Oifig an Ard-Aighne
Office of the Attorney General

Gender Pay Gap Report

Office of the Attorney General

2025

Introduction

The Office of the Attorney General (the Office) recognises that to pursue its mission of providing the highest standard of professional legal services to Government, Departments and Offices as economically and efficiently as possible and to support adherence to the rule of law, it needs to reflect the changing composition of Irish society. In our Statement of Strategy 2025-2028, the Office's vision "is to be an outstanding public law office, delivering legal expertise to support the work of Government in partnership with our clients, while fostering an innovative and collaborative environment where our people can thrive". This is why we place a high priority on the data underpinning our Gender Pay Gap Reports and using it to help inform our recruitment, promotion, learning and development and diversity and inclusion policies.

The Gender Pay Gap Information Act 2021, introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations to report on their hourly gender pay gap across a range of metrics. From 2024, the mandatory Gender Pay Gap reporting legislation requires employers with 50 or more employees to assess and communicate information in relation to the Gender Pay Gap (GPG) within their organisations.

The Office of the Attorney General published its first Gender Pay Gap Report in 2024: AGO Gender Pay Gap Report 2024. The Gender Pay Gap Information Act 2021 requires an organisation to pick a "snapshot date" in June and report the results by the same date in November. For the purposes of our 2025 Gender Pay Gap Report, the employee data used to calculate the differences for men and women across the Office was taken on the "snapshot" date of 23 June, 2025. Our reporting period covers from July 2024 to June 2025. The average number of employees, employed in the Office of the Attorney General during this period was 175.

The reporting period is the 12-month period immediately preceding and including the snapshot date.

For 2025, the Office's gender pay gap is 5.48% in favour of male employees. This means that the average hourly rate of pay for male employees was 5.48% higher than the average hourly rate for female employees during the relevant period. This also includes allowances paid during this time.

Overview of the Gender Pay Gap Report

For the reporting period up to 23 June 2025, for employees on the Office of the Attorney General's payroll, the following are our Gender Pay Gap statistics.

Mean Gender Pay Gap

Based on the mean (average) hourly pay rate for male and female employees in the relevant period, our mean gender pay gap is 5.48% in favour of male employees.

Median Gender Pay Gap

Based on the median (middle) hourly rate for male and female employees in the relevant pay period, our median gender pay gap is -6.13% in favour of female employees.

Mean Part-time Gender Pay Gap

Our mean hourly gender pay gap for part-time employees is 27.42% in favour of male employees. This means that for all employees less-than 1 Full-Time Equivalent (FTE), the average female employee received 27.42% less than male employees.

Median Part-time Gender Pay Gap

Our median (middle) hourly gender pay gap for part-time employees, in the relevant pay period is 17.31% in favour of male employees.

Temporary Contract Gender Pay Gap

For the purposes of data used for this report, the Office has no staff on temporary contract.

Bonus Pay

No bonus payments were made to staff during the reporting period.

Benefits in Kind

No benefits in kind were received by staff in the reporting period.

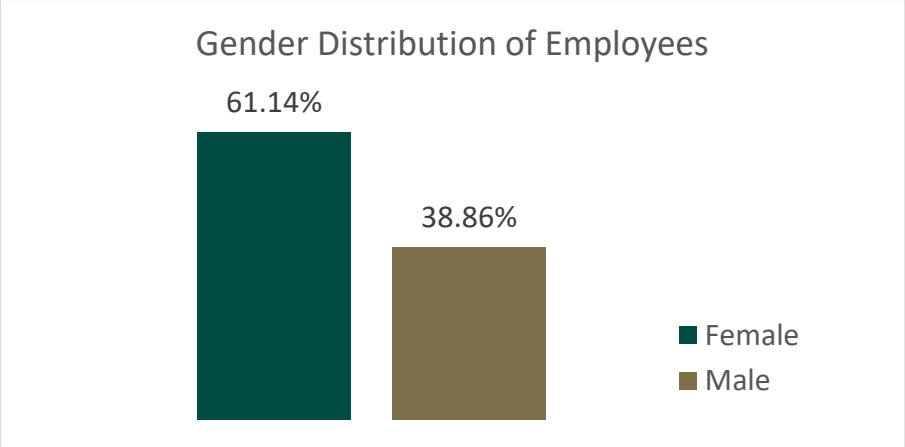
Profile of the AGO

The Office primarily employs legal professionals who work as Advisory Counsel and Parliamentary Counsel. It also has a Corporate Services Unit, staffed by general service grades, who provide administrative support to assist the delivery of services by the Office. The professional grades make up approximately 54% of the total number of employees within the Office and the general service grades make up approximately 46% of total employees. The total number of employees, employed at senior management grades, Assistant Principal Officer Level and above is 60%. At this Level, 63% of employees are female and 37% are male.

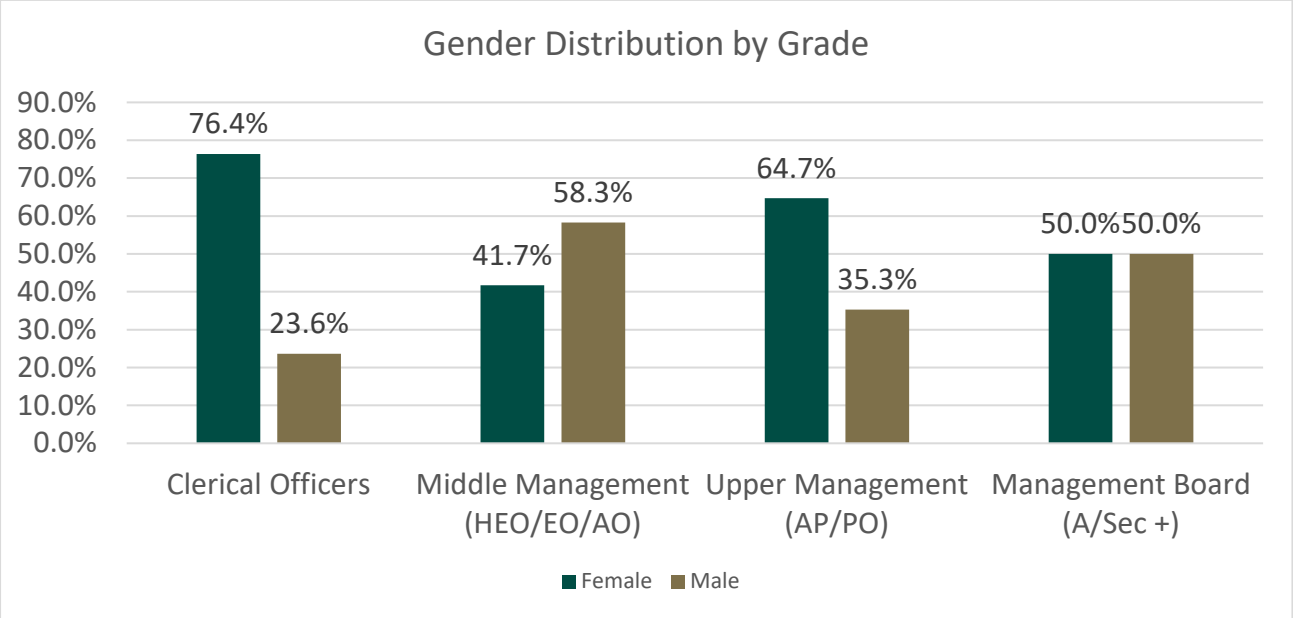
Gender Profile 2025

A breakdown of employees by gender is provided below. Their employment status is determined by reference to Section 2 of the Employment Equality Act 1998. The Office's current gender distribution is 61.14% female and 38.86% male.

Gender Distribution of Employees.



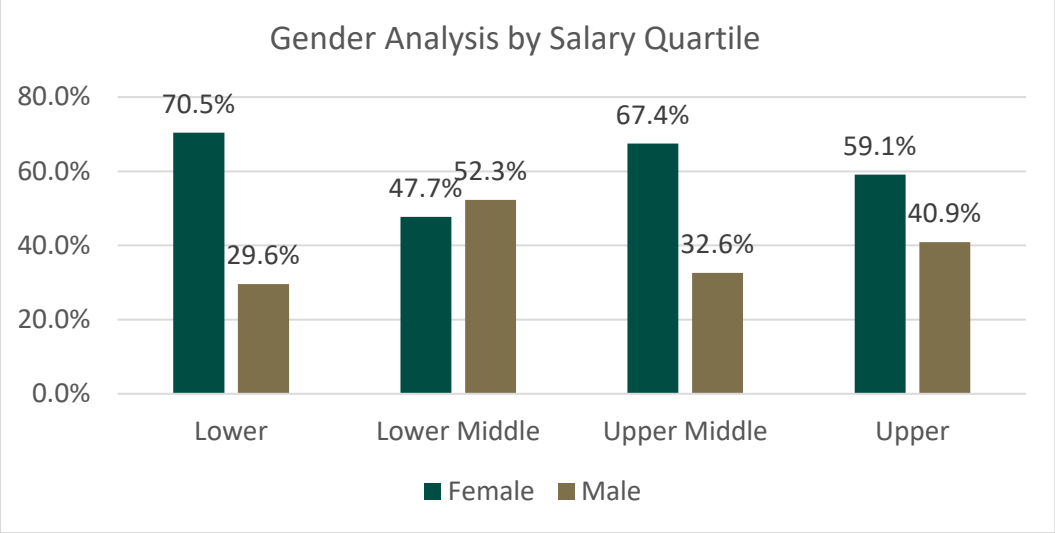
Gender Distribution by Grade.



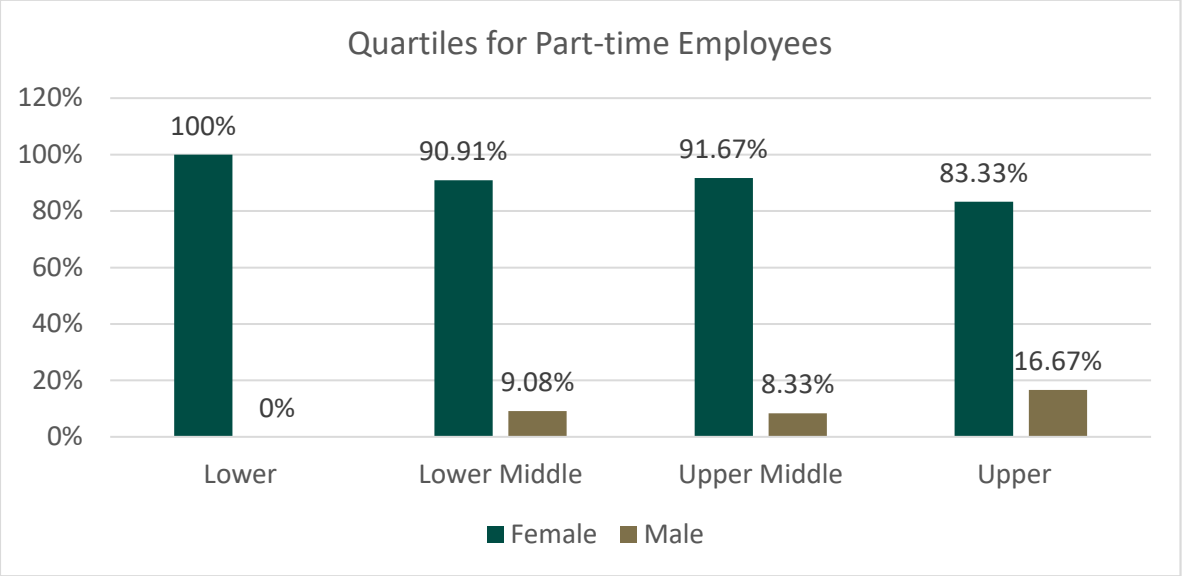
The data shows that while, female staff are very well represented at senior management grades in the organisation, we are aware that we have a significantly higher proportion of women at the entry level grade of Clerical Officer.

Gender Analysis by Salary Pay Quartiles.

The table below divides employees in the organisation into four equal quartiles based on the hourly rates paid to employees (this is not grade specific as pay may also include overtime and/or allowances) over the period ranked from lowest to highest.



Gender Analysis by Salary Pay Quartiles (Part-time Employees)



Gender Pay Gap Statement

The Office of the Attorney General's Pay Gap is 5.48% in favour of male employees. There was no change in the Office's Gender Pay Gap between 2024 and 2025.

Remuneration in the Office is set in line with civil service pay scales applied to men and women in accordance with relevant grades, incremental points relating to service and allowances specific to a small number of grades. Payscales in the Civil Service are fully transparent and do not allow for the existence of unequal pay caused by gender discrimination.

Once again in 2025, one of the factors influencing our GPG is the over-representation of female staff at the entry level grade of clerical officer and the next most senior grade that of Executive Officer. This is reflected in the fact that females make up the highest percentage of employees in the lower and middle remuneration quartile. The Office has a higher percentage of females in the upper middle and upper salary quartiles. In the lower middle, the Office has an almost equal percentage of male and female employees.

The median gender pay gap in the Office's Gender Pay Gap Report for 2024 was 0.31% in favour of male employees. There has been a significant change in the

Office's median gender pay gap for 2025 which is now -6.13% in favour of women. A review of our HR data attributes this change to the higher percentage of females recruited and promoted to senior grades. In addition, there is an equal number of males and females as part of our senior management team. In 2024, this percentage was 53.8% male and 46.2% female.

The mean gender pay gap for part-time employees is 27.42% and median gender pay gap for part-time employees is 17.31%.

The majority of staff working on a part-time basis are female. In the reporting period of the 47 employees who are working part-time, 91.48% are female and 8.52% are male.

Actions to address the GPG in the Office of the Attorney General

The Office of the Attorney General is committed to continuous review of our actions to improve gender equality. Some of the initiatives we have put in place are outlined below.

Learning and Development Initiatives

- The Office supports all employees in their learning and development. We have a Learning and Development Unit which facilitates and enables staff to acquire the knowledge and expertise to enable them to deliver on the objectives set out in the Office's Statement of Strategy and to support their careers. The Office published a new learning and development strategy in 2025. The Strategy reflects the Office's commitment to support all our people to thrive and excel in a collaborative environment. It provides an overarching direction on Learning and Development and ensures that everyone in the Office at all levels is empowered to achieve their full potential and that career development opportunities are available to all staff.
- The Office also has a Mentoring Programme in which employees at all levels are encouraged to participate as both mentors and mentees. This programme is designed to support employees in their careers. We have 42 staff partaking in this programme as both mentors and mentees, with 64%

involved in the programme female and 36% male. The Office will continue to encourage employees from all grades to participate on this programme.

- The Office is conscious of the fact that the majority of employees in the entry grade of Clerical Officer are women. In 2025, a number of learning and development interventions, focused on career development for Clerical Officers were held. Building on this we also have a clear commitment in our Statement of Strategy to establish new learning and development pathways for corporate services staff across the Office to support career development.

Development of Equality, Diversity and Inclusion Initiatives

- The Learning and Development Unit is also responsible for the Office's equality, diversity and inclusion initiatives. The Office set up an EDI Committee and it is expected that an Equality Diversity and Inclusion Strategy will be developed in the near future. A number of events were organised by the Committee in 2024 and 2025, including Deaf Awareness Training, Irish Sign Language classes, Public Sector Duty Awareness and Epilepsy Awareness Training.

Monitoring Fairness and Transparency in Recruitment and Promotion Practices

- Open recruitment to the Office of the Attorney General is conducted by public jobs. They are the centralised provider of recruitment services to the Civil Service. They provide an independent and merit-based selection process on behalf of the Office. They are committed to the recruitment of a diverse, highly talented and committed workforce, one that reflects the diversity of the society that it serves.

- All internal promotional competitions comply with the Commission for Public Service Appointments (CPSA) Codes of Practice and are overseen by our HR Unit. The Office ensures that there is balanced gender representation on all internal Selection and Interview Boards. All interviewers are provided with training, which highlights amongst other things, their obligations under the

Equality Legislation and unconscious bias. Interview training is also provided to all those going forward for internal interviews.

Blended Working

- In addition to other work life balance arrangements open to all civil servants, the Office has a Blended Working Policy. While not all roles in the organisation are suitable for blended working, there are approximately 63% of employees availing of it. The Office of the Attorney General is based in Merrion Street and currently positions are based in this location.

Data Source

The report has been compiled with the assistance of National Shared Services Office (NSSO), a statutory Civil Service office under the aegis of the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation. The NSSO provide shared HR, pensions, payroll and finance administration services to the Civil and Public Service, Irish Government Departments and public service bodies, including the Office of the Attorney General. The data supplied under the NSSO, Makodata System was analysed and this supported the compilation of calculations for the reporting requirements set out in the Gender Pay Gap Information Act 2021. The information was checked against HR records in the Office.

Data Protection

The compilation of data for this report was carried out by members of the Human Resources Unit in conjunction with staff from the NSSO and it was compiled in line with Data Protection obligations. All data used for producing this report was processed by staff who would have access to the data as part of their daily duties within the Human Resources Unit of the Office. All statistics provided in this report are combined and do not identify individuals.

Conclusion

The Office is committed to progressing the public service wide goal of being an employer of choice by promoting diversity and inclusivity at all levels. As outlined in its Statement of Strategy 2025-2028, the Office is committed to supporting our

people to thrive and excel in a collaborative environment. To this end we will continue to support all employees in their development and ensure a positive and supportive culture exists in our organisation.