



STATUTORY INSTRUMENTS.

**S.I. No. 95 of 2025**



STATISTICS (GENDER BALANCE IN BUSINESS SURVEY) ORDER  
2025

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2025

I, MARY BUTLER, TD, Minister of State at the Department of the Taoiseach, in exercise of the powers conferred on me by section 25(1) of the Statistics Act 1993 (No. 21 of 1993) and the Statistics (Delegation of Ministerial Functions) Order 2025 (S.I. No. 23 of 2025), hereby order as follows:

1. This Order may be cited as the Statistics (Gender Balance in Business Survey) Order 2025.

2. In this Order –

“board of directors”, in relation to an undertaking, means the directing body of the undertaking;

“senior executive team”, in relation to an undertaking, means the group of individuals responsible for the day-to-day management of the undertaking and accountable to the board of directors for such management;

“survey” means the Gender Balance in Business Survey that is conducted by the Central Statistics Office for the purposes of obtaining the information specified in the Schedule.

3. This Order applies to an undertaking that –

- (a) employs 250 or more persons, and
- (b) is classified for statistical purposes under section B, C, D, E, F, G, H, I, J, K, L, M, N, O, S or T of NACE Rev. 2.1 set out in Annex I to Regulation (EC) No. 1893/2006 of the European Parliament and of the Council of 20 December 2006<sup>1</sup>, as amended by Regulation (EC) No. 295/2008 of the European Parliament and of the Council of 11 March 2008<sup>2</sup>, Regulation (EU) No. 70/2012 of the European Parliament and of the Council of 18 January 2012<sup>3</sup>, Regulation (EU) 2019/1243 of the European Parliament and of the Council of 20 June 2019<sup>4</sup> and Commission Delegated Regulation (EU) 2023/137 of 10 October 2022<sup>5</sup>.

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<sup>1</sup> OJ No. L 393, 30.12.2006, p. 1

<sup>2</sup> OJ No. L 97, 9.4.2008, p. 13

<sup>3</sup> OJ No. L 32, 3.2.2012, p. 1

<sup>4</sup> OJ No. L 198, 25.7.2019, p. 241

<sup>5</sup> OJ No. L 19, 20.1.2023, p. 5

4. A requirement on undertakings to which this Order applies to provide, once only and for the purposes of the survey, information the general nature of which is specified in the Schedule, is hereby prescribed.

SCHEDULE

*Article 4*

1. The number of individuals on the senior executive team in the undertaking concerned on 1 January 2025.

2. Information regarding the following, as it relates to each individual on the senior executive team:

- (a) name;
- (b) job title;
- (c) gender;
- (d) the number of years he or she has held the job title;
- (e) the number of years he or she has been employed by the undertaking.

3. The number of individuals on the board of directors of the undertaking concerned on 1 January 2025.

4. Information regarding the following, as it relates to each individual on the board of directors:

- (a) name;
- (b) gender;
- (c) whether he or she is an executive or non-executive member of the board;
- (d) the number of years he or she has held a position on the board.

5. Information regarding the following, as it relates to the undertaking concerned on 1 January 2025:

- (a) whether there are targets for the representation of individuals on the senior executive team who are of the female gender;
- (b) whether the achievement of the targets referred to in subparagraph (a) forms part of the performance review of the individuals on the senior executive team;
- (c) whether the targets referred to in subparagraph (a) apply by business function or are set for the enterprise as a whole within the undertaking.

6. Information on the time taken by the undertaking concerned to complete the questionnaire, form or other record prepared by the Director General for the collection of the information referred to in paragraphs 1 to 5.

GIVEN under my hand,  
27 March 2025

MARY BUTLER,  
Minister of State at the Department of the Taoiseach

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