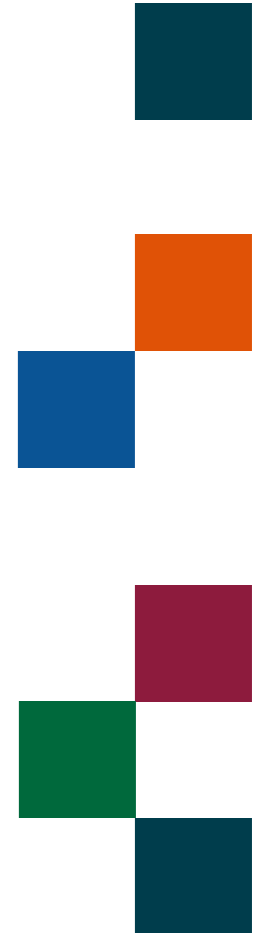
This once off bonus payment covered a number of employees who would not ordinarily have qualified for a bonus, under other usual bonus schemes.

Summary of results

Part-time employees only (i.e. excluding full time and temporary employees and partners)	2022	2023
Difference in mean hourly remuneration of males and females	-36%	-44%
Difference in median hourly remuneration of males and females	-12%	-19%

Part-time employees plus part time partners (i.e. excluding full time and temporary employees and full-time partners)	2022	2023
Difference in mean bonus pay of males and females	-5%	12%
Difference in median bonus pay of males and females	-14%	7%

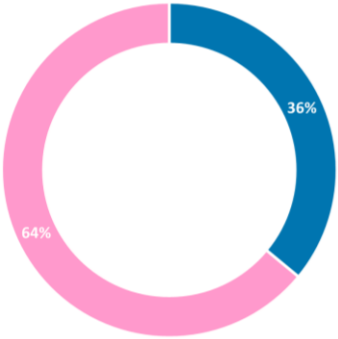
Temporary employees only	2022	2023
Difference in mean hourly remuneration of males and females	-4%	1%
Difference in median hourly remuneration of males and females	0%	1%



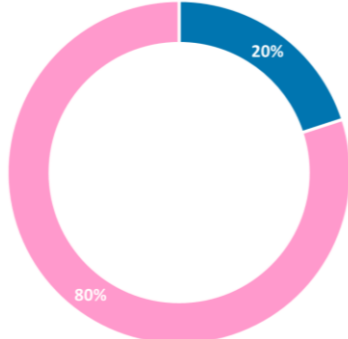
Quartiles based on hourly remuneration

All headcount excluding partners

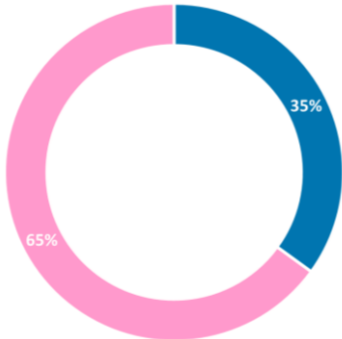
2022



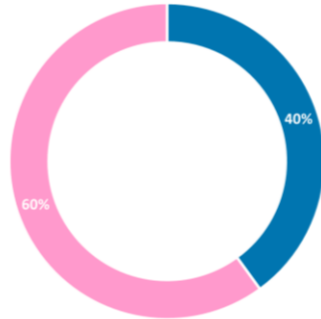
Quartile 1



Quartile 2

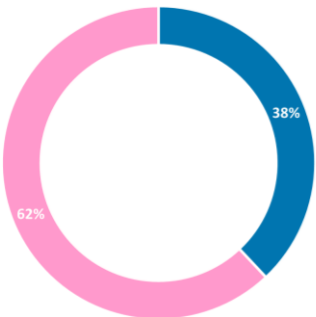


Quartile 3

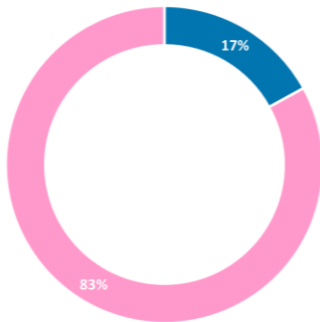


Quartile 4

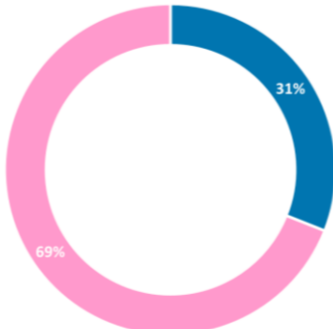
2023



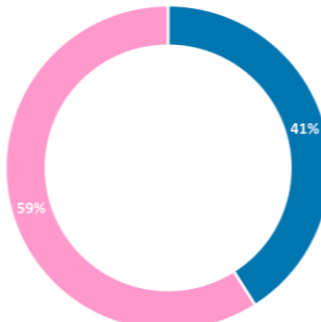
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Definition : Organise the employees into quartiles based on hourly remuneration of all male & female fulltime 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 broadly the same as 2022.

Our profile broadly mirrors our overall 67/33% demographic split in quartiles 1 and 3.

Quartile 2 includes many business services employees, whose market salaries are lower than lawyers.

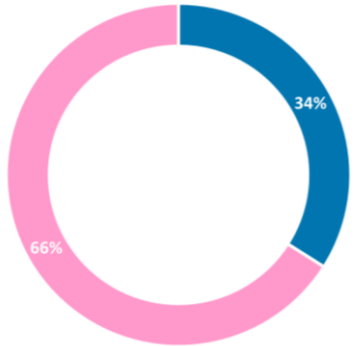
Quartiles 1, 2 and 3 have seen a positive shift in %s for females.

Quartile 4 includes senior associate lawyers and senior employees in business services.

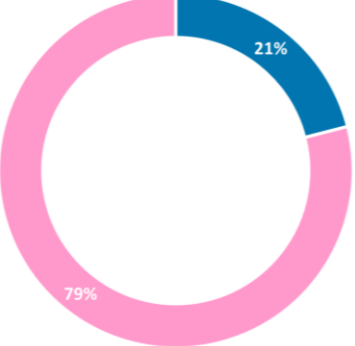
Quartiles based on hourly remuneration

All headcount including partners

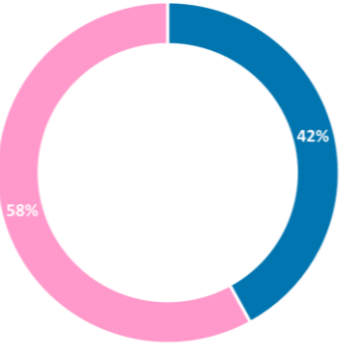
2022



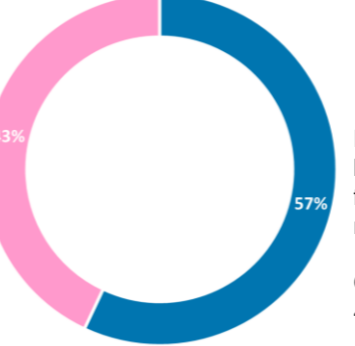
Quartile 1



Quartile 2



Quartile 3



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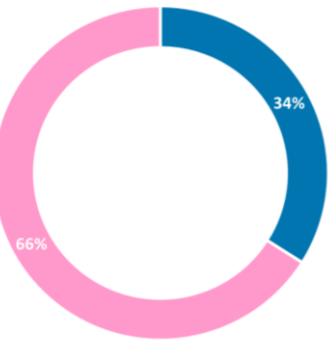
Our profile broadly mirrors our demographic split in quartile 1.

The inclusion of partners does not materially impact on quartile 2.

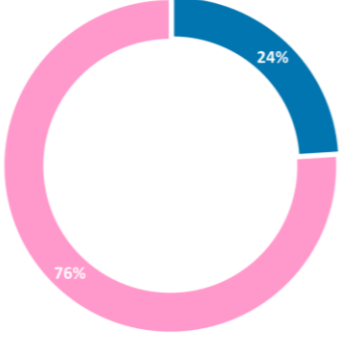
Quartile 3 shift reflects a 65% female cohort promoted to partner in 2022, this quartile shows the biggest improvement.

Quartile 4 includes all senior partners who have the highest remuneration.

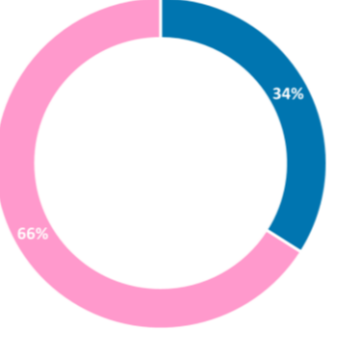
2023



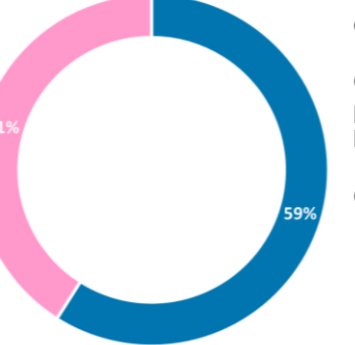
Quartile 1



Quartile 2



Quartile 3



Quartile 4

Findings

- Our findings in 2023 remain broadly consistent with 2022. The mean and median %s for our employees in particular is significantly affected by the payment of a once off bonus paid in 2022 to all eligible staff in recognition of the effort made by all during Covid 19. This was a once-off bonus payment and was not repeated in 2023.
- We recognize 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.
- The gender pay gap, excluding partners, of 5% of mean, and 16% 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 preponderance of females in relatively lesser remunerated administrative and secretarial roles.
- The gender pay gap, including partners, of 56% of mean, and 26% of median, hourly remuneration reflects both the preponderance 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 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.



Movement

- We are pleased to note;
 - positive movement in our quartiles
 - positive movement in our part time figures
 - no material deterioration in our numbers overall

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. The shift to a more balanced legal workforce demographic over the last decade will take time to reflect in overall remuneration.

Our current demographic for lawyers is broadly 2:1 F/M so we have a strong female talent pipeline. This is also evident in our intern and trainee cohort profiles showing the industry interest in female college students for a future career in law. The partner demographic is a healthy 43/57% F/M which has shifted marginally in favour of females since 2022.

The demographic within our business support functions is 4:1 F/M with these functions making up 41% of our overall firm population.

We are currently enhancing a career framework for our legal support roles. That way we hope to enable better career progression for this group, with the objective of intentionally facilitating movement from the business support part of the firm into the higher remunerated fee earning parts of the business.

Attracting and retaining the right talent remains a key business challenge in the current market. This includes how we develop individuals' skill sets both for now and for the future, how we support them as they navigate both their personal and professional lives concurrently and how we look after their wellbeing. This applies to all our employees, female and male.

Addition of female partners was 50% in 2023 so we maintained our overall female demographic at partner level. 65% of all hires in the reporting period were female with 35% male.

We delivered a tailored recruitment training module including unconscious bias which has been delivered to approx. 15% of our partner cohort with plans to repeat this in the new year and add to our annual learning curriculum.

Promotions of females to partner were 65% female/35% male, continuing for 2023 as it was in 2022.

Development. We've ensured we have professional development programmes at all levels including partner level. This is especially focused on leadership capabilities with mentoring provided as an option for all.

We've developed a facilitated training module with senior leaders, both female and male, who engage and share the career and personal demands of being a partner. They also share real life experiences of managing same as a real step towards transparency about following a senior leadership career.

Progress

We have strengthened the supports we have available at key career points, such as maternity leave, by introducing departmental points of contact especially for when women are planning to go on maternity leave or return to work following maternity leave. This will help make those transitions as effective and smooth as possible. We also ran a pilot programme during the year, bringing together groups of mums to discuss common challenges and experiences over a set number of modules. Feedback has been very positive on this initiative which we will review for 2024.

We continue with our parental coaching available to all parents, whether being a first time parent or expanding their family - as the dynamic and demands change with each new family addition. This is equally important to females and males, as societal changes drive a better balance between professional and family demands, for all.

We recognize the challenges for women right across their career span. In acknowledging this we launched a menopause policy with paid leave available and also a range of supports including menopause champions from within our workforce.

We are also working on what's available to support our dads. Again, we ran a pilot programme this year bringing them together as a group to share their experiences. It received excellent feedback and is something we will review for 2024.

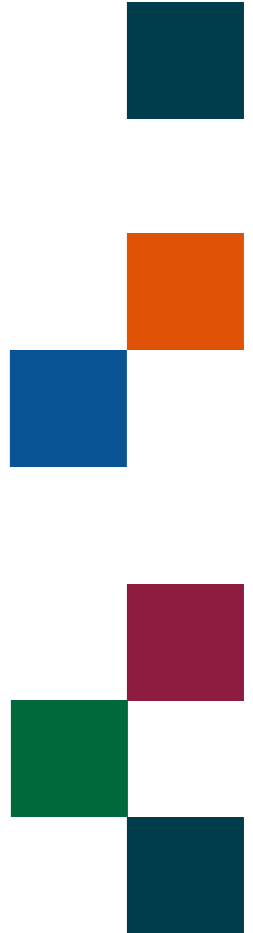
We have partner sponsors, both female and male, in place for our parenting framework.

Focusing on all aspects of **wellbeing** is important for all our people and our curriculum is equally available to all employees. We have a wide range of topics and activities available some of which have special interest for our female employees and are well attended.

Commitment and Action

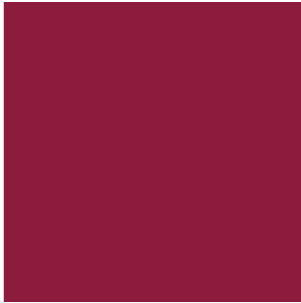
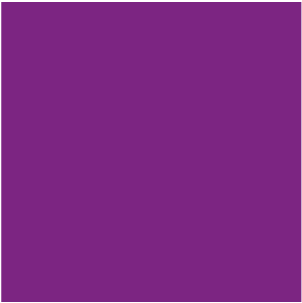
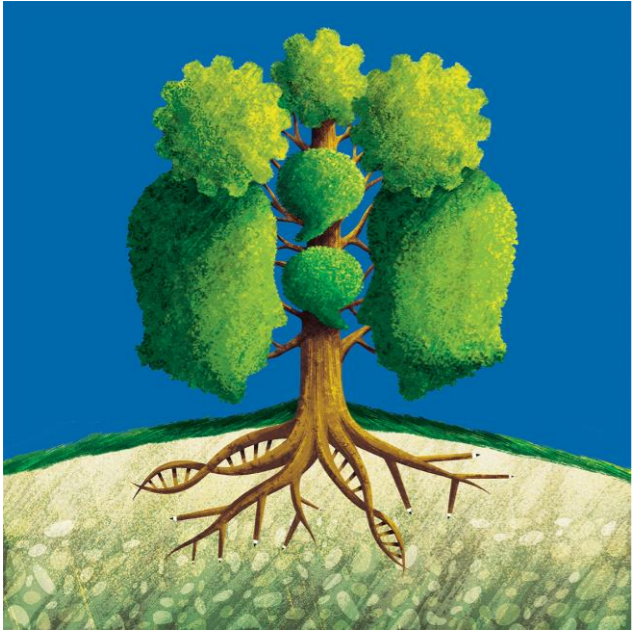
In this context, areas we are focusing on include:

- Continuing with our **high trust/high flexibility** hybrid remote work model where each department has the discretion to manage team and individual needs to balance client and business requirements. This flexibility is becoming increasingly as important for dads as well as mums, as both demand more choice.
- Reviewing our family support policies to ensure we can provide appropriate support throughout the parenting lifecycle.
- Focus on transition planning for all family leave and harness insights from individuals and leaders as we embed this further. This is to ensure we help our people prepare when taking leave and also when returning to the workplace from family leave.
- Continuing best-in-class training at all professional levels to enable talent development and retention.
- Role modelling senior leaders who can maintain work/life balance whilst serving sophisticated clients and leading large teams.
- Track insights received from exit interviews to help shape our policies and practices within the firm.
- Becoming more explicit about the experiential and financial benefits of remaining in private practice.
- Continuing to field gender diverse teams.
- Continuing to deepen 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.



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Mason Hayes & Curran LLP



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