



An Bord Um
Chúnamh Dlíthiúil
Legal Aid Board

Gender Pay Gap Report

DECEMBER
2022

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. Regulations under the Act came into operation on 31 May 2022 and are published in the Irish Statute Book.

The Regulations requires organisations with over 250 employees to report on their gender pay gap and to report on their hourly gender pay gap across a range of metrics.

Our snapshot date is 24 June 2022. Our reporting period covers 25 June 2021 to 24 June 2022. The Legal Aid Board's gender pay gap is the difference in the average hourly wage of men and women across the organisation. It compares the pay of all employees based on their gender.

1 Key Findings

The mean gender pay gap for the Legal Aid Board indicates that, on average, men are paid **10.07%** higher than women. Employees of the Board are Civil Servants and the Board has equal pay for men and women in the same grades. The difference in average pay results from more men than women occupying senior roles over the course of the reporting period and in certain instances those men being in those positions longer and thus on higher points of the pay scales. At the time of the snapshot the Board also had 213 clerical officers of which 85% are female. The median gender pay gap indicates that, on average, men are paid **15.06%** higher than women.

Gender	Number of Employees	Hourly Rate	Mean % Difference	Median % Difference
Female	406	26.68		
Male	92	29.67		
Grand Total	498	27.24	10.07%	15.06%

2 Headcount on Snapshot Date

	Gender (Person)		
	Female	Male	Grand Total
Full Time	279	85	364
Part Time	127	7	134
Total	406	92	
Of whom are temporary	30	6	498

3 Gender Gap Metrics

	Mean	Median
All Employees	10.07%	15.06%
Part-time Employees	-1.28%	-0.86%
Temporary Employees	-13.28%	-15.96%

4 Gender Gap Bonus/Benefit in Kind

This category of reporting is not applicable for the Board.

5 Pay Quartiles

Gender (Person)	Hourly Rate Quartile			
	1ST QUARTILE	2ND QUARTILE	3RD QUARTILE	4TH QUARTILE
Male	18.40%	16.80%	15.45%	23.20%
Female	81.60%	83.20%	84.55%	76.80%

6 Reasons for the differences relating to remuneration

Employees of the Board are Civil Servants and accordingly, are paid rates of remuneration as provided for in the civil service pay scales applicable to their grade. A gender pay gap in favour of either males or females would be as a result of the proportion of either males or females in that particular grade.

In relation to part-time employees, the majority who work on a part-time, or work sharing basis, are female. Temporary positions have also been filled in the majority by females, which is reflective of the staff make-up within the organisation being predominantly female.

Recruitment in the Board is by way of assignment to the Board via Public Appointment Service or by way of internal recruitment which is run under licence by the Commission for Public Service Appointment's Code of Practice.

7 Measures being taken to eliminate or reduce differences

The Legal Aid Board provides all employees with equal opportunities for recognition, career development, fairness and equity at work. The Board's Statement of Strategy 2021-2023 commits to on-going assessment of our work force with a view to the organisation being reflective of the broader community in terms of gender, race, and diversity.

The Board has a strategic commitment to identifying measures and putting them in place to ensure equality of opportunity at all levels of the organisation for those not represented at a level similar to the broader community. The Board supports the many equality, diversity and inclusion initiatives of the Civil Service. Supports are already in place including a range of flexible working options and we will continue to work in this area.