



An
Phríomh-Oifig
Staidrimh

Central
Statistics
Office

CSO Gender Pay Gap Report 2023



© Government of Ireland 2023

Material compiled and presented by the Central Statistics Office.

Produced by the Central Statistics Office.

Reproduction is authorised, subject to acknowledgement of the source.

Further information is available at:

<http://www.cso.ie/en/aboutus/copyrightpolicy/>

Welcoming Note

I am pleased to introduce the second Gender Pay Gap Report for the Central Statistics Office (CSO).

The CSO is committed to building a more diverse and inclusive organisation. We recognise that the principles of equality, diversity and inclusion (EDI) are fundamental to nurturing our core organisational values where all our staff have a sense of belonging and are participating in a positive work environment. In our Statement of Strategy (2020–2023) under Goal 5 'Continue to build the capacity of our people' a key strategic aim is to 'Promote a culture of equality, diversity and inclusion'. During the lifetime of the Strategy, we have invested in a series of measures to promote and embed a strong EDI culture and signify our long-term commitment. These are detailed further in this report.



The finding of the Gender Pay Gap Report for 2023 is that the CSO has a mean gender pay gap of 8.2% in favour of male employees which is a slight but positive improvement on last year's value of 8.5%. It is evident that there is no quick and easy measure to be taken to reduce the gender pay gap. Rather it requires implementing meaningful, incremental, and sustained targeted measures. We are committed to working hard to reduce the gap and improve gender representation at all levels of the organisation. I am very pleased that in 2023 the CSO achieved gender balance on our Management Board for the first time. I am committed to ensuring that we achieve gender balance across all levels of the CSO and that everyone is afforded the necessary opportunities to achieve their full potential and progress their careers in the CSO.

I strongly believe that the CSO's greatest strength is our workforce. I welcome and fully support all the actions arising from this report plus emerging and new actions as we continue on our EDI journey to embed a more diverse and inclusive workplace for all staff.

A handwritten signature in black ink, which appears to read 'Pádraig Dalton'.

Pádraig Dalton
Director General

EXECUTIVE SUMMARY

The Central Statistics Office (CSO) is Ireland's national statistical office and is an independent organisation within the Civil Service. The findings of this report are that the CSO has a Gender Pay Gap of 8.2% in its workforce in favour of male employees. The Gender Pay Gap refers to the difference in the average hourly pay of male and female employees across a workforce. It is important to state that this is not the same as unequal pay. Paying women less than men for the same job on account of their gender is illegal and outlawed by equality legislation. All CSO employees are aligned to Civil Service pay grades which provide for equal pay for equal work irrespective of gender. Our workforce is made up of Civil Service general grades, professional and technical grades, and field staff. Our pay and grade structures are set centrally. The CSO has both an annual and a cyclical programme of work which requires hiring additional staff on a temporary basis which can impact the size and composition of the workforce on the Gender Pay Gap reporting snapshot date.

The CSO has a unique staffing structure within the Civil Service. In addition to our general Civil Service grade staff we employ the largest team of Statisticians and Senior Statisticians in the country to conduct our statistical and analytical work. Traditionally, the majority of staff in these grades have been male in line with other STEM occupations and this imbalance is still evident today albeit it is decreasing with time (see Table 1). The CSO has a large Technology team which is predominantly male across most grades. In addition, we employ a large team of Survey Interviewers to collect our survey data which is aligned with the Clerical Officer grade and the majority of staff in this grade are female (see Figure 1). As a result, there is gender imbalance at certain levels of the organisation.

The analysis of our Gender Pay Gap data in 2023 found that the biggest impact on the CSO's average hourly pay was grade and it is gender difference by grade that is the leading cause of the gap. It is largely driven by the following factors:

- The higher number of males in the higher grades, from Assistant Principal and Statistician levels upwards.
- The higher number of females in the lower grades of Clerical Officer and Survey Interviewer.
- The higher number of females in part-time roles than males.

To reduce the CSO's Gender Pay Gap we must continue to focus on achieving a better gender balance across all the grades in the CSO. Recruitment in the CSO is carried out both inhouse by the CSO's Recruitment team plus externally by the Public Appointments Service (PAS) which is the centralised recruitment agency for the Civil and Public Service. General service grade posts in the CSO are largely filled by PAS with the CSO assigned the next successful candidate from order of merit open and interdepartmental panels without regard to gender. The CSO carries out its own recruitment campaigns for specialist statistical, analytical and some of the IT roles, as well as survey field staff. The CSO also carries out its own internal promotion competitions. All competitions conducted by the CSO follow the CPSA Codes of Practice.

The CSO must continue to focus on its recruitment activity to ensure there are no inadvertent barriers to female participation and successful progression in the competitions under our remit. There is evidence that we are gradually progressing towards gender parity at the higher grades, for example in 2010 20% of employees at the grade of Senior Statistician/Principal Officer were female, in 2023 it is currently at 30%. In the most recent Senior Statistician competition 50% of assignments were female. In the most recent Statistician competitions conducted in 2022 and 2023, the panels were largely gender-balanced. However, there remains significant gender difference in Technology in favour of males.

In addition, it is important that the CSO carries out further analysis on the impact of flexible working arrangements on career progression for women. Traditionally, women in the CSO have availed of these initiatives more than men, such as parental leave, shorter working year (SWY) and part-time hours. However, the majority of CSO staff, both males and females, are now availing of blended working arrangements since November 2022. In 2023 there has been a noticeable decrease in the number of staff availing of part-time working arrangements which may be due to the impact of blended working arrangements. It will be important to monitor closely all flexible working initiatives, to ensure that there are no unintended negative impacts on career progression for women, particularly if there is a gender disparity or grade disparity to their uptake. Further investigation is required on this.

THE CSO'S EDI JOURNEY IN 2023

In 2023, the CSO delivered an extensive EDI programme of activities and events. The following are the key achievements.

- **EDI Annual Programme of Activities & Events** – Delivered an ambitious programme of EDI events and activities, including the development of an EDI calendar to mark specific EDI awareness days. For example, International Women's Day was marked by promoting and encouraging staff to attend One Learning hosted events, plus the CSO presented a talk on "Women in Senior Roles" with an external speaker.
- **Raise greater EDI awareness through training** – EDI training was made a mandatory module in our Smart Start Year 1 training programme for all new staff and newly promoted staff in 2023. All other staff were required to undertake the One Learning EDI training in 2023 in addition to disability awareness training.
- **Embedding of formal EDI Governance Structure** – The comprehensive EDI governance structure rolled out in 2022 was up and running and very active throughout 2023. It comprises an EDI Steering Committee chaired by Management Board Sponsor, EDI Staff Working Group and a Public Sector Duty Working Group. There are also five active staff led network groups (LGBTQ+, Culture, Neurodiversity, Disability and Family Supports).
- **Silver Award** – The CSO achieved Investors in Diversity Silver Mark from the Irish Centre for Diversity. An integral part of the assessment was conducting an EDI staff perceptions survey. Recommended actions arising from the survey findings will feed into our planned EDI activities for 2024.
- **Respect & Dignity At Work** – A new Working Group has been set up to look at how we can promote respect and dignity in a blended working environment with strong focus on building respectful relationships amongst managers, staff and those working within a team.
- **Blended Working** – The majority of CSO staff are now availing of a blended working arrangement since the CSO launched its Blended Working Pilot Policy on 1st November 2022. It is envisaged that this arrangement, alongside a suite of other longstanding flexible working arrangements, will enable enhanced work life balance and flexibility and better support women in their career progression.
- **Promotion of Family-friendly Leave Initiatives** – HR delivered staff information sessions to highlight the many family-friendly leave schemes available to CSO staff, e.g. parental, parents, paternity, force majeure, domestic etc.
- **Support for Breast-feeding Employees** – As part of the implementation of the new legislation 'The Work Life Balance and Miscellaneous Provisions Act 2023' the CSO developed a new policy on creating a working environment in the CSO that is supportive of breastfeeding employees. This policy was developed by HR in conjunction with our Family Support staff network.
- **Employer of Choice** – The CSO commenced a significant project in 2023 to develop the CSO as an Employer of Choice in terms of both attracting and retaining employees. As part of this project, we are reviewing our current recruitment & selection processes with a gender lens to ensure that there are no inadvertent barriers to female participation and successful progression in both our open and internal recruitment campaigns. This will require extensive research and will continue into 2024. The EDI Team participated in Graduate Fairs to showcase the CSO as an attractive place to work in terms of its commitment to EDI.
- **Recruitment & Selection Diversity Data** – Applicants for the 2023 Graduate Placement Programme were asked to volunteer diversity data. Anonymised data reporting on the candidate pool at each of the selection stages from application stage through to hiring was carried out. This is very useful information to measure the conversion rate for diverse candidates from application stage to hiring stage. This was a pilot test with the intention to incorporate this into future CSO competitions to help identify any unconscious biases or barriers to attracting diverse applicants.

- **Well-being Strategy - Menopause support at work** – The CSO is very committed to promoting and protecting the health and well-being of our staff and delivers an ambitious programme of initiatives and events each year. There was a specific focus in 2023 in our Well-being Programme on raising awareness of ensuring menopause support at work. The CSO recognises that many of our female employees will go through the menopause at some stage in their working life in the CSO and it is important to provide the right supports to help our employees through this natural transition.
- **Increasing our Inclusive Leadership Capability** – Inclusive Leadership training has been integrated into both the CSO's Management Development Programme (MDP), and Management Development Programme Plus (MDPP) as well as the Excellence in Leadership Programme in recognition that leaders play a pivotal role in engaging and supporting their staff to reach their potential. The CSO also recognises that organisations that achieve a strong commitment from their leadership team are the most successful in advancing EDI.
- **Female Leadership Development Programme** – The CSO's L&D Team created in 2023 a Women in Leadership Toolkit. This on-line toolkit includes a number of courses, recommended reading and short videos, and is available to all staff.
- **CSO Learning & Resource Hub** – The CSO have developed Career Supports within this new Hub which offers Learning pathways for CO/EO/HEO and AP/Statistician Grades and also competition supports to all Grades.
- **Interview Board Training & Interviewee Skills Training** – The CSO have hosted Interview Board training sessions and Interviewee Skills Training sessions across all Grades throughout 2023.
- **Coaching and Mentoring** – The CSO reviewed its Coaching and Mentoring programmes in 2023, including a focus on how coaching and mentoring can support female employees in their career plans and goals. This included encouraging the participation of senior female managers in these programmes as coaches and mentors to provide positive role models for staff. The CSO have collaborated with another organisation to host a pilot Cross-Agency Mentoring Programme. 80% of the staff participating in this Pilot programme are female.
- **Membership of 30% Club** – In 2023 the CSO joined the '30% Club' which is a collaboration of board Chairs and CEOs whose focus is on achieving better gender balance at leadership levels for better business outcomes.
- **Interdepartmental Networking** – CSO HR team participated in various Interdepartmental networks to share and develop key learnings and best practice, e.g. Interdepartmental EDI network, Informal Blended Working Practitioners network, Disability Liaison Officer network, Proud to Work for Ireland Network (PWIN).

GENDER PAY GAP REPORTING

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 by reference to their employees on a chosen snapshot date in June. Employers are required to publish their gender pay gap information within 6 months of their snapshot date. The report should be based on calculations on those employees' remuneration for the 12-month period that precedes the snapshot date.

The gender pay gap is the difference on average across a population between men's and women's pay. In this report the gender pay gap is represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A gender pay gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

Employers are required to report on the following key gender pay gap metrics on an annual basis:

1. Calculate the Mean Gender Pay Gap - the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees.
2. Similar Mean Gender Pay Gap calculations in relation to male and female part-time employees, and for male and female employees on temporary contracts.
3. Calculate the Median Gender Pay Gap - the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees.
4. Similar Median Gender Pay Gap calculations in relation to male and female part-time employees, and for male and female employees on temporary contracts.
5. Calculate the proportion of male and female employees that received bonus remuneration (a percentage figure).
6. Calculate the proportion of male and female employees that received benefits-in-kind (a percentage figure).
7. Calculate the proportion of male and female employees in four equally divided quartiles (i.e. expressed as each of the employer's lower, lower middle, upper middle and upper quartile pay bands).

In addition, where any pay gaps are identified employers are required to identify reasons for these gaps and actions being taken or planned to be taken to address the gaps.

DATA SOURCES

The pay data in the Gender Pay Gap report for 2023 is based on data from the National Shared Services Office (NSSO) payroll system for the relevant 12 month period. Data such as the gender, grade, full-time/part-time status, and permanent/temporary status of employees was taken from the Human Resources Management System (HRMS) which is a Civil Service wide IT system which records employee HR information. Internal CSO employee data was used to supplement the above external sources.

REFERENCE PERIOD

The snapshot date chosen for this report is 24 June 2023 and its reporting period is 25 June 2022 to 24 June 2023.

DEFINITIONS

Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees. The mean hourly pay is the average hourly pay across the entire workforce.

Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees. The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.

Pay Quartiles

Pay quartiles are calculated by dividing employees in the organisation into four even groups ordered from highest to lowest hourly pay. The proportion of males and females in each quartile expressed as a percentage gives an indication of the gender representation at different levels of the organisation.

GENDER PAY GAP CALCULATIONS & RESULTS

Snapshot date:	Reporting period - from:	Reporting period - to:
24 th June 2023	25 th June 2022	24 th June 2023

Table 1 - CSO Headcount on 24th June 2023

Headcount	Full-time employees	Part-time employees	TOTAL employees	of whom are temporary
Male	467	8	475	59
Female	517	75	592	67
TOTAL	984	83	1067	126

Table 2 - CSO Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees.

	Mean Gender Pay Gap
All Employees	8.2%
Part-time Employees	-0.6%
Temporary Employees	1.6%

Table 3 - CSO Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees.

	Median Gender Pay Gap
All Employees	3.5%
Part-time Employees	-9.8 %
Temporary Employees	0.6%

Table 4 - CSO workforce and Pay Remuneration Quartiles

Percentage of females and males when divided into four quartiles ordered from highest to lowest hourly pay. Each pay quartile represents 25% of the CSO's workforce ranked by pay.

Quartile	Male	Female
Upper	55.3%	44.7%
Upper Middle	36.0%	64.0%
Lower Middle	41.0%	59.0%
Lower	46.1%	53.9%

Note

Percentage of male and of female employees who received Bonus Remuneration - Not applicable.
Percentage of male and of female employees who received Benefit in Kind - Not applicable.

See Appendix A - Gender Pay Gap Calculations & Results 2022.



Understanding our gap

Regression analysis allows us to consider the factors that may be causing the variation in income within CSO. The R-squared value indicates the proportion of the variation in the dependent variable (in this case, income) explained by the independent variable(s) included in the model. This regression analysis indicates the gender was not driving the differences in hourly rate (R-squared=0.005). The model showed that almost three-quarters (74.5% or R-squared=0.745) of the variation is attributed to grade, while a further 6.5% was explained by length of time in the grade and 2.8% by age. In total, 85.2% of the variation in average hourly wage is explained by grade, length of time in grade, age, whether a person was full or part time and whether they were permanent or temporary. Once these explanatory variables were accounted for, the regression indicated that men in fact earned slightly less (3.2%) than women.

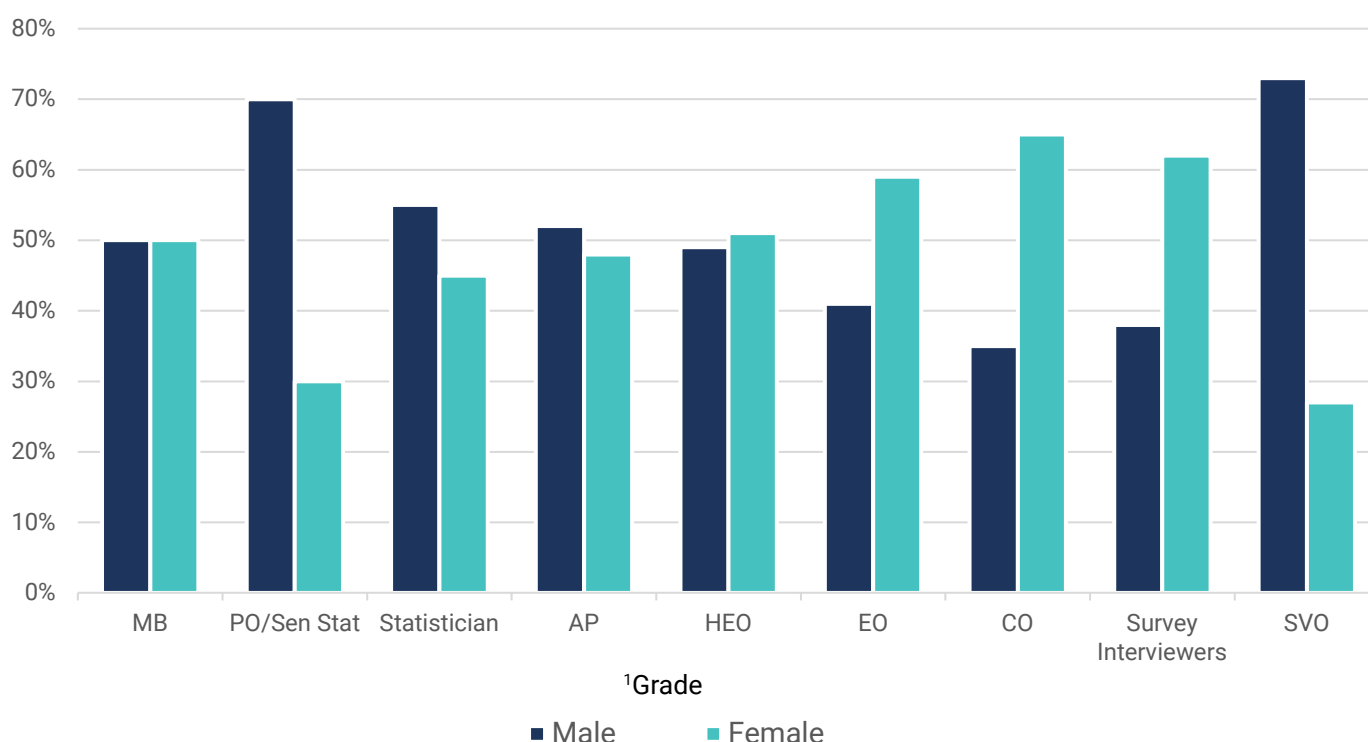
This analysis utilised the potential explanatory variables available to us on the dataset, but there may be others unavailable to us, such as highest level of education, that may go further in explaining the income distribution.

Organisation Profile

(a) Grade Breakdown

Looking at the breakdown of the various CSO grades by gender it is evident that there are more males than females in the grades of Principal Officer, Senior Statistician, Statistician, Assistant Principal and Services Officer. Conversely, there are more females than males in the grades of Higher Executive Officer, Executive Officer, Clerical Officer, and Survey Interviewer. See Figure 1 below.

Figure 1: Gender Breakdown of Grades

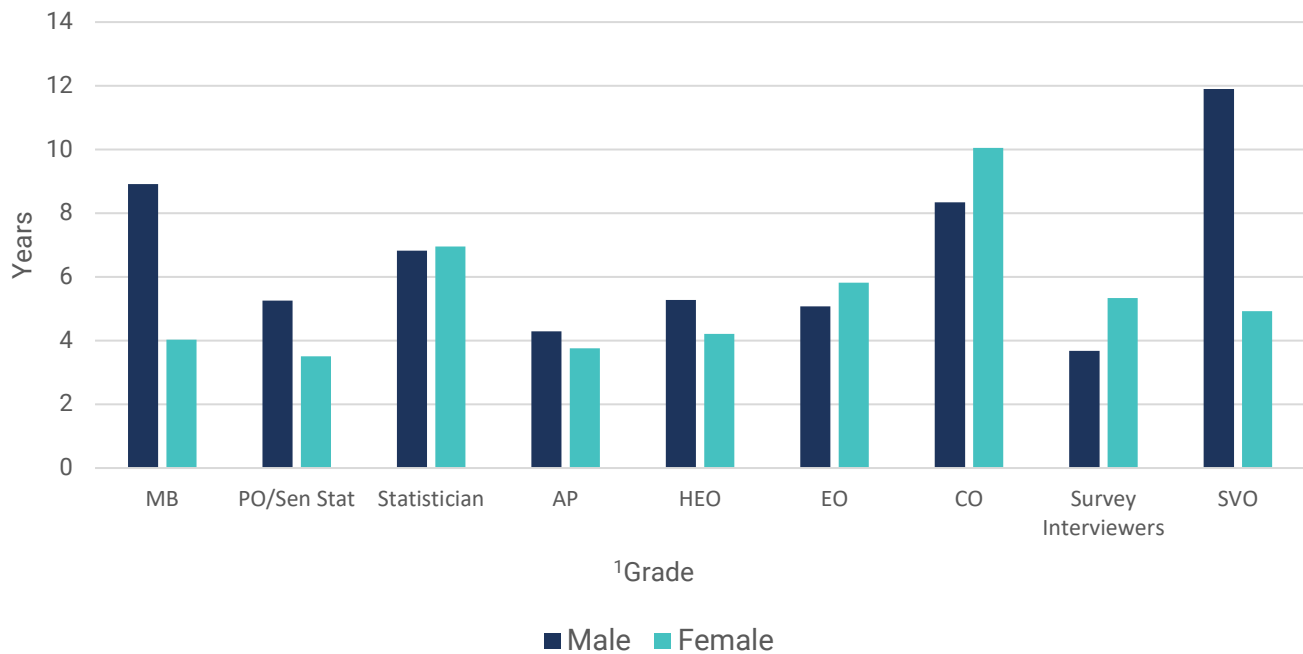


¹ MB = Management Board, PO = Principal Officer, Sen Stat = Senior Statistician, AP = Assistant Principal, HEO = Higher Executive Officer, EO = Executive Officer, CO = Clerical Officer, SVO = Service Officer

(b) Length of Time in the Grade

The analysis of permanent employee’s length of time in their current grade, including higher scale assignments, shows that males are longer in the majority of grades from Higher Executive Office and above. Specifically at the grades of Principal Officer, Senior Statistician and higher, this indicates that females are joining these grades more recently. Conversely, females are, on average, longer in the lower grades of Executive Officer and Clerical Officer. See Figure 2 below.

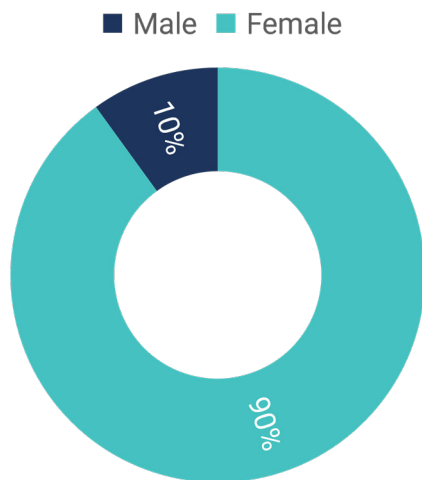
Figure 2: Average Length of Time in the Grade by Gender Breakdown



(c) Analysis of Employees who availed of Part-time Working Arrangements

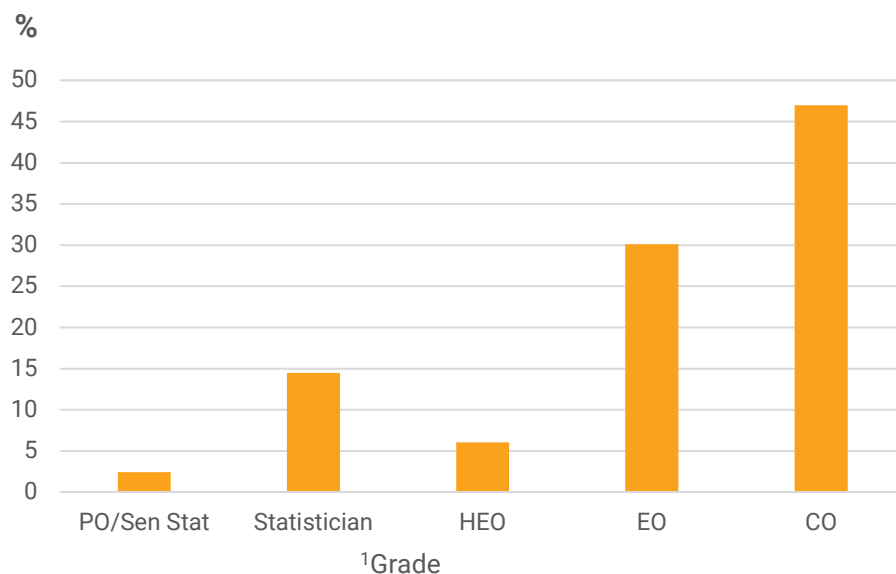
The majority of employees working part-time in the CSO are female and working in the grades of Clerical Officer and Executive Officer. There are less staff in the higher grades availing of part-time working. In this context, part-time employees include those who are working on a reduced weekly work schedule compared to their full-time comparator. It does not include full-time employees who availed of unpaid leave absences such as Parental Leave and Shorter Working Year Scheme during the reporting period.

Figure 3: Gender Breakdown of Part-Time Staff



¹MB = Management Board, PO = Principal Officer, Sen Stat = Senior Statistician, AP = Assistant Principal, HEO = Higher Executive Officer, EO = Executive Officer, CO = Clerical Officer, SVO = Service Officer.

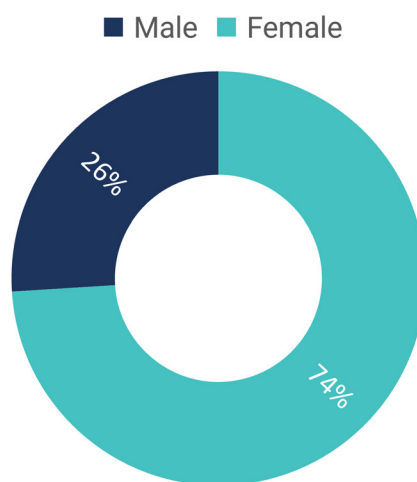
Figure 4: Grade Breakdown of Part-Time Staff



(d) Analysis of Employees who availed of Unpaid Leave

There are a variety of different unpaid leave schemes available to CSO staff. For this analysis, the focus is specifically on Shorter Working Year (SWY) leave and Parental Leave. In general, more females than males avail of these leave schemes and those that avail of it tend to be in the lower grades.

Figure 5: Gender Breakdown of Employees who availed of SWY



¹MB = Management Board, PO = Principal Officer, Sen Stat = Senior Statistician, AP = Assistant Principal, HEO = Higher Executive Officer, EO = Executive Officer, CO = Clerical Officer, SVO = Service Officer.

Figure 6: Grade Breakdown of Employees who availed of SWY

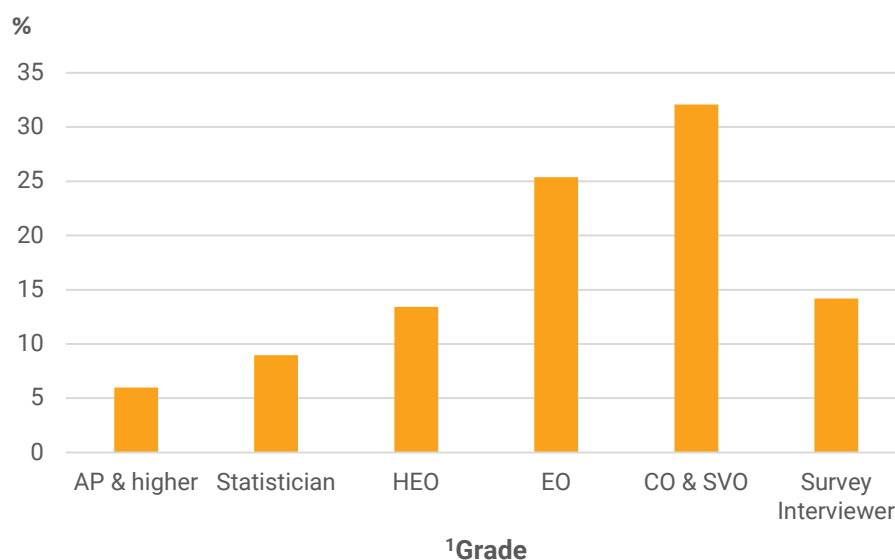


Figure 7: Gender Breakdown of Employees who availed of Parental Leave

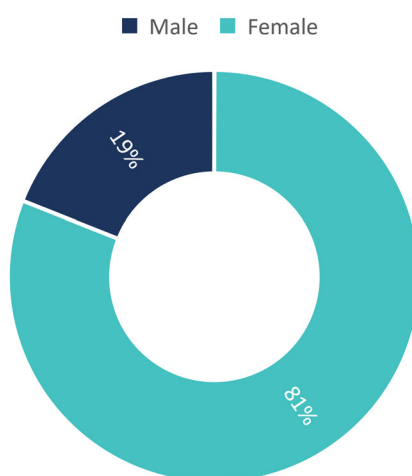
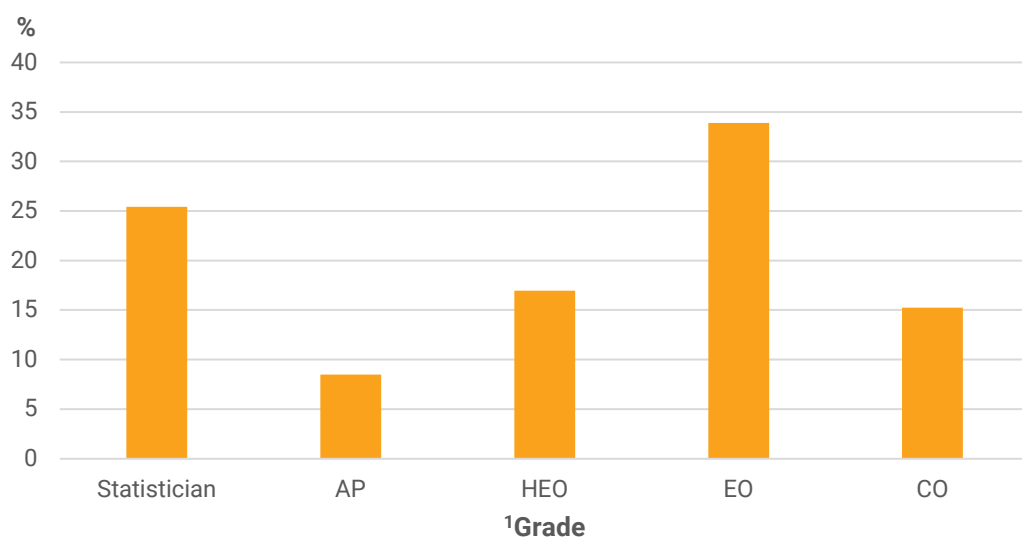


Figure 8: Grade Breakdown of Employees who availed of Parental Leave



¹MB = Management Board, PO = Principal Officer, Sen Stat = Senior Statistician, AP = Assistant Principal, HEO = Higher Executive Officer, EO = Executive Officer, CO = Clerical Officer, SVO = Service Officer.

Actions either underway or planned to be taken to address our gender pay gap in 2024

- **EDI Annual Programme of Activities & Events** – Continue to deliver an ambitious programme of EDI events and activities, including the publication of an EDI calendar to mark specific EDI awareness days.
- **Embedding of formal EDI Governance Structure** – Ensure that the CSO's EDI governance structure consisting of Steering Committee, EDI Staff Working Group, Public Sector Duty Working Group and various staff led network groups are very active in 2024 to champion EDI at all levels of the organisation.
- **Blended Working Evaluation** – Conduct a formal evaluation of the Blended Working Pilot scheme in Q1 2024 to ensure that it is meeting the needs of both the organisation and the workforce. Develop an ongoing evaluation process to ensure that it continues to be fit for purpose and is enabling a diverse and inclusive place to work.
- **EDI Strategy & EDI Maturity Model** – Develop the CSO's first EDI Strategy to ensure that we take a planned and systematic approach to realising our EDI ambition and ensure that it is aligned with the CSO's culture and values. In tandem, develop an EDI Maturity Model to determine the steps required to realise our EDI ambition.
- **People Strategy** – In the development of a new 3-year People Strategy in 2024, we need to ensure that it is fully aligned with the EDI Strategy in terms of enabling a work culture that embraces diversity and promotes inclusion.
- **Learning & Development Strategy** – In the development of a new 3-year L&D Strategy, ensure that the delivery of female leadership development programmes is a key objective in the strategy. Also, continue to monitor female participation rates in various learning interventions to identify any barriers to participation.
- **Equality Impact Assessment of HR Policies** – Build on work undertaken in 2023 to develop an Equality Impact Assessment template to assess our HR policies systematically from an EDI perspective across the nine grounds of discrimination.
- **Menopause in the Workplace Policy** – Develop and implement a new Menopause in the Workplace Policy by Q2 2024, based on the framework provided by DPENDR. Continue to provide the right supports to help our employees through this natural transition and foster a positive working environment where women and their managers feel comfortable and confident talking about menopause.
- **Dignity & Respect in the Workplace** – Develop an action plan to promote a greater awareness of the importance of promoting dignity and respect in the workplace, including highlighting supports for managers and staff.
- **Recruitment & Selection** – Examine the use of software tools to gender neutralise the language used in recruitment and selection documentation. Review Interviewer training with specific focus on updating the unconscious gender bias element of the training.
- **Recruitment & Selection Diversity Data** – Build on the pilot work undertaken in 2023 to collect more diversity data from our Recruitment & Selection activities to help identify any unconscious biases or barriers.
- **Returners Programme** – Develop and roll out a new Returners Programme to better support employees returning to the workplace following extended leave such as maternity leave.
- **Women in Leadership courses** – The CSO staff will have access to the UCD Professional Academy run Women in Leadership courses in 2024.
- **Gender Pay Gap Analysis** – Assign greater resources to gender pay gap analysis in 2024 to offer greater insight on targeting actions to reduce the gap.

APPENDIX A: GENDER PAY GAP CALCULATIONS & RESULTS 2022

Snapshot date:	24 th June 2022
Reporting period - from:	25 th June 2021
Reporting period - to:	24 th June 2022

Table 1 - CSO Headcount on 24th June 2022

Headcount	Full-time employees	Part-time employees	TOTAL employees	of whom are temporary
Male	449	13	462	59
Female	477	88	565	53
TOTAL	926	101	1027	112

Table 2 - CSO Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly pay of male employees and that of female employees expressed as a percentage of the mean hourly pay of male employees

	Mean Gender Pay Gap
All Employees	8.5%
Part-time Employees	1.1%
Temporary Employees	5.4%

Table 3 - CSO Median Gender Pay Gap

The median gender pay gap is the difference between the median hourly pay of male employees and that of female employees expressed as a percentage of the median hourly pay of male employees.

	Median Gender Pay Gap
All Employees	5.9%
Part-time Employees	-9.8%
Temporary Employees	0.0%

Table 4 - CSO workforce and Pay Remuneration Quartiles

Percentage of females and males when divided into four quartiles ordered from highest to lowest hourly pay. Each pay quartile represents 25% of the CSO's workforce ranked by pay.

Quartile	Male	Female
Upper	55.9%	44.1%
Upper Middle	37.4%	62.6%
Lower Middle	39.7%	60.3%
Lower	47.1%	52.9%

Note

Percentage of male and of female employees who received Bonus Remuneration - Not applicable

Percentage of male and of female employees who received Benefit in Kind - Not applicable

