

Gender Pay Gap Report 2022



Introduction.

About Us

Mason Hayes & Curran LLP is a law firm with 570 staff including 108 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 complemented by a 23% increase in revenues in 2021.

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.

GPG Report

This is our first Gender Pay Gap report. Our reference date is 1 June, 2022. Our total headcount at that date was 553 people, which included 106 partners. At that date, 67% of our total headcount was female.

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

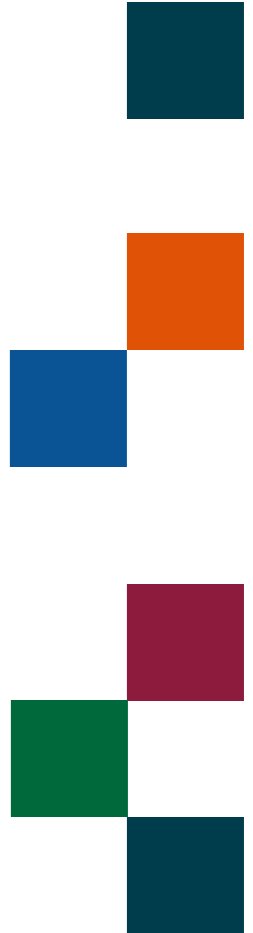
The gender pay gap legislation requires public and private sector employers with more than 250 employees to disclose the pay gap between male and female employees. Disparities tend to indicate the relative representation of women and men at different levels of seniority in an organization.

| 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 two groups in a workforce (e.g. men and women), regardless of job role or seniority.</p> | <p>Equal pay is different. Equal pay deals with pay differences between two groups in a workforce (e.g. 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>We are reporting for the combined business of MHC and MHCPSL, including partners at every level, employees and consultants.</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. For maternity leave, this means that the period in which the firm pays a top-up over the statutory maternity allowance (usually 26 weeks) is included, but any unpaid leave after that period is 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 positive value means the percentage difference in favour of males and a negative value means a percentage difference in favour of females.
- Where a simple percentage is expressed, that is the percentage of either females or males, as the case may be.



Summary of Results

Employees Only

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

| | |
|---|-----|
| Difference in mean hourly remuneration of males and females | 3% |
| Difference in median hourly remuneration of males and females | 15% |
| Difference in mean bonus pay of males and females | 22% |
| Difference in median bonus pay of males and females | 0% |
| Percentage of males paid bonus | 69% |
| Percentage of females paid bonus | 79% |
| Percentage of males receiving benefit in kind | 51% |
| Percentage of females receiving benefit in kind | 61% |



Summary of Results

All employees plus all partners

| | |
|---|-----|
| Difference in mean hourly remuneration of males and females | 50% |
|---|-----|

| | |
|---|-----|
| Difference in median hourly remuneration of males and females | 24% |
|---|-----|

| | |
|---|-----|
| Difference in mean bonus pay of males and females | 44% |
|---|-----|

| | |
|---|-----|
| Difference in median bonus pay of males and females | 39% |
|---|-----|

| | |
|--------------------------------|-----|
| Percentage of males paid bonus | 63% |
|--------------------------------|-----|

| | |
|----------------------------------|-----|
| Percentage of females paid bonus | 77% |
|----------------------------------|-----|

| | |
|---|-----|
| Percentage of males receiving benefit in kind | 51% |
|---|-----|

| | |
|---|-----|
| Percentage of females receiving benefit in kind | 61% |
|---|-----|



Summary of Results

Part-time and Temporary

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

| | |
|---|------|
| Difference in mean hourly remuneration of males and females | -36% |
| Difference in median hourly remuneration of males and females | -12% |

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

| | |
|---|------|
| Difference in mean bonus pay of males and females | -5% |
| Difference in median bonus pay of males and females | -14% |

Temporary employees only

| | |
|---|-----|
| Difference in mean hourly remuneration of males and females | -4% |
| Difference in median hourly remuneration of males and females | 0% |



Quartiles Based on Hourly Remuneration

| Table 1 | | |
|---|------|--------|
| All headcount excluding partners | Male | Female |
| Minimum to quartile 1 (lower) | 36% | 64% |
| Quartile 1 to quartile 2 (lower middle) | 20% | 80% |
| Quartile 2 to quartile 3 (upper middle) | 35% | 65% |
| Quartile 3 to quartile 4 (upper) | 40% | 60% |

Our profile in Table 1 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. Quartile 4 includes senior associate lawyers and senior employees in business services.



Quartiles Based on Hourly Remuneration

| Table 2 | | |
|----------------------------------|------|--------|
| All headcount including partners | Male | Female |
| Minimum to quartile 1 | 34% | 66% |
| Quartile 1 to quartile 2 | 21% | 79% |
| Quartile 2 to quartile 3 | 42% | 58% |
| Quartile 3 to quartile 4 | 57% | 43% |

Our profile in Table 2 broadly mirrors our demographic split in quartile 1. The inclusion of partners does not materially impact on quartile 2. Quartile 4 includes all senior partners who have the highest remuneration.



Opinion

- The findings from our gender pay gap analysis show the significant differential between female hourly remuneration as against male hourly remuneration even though men and women are treated equally.
- The gender pay gap, excluding partners, of 3% of mean, and 15% of median, hourly remuneration includes lawyers and those in business services, and ranges from entry level to director level. The median gap reflects the preponderance of females in more junior administrative and secretarial roles.
- The gender pay gap, including partners, of 50% of mean, and 24% of median, hourly remuneration reflects both the preponderance of females in more junior 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 secretaries 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.

Commitment and Action

In the combined businesses of MHC and MHCPSSL, the gender pay gap is a consequence of the preponderance of men at senior partner level and the preponderance of women in more junior administrative and secretarial roles.

These features are due to the historic composition of the solicitors' profession, historic gender preferences for certain job types and traditional gender choices in relation to career priority in families.

However, the solicitors' profession became majority female in 2014, gender preferences for job types are changing and family dynamics are also changing. These structural and societal changes will likely reduce the gender pay gap at MHC/MHCPSSL, and elsewhere, over time.

We are taking measures to encourage and support these structural and societal changes, while respecting individual life choices.

Our experience suggests that

- motherhood can be a cause of slower, or stalled, career progression as mothers miss out on development and opportunity during maternity leave, and often make personal choices to prioritise family over career for periods of time
- women are somewhat more likely than men to leave private practice for in house roles
- women are more likely than men to stay in more junior administrative and secretarial roles

Commitment and Action

In this context, measures we are taking include:

- Having a highly flexible approach where mothers can choose, and frequently revisit their choices, regarding how they want to manage their careers and families
- Adopting enhanced maternity payment policies in 2022, thereby providing improved financial support for mothers
- Introducing parenting representatives to strengthen the existing supports we provide to parents, such as a parenting coach and partner sponsors
- Becoming more explicit about the experiential and financial benefits of remaining in private practice

- Articulating our preference for senior leaders who can maintain work/life balance whilst serving sophisticated clients and leading large teams
- Adopting best-in-class training at all professional levels to enable talent development and retention
- Endeavouring to field gender diverse teams for large matters
- Devising career pathways for junior administrative and secretarial staff to enable them to progress to more senior and more remunerative roles

Gender Pay Gap Report 2022

Mason Hayes & Curran LLP

