



An Bord Um  
Chúnammh Dlíthiúil

Legal Aid Board

Providing access to justice since 1979

[www.legalaidboard.ie](http://www.legalaidboard.ie)

# GENDER PAY GAP REPORT 2023

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Human Resources

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# INTRODUCTION

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 was 23 June 2023. Our reporting period covers 24 June 2022 to 23 June 2023. 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.



# KEY FINDINGS

## SUMMARY

The mean gender pay gap for the Legal Aid Board indicates that, on average, men are paid 4.97% 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.

## INSIGHTS

At the time of the snapshot the Board also had:

- 265 clerical officers of which 82% are female.
- The median gender pay gap in the Board is 0.0%.
- The largest gender pay gap is evident in part time employees. This is reflective of a very small number of male staff working part time and, for the majority, in professional roles.

Gender	Number of Employees	Hourly Rate	Mean % difference	Median % difference
Male	107	28.48		
Female	442	27.47		
Total	549	27.34	4.97	0.00



# KEY FINDINGS

## Headcount on Snapshot Date

	Female	Male	Grand Total
Full time	318	102	549
Part time	124	5	
Total	442	107	
Of whom are temporary	41	11	

	Mean	Median
All employees	4.97	0.00
Part time	9.60	25.73
Temporary	-3.39	-1.41

## Gender Gap Metrics



# KEY FINDINGS

## Gender Gap Bonus/ Benefit in Kind

This category of reporting is not applicable for the Board.

	Hourly Rate			
Gender	1st Quartile	2nd Quartile	3rd Quartile	4th Quartile
Male	21.17%	17.16%	17.44%	21.17%
Female	78.83%	82.84%	81.56%	78.83%

## Pay Quartiles

# CONCLUSIONS



## 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. As noted, the largest gender pay gap is evident in part time employees and is reflective of a very small number of male staff working part time in professional roles.

## 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 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 many equality, diversity and inclusion initiatives of the Civil Service. Further supports are already in place including a range of flexible working options and family friendly policies and we will continue to work in this area

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





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