

RDJ

Legal Insight
Human Intelligence
Business Impact

2023 Gender Pay Gap Report

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Introduction



Jamie Olden
Managing Partner

At RDJ we see diversity, equity and inclusion as core values of the firm and have partnered with the Irish Centre for Diversity to support us 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.

As a firm, we are taking active steps to close the gender pay gap and are working towards the goal of a 50/50 gender-balanced workforce. For the majority of our workforce, we are close to parity. The issues we need to address are at a more senior level of the organisation.

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	60%
Median	50%

BONUS

Gender Pay Gap bonus

All employees

Mean	51%
Median	78%

Proportion receiving a bonus
All employees

Male	73%
Female	93%

OTHER PAY GAP REPORTING

Part-time remuneration

All P/T employees are female

Mean	N/A
Median	N/A

Temporary remuneration

All employees

Mean	- 9%
Median	- 4%

Proportion receiving benefits in kind

All employees

Male	6%
Female	13%

Our Findings

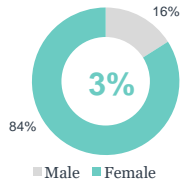
In RDJ 70% of our employees are female. 52% of our lawyers are female.

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.

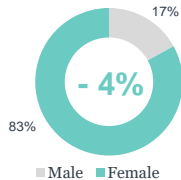
Our gender pay gap is significantly impacted by the higher proportion of senior men within the firm and the large percentage of women in support roles. We are keenly aware that women are still underrepresented at senior levels and are committed to ensuring that changes.

MEAN HOURLY PAY GAP QUARTILES

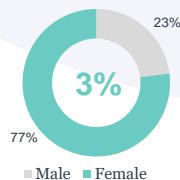
Lower



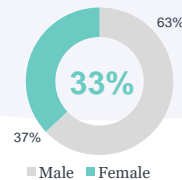
Lower Middle



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.



MENTORING

We have launched a mentoring programme for our team of Associates where all but one of our mentees are female. The mentors are senior partners within the Firm.



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, hybrid working and flexible working to achieve greater work life balance.



DE&I STRATEGY

Our DE&I team oversees the implementation of inclusion focused targets and initiatives. Priorities for FY2024 include continued unconscious bias training and inclusive hiring.



RECRUITMENT

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

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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