



An Bord Um
Chúnammh Dlíthiúil
Legal Aid Board

Providing access to justice since 1979

www.LegalAidBoard.ie

GENDER PAY GAP REPORT 2024

Prepared By:
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 150 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 2024. Our reporting period covers 24 June 2023 to 23 June 2024. 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 6.15% 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:

- 242 clerical officers of which 85% are female.
- The median gender pay gap in the Board is 2.72%.
- The largest median 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	106	30.76		
Female	463	28.76		
Total	569	29.13	6.15	2.72





KEY FINDINGS

Headcount on Snapshot Date

	Female	Male	Grand Total
Full time	345	100	569
Part time	118	6	
Total	463	106	
Of whom are temporary	28	4	

	Mean	Median
All employees	6.51	2.72
Part time	4.91	13.42
Temporary	-9.65	-5.92

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	18.18%	17.04%	17.57%	21.68%
Female	81.82%	82.96%	82.43%	78.32%

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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