



Gender Pension Gap Report CII

2022

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 2022. At that date 194 employees were members of the Scheme, of whom 121 were female and 73 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 2022



38%

62%

	30 April 2020	05 April 2021	05 April 2022
Number of employees who were Scheme members	215	216	194
Number of females	122	125	121
Number of males	93	91	73

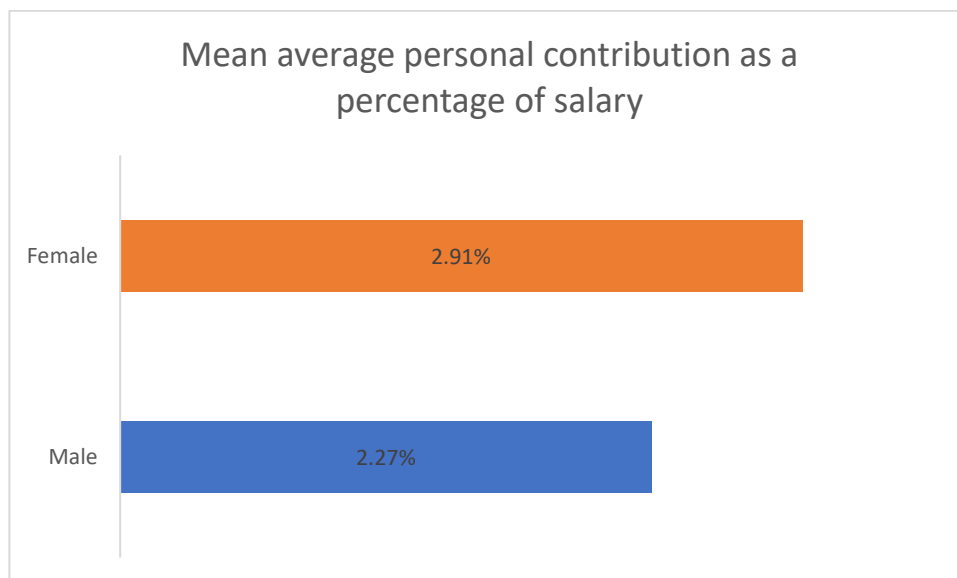
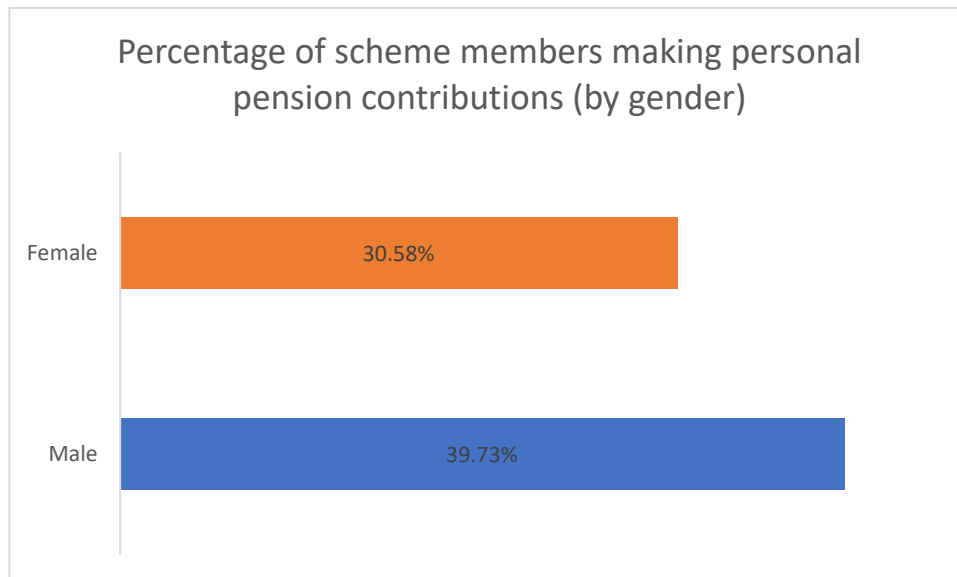
Mean/Median

- **Total gender pension pay gap (mean average)** - In 2022 at the CII, this is **13.46%**. The figures used in this calculation include both employer and employee contributions. In comparison, 2021 had a lower gender pension gap (mean average) with a mean average of 7.35%.
- **Total gender pension pay gap (median average)** – In 2022 at the CII, this is **18.37%**. The figures used in this calculation include both employer and employee contributions. In comparison, 2021 had a lower gender pension pay gap (median average) with a median average of 10.66%.

See Appendix 1, for more details.

Employee Contributions 2022

A larger proportion of male employees (39.73%, 29 people) than female employees (30.58%, 37 people) make employee contributions and of those, a slightly higher proportion of the female contributors do so on a percentage basis (21 people or 56.76% of the group) compared to the male contributors (14 people or 48.28% 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 2.27% of salary.

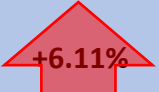
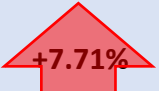
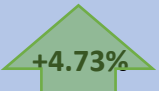


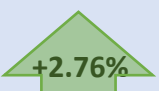
Amongst females who contribute (note this is based on a small pool size):

- The mean average contribution in percentage terms is 2.91% of salary.

See Appendix 2, for more details.

Trend Comparison

When we consider the year-on-year comparison, compared to April 2021, we see a widening 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 2020	Apr 2021	Apr 2022	2022 vs 2021
Mean Gender Pension Gap	17.37%	7.35%	13.46%	 +6.11%
Median Gender Pension Gap	11.18%	10.66%	18.37%	 +7.71%
Proportion of males making personal contributions	33.00%	35.00%	39.73%	 +4.73%
Proportion of male personal contributions made on a percentage basis	53.00%	47.00%	48.28%	 +1.28%
Proportion of females making personal contributions	28.00%	33.00%	30.58%	 -2.42%
Proportion of female personal contributions made on a percentage basis	43.00%	54.00%	56.76%	 +2.76%

Appendices

Appendix 1 – Total Gender Pension Gap

	30 April 2020	05 April 2021	05 April 2022
Total gender pension gap (mean average) ¹	17.37%	7.35%	13.46%
Total gender pension pay gap (median average) ²	11.18%	10.66%	18.37%

Appendix 2 – Personal Pension Contributions by Gender

	30 April 2020	05 April 2021	05 April 2022
Proportion of males making personal contributions	33% (30.4)	35% (32)	40% (29)
Proportion of females making personal contributions	28% (33.2)	33% (41)	31% (37)
Proportion of male personal contributions made on a percentage basis	53% (16)	47% (15)	48% (14)
Proportion of female personal contributions made on a percentage basis	43% (14.2)	54% (22)	57% (21)
Proportion of male personal contributions made on a fixed basis	47% (14.4)	53% (17)	52% (15)
Proportion of female personal contributions made on a fixed basis	57% (19)	46% (19)	43% (16)
Male mean average personal contribution (of salary) ³	7.6%	7.1%	2.3%
Female mean average personal contribution (of salary) ⁴	6.5%	7.1%	2.9%

¹ Includes employer and employee contribution

² Includes employer and employee contribution

³ Small sample size

⁴ Small sample size