MASON HAYES & CURRAN

Gender Pay Gap

Report 2026

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Welcome

WILLIAM CARMODY
Managing Partner

Five years of gender pay gap reporting has given us a clearer picture of our progress and where further work is needed.

Gender balance is important to the long-term success of our firm. Diverse perspectives strengthen leadership and decision-making, which benefits our people and clients.

Women now account for 66% of our workforce, 56% of our lawyers and 43% of partners. We have also seen encouraging progress through partner promotions and Of Counsel appointments.

Structural factors continue to influence our gender pay gap, particularly the greater representation of men in senior partnership roles.

In 2026, our mean hourly pay gap, including partners, stands at 52%, compared with 51% in 2025, while the median has reduced slightly from 33% to 32%. Excluding partners, the mean gap is 10%, while the median gap is 24%.

Supporting career progression remains a priority, through professional development, career coaching and practical policies and supports for colleagues balancing work with family and caring responsibilities.

As in previous years, we have voluntarily included partners in our reporting to provide a more complete and transparent picture of remuneration across the firm.

We are committed to building on our progress and creating a more inclusive working environment for all of our people.

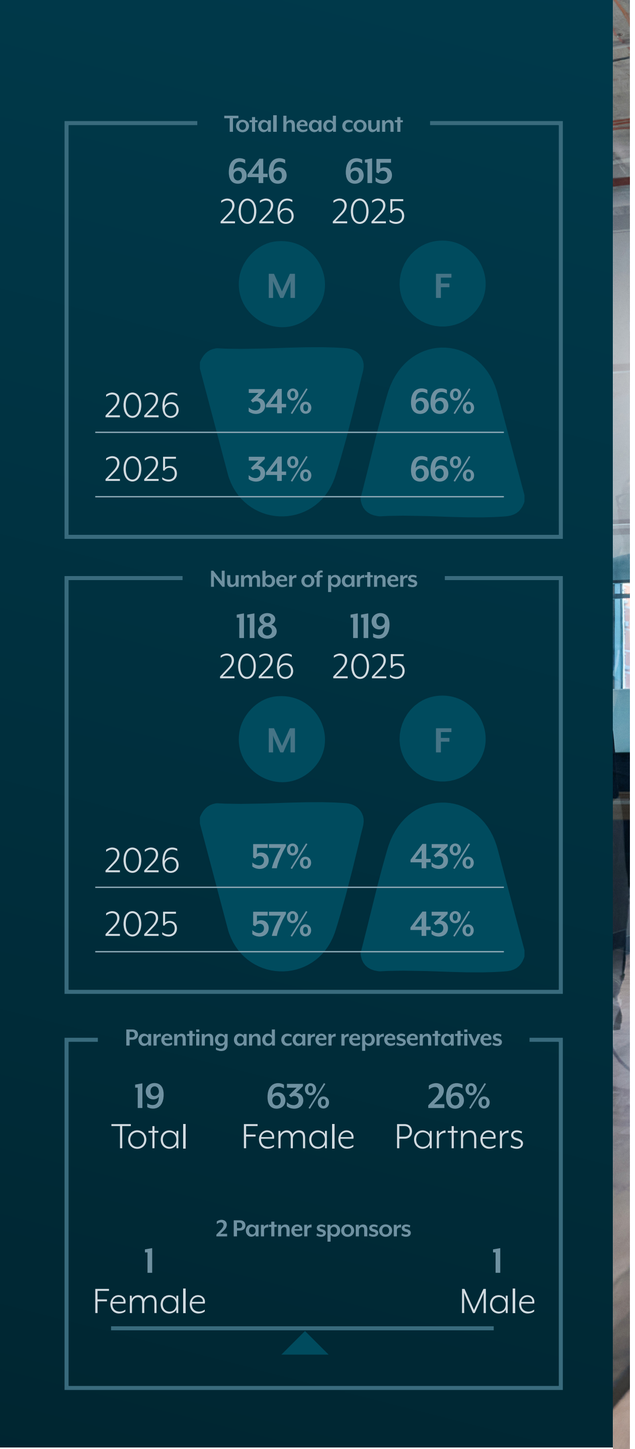
MELANIE CROWLEY
Partner and Head of Employment & Benefits

Our commitment to inclusivity

We are committed to an inclusive workplace culture and want our people to reach their full potential.

Our programmes focus on diversity & inclusion, social responsibility, wellness and the environment, and these are supported by dedicated committees with members from across the staff population.

Continuing our strong focus on family support is very important to us, whether that is starting or raising a family or providing care for others. We understand the demand this places on our people at the same time as they are also pursuing a fulfilling career. Our policies and practices are responding to this demand and will continue to evolve into the future.



Total head count

	646 2026	615 2025
	M	F
2026	34%	66%
2025	34%	66%

Number of partners

	118 2026	119 2025
	M	F
2026	57%	43%
2025	57%	43%

Parenting and carer representatives

19 Total	63% Female	26% Partners

2 Partner sponsors

1 Female	1 Male

01 Highlights

As part of our ongoing support for parents & carers, our representatives meet bi-monthly and organise Parents' Cafes featuring guest speakers. Topics included supporting anxious children and teens, the digital world, and sleep training. Our Parents' Cafés bring colleagues together to share experiences, build connections and access practical advice and expert-led discussions on parenting topics.

Talent pipeline

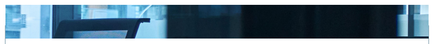
Strong female talent pipeline with females making up 56% of our lawyer cohort and 66% of overall headcount.

Female partner profile

Our female partner profile remains strong with 100% female partner promotions and 75% female Of Counsel appointments.

Career progression

We provide workshops for those with partner and Of Counsel aspirations so important and informed career decisions can be made.



Life balance

Our high trust, high flexibility hybrid model continues to provide colleagues with flexibility that enables them to do their best at work and at home, reaching their full potential.

Policy application

We continue to provide and promote a substantial range of policies which provide support for our employees. Our family supports recognise the different ways colleagues may become parents, including through birth, adoption and surrogacy. We aim to ensure all parents feel supported as they navigate family life alongside their continued career development and progression. With pregnancy loss leave and fertility leave policies introduced alongside our menopause policy and domestic violence policy, our suite of policies supports our people's welfare.

Carers

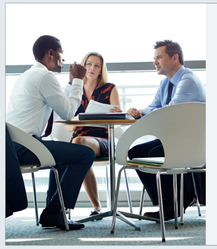
We aim to join the Family Carers Ireland Programme in 2027, providing colleagues with caring responsibilities with access to expert resources and one-to-one support, and strengthening our wider commitment to supporting carers throughout their careers.

Wellbeing

Our wellness offering continues apace with information sessions and supports provided for female-specific topics such as menopause and hormonal changes.

02 Actions

Although we are making positive progress, the work does not stop there. We remain committed to sustainable, long-term change and are introducing additional measures to accelerate progress towards full gender pay parity. In addition, we are preparing for the implementation of the EU Pay Transparency Directive which will provide a deeper level of insight to support our efforts.



Career coaching

Across the firm we give our people support to explore their ambitions, identify development opportunities and navigate important career decisions helping them realise their potential.

Maternity Transition Planning programme

The programme provides tailored support helping colleagues navigate this important transition and return with the support and confidence to continue developing and progressing.

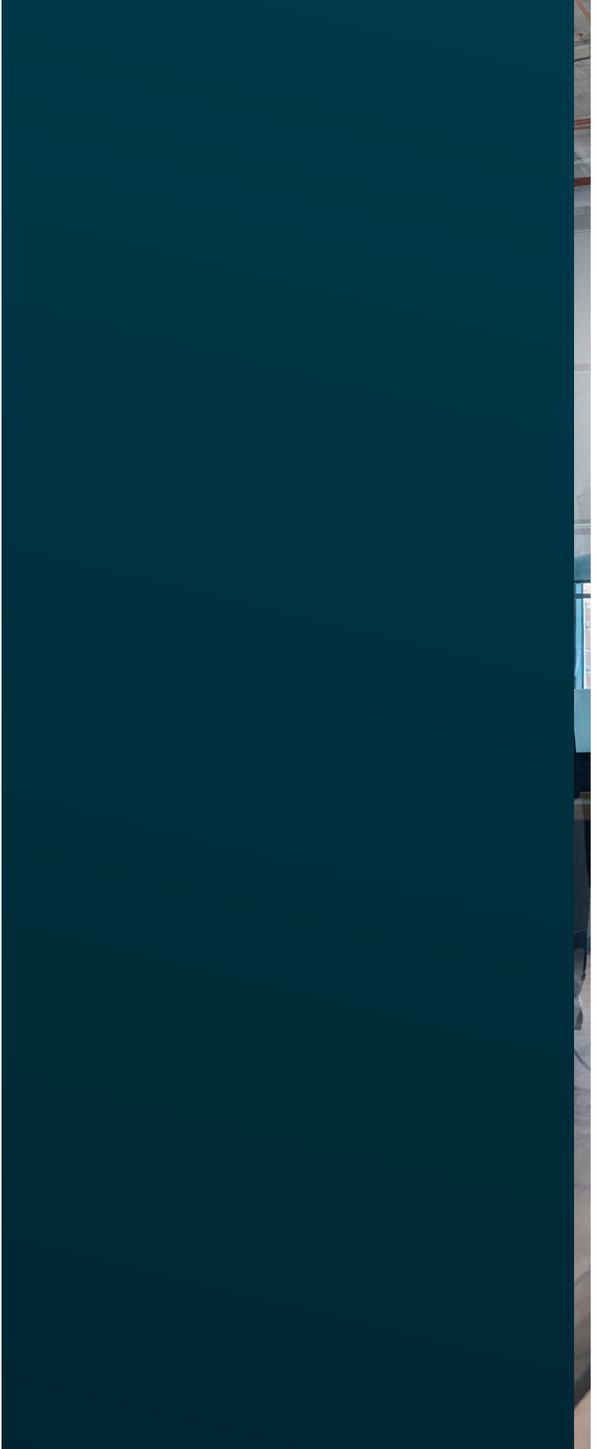
Each year we look to deepen our engagement with external organisations such as the 30% Club, PropelHer, TCPID, disAbility Legal Network and Rethink Ireland.

This year, we are proud to be an official member of the Hidden Disabilities Sunflower programme and the first law firm in Ireland to join the initiative.

The Hidden Disabilities Sunflower is a simple tool for individuals to voluntarily share if they have a disability. As part of our launch, our Diversity Committee hosted Stefanie Preissner (award-winning writer, actor and broadcaster) who spoke openly about her late autism diagnosis, helping to broaden understanding of how autism can present in adults, offering attendees an engaging perspective on neurodiversity and inclusion in today's workplace.

The €1.5 million Connected Communities Fund is a three-year initiative supporting social cohesion across Ireland. Launched by the firm alongside Rethink Ireland and the Department of Rural & Community Development, it fosters belonging and community resilience.

Five non-profit awardees were chosen: Foróige, Neighbourhood Network, National Youth Council of Ireland, ShoutOut, and Hope and Courage Collective. Each receives cash grants and Accelerator Programme support to scale local projects empowering marginalised groups.



03

Summary of results

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

All employees plus all partners

Difference in mean hourly remuneration of males and females

2025	2026
51%	52%

Difference in median hourly remuneration of males and females

2025	2026
33%	32%

Difference in mean bonus pay of males and females

2025	2026
41%	48%

Difference in median bonus pay of males and females

2025	2026
57%	63%

Percentage of males paid bonus

2025	2026
59%	58%

Percentage of females paid bonus

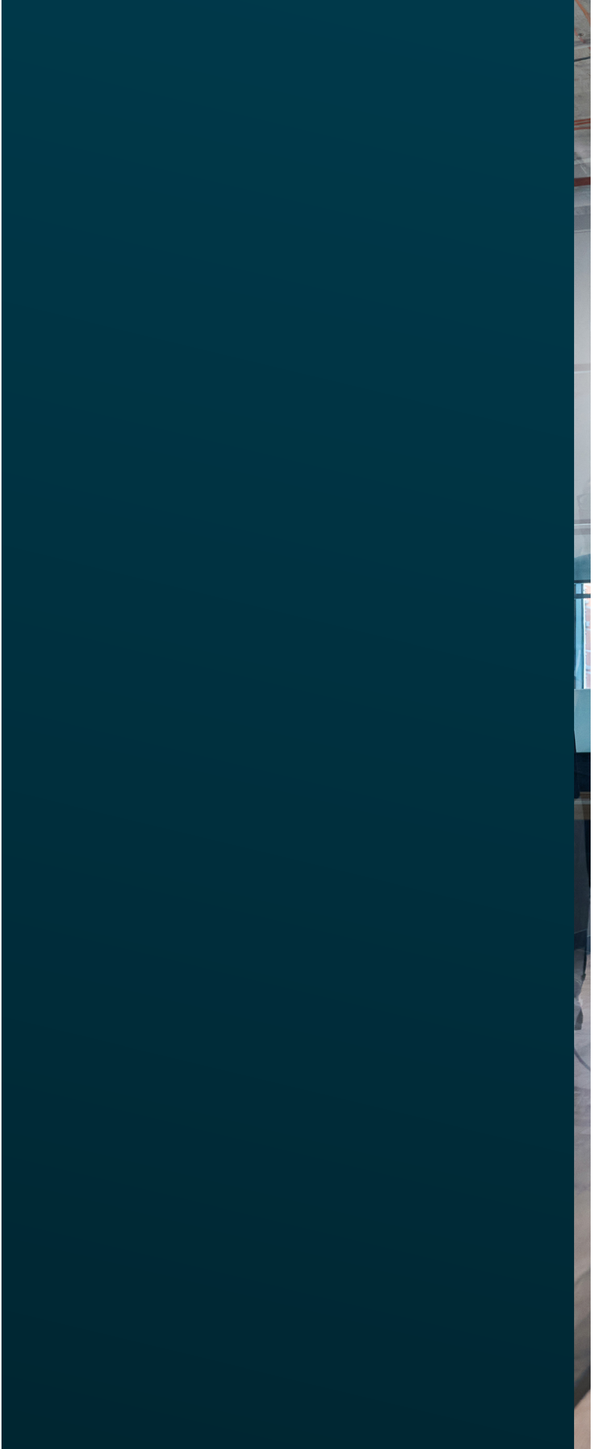
2025	2026
68%	65%

Percentage of males receiving benefit in kind

2025	2026
55%	56%

Percentage of females receiving benefit in kind

2025	2026
60%	62%



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Summary of results

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

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

Difference in mean hourly remuneration of males and females	
2025	2026
11%	10%

Difference in median hourly remuneration of males and females	
2025	2026
23%	24%

Difference in mean bonus pay of males and females	
2025	2026
37%	54%

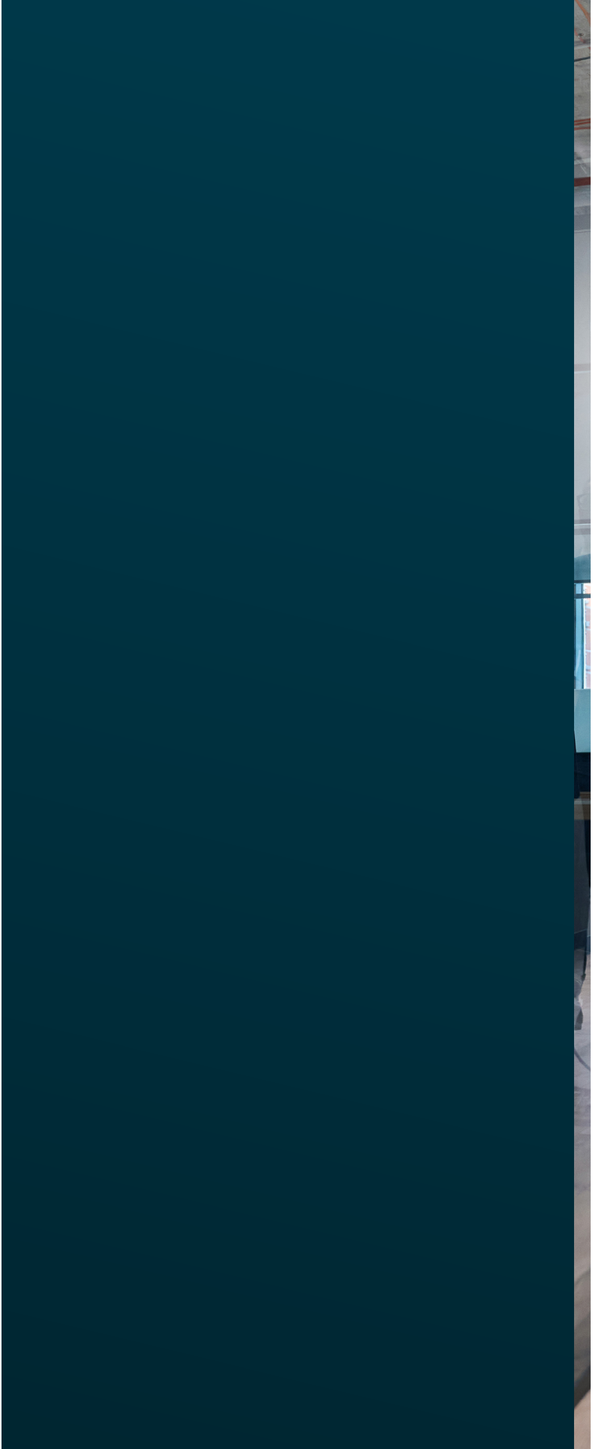
Difference in median bonus pay of males and females	
2025	2026
50%	67%

Percentage of males paid bonus	
2025	2026
61%	58%

Percentage of females paid bonus	
2025	2026
66%	63%

Percentage of males receiving benefit in kind	
2025	2026
59%	58%

Percentage of females receiving benefit in kind	
2025	2026
60%	59%



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Summary of results

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

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

Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2025	2026	2025	2026
9%	2%	15%	12%

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

Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2025	2026	2025	2026
21%	14%	30%	27%

Temporary employees only

Difference in mean hourly remuneration of males and females		Difference in median hourly remuneration of males and females	
2025	2026	2025	2026
30%	-12%	-9%	0%

Our part-time and temporary 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.

Definition

Employees and partners are organised into quartiles based on hourly remuneration of all male & female headcount and we calculate the proportions of males and females in each quartile. Quartile 1 being the lowest paid and quartile 4 being the highest paid quartile.

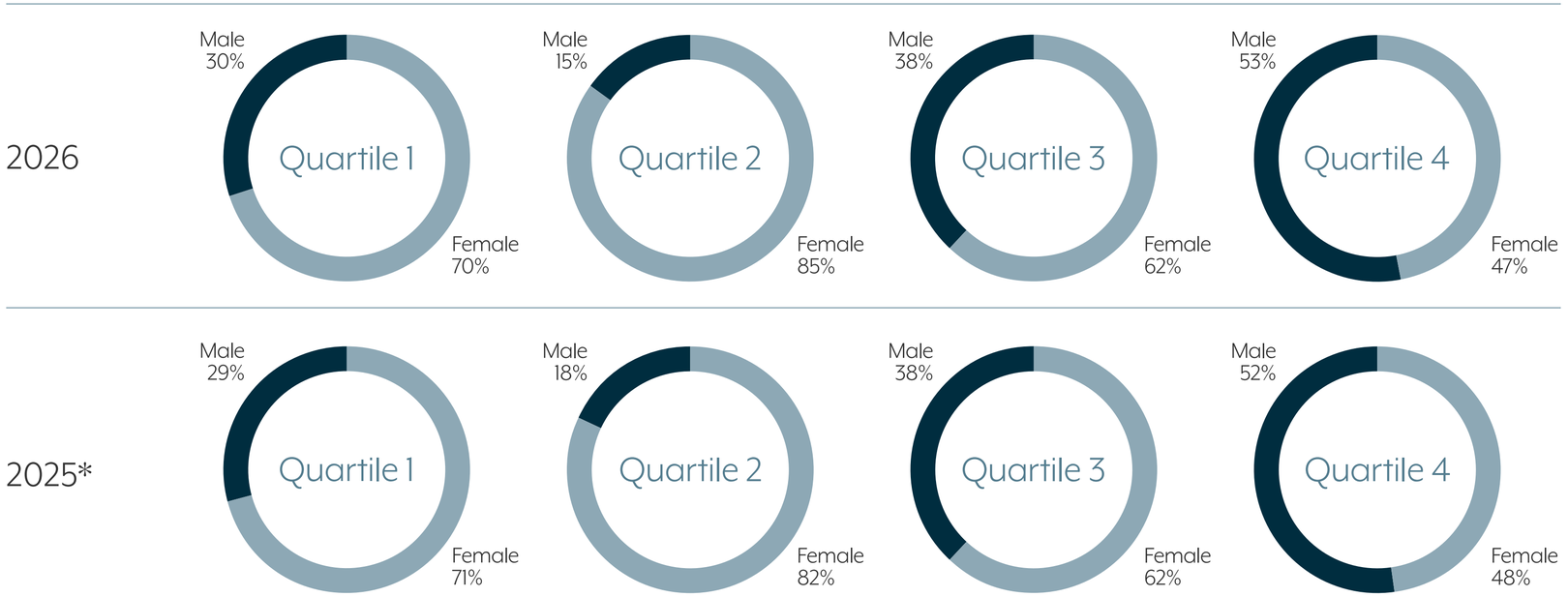
In comparison to the revised 2025 figures in the graphics, there are marginal changes in quartiles 1 and 4, with quartile 3 remaining the same.

There has been a slight shift in quartile 2 with the percentage of females increasing from 82% to 85%.

04

Quartiles based on hourly remuneration

All headcount **including partners.**



*The 2025 figures set out in last year's report are incorrect as only full-time employees were included. From 2026 onwards, all staff are included. The incorrect figures as per last year's report were quartile 1: M30%/F70%, quartile 2: M23%/F77%, quartile 3: M42%/F58%, quartile 4: M56%/F44%.

Definition

Employees are organised into quartiles based on hourly remuneration of all male & female employees and we 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.

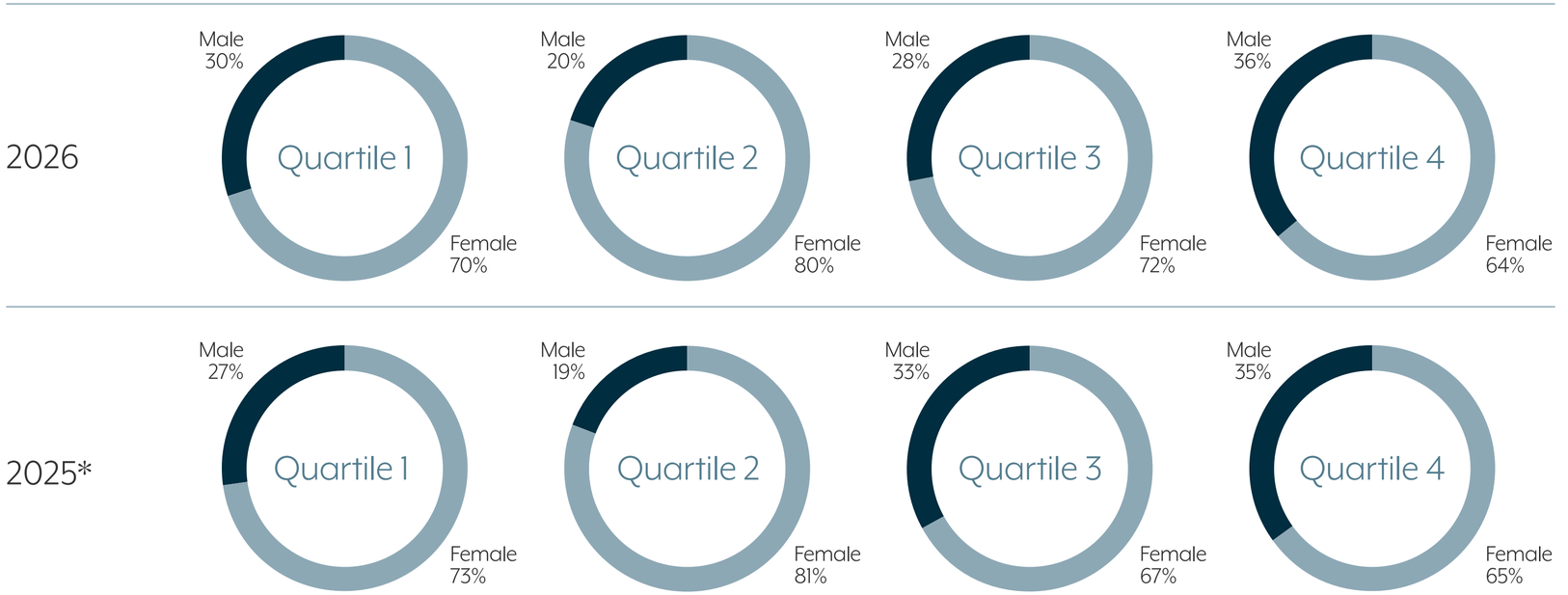
In comparison to the revised 2025 figures in the graphics, quartile 2 and 4 have changed marginally, with quartile 1 showing a 3% decrease in the percentage of females in this group.

Quartile 3 shows an increase from 67% to 72% in the female grouping.

04

Quartiles based on hourly remuneration

All headcount **excluding partners.**



*The 2025 figures set out in last year's report are incorrect as only full-time employees were included. From 2026 onwards, all staff are included. The incorrect figures as per last year's report were quartile 1: M26%/F74%, quartile 2: M25%/F75%, quartile 3: M37%/F63%, quartile 4: M40%/F60%.

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. In Mason Hayes & Curran, 56% 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 changes slightly to 81% female with these functions making up 41% of our overall firm population.

The difference in bonuses reflects the preponderance of males at senior levels and the preponderance of female administrative staff.

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 and 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, is 10% of mean and 24% of median hourly remuneration. This 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, is 52% of mean hourly remuneration - an increase of 1% from 2025 - and 32% of median hourly remuneration - a reduction of 1%. This 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.

Our pay and bonus gap calculations are based on a 12-month period preceding our chosen snapshot date of 1 June 2026.

06 Understanding the pay gap

The gender pay gap legislation requires public and private sector employers with more than 50 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 (MHCPSL), a service company owned by the partners.

While not required to under the legislation, we are reporting for the combined business of MHC LLP and MHCPSL, 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.

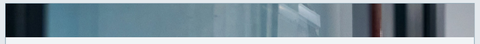
The results for temporary staff include our trainees who are contracted for their period of professional training.

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

Where the gender pay gap is negative, this indicates that, on average, men are in a less favourable position than women.

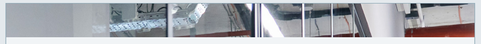
08 Key developments

Since our first Gender Pay Gap Report in 2022, we have expanded our career development programmes and introduced additional supports to help colleagues progress throughout their careers. These initiatives reflect our continued focus on supporting professional development, career progression and work-life balance.



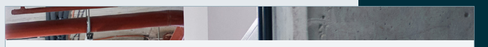
2022

Enhanced maternity payments, introduced parenting representatives and improved professional development measures.



2023

Expanded recruitment bias training, leadership development, mentoring and maternity support initiatives.



2024

Introduced additional family leave policies, menopause support and career workshops for aspiring partners.

2025

Piloted maternity transition planning and career frameworks for legal support roles. Introduced the Of Counsel promotion pathway, with six female appointments.

2026

Established the maternity transition planning programme, expanded career coaching and continued dedicated support for colleagues aspiring to senior roles.

MASON HAYES & CURRAN

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