

**RDJ**

Legal Insight  
Human Intelligence  
Business Impact

# **2024** Gender Pay Gap Report

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# Introduction



**Jamie Olden**  
Managing Partner

A handwritten signature in blue ink that reads "Jamie Olden".

**At RDJ, we are committed to fostering an environment of diversity, equity and inclusion and are proud to work with the Irish Centre for Diversity on our continuous improvement journey.**

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. Annual gender pay gap reporting provides an opportunity for greater transparency and highlights key areas where gender representation can be improved within an organisation.

We are pleased to be publishing our second Gender Pay Gap report this year. While there was an expected modest reduction on last year's mean gender pay gap, we continue to take active steps to meet our goal of a 50/50 gender-balanced workforce.

Our goal is to make RDJ a place where gender pay gap is in the low percentages. We understand change does not happen overnight however, we remain committed to increasing the representation of women in leadership roles, along with fostering diversity, equity and inclusion at every level of our business. We are committed to these efforts because diverse and inclusive teams reflect the communities in which we work and live and produce better results for our clients.

# Terms

## Gender Pay Gap

The gender pay gap refers to the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings.

## Mean Hourly Wage

The mean hourly wage is the average hourly wage in an organisation.

## Median

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.

## Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

# Gender Pay Gap

## GENDER PAY GAP REMUNERATION

All employees including all partners

Mean	58%
Median	46%

## BONUS

### Gender Pay Gap bonus

All employees

Mean	42%
Median	75%

Proportion receiving a bonus  
All employees

Male	57%
Female	84%

## OTHER PAY GAP REPORTING

### Part-time remuneration

All employees

Mean	- 91%
Median	- 53%

### Temporary remuneration

All employees

Mean	5%
Median	0%

### Proportion receiving benefits in kind

All employees

Male	6%
Female	17%

## Our Findings

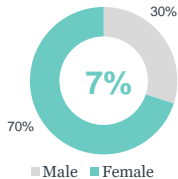
In RDJ 69% of our employees are female. 53% of our lawyers are female.

The gender pay gap is not about pay equity or equal pay for equal work, it is about gender representation in the organisation. RDJ already pays equally at all levels of the firm with employees paid according to experience level.

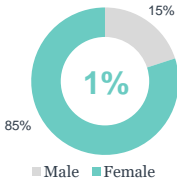
Our gender pay gap is significantly impacted by the higher proportion of senior men within the firm and the large percentage of women in support roles. We are keenly aware that women are still underrepresented at senior levels and are committed to ensuring that changes.

## MEAN HOURLY PAY GAP QUANTILES

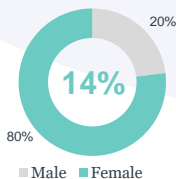
### Lower



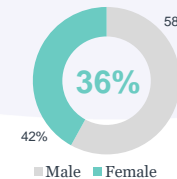
### Lower Middle



### Upper Middle



### Upper



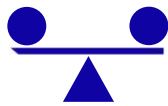
# Addressing the Gap

Our goal is to deliver equal opportunities to everyone who works at RDJ. As part of our action plan, we have introduced a wide range of targeted initiatives to ensure we continue to work towards a 50/50 gender-balanced workforce.



## CAREER DEVELOPMENT

A transparent 'Path to Partnership' framework enables solicitors to progress in their careers, from newly qualified solicitor to Partner.



## WORK LIFE BALANCE

We offer progressive, family friendly working policies including parental leave, surrogacy leave, and both hybrid and flexible working to achieve greater work life balance.



## WELL WITHIN THE LAW

We are partnering with the Law Society Psychological Services to look at our culture, including inclusion and belonging, and identify areas for improvement such as leadership development programmes and support for parents.



## DE&I STRATEGY

Our DE&I team oversees the implementation of inclusion focused targets and initiatives. Priorities for FY2025 include continued unconscious bias training and inclusive hiring, in addition to talent attraction and retention.



## RECRUITMENT

We have an inclusive recruiting and hiring process that includes gender neutral and inclusive language in all our job descriptions and advertisements.

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JAMIE OLDEN  
MANAGING PARTNER

**“Greater diversity and inclusion are among RDJ’s core values. Diverse teams offer a wider range of perspectives and experiences, which lead to increased innovation and problem solving, and allow us to provide the best possible value for our clients.”**



The background features large, semi-transparent, stylized letters 'R', 'D', and 'J' in shades of blue and purple. The 'R' is on the left, the 'D' is at the bottom, and the 'J' is on the right. The overall color palette is a gradient from dark blue to purple.

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