

Gender Balance 2025

The Gender Balance in Business Survey is a biennial survey conducted by the Central Statistics Office to provide benchmark statistics on gender representation in top management teams and boards of directors in large enterprises.

This is a statutory survey conducted under the Statistics (Gender Balance in Business) {{ NEW SI DUE}}, made under the Statistics Act, 1993.

The questionnaire asks for details of the members of your Senior Executive Team and your Board of Directors as of 1 January 2025.

The information provided will be treated as strictly confidential in compliance with EU and national legislation. It will be used only for statistical purposes and will not be divulged to any other Government Department or body.

We can only accept submissions using this eQ form. Please ensure you save or print a copy of your return as copies will not be available later.

Previous survey results can be found here: [Previous Survey Results](#)

Please include your CSO identifier in all emails. If you require further information, or if you need to list more than 30 persons in either section of the survey form please contact us using the details below

Senior Executive Team

Senior executives are generally a team of individuals at the highest level of management of an organisation who have the day-to-day tasks of managing that organisation. They hold executive powers delegated to them with and by authority of a board of directors and/or the shareholders. The exact structure and job titles of the senior team will vary between companies.

For partnerships (e.g. in legal, accountancy or other fields), please include partners who have designated executive roles in the organisation.

If you have more than 30 Senior Executives please email the CSO to arrange another way to include your information in the survey.

Q1. How many Senior Executives did your organisation have on 1 January 2025?

0-30

Repeat up to 30 times (Senior Executive 1, Senior Executive 2 etc.), based on the value of {{Q1}}.

The questions will repeat for each member of the team indicated in Q1. Once you have entered the information for each member of the Senior Executive Team you will be directed to the section which asks about the Board of Directors.

Repeat based on the value of {{Q1}}, up to 30 times

Q1.1 Name

Repeat based on the value of {{Q1}}, up to 30 times

Q1.2 Please select the most appropriate Senior Executive Job Title:

☐

Chief Executive Officer, Managing Director, Country Head, or equivalent

☐

Chief Financial Officer, Head of Finance, Finance Director, or equivalent

☐

Chief Operations Officer, Operations Director, or equivalent

☐

Chief People Officer, Human Resources Manager, HR Director, or equivalent

☐

Chief Information/Technology Officer, IT Director, or equivalent

☐

Chief Commercial/Business/Sales Officer, Director, or equivalent

☐

Chief Marketing Officer, Director, or equivalent

☐

Chief Risk/Compliance Officer, Director, or equivalent

☐

General Manager/ Director

☐

Chief Legal Officer/Legal Counsel, or equivalent

☐

Partner

☐

Other

If Other was selected above as Senior Executive Job Title please specify

Repeat based on the value of {{Q1}}, up to 30 times

Q1.3 Gender

☐

Male

☐

Female

This question is mandatory

Repeat based on the value of {{Q1}}, up to 30 times

Q1.4 Length of time in this post with this company (years)

For anyone who has been in the position for less than 12 months please enter 0.

This question is mandatory

Repeat based on the value of {{Q1}}, up to 30 times

Q1.5 Length of time in the company

For anyone who has been in the position for less than 12 months please enter 0.

Board of Directors

A Board of Directors is a recognised group of people who jointly oversee the activities of an organisation or company. The board is the highest authority in the management of the company and sets out the overall strategic

direction to be taken. Please include executive board members, even if they are already listed in the Senior Executive Team.

For partnerships (e.g. in legal, accountancy or other fields) please list the name of the partners. Partners with designated executive roles should also be listed in the Senior Executive Team.

If you have more than 30 Directors on the Board please email the CSO to arrange another way to include your information in the survey.

Q2. How many members were on your Board of Directors on 1 January {{Survey year}}?

0-30

Repeat up to 30 times (Board Member 1, Board Member 2 etc.), based on the value of {{Q2}}

The questions will repeat for each member of the Board indicated in Q2. The first iteration refers to details on the "Chairperson"

Repeat based on the value of {{Q2}}, up to 30 times

Q2.1 Name

Repeat based on the value of {{Q2}}, up to 30 times

Q2.2 Board member

☐

Executive

☐

Non-Executive

Repeat based on the value of {{Q2}}, up to 30 times

Q2.3 Gender

☐

Male

☐

Female

Repeat based on the value of {{Q2}}, up to 30 times

Q2.4 Length of time on the board

For anyone who has served on the board for less than 12 months, please enter 0.

Enterprise targets

Q3.1 Does your enterprise set targets for the representation of women at senior executive roles?

☐

Yes

☐

No

Only answer this question if Q3.1 Yes

Q3.2 Is the achievement of these targets a performance goal of senior executives in the enterprise?

☐

Yes

☐

No

Only answer this question if Q3.1= Yes

Q3.3 Do the targets apply by business function or are they set for the enterprise as a whole? (Business functions are groupings of common tasks that enterprises must carry out on a regular basis to bring goods or services to the market. Examples of such tasks are production of goods, transport and logistics, marketing and sales, human resources, and information technology.)

☐

Business function

☐

Enterprise

Comments, Administration Burden and Contact Details

Please add any comments that would help us to interpret the data provided and avoid further queries:

How many minutes did it take you to collect the data for this form?

Declaration

Please note: Queries or future surveys from the CSO may be directed to the email or phone number provided by you.

EQ ANNOTATION 1: Drop down list required for "Position" options include ('Accountant', 'Director', 'Executive', 'Financial Controller', 'Manager', 'Owner', 'Secretary', 'Other')

Contact

Details

Name:

Position:

Phone:

Email:

Website of Enterprise:

Eircode of Enterprise: