



An  
Phríomh-Oifig  
Staidrimh

Central  
Statistics  
Office

# CSO Gender Pay Gap Report 2022



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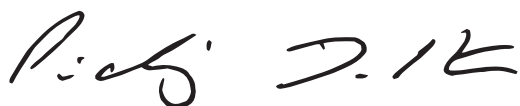
## Welcoming Note

The Central Statistics Office (CSO) is committed to promoting equality and diversity and fostering a culture of inclusion, mutual respect and equal opportunities. The CSO values our staff and strives to provide a positive working environment in which all staff can reach their full potential and flourish. It is essential to achieving a high-performance organisation. The introduction of annual gender pay gap reporting is a welcome and timely initiative in the CSO as we have in recent years started on a journey to realise our equality, diversity and inclusion (ED&I) ambition. Our commitment to the ED&I agenda is at the heart of all that we do, and this is reflected in its inclusion in our current people strategy as well as our business strategy.

The finding of this first Gender Pay Gap report is that the CSO has a mean gender pay gap of 8.5% in favour of male employees. The CSO is committed to closing this gap through firstly identifying the reasons for this differential and then putting in place measures to effectively redress the imbalance. This strategic imperative requires long-term concerted effort and commitment from the top down, as reducing this gap will be through achieving positive incremental change over time.

We are already embracing actions to embed a culture of diversity and inclusion in the CSO which should by extension help reduce the gender pay gap. This report's findings will require targeted interventions to eliminate any barriers to achieving gender diversity at all levels of the CSO. The requirement to produce annual gender pay gap reports affords us the welcome opportunity to review what measures are working, where challenges remain and what new actions are needed for change.

I look forward to overseeing and monitoring the actions arising from this report plus new and emerging actions as we continue to build a diverse and inclusive workforce across all levels of the organisation.



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 8.5% in its workforce. 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 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 5). 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 Table 5). As a result, there is gender imbalance at certain levels of the organisation.

The analysis of our Gender Pay Gap data 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.
- Grade and time spent in the grade have the greatest impact on average hourly pay. Part-time work is significant but has a much smaller impact on pay.

In order to address the CSO's gender pay gap, it is clear that we must focus on actions that will deliver greater diversity across the grade structure.



# THE CSO'S ED&I JOURNEY TO DATE

The CSO has always recognised the importance of ED&I. However since 2020 we have made a proactive, concerted effort to promote and deliver a programme of ED&I initiatives across the CSO.

In January 2020 the CSO launched its three-year People Strategy 'Le Chéile' and one of the key priority action areas included under Goal 1 - Foster a Great Place to Work was to embed a culture of diversity and inclusion across the CSO. We set up our first ED&I Working Group in 2020 and since then we have formed 5 staff network groups, focusing on the areas of Culture, LGBTQ+, Family Supports, Neurodiversity and Disability. Year on year since 2020, the CSO has delivered an ever-expanding ambitious programme of ED&I initiatives and events across the organisation.

In 2022 the CSO placed ED&I activity on a more formal footing and direction through the creation of an ED&I governance structure. The CSO appointed a Management Board sponsor and we now have our first ED&I Steering Group Committee in place. This group is made up of senior managers in the CSO and is tasked with overseeing and monitoring the implementation of the CSO's Equality, Diversity and Inclusion strategic goals, including the CSO's Public Sector Duty obligations. Also, the CSO launched its first ED&I policy in 2022 which sets out the CSO's commitment to promoting an organisational culture of inclusiveness where all staff feel valued and supported to do their best work.

The findings of this first Gender Pay Gap Report will inform and direct our next steps on our ED&I journey.

## 2020

In January 2020 the CSO launched its three-year People Strategy 'Le Cheile' and one of the key priority action areas included under Goal 1 - Foster a Great Place to Work was to embed a culture of diversity and inclusion across the CSO. We set up our first ED&I Working Group in 2020 and since then we have formed 5 staff network groups, focusing on the areas of Culture, LGBTQ+, Family Supports, Neurodiversity and Disability.

## 2022

In 2022 the CSO placed ED&I activity on a more formal footing and direction through the creation of an ED&I governance structure. The CSO appointed a Management Board sponsor and we now have our first ED&I Steering Group Committee in place. This group is made up of senior managers in the CSO and is tasked with overseeing and monitoring the implementation of the CSO's Equality, Diversity and Inclusion strategic goals, including the CSO's Public Sector Duty obligations. Also, the CSO launched its first ED&I policy in 2022 which sets out the CSO's commitment to promoting an organisational culture of inclusiveness where all staff feel valued and supported to do their best work.

# 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 with over 250 employees 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 2022. 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 2022 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 Friday 24 June 2022 and its reporting period is 25 June 2021 to 24 June 2022.

# 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:	24 <sup>th</sup> June 2022
Reporting period - from:	25 <sup>th</sup> June 2021
Reporting period - to:	24 <sup>th</sup> 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



## Understanding our gap

A regression analysis model was used to identify which variables have an impact on average hourly pay in the CSO. First, the average hourly pay data was transformed using the logarithm function to reduce the influence of extreme, atypical values and to interpret the model results as percentages. This was the dependant variable used in the model.

The regression model showed that Grade had the biggest impact on average hourly pay. It accounted for 78.5% of the variation in average hourly pay. The length of time spent in the Grade was also had a strong impact, accounting for another 14.4% of the variation. Part-time work was also a significant variable in the model but it accounted for a much smaller proportion of the variation, just 1.5%. This is not surprising given the information contained in Table 5 below:

**Table 5 - Percentage of Males and Females in each grade**

Grade	Male	Female
MB	57%	43%
PO/Sen Stat	70%	30%
Statistician	56%	44%
AP	52%	48%
HEO	44%	56%
EO	44%	56%
CO	39%	61%
Survey Interviewers	32%	68%
SVO	75%	25%

<sup>1</sup> Legend of Grades, including equivalent grades

There are more men than women in the grades of Statistician and Senior Statistician in the CSO. This is not surprising given that in Ireland, there are more men than women in STEM careers. Time in grade is also a significant feature with those in the grade longer on higher rates of pay.

Overall, 94.5% of the variation in average hourly wage is explained by the regression model. The addition of gender to the regression model did not increase the r-squared value. The next step is to explore the model further and to consider other models that might offer more insight. We will also complete an analysis of variance on the interaction of gender and the other variable included.

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<sup>1</sup>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.

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

- **Blended Working** - The majority of CSO staff are now availing of a blended working arrangement since the CSO launched its Blended Working Policy on 1<sup>st</sup> 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.
- **Recruitment & Selection** - The CSO is undertaking 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 will review 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.
- **Raise ED&I awareness throughout the organisation** - To start this process the CSO is adding ED&I training as a mandatory module to our Smart Start Year 1 training programme for all new staff and newly promoted staff in 2023. All other staff will be invited to undertake ED&I training in 2023.
- **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 will be a specific focus in 2023 in our Well-being Programme on raising awareness of menopause at work, including the provision of line manager training. 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. We want to foster an environment where women and their managers feel comfortable and confident talking about menopause.
- **Increasing our Inclusive Leadership Capability.** The CSO's Senior Management Team received Inclusive Leadership training in 2022. We plan to build this training into both the CSO's Management Development Programme and Excellence in Leadership Programme in 2023 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 ED&I.
- **Female Leadership Programmes.** The CSO will explore the development and roll-out of specific female leadership development programmes. The CSO recognises the unique challenges females face, the importance of leveraging certain leadership qualities associated with women, and how to best support women on their leadership journey.
- **Coaching and Mentoring Programmes.** The CSO will review its current Coaching and Mentoring programmes to focus on supporting female employees in their career plans and goals. This will include encouraging the participation of senior female managers in the programmes as coaches and mentors to provide positive role models.
- **Self-directed Learning.** A key strategic objective for the CSO is to enable staff to reach their full potential through embedding a culture of continuous personal and professional development. In 2023 L&D will review female participation rates across a range of its learning interventions to identify any barriers to participation. It is expected that the increasing number of eLearning initiatives in the CSO will have a positive impact as it facilitates greater self-paced learning and supports blended working.
- **Equality Impact Assessment of HR Policies** - Development of an Equality Impact Assessment template in 2023 to assess our HR policies systematically from an ED&I perspective across the nine grounds of discrimination.
- **Further Data Analysis** - Model the data further incorporating other models which may offer greater insight. Complete a more in-depth analysis of the data to help inform the actions proposed above.

