



Gender Pension Gap Report CII

2023

Introduction

A gender pension pay gap is the percentage difference in average total pension contributions made by females compared to males.

The calculations in this report make use of two types of averages:

- A mean average involves adding up all of the numbers and dividing the result by how many numbers were on the list.
- A median average involves listing all of the numbers in numerical order and taking the middle number.

The following set of figures is based on the members of the CII's Stakeholder Pension Scheme as at 05 April 2023. At that date 207 employees were members of the Scheme, of whom 120 were female and 87 male.

The CII continues to make employer pension contributions in full based on an employee's normal earnings during any period of sick leave or statutory leave, regardless of whether an employee's pay remains at their full or a reduced rate. The standard CII employer pension contribution given to CII employees is equivalent of 10% of salary, irrespective of gender.

Overview of Gender Pension Gap Figures

Overall workforce Composition – 05 April 2023



	05 April 2021	05 April 2022	05 April 2023
Number of employees who were Scheme members	216	194	207
Number of females	125	121	120
Number of males	91	73	87

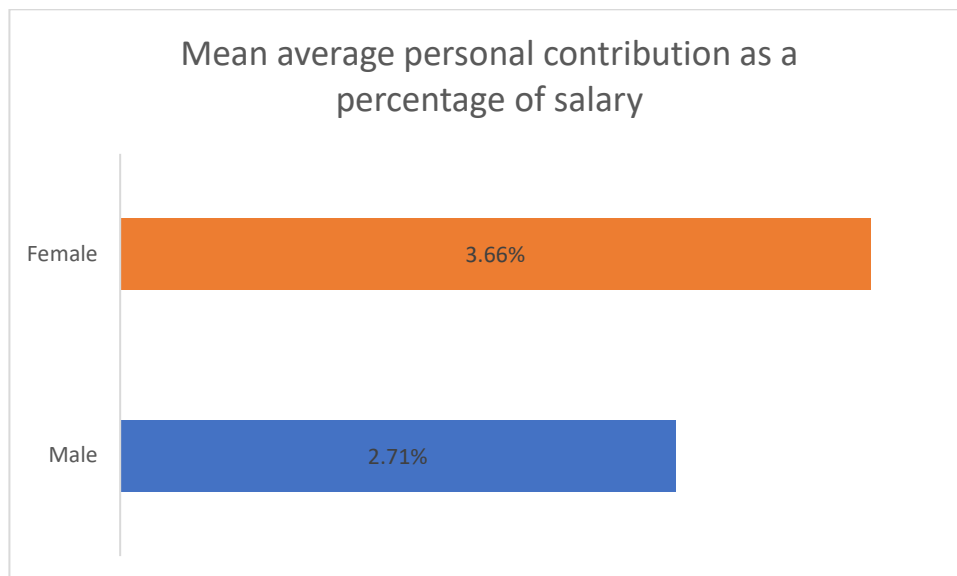
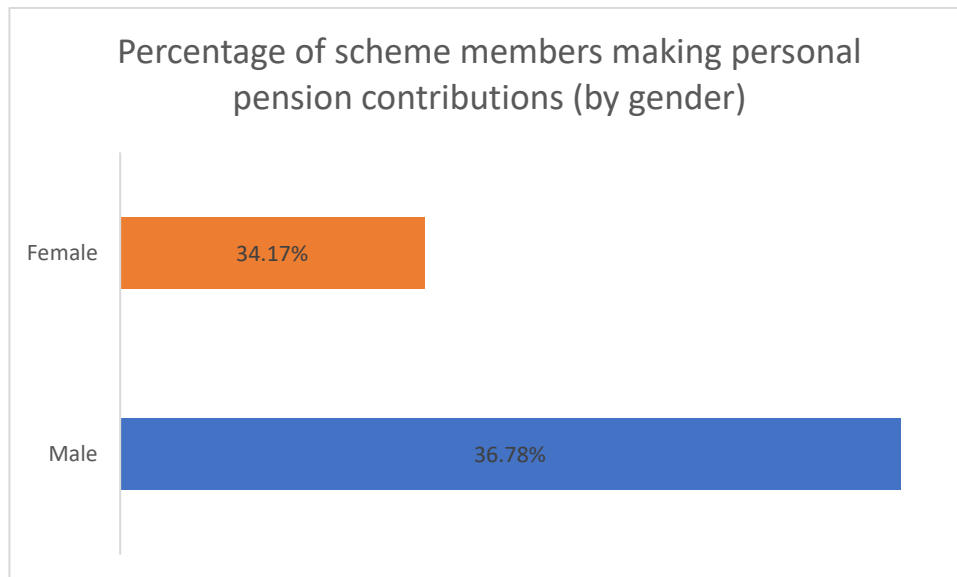
Mean/Median

- **Total gender pension pay gap (mean average)** - In 2023 at the CII, this is **10.71%**. The figures used in this calculation include both employer and employee contributions. In comparison, 2022 had a higher gender pension gap (mean average) with a mean average of 13.46%.
- **Total gender pension pay gap (median average)** – In 2023 at the CII, this is **18.03%**. The figures used in this calculation include both employer and employee contributions. In comparison, 2022 had a slightly higher gender pension pay gap (median average) with a median average of 18.37%.

See Appendix 1, for more details.

Employee Contributions 2023

A larger proportion of male employees (36.78%, 32 people) than female employees (34.17%, 41 people) make employee contributions and of those, a higher proportion of the female contributors do so on a percentage basis (39 people or 95.12% of the group) compared to the male contributors (26 people or 81.25% of the group) with their contributions tracking any change in their earnings over time.



Amongst males who contribute (note this is based on a small pool size):

- The mean average contribution in percentage terms is 2.71% of salary.







Amongst females who contribute (note this is based on a small pool size):

- The mean average contribution in percentage terms is 3.66% of salary.

See Appendix 2, for more details.

Trend Comparison

When we consider the year-on-year comparison, compared to April 2022, we see a narrowing gender pension gap at both the mean and the median. We also see an increase in the proportion of males and females making personal contributions on a percentage basis.

	Apr 2021	Apr 2022	Apr 2023	2023 vs 2022
Mean Gender Pension Gap	7.35%	13.46%	10.71%	 -2.75%
Median Gender Pension Gap	10.66%	18.37%	18.03%	 -0.34%
Proportion of males making personal contributions	35.00%	39.73%	36.78%	 -2.95%
Proportion of male personal contributions made on a percentage basis	47.00%	48.28%	81.25%	 +32.97%
Proportion of females making personal contributions	33.00%	30.58%	34.17%	 +3.59%
Proportion of female personal contributions made on a percentage basis	54.00%	56.76%	95.12%	 +38.36%

Appendices

Appendix 1 – Total Gender Pension Gap

	05 April 2021	05 April 2022	05 April 2023
Total gender pension gap (mean average) ¹	7.35%	13.46%	10.71%
Total gender pension pay gap (median average) ²	10.66%	18.37%	18.03%

Appendix 2 – Personal Pension Contributions by Gender

	05 April 2021	05 April 2022	05 April 2023
Proportion of males making personal contributions	35% (32)	40% (29)	37% (32)
Proportion of females making personal contributions	33% (41)	31% (37)	34% (41)
Proportion of male personal contributions made on a percentage basis	47% (15)	48% (14)	81% (26)
Proportion of female personal contributions made on a percentage basis	54% (22)	57% (21)	95% (39)
Proportion of male personal contributions made on a fixed basis	53% (17)	52% (15)	19% (6)
Proportion of female personal contributions made on a fixed basis	46% (19)	43% (16)	5% (2)
Male mean average personal contribution (of salary) ³	7.1%	2.3%	2.7%
Female mean average personal contribution (of salary) ⁴	7.1%	2.9%	3.7%

¹ Includes employer and employee contribution

² Includes employer and employee contribution

³ Small sample size

⁴ Small sample size