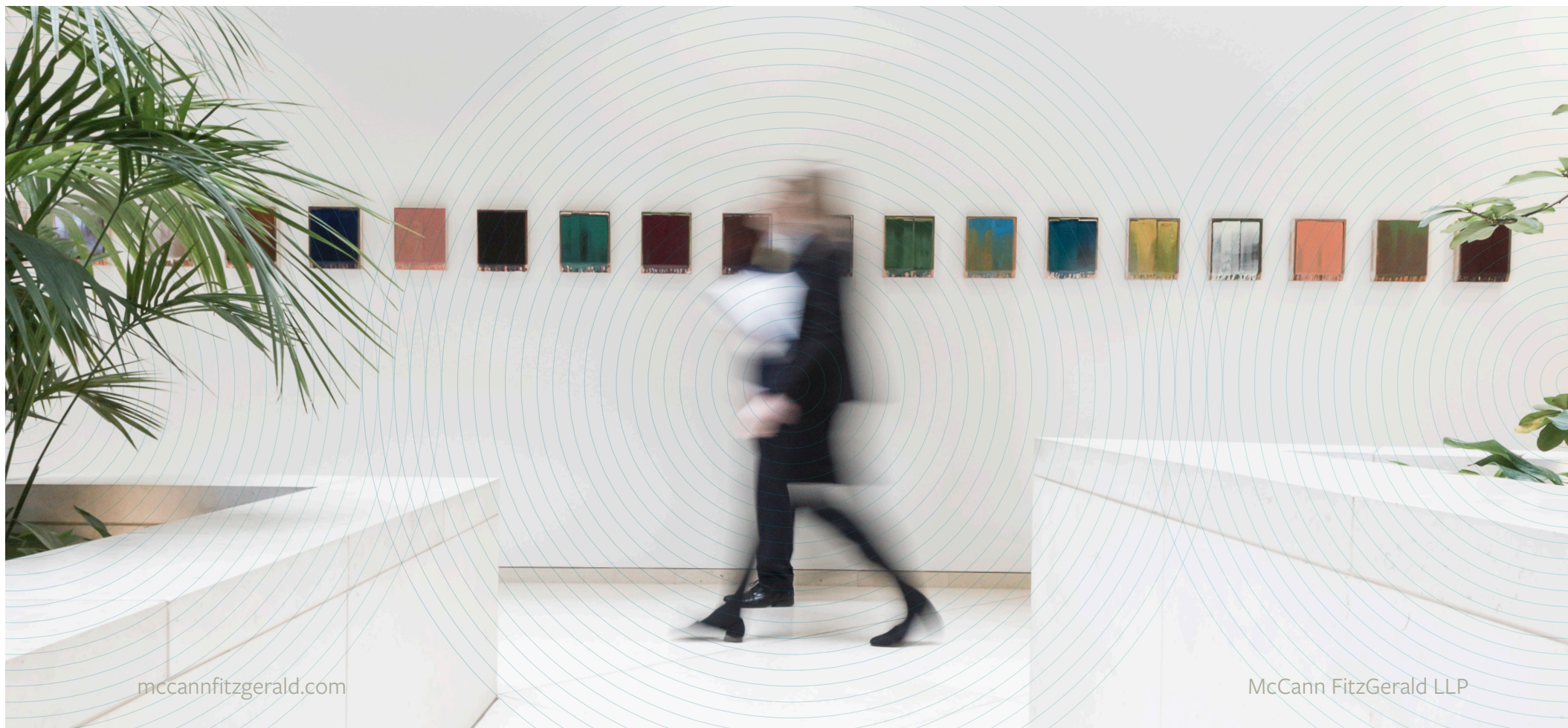

Gender Pay Gap Report 2022

McCANN FITZGERALD



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McCann FitzGerald LLP

“At McCann FitzGerald LLP, we believe that our workplace should reflect the diversity of our wider society. ”

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Introduction

At McCann FitzGerald LLP, we are committed to ensuring our workplace reflects the diversity of our wider society. This is both a moral and a business imperative and includes all forms of diversity. Our culture fosters an open and inclusive environment, where everyone is valued, accepted and respected. We welcome and respect people's differences and recognise that diversity is a core strength of our firm.

The introduction of gender pay gap reporting is a positive opportunity for corporate Ireland to achieve a step change in how women are represented across their businesses. We see this as an opportunity to go beyond the publication of a number, and to tackle the causes of any gaps and influence change in the outcome.

The national gender pay gap in Ireland, is estimated to be 11.3% according to Eurostat figures (2019)¹ compared to an EU average of 13%² and our own mean figure is 8.7%, with a median of 3.0%. The reasons for a gender pay gap can be nuanced and complex. In this our first gender pay gap report, we share our strategies and action plan to achieve greater representation of women across the organisation and a better gender balance within our business, particularly at the most senior levels.

We are committed to listening to our people and effecting change.

Gender is just one measure of diversity and we are equally committed to achieving equity, diversity and inclusion across a broader range of areas including race and ethnicity, disability and neurodiversity, LGBTQ+ and social mobility. This is good for society, for our business, for our clients and for our people.



Stephen Holst
Managing Partner

Gender Pay Gap Reporting Explained

Equal pay and the gender pay gap are not the same.

- Gender pay gap focuses on the representation of women and men in roles across all levels in an organisation.
- Equal pay on the other hand deals with any pay differences between women and men who carry out equal work. Equal pay is protected by Irish equality legislation.

The gender pay gap as calculated refers to the difference between what is earned by women and men based on gross hourly earnings of all paid employees – not just men and women doing the same job, or with the same experience or

working pattern but all the men and all the women regardless of their role. The gender pay gap is expressed as a percentage of men's earnings.

A gender pay gap does not indicate discrimination or bias, or even an absence of equal pay for equal value work – but it may report a gender representation gap and may capture gender demographics across the organisation – so for example, if there is an over representation of women in lower paid positions in the organisation, the gender pay gap is usually wider.

DEFINITION

Gender Pay Gap



Equal Pay

Difference in gross hourly pay of women compared to men, such that it captures whether women are represented evenly across an organisation

Women and men should receive equal pay for equal work

CALCULATION

Gender Pay Gap Calculation



Sum of **men's** hourly rate of pay



Total number of **men**



Sum of **women's** hourly rate of pay



Total number of **women**

DEFINITION

Mean



Median

The mean hourly wage is the average hourly wage in an organisation. It is the arithmetic mean of a set of numbers.

The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. It is not skewed by exceptionally high or low values.

Our Findings

In accordance with the Gender Pay Gap Information Act 2021 and the Employment Equality Act 1998 (Section 20a) (Gender Pay Gap Information) Regulations 2022, this section shows the difference in mean and median hourly remuneration of all male and female employees in McCann FitzGerald LLP, regardless of their role or seniority. It also shows the difference in mean and median hourly remuneration of male and female employees who work part-time and who are engaged on temporary contracts of employment.

The results for employees engaged on temporary contracts include our trainees who are contracted for their period of professional training. This is not a comparison of how much we pay men and women in the same or similar roles (equal pay).

The data relates to employees in the firm as at the snapshot date of 28 June 2022 and their pay for the preceding 12 months.

We have explained our approach to partners on page seven.

Pay Gap All employees

(i.e including full time, part-time and temporary contract employees)

Difference in mean hourly remuneration of males and females	8.7%
Difference in median hourly remuneration of males and females	3.0%

Pay Gap Part-time employees only

Difference in mean hourly remuneration of males and females	-130.2%
Difference in median hourly remuneration of males and females	-81.4%

Pay Gap Temporary contract employees only

Difference in mean hourly remuneration of males and females	-0.3%
Difference in median hourly remuneration of males and females	-0.7%

Our Findings (continued)

This section shows mean and median bonus remuneration of all male and female employees in McCann FitzGerald LLP, regardless of their role or seniority. It also shows the proportion of male and female employees that received bonus remuneration and benefits-in-kind as well as the proportion of male and female employees in four equally divided pay quartiles.

The inclusion of the Christmas bonus, which is paid to almost all employees regardless of role, substantially skews the numbers in relation to bonuses that are presented. This is because we are required to report all bonuses together and this is explained in further detail on page eight.

Bonus Pay Gap All employees

(i.e including full time, part-time and temporary contract employees)

Difference in mean bonus pay of males and females	39.7%
Difference in median bonus pay of males and females	6.9%

Bonus and BIK



Percentage of employees paid a bonus by gender	84%	87%
Percentage of employees receiving benefit in kind by gender	82%	87%

Quartile Pay Bands



Lower remuneration quartile	40%	60%
Lower middle remuneration quartile	29%	71%
Upper middle remuneration quartile	29%	71%
Upper remuneration quartile	43%	57%

Our Partners

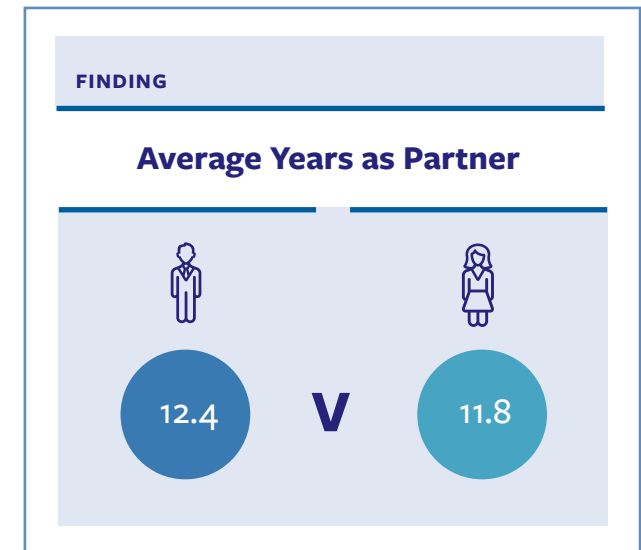
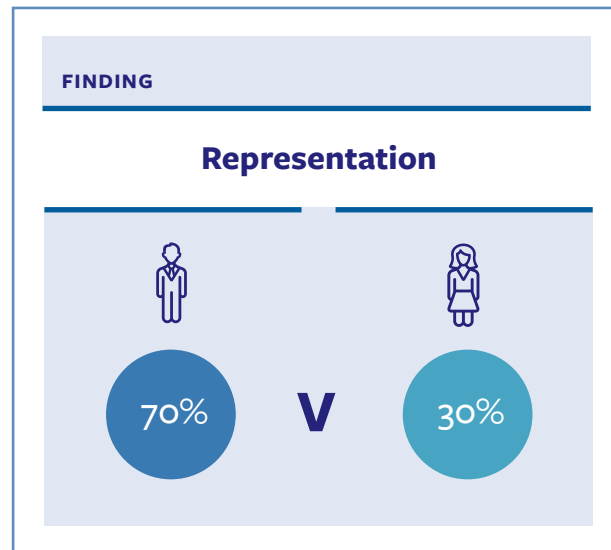
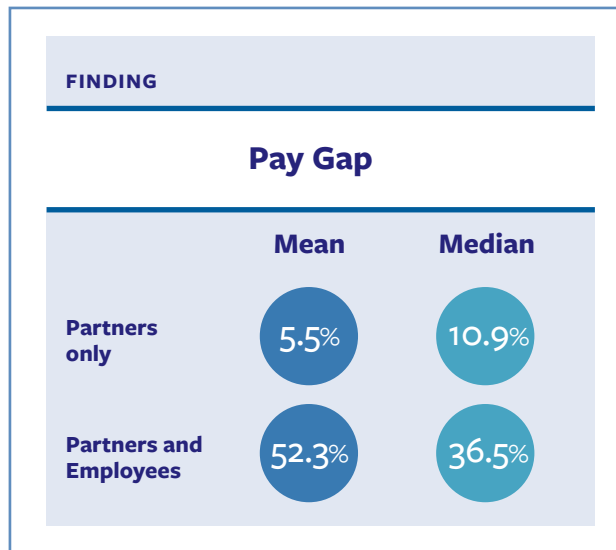
McCann FitzGerald LLP operates a full-equity partnership which means, uniquely amongst the top firms in Ireland, all our partners are full owners of the business (rather than salaried partners or employees) and thus outside the scope of the Gender Pay Gap Information Act 2021.

However, given our goal to achieve a better gender balance throughout our business, particularly at the most senior levels, we believe it's important to share the impact of gender balance in our partnership, and the effect of that on our gender pay gap. Partner pay works differently to employees in that it derives from the financial outcome of a given financial year and so our figures below are based on the conclusion of our last financial year on 30 April 2022.

We believe that it is also more transparent to show our partner figures on their own as it gives a truer reflection of the partnership. In addition, we have presented a combined pay gap figure for all employees plus all partners.

Our partnership is a lockstep partnership, which means profits are distributed by tenure. The gap broadly reflects the demographic composition of our partnership over a number of years, and we have set out partnership tenure by gender below.

As of 30 April 2022, our gender profile within the equity partnership was 70%/30%. We are taking steps both within, and outside, the partnership to improve gender diversity within the partnership.



Understanding the Gap

On the snapshot date of 28 June 2022, 65% of our employee population was female and 35% were male.

The principal driver of our gender pay gap (Hourly rate: Mean 8.7% and Median 3.0%) is predominately due to the higher representation of women in roles such as secretarial, business support and legal administration. Many of our most senior employee roles, legal and non-legal, are held by females but as a percentage of the overall populations they have less impact on the overall gap.

The gender pay gap calculation does not take account of statutory benefit paid to employees during maternity leave and so, even though a male and female employee may be receiving exactly the same hourly pay during the female employee's period of maternity leave, for the purposes of gender pay reporting, the hourly rate appears less.

Despite the finding of a gender pay gap, male and female employees across our business receive equal pay for equal work.



Our bonus calculation includes the payment of the Christmas bonus week that our employees, both male and female, receive.

As set out on page six, inclusion of the Christmas bonus, which is paid to almost all employees regardless of role, substantially skews the numbers in relation to bonuses that are presented. This is because we are required to report all bonuses together.

However, the main bonus paid is the annual solicitor performance bonus which was paid to a similar number of male and female solicitors in this period. A substantial reason a bonus pay gap exists on mean and median figures is because as a percentage of overall employee numbers, there is a greater proportion of women in non-solicitor roles which are ineligible for an annual solicitor performance bonus.

In addition, the bonus pay gap calculations (both mean and median) are also affected by a number of factors, such as taking no account of part-time working and that, in accordance with Irish law, employees eligible for performance bonuses receive a pro-rated performance bonus, based on a pro-rated target for the period out on maternity or other family leave. The statutory calculation requires them to be compared with employees who have not been on leave during that period and received a performance bonus based on the full period.

Gender Breakdown by Level

Role		
Consultant/Director/Head of Function	4	11
Solicitor (excluding partners)	70	98
Trainee	44	61
Legal Executive/Project Assistant	14	37
Business Support/ Secretary/Legal Admin	37	104

Our Gender Balance Action Plan



We have a long-standing record of striving to achieve a diverse partnership and firm. We remain committed to ensuring that the firm is representative of society and of the clients we serve. To enable this, our Gender Balance Action Plan has been

devised to achieve greater representation of women across the organisation and a better gender balance within our business, particularly at the most senior levels. We have set out four key areas to focus on in the coming year.

Mentorship

Launching a tailored mentorship programme for our senior female associates, to provide support in navigating their experience as women lawyers at the firm. In addition to mentor pairings, this new initiative will offer regular programmes to further enhance business skills and capability, and social opportunities/events to foster connections with a senior network within the firm and among our alumni.

Family Leave Policies

- Reviewing our family leave policies.
- Re-affirming our support for shared parental leave and encouraging the uptake of paternity leave – in doing so, providing parents regardless of gender with space to support their family commitments throughout an entire career at the firm.
- We have enhanced our maternity policy for partners and are currently reviewing further steps that can be taken to support female equity partners.

Recruitment and Early Careers

- Continuing focus on diverse hiring throughout the firm, in particular, formally adopting strengths-based assessments as a key tool in our traineeship and summer internship recruitment processes.
- Running additional training on unconscious bias at all levels of the firm, to include gender bias.

Career Development

- Increasing awareness of ‘alternative’ leadership paths such as the availability of part-time partnership, Of Counsel and senior business support roles within the firm.
- Expressly focusing on ‘Equity’ as part of our Diversity, Equity and Inclusion goals – offering tailored and personal support to all of our employees to provide equity (rather than uniformity) of opportunity, and maintaining a drive to identify and eliminate any gender-related inequities and barriers.

