



**An
Phríomh-Oifig
Staidrimh**

Central
Statistics
Office

**Standard SIMS Report:
Gender Balance in Business Survey**



Single Integrated Metadata Structure (SIMS) Report

For

Gender Balance in Business Survey

This documentation applies to the reporting period:
2025

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2. Introduction

The purpose of the survey is to provide information on gender representation in Senior Executive teams and Boards of Directors of large enterprises in Ireland. The survey is conducted in response to the Balance for Better Business initiative and it aims to provide benchmark information.

The Gender Balance in Business Survey is a statutory statistical survey conducted every two years under the provisions of the Statistics (Gender Balance in Business) Order 2025 (S.I. No. 95/2025). Under Sections 26 and 27 of the 1993 Statistics Act you are obliged by law to complete and return this form. Any person who fails or refuses to provide this information or who knowingly provides false information may be subject to prosecution under Part VI of the Act.

3. Contact

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Contact Organisation Unit:	Business Statistics – Analysis and Results Business Statistics – Data Collection and Services Outputs
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4. Metadata Update

4.1. Metadata last certified

14/10/2025

4.2. Metadata last posted

17/10/2025

4.3. Metadata last update

14/10/2025



5. Statistical Presentation

5.1. Data Description

The subject of the statistics is the gender breakdown in large enterprises in Ireland. The breakdown reported refers to those in executive positions, directorships and chairperson roles by time in position, sector, country of ownership of enterprise.

5.2. Classification System

The results include a breakdown into the following NACE Rev 2 sections (NACE is the EU classification of Economic Activity):

Section B:	Mining and quarrying
Section C:	Manufacturing
Section D:	Electricity, gas, steam and air conditioning supply
Section E:	Water supply; sewerage, waste management and remediation activities
Section F:	Construction
Section G:	Wholesale and retail trade; Repair of motor vehicles and motorcycles
Section H:	Transportation and storage
Section I:	Accommodation and food service activities
Section J:	Information and communication
Section K:	Financial and insurance activities
Section L:	Real estate activities
Section M:	Professional, scientific and technical activities
Section N:	Administrative and support service activities
Section R:	Arts, entertainment and recreation
Section S:	Other service activities

NACE sections O (Public administration and Defence), P (Education) and Q (Human Health and social work activities) were not included in the survey.

Further information on the NACE Rev 2 classification is available at: <http://www.cso.ie/en/surveysandmethodology/classifications/>

5.3. Sector Coverage

NACE Rev. 2 sectors 05-83 and 90-96.

5.4. Statistical Concepts and definitions

The subject of the statistics is the gender breakdown in large enterprises in Ireland. The survey asks for basic information regarding each member of the Senior Executive team and the Boards of Directors in the enterprise, for example, their name and gender. For the Senior Executive team, we also ask for the job title, number of years in the post and the number of years in the company. For the Boards of Directors, we ask to distinguish the chairperson, executive and non-executive board members and the number of years on the board.

For the purposes of the survey, Senior Executives were defined as those individuals at the highest level of management of an organisation who have the day-to-day tasks of managing that organisation and who hold executive powers delegated to them with and by authority of a Board of Directors and/or the shareholders. A Board of Directors was defined as a recognised group of people who jointly oversee the activities of an organisation or company and which is the highest authority in the management of the company and sets out the overall strategic direction to be taken.



5.5. Statistical Unit

Information is collected from enterprises.

5.6. Statistical Population

The survey population is made up of all large enterprises with 250 or more persons engaged in NACE Rev. 2 sectors 05-96 in the Republic of Ireland (excluding NACE 84-88).

5.7. Reference Area

Irish State

5.8. Time Coverage

2019, 2021, 2023, 2025

5.9. Base period

Not applicable.

6. Unit of Measure

The final results are expressed in terms of number of persons and percentage of persons breakdown for each gender.

7. Reference Period

2025.

8. Institutional Mandate

8.1. Legal Acts and other agreements

Statistics (Gender Balance in Business) Order 2025 (S.I. No. 95/2025).

8.2. Data Sharing

Not applicable.

9. Confidentiality

9.1. Confidentiality – policy

All information supplied to the CSO is treated as strictly confidential. The Statistics Act, 1993 sets stringent confidentiality standards: Information collected may be used only for statistical purposes, and no details that might be related to an identifiable person or business undertaking may be divulged to any other government department or body. These national statistical confidentiality provisions are reinforced by the following EU legislation: Council Regulation (EC) No 223/2009 on European statistics for data collected for EU statistical purposes. Further details are outlined in the CSO's Code of Practice on Statistical Confidentiality.

For more information on the CSO confidentiality policy please visit:

<https://www.cso.ie/en/aboutus/lgdp/csodatapolicies/statisticalconfidentiality/>



9.2. Confidentiality – data treatment

All data are treated as strictly confidential in accordance with Part V of the Statistics Act, 1993. In order to ensure confidentiality, NACE Groups are amalgamated where individuals and/or companies are identifiable.

10. Release Policy

10.1. Release Calendar

The date of dissemination of all statistics released by CSO can be found in the Release Calendar published in CSO.ie. This calendar is regularly updated.

10.2. Release calendar access

The release calendar can be accessed via the CSO website, www.cso.ie, or directly from this link: <https://www.cso.ie/en/csolatestnews/releasecalendar/>

10.3. User access

In accordance with Principle 6 of the European Statistics Code of Practice all users of CSO statistics have equal access via the CSO website at the same time of 11 am. Any privileged pre-release access to any outside user is limited, controlled and publicised. In the event that leaks occur, pre-release arrangements are revised so as to ensure impartiality.

The CSO recognises that in very limited circumstances a business need for pre-release access may be substantiated. Any form of pre-release access is a privilege and a strict CSO pre-release access policy is adhered to for these special requests. The full pre-release access policy can be accessed at <https://www.cso.ie/en/aboutus/lgdp/csodatapolicies/csopolicyonpre-releaseaccess/>

The various results are published nationally in statistical release format as well as on the CSO website (www.cso.ie). Selected extracts from the results are posted on the CSO's data dissemination database, PxStat.

11. Frequency of Dissemination

Biennial.

12. Accessibility and clarity

12.1. News release

12.2. Publications

The published release can be found in the CSO website or directly from this link <https://www.cso.ie/en/statistics/peopleinbusiness/genderbalanceinbusinesssurvey/>

12.3. On-line database

The data tables associated to this release can be found in the CSO's dissemination database PxStat. They are available directly from this link. <https://data.cso.ie/product/gbb>



12.4. Micro-data Access

The data collected in the Gender Balance Survey is not currently accessible to researchers and will not be used for any additional statistical research.

12.5. Other

No special analyses.

12.5.1. AC2. Metadata consultations

Not Calculated

12.6. Documentation on Methodology

Documentation on methodology can be found on the methods page of the latest Gender Balance in Business Survey documentation

<https://www.cso.ie/en/methods/peopleinbusiness/genderbalanceinbusinesssurvey/>

Eurostat has published guidelines (<https://ec.europa.eu/eurostat/web/main/publications/manuals-and-guidelines>) to assist countries and to ensure that there is a consistent methodology followed in all member states.

12.6.1. AC3 – Metadata completeness – rate

Not calculated.

12.7. Quality Documentation

Further information on the documentation associated with this output can be found in the Methods page in cso.ie <https://www.cso.ie/en/methods/peopleinbusiness/genderbalanceinbusinesssurvey/>

13. Quality Management

13.1. Quality Assurance

Quality Management Framework.

The CSO avails of an office wide Quality Management Framework (QMF). This framework allows all CSO processes and outputs to meet the required standard as set out in the European Statistics Code of Practice (ESCOP). The QMF foundations are based on establishing the UNECE's Generic Statistical Business Process Model (GSBPM) as the operating statistical production model to achieve a standardised approach to Quality Management. All and any changes implemented to CSO processes and outputs require adherence to the QMF.

The questionnaire is reviewed on a regular basis and changes made where necessary. Staff are given adequate training on this survey.

13.2. Quality Assessment

The CSO requires that all dissemination products are part of an annual self-assessment exercised on the quality of the processes and the outputs. The last iteration of this assessment showed that the quality of the Gender Balance in Business output is adequate for its purpose.



14. Relevance

14.1. User Needs

The Gender Balance in Business Survey provides official statistics from the CSO on gender representation in Senior Executive teams and Boards of Directors of large enterprises in Ireland. The survey was conducted in response to the Balance for Better Business initiative and it aims to provide benchmark information on gender representation.

14.1.1. Main National Users

Government, Balance for Better Business Group, Economic analysts, Professional bodies, General public

14.1.2. Principal External Users

Not applicable.

14.2. User Satisfaction

Not measured.

14.3. Data Completeness

Not measured.

14.3.1. Data Completeness rate

Not calculated.

15. Accuracy and reliability

15.1. Overall accuracy

When a survey e-questionnaire is returned to the CSO, the e-questionnaire is scrutinised to catch any errors. If there are errors, the enterprise is contacted to confirm and/or correct the data.

There may be some multiple listings (duplicates) when the census is first taken. These are removed from the census when discovered.

Measurement Error is not formally calculated for the survey.

15.2. Sampling Error

A census of enterprises with 250 or more employees was taken therefore there are no specific sampling errors in the survey.

15.2.1. A1. Sampling error indicator

Not calculated.

15.3. Non-sampling Error

The main sources of non-sampling errors analysed are detailed further in the sub-concepts listed below.



15.3.1. Coverage error

Coverage errors – there may be some multiple listings (duplicates) when the census is first taken. These are removed from the census when discovered.

15.3.1.1. A2. Over coverage rate

Not calculated.

15.3.1.2. A3. Common units – proportion

Not calculated.

15.3.2. Measurement error

Measurement Error is not formally calculated for the survey. The following should be noted:

1. Questionnaire – the questionnaire is clear with definitions provided where necessary. The design of the questionnaire is monitored, and changes made if necessary.
2. Data collection method – the collection method is by eQuestionnaire. This method is unlikely of itself to be a source of measurement error.
3. Respondent - survey data can contain sensitive and confidential information. The survey publishes aggregated results at NACE sector level; no information on individual people or companies is disclosed in the results.

15.3.3. Non-Response Error

The response rates for the final results are 64% of enterprises sampled. Non-responding large companies are not estimated.

15.3.3.1. Unit non-response rate

Not calculated.

15.3.3.2. Item non-response rate

Not calculated.

15.3.4. Processing error

Data capture errors are likely to be low risk as returned e-forms are scrutinised and verified

15.3.5. Model assumption error

Not applicable

16. Timeliness and punctuality

16.1. Timeliness

Final Results were published 24 weeks after the launch of the survey and less than 5 weeks after the data collection process was concluded.

16.1.1. TP1. Time lag – First results

There are no provisional results for the survey.



16.1.2. TP2. Time lag – Final results

0 days; statistics were published within the reference year.

16.2. Punctuality

16.2.1. TP3. Punctuality – Punctuality - delivery and publication

The statistics were released in accordance with the dates set out on the CSO Release Calendar.

17. Coherence Comparability

17.1. Comparability – Geographical

When compared to non-official surveys and reports, the results are broadly consistent. Differences in methodology and sampled enterprises, however, should be considered.

17.1.1. CC1. Asymmetry for mirror flow statistics

Not applicable.

17.2. Comparability over time

The statistics for this release are published biennially and so far only 4 iterations have been published. There have been no breaks between the published statistics in this short series.

17.2.1. Length of Comparable Time series

Statistics have been published biennially, 2019, 2021, 2023 and 2025 so far in this time series.

17.3. Coherence – cross domain

Not applicable.

17.3.1. Coherence – Sub annual and annual statistics

Not applicable.

17.3.2. Coherence with National Accounts

Not applicable.

17.4. Coherence – internal

Not assessed.

18. Cost and Burden

Estimates of Cost and Burden can be obtained from the Response Burden Barometer <https://www.cso.ie/en/statistics/enterprisestatistics/responseburdenbarometer/>

Survey specific information is available via CSO's dissemination database PxStat. <https://data.cso.ie/product/RBB>



19. Data Revision

19.1. Data Revision Policy

Revisions refer to changes made to published statistical data when the information used in its production has been updated or corrected. This information includes all data used in compiling the statistic e.g. respondent data, administrative data, weights and factors, methodology, classifications, definitions, modifications to survey questionnaires, survey scope and data collection methods. The data revision policy that CSO statistics adheres to can be found via the following link:

<https://www.cso.ie/en/methods/quality/treatmentofrevisions/>

19.2. Data Revision Practice

No revisions to the data are carried out.

19.2.1. Data Revision – Average size

Not applicable.

20. Statistical processing

20.1. Source Data

Primary data is collected using a survey. Data on female employees is taken from Revenue's PAYE Modernisation Data (PMOD).

20.1.1. Population and sampling frame

The survey population is made up of all large enterprises with 250 or more persons employed engaged in NACE sectors 05-96 in the Republic of Ireland. NACE sectors O, P and Q are excluded from the survey. The source of the Gender Balance in Business survey frame is the CSO's Central Business Register.

20.1.2. Sampling design

The census of large enterprises is taken from the central Business Register in the CSO. It includes all enterprises with 250 or more persons employed and active in the Republic of Ireland engaged in NACE sectors 05-96, except for NACE sectors O, P and Q. The business activity classifications are based on the Statistical Classification of Economic Activities in the European Community (NACE Rev 2.1).

20.1.3. Survey size

The scope of the survey is large enterprises (i.e. those with over 250 employees). A total of nearly 900 enterprises were surveyed. The survey returns analysed in this report comprise about 7,085 persons in Senior Executive positions or on Boards of Directors in the respondent enterprises.

20.1.4. Survey technique

The survey is issued electronically to large enterprises active in the Republic of Ireland. An enterprise that has supplied a valid email address will be emailed or if not, the CSO will contact the enterprise to obtain an appropriate email address to which the survey will be sent. When a survey e-questionnaire is returned to the CSO, the e-questionnaire is scrutinised to catch any errors. If there are errors, the enterprise is contacted to confirm and/or correct the data.

20.2. Frequency of data collection

Biennial.



20.3. Data Collection

The collection method is by eQuestionnaire.

20.3.1. Type of Survey/Process

The collection is classified as a multi-source process where the primary collection mode is a census survey of large enterprises which is then supplemented with administrative data from Revenue.

20.3.2. Questionnaire (including explanations)

The Gender Balance in Business survey gathers information on the following:

1. Names of the Senior Executive team and Boards of Directors
2. Gender of each member of the Senior Executive team and Boards of Directors
3. Job title
4. Number of years in the post
5. Number of years in the company
6. Distinguish between executive and non-executive board members.
7. Enterprise targets for gender representation at senior level.

20.3.3. Survey Participation

Participation in the survey is compulsory under the Statistics (Gender Balance in Business Survey) Order 2025 (S.I. No. 95/2025) made under the Statistics Act 1993.

20.3.4. Data Capture

Primary data is collected by means of an eQuestionnaire

20.4. Data Validation

Returned forms are scrutinised to catch any errors and/or missing data. If there are errors and/or missing data, the enterprise is contacted to confirm and/or correct the data. Data on female employees is taken from Revenue's PAYE Modernisation Data (PMOD).

20.5. Data Compilation

The survey questionnaire asks respondents to select a "Job Title" category or provide a Job Title for each senior executive. The job title is then used to categorise each executive by function (CEO, CFO, CTO, COO etc.).

Data on year in the company and years in position are used to derive a variable on if the appointment to the position was internal or external.

20.5.1. Imputation (for Non-Response or Incomplete Data Sets)

No imputation for non-response is carried out.

20.5.1.1. A7. Imputation rate

Not applicable.

20.5.2. Grossing and Weighting

There is no grossing or weighting applied.



20.6. Adjustment

Not applicable.

20.6.1. Seasonal Adjustment

Not applicable.

21. Comment