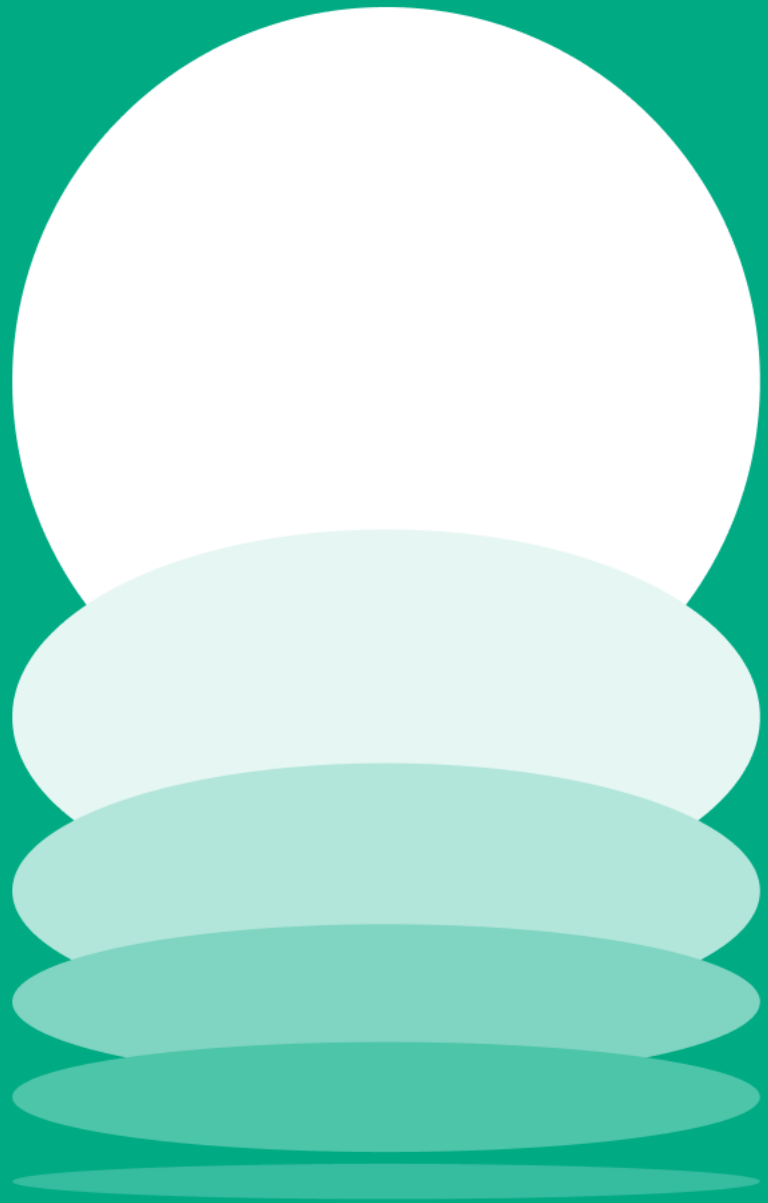
Ibec Impact 2026

Delivering value for our members

November 2026

Ibec
For Irish Business



Leading with purpose and impact



Danny McCoy
CEO, Ibec

“We will continue to advocate for measures that improve Ireland's cost competitiveness and support investment, innovation and job creation.”

Ibec's focus throughout the past year has been on the issues that matter most to business success. We worked to ensure the cost of employing people remained firmly on the Government's agenda, helping secure measures that eased pressure on employers as labour costs continued to rise.

Ireland enters 2027 from a position of strength, but businesses are operating in a world that is becoming more uncertain, more competitive and more expensive.

Our role is simple: ensuring Ireland remains a place where businesses can invest, grow and create jobs.

That means keeping competitiveness at the centre of policy decisions, accelerating infrastructure delivery and championing open trade and investment.

Ibec will continue to advocate for policies that support open trade, international investment, innovation and sustainable economic growth, while ensuring Irish business remains competitive in an increasingly complex global environment.

The work ahead will require continued investment in both our advocacy efforts and the specialist expertise that supports members across every sector of the economy.

Thank you again for your continued membership and support. Together, we can continue to shape the conditions that allow Irish businesses to compete, grow and prosper in the years ahead.

What we do for you

1

Shaping the conditions for business success

Using our collective influence and representation, at home and abroad, to shape the policy and conditions that affect business competitiveness, investment and growth, while tackling the structural challenges facing Irish enterprise.

2

Building resilience through insights and expert advice

Providing direct expertise and support across employer relations, employment law and industrial relations, economic and regulatory intelligence, skills development and practical guidance to help you manage risk, build capability and make informed decisions.

3

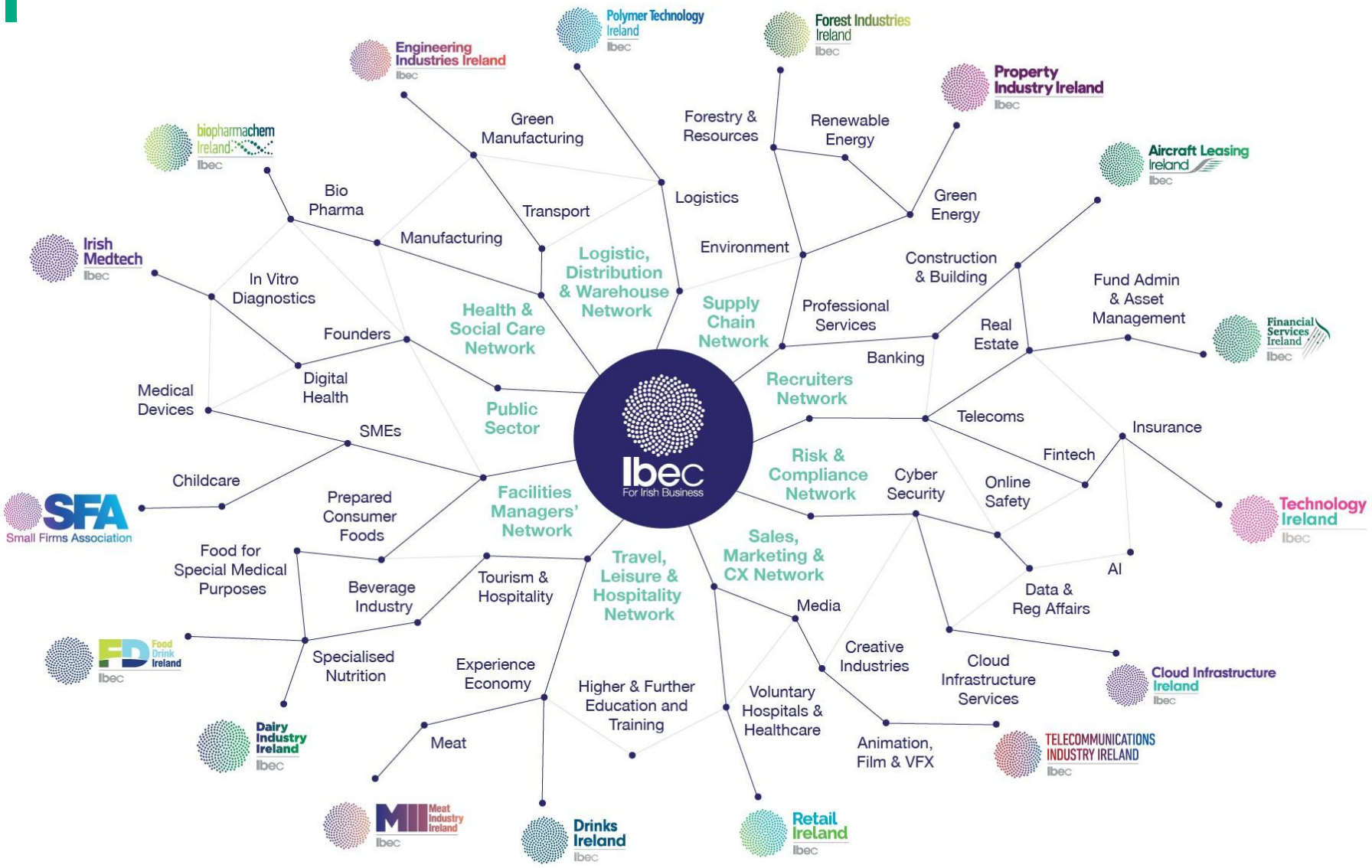
Connecting business to opportunity and influence

Connecting your teams with industry peers and decision-makers to share expertise, solve shared challenges and shape the policy affecting your industry and the wider economy.

Our powerful ecosystem

Influence
Expertise
Connections

All under one roof.



- Trade Associations
- Ibec Business Networks
- Key Industry Sectors

01

Shaping the conditions for business success



Labour market policy

Influencing policy, protecting enterprise competitiveness



Ibec's employer relations team speaking at Ibec's Employment Law conference 2026

Impact statement

By shaping employment legislation at its inception with Government and EU institutions, we ensure the rules reflect enterprise realities, giving our members the foresight needed to adapt and stay ahead.

Our focus 2026/2027

- **Pay transparency**
  Ibec continues to lobby extensively on the transposition of the EU Pay Transparency Directive, calling for a proportionate transposition that does not gold plate the provisions of the Directive while calling for much-needed clarity for employers on timelines as regards enactment and commencement of the legislation.

- **Social dialogue**
  Ibec continues to work closely with the Government following the publication of the Government's action plan to promote collective bargaining. Ibec continues to highlight the importance of our voluntarist industrial relations framework and the need for the measures contained within the action plan to be considered and actioned within such a voluntarist framework.

- **Code of Practice on a right to request remote working**
  Arising from the Government's recommendation in March 2026 for a revision of the Code of Practice, Ibec is working, in consultation with the WRC, for a revision that does not go beyond its statutory remit, under the Work Life Balance and Miscellaneous Provisions Act 2023 and remains fit for purpose.

- **Quality jobs**
  Ibec continues to lobby on the European Commission's proposed Quality Jobs Act which seeks to improve working conditions, health and safety at work and implementation of workers' rights. It remains a key priority for Ibec that any proposed initiatives complement existing EU rules and place no additional regulatory burden on employers.

The workforce and AI readiness

Building resilience in our workforce



Speaking at the International AI Summit, Ibec President Maureen Walsh addressed how industry and government can more effectively collaborate, so that our labour markets become genuinely AI-native.

Impact statement

Ibec is driving Ireland's skills and workforce agenda, ensuring businesses can access the talent they need while equipping workers for the future.

What we delivered:

- **National Training Fund (NTF)**
  A concerted Budget campaign resulted in unlocking €360 million from the NTF to address skills gaps. This successful campaign secured the funds in Budget 2027 and specifically targeted them toward AI skills and disruption.

- **AI readiness**
  €150 million of funds released into the NTF is ringfenced to support workforce development in AI and digital competencies. Ongoing readiness efforts include an updated AI Hub providing guideline documents and usage case studies, alongside the Ibec-Accenture report "Skills for All, Skills for Life," which was launched by Minister Lawless and used for lobbying stakeholders.

- **Skillnet Ireland Business Networks**
  Through the "Networks Effect" campaign, Ibec continued to champion the role of Skillnet Ireland Business Networks as a proven framework and the most effective mechanism for delivering essential workforce upskilling to members. This effort was further bolstered by the Skillnet Business Networks Campaign designed to actively target funding.

Looking ahead to 2027

In 2027 Ibec will drive Ireland's skills agenda by championing practical, employer-led solutions, from flexible micro-credentials and qualifications, to Skillnet business networks for essential upskilling and reskilling. We will leverage the €360 million unlocked from the National Training Fund to address critical talent shortages, create resilience in the face of disruption, and build an AI-native workforce.

Business and labour costs

Offsets and regulatory relief



Across 5 regional locations, Ibec engaged directly with over 40 TDs, Ministers, and local business leaders during our nationwide pre-Budget tour. Delivering our "Building a Resilient Economy" submission, we urged decisive Budget 2027 action on rising business costs, R&D tax credit enhancements, and unlocking the National Training Fund.

Impact statement

Ibec is championing cost competitiveness for businesses, ensuring members can manage elevated commercial costs while helping them attract and retain talent.

What we delivered:

- **Income tax**
  Ibec's advocacy secured an increase in income tax bands and rates. This measure supports both the broader labour market and consumer spending, helping members attract and retain talent while stimulating the wider economy.

- **PRSI**
  Ibec successfully pushed for an increase in the threshold for the higher rate of Employer PRSI from €552 to €600. This directly saves businesses between €650 and €700 per employee, ensuring the Government shoulders about 40% of the burden of the minimum wage increase, with employers covering the remaining 60%.

- **Commercial energy**
  Ibec continued to champion cost competitiveness for businesses by securing the continuation of the 9% VAT rate on gas and electricity. This provides critical, ongoing relief to members managing elevated commercial energy costs.

Looking ahead to 2027

In 2027, Ibec will use our momentum to advocate for tangible cost reductions for your business, focusing on lower energy bills, cutting red tape, and advancing PRSI and tax relief to help members manage commercial costs and retain talent.

Scaling innovation and capital

Empowering your business to scale



Championing Ireland's ambition in tech adoption, Ibec President Maureen Walsh, Executive Director for Corporate Affairs Jackie King, and Executive Director for Policy, Lobbying and Government Affairs Fergal O'Brien met with EU Commission Executive Vice-President Henna Virkkunen at our "AI in Action" event. The discussion centred on driving digital innovation, unlocking AI's economic potential, and securing Europe's competitive edge.

Impact statement

Ibec is driving Ireland's innovation and investment agenda, ensuring businesses can access the vital capital they need to scale while mobilising private funding for long-term growth.

What we delivered:

- **R&D Tax Credit**
  To help your business scale and innovate, Ibec secured enhanced qualifying criteria for the 35% R&D tax credit. This includes crucial improvements for outsourcing and the recognition of costs amounting to €120 million, directly supporting your capacity for innovation.

- **Capital Gains Tax (CGT)**
  Ibec successfully secured a reduction in the Capital Gains Tax from 33% to 31%. This cut helps businesses retain more of their returns, freeing up essential capital to reinvest and scale operations.

- **Scaling and Investment Initiatives**
  To mobilise private capital and support Irish SMEs to scale and grow, Ibec secured a new €1 billion Scaling Fund. Additionally, this initiative will be supported by the rollout of a new national Savings & Investment Scheme in 2027, ensuring businesses have the financial backing needed for long-term expansion.

➔ Looking ahead to 2027

In 2027, Ibec will empower your business to scale by simplifying access to funding and maximising the return on R&D investment. We will advance competitive CGT policies and mobilise private capital through the new Savings & Investment Scheme.

Infrastructure and planning reform

Infrastructure for productivity and competitiveness



We presented our "Dig a Little Deeper" report to Minister Jack Chambers, which details the scale of private sector investment already made and the significant capital that will be required across some of Ireland's key infrastructure priorities.

Impact statement

Ibec is driving Ireland's infrastructure and planning reform agenda, ensuring businesses benefit from fast-tracked approvals and streamlined compliance while unblocking vital grid and development bottlenecks to accelerate essential project delivery.

What we delivered:

- **Infrastructure and planning reform**
  Ibec successfully helped secure the Critical Infrastructure Act 2026, which was signed into law in June 2026. This legislation imposes strict statutory duties on public bodies to prioritise designated critical infrastructure, directly helping to unblock grid and development bottlenecks.

- **Fast-track planning approvals**
  Ibec's advocacy ensured the establishment of fast-track planning approvals. This mandates parallel, rather than sequential, approvals across agencies, significantly accelerating essential project timelines and streamlining infrastructure delivery for businesses.

- **Streamlined climate compliance**
  Ibec secured crucial provisions to streamline climate compliance within the planning process. This ensures that programmatic climate targets are not constantly re-litigated at individual decision points, preventing costly delays and allowing vital infrastructure projects to proceed efficiently.

Looking ahead to 2027

In 2027, Ibec will work on your behalf to accelerate essential infrastructure delivery. Leveraging the Critical Infrastructure Act 2026, we will champion fast-tracked planning approvals and streamlined climate compliance to unblock vital grid and development bottlenecks for businesses.

Global and EU influence

Global trends with real impact



Ibec President Colin Hunt and CEO Danny McCoy met with European Parliament President Roberta Metsola, EU Commissioner Michael McGrath, and MEP Seán Kelly in Brussels. From the EU to the US, Ibec consistently engages global leaders to ensure business resilience, competitiveness, and economic security remain front and centre.

Looking ahead to 2027

Resilience has become the defining capability of Europe's future prosperity, and is inseparable from competitiveness. To bolster these priorities in this new context, Ibec advocates that Europe must think in systems: open and diversified trade, secure supply chains, adaptive and simplified regulation, and an innovation ecosystem that can withstand shocks while driving growth.

Impact statement

Ibec is driving Ireland's European advocacy and global trade agenda, ensuring businesses benefit from regulatory simplification and enhanced Single Market access while securing vital tariff exemptions and championing a resilient, competitive EU to accelerate cross-border growth.

What we delivered:

- **Driving EU Single Market Integration and Competitiveness**
  Ibec successfully shaped policy by establishing Resilience and Competitiveness as core priorities for Ireland's EU Presidency Programme. Through our campaign, 'Making a Resilient, Competitive EU a Reality', we ensured single market development, regulatory simplification, and market access are key deliverables. We also secured a vital role on the Single Market Advisory Panel to directly voice business needs and shape future legislation.

- **US tariffs**
  Through our strong networks in Dublin, Brussels, and the US, Ibec has ensured that the concerns of Irish business are understood and considered at every turn in the EU-US trading relationship. While no tariff is desirable, this has contributed to greater stability and predictability for business alongside important exemptions and reductions for significant sectors in the Irish economy.

- **CSRD omnibus**
  To simplify burdensome regulation and ensure a level playing field, Ibec has advocated for the simplification of regulatory requirements. Together with our European partner, BusinessEurope, we succeeded in securing significant simplification of the requirements under the Corporate Sustainability Reporting Directive under the Omnibus I simplification package. Our advocacy ensured a level playing field for subsidiaries of non-EU companies.

2026 Sector highlights

We deployed our 39 trade associations to champion your specific industry priorities and protect your competitiveness.

€1 billion ISIF Investment programme

Helping indigenous Irish companies to bridge the financing gap and scale globally while remaining headquartered in Ireland

BioPharmaChem Ireland

At the European level, BPCI continued high-profile advocacy for the EU Biotech Act. Domestically, BPCI launched a dedicated indigenous strategy for the sector, successfully securing a range of budget supports to help home-grown companies scale.

Irish Medtech

Throughout the Irish Presidency of the EU, Irish Medtech continued its high-profile campaign to secure MDR/IVDR reform, urgently needed to enhance European medtech competitiveness. In conjunction with the Irish Medtech Skillnet, launched the ‘GenAI Playbook for Medtech’.

Financial Services Ireland

Achieved key recommendations of our Savings & Investment Accounts Taskforce for a tax-efficient retail investment account for Irish investors.

Aircraft Leasing Ireland

Achieved recognition as a core sector of Ireland’s international financial services, securing a dedicated government resource within the Department of Finance's IFS Unit.

Property Industry Ireland

Engagement with Government on the delivery of the Housing Action Plan, implementation of planning legislation and the implementation of the NPF targets.

Technology Ireland

Engaged with the Government and MEPs on the EU's Digital Fitness Check and Omnibus legislation to ensure legislative simplicity to help protect tech innovation.

Drinks Ireland

Continuing the roll-out of our Pride of Place campaign with this year's centrepiece focused on a new Economic Impact report prepared by Indecon consultants, as well as a new “members’ voices” video campaign on LinkedIn.

Food Drink Ireland

Launched Food Safety Incident Management Guide, augmented with Skillnet programme, to help Irish food businesses continue to protect, maintain, and champion the country’s world-class food safety standards.

2026 Sector highlights

We deployed our 39 trade associations to champion your specific industry priorities and protect your competitiveness.

Manufacturing Day Ireland



In its second year, over 80 companies nationwide engaged with Manufacturing Day Ireland. With 25+ host sites opening their doors, hundreds of students gained behind-the-scenes access to the real technologies and career paths shaping modern manufacturing.

Retail Ireland

Achieved key wins on labour cost with the Government adjusted PRSI bands to off-set the cost of Minimum Wage increases and removed the 2029 Living Wage target.

Telecommunications Industry Ireland

Established a new quarterly Telecoms Forum with TII, Department of Culture, Communications & Sport and ComReg for better collaboration and information exchange on issues and advancements within the sector.

Engineering Industries Ireland

Launched 2026–2029 strategy to boost national competitiveness, sustainability, and resilience, positioning the sector to lead Europe in advanced and green manufacturing.

Small Firms Association

The Government's Cost of Business Advisory Forum Report incorporated recommendations including Enhanced Reporting Requirements framework to help ease admin and financial burdens.

Forest Industries Ireland

Advanced the Irish Forest Certification Board to align private forests with FSP/PEFC standards, while promoting modern timber construction through the "Build with Wood" campaign and Timber Design Awards.

Prepared Consumer Foods

To support EU PPWR readiness, we developed member guidance and supporting templates, minimising regulatory friction, helping meet sustainability requirements while driving commercial competitiveness.

Dairy Industry Ireland

Retention of Nitrates Directive flexibility for Ireland to 2029 and launched ‘Pathway to Sustainable Dairy’ a clear, credible roadmap to secure the long-term sector viability by remaining competitive for the next generation of dairy suppliers and workers.

Meat Industry Ireland

Working in collaboration with partner trade associations, the EUDR legislation was simplified significantly so processors no longer need to pass on reference numbers to customers.

Have your say in 2027

Join our policy committees and working groups

Ibec's policy committees are chaired and populated by members. They are a key channel to devise policy and a lobbying strategy to address the challenges and issues facing business and employers.

Regional executive committees

- Dublin and Eastern Regional Executive Committee
- South East Regional Executive Council
- Cork Regional Executive Council
- West Regional Executive Council
- Midlands Regional Executive Committee
- Mid West and Kerry Regional Executive Council
- North West Regional Executive Council

National policy groups

- Digital Economy Policy Group
- Economic and Taxation Policy
- Environment Policy Committee
- Energy Policy Committee
- EU Affairs and Trade Policy Committee
- Innovation, Science & Technology Policy Committee
- Labour Market Policy Group
- Occupational Health and Safety Policy Committee
- Public Contracts Policy Committee
- Transport and Infrastructure Council
- Pensions Policy Working Group

Trade associations committees

Ibec's 39 trade associations have representative industry boards and committees.

Each committee has an elected Chair, Vice Chair and permanent secretariat who implement a policy development and stakeholder engagement strategy set by members.

The role of the committee is to help member companies find common ground on a wide range of industry issues.

02

Building resilience through insights and expert advice



Our trusted employer services

Grounded in 1,300+ IR/HR cases a year

Our policy influence and direct WRC and Labour Court representation ensure our advice is trusted and authoritative.

21,000+

Workplace queries resolved in 2026

As employment regulations and workplace disputes grow more complex, Ibec keeps your business resilient through best-in-class employer relations insight, advice and representation.

Expert advice on employment matters

- Employment legislation & HR best practices
- Disciplinary, grievance, and investigation procedures
- Work structures (e.g. shift systems, overtime)
- WRC inspections and record-keeping
- Occupational Safety, Health and worker wellbeing
- *Docubuilder*™ Ibec's digital solution for creating employment contracts and company handbooks

High stakes representation

- Settlement and dispute resolution
- Representation at the Workplace Relations Commission (WRC) and Labour Court
- Industrial relations disputes and negotiations (local and third-party)
- Contribute to policy shaping employment rights regulation at national and European levels

Developing future ready workplaces

- Thought leadership, frameworks, and peer intelligence to proactively navigate workforce change and build competitive advantage
- AI and workplace of the future
- Talent architecture and leadership
- Culture, wellbeing and benchmarking
- HR Forums, webinars, podcasts and networking events

Learning and development

Building skills for the future



Leveraging our industry insight and influence, we are uniquely equipped to develop and upskill talent through

- **Ibec Academy**
  TU Dublin accredited diplomas,
  open courses and customised L&D solutions

- **Ibec industry training**
  Skillnet Ireland Business networks
  and apprenticeships programmes

What we delivered

Ibec Academy

6,400+

Professionals developed in areas including:

- Management themes
- AI programmes
- ER/IR issues

Ibec Skillnet Ireland Business Networks

12,000+

Professionals developed in areas including:

- Digital literacy
- Advanced manufacturing
- Quality auditing

Ibec Apprenticeships

400+

Professionals developed in areas including:

- Manufacturing and engineering
- Laboratory
- Retail supervision

Looking ahead to 2027

Strategic skills and leadership:

- AI readiness
- Strategic workforce planning
- People management
- Performance optimisation

Regulatory readiness:

- EU Pay Transparency Directive
- Pension Reform
- AI Governance in the Workplace

Industry training:

- Digital Transformation
- Quality, Regulatory Advanced Manufacturing and Polymer Engineering
- Agile Learning and Internal Capital Building

Strategic insights and expertise in a changing world



Ibec's experts from our economics, policy and government affairs teams gave comprehensive Budget 2027 analysis and reactions at a macro and trade association level.



Strategic foresight and expert analysis on the global trends and major issues impacting Irish business at EU & global level.

With Ireland holding the Presidency of the Council of the European Union this year, we provided members with a simple guide outlining Ireland's role and Ibec's strategic priorities.



Regular macroeconomic reports tracking Irish economic performance, growth trends, consumer sentiment, inflation and business confidence.



Our Talent, Trends and Pay Survey report delivers key data on salary expectations, recruitment projections, and structural workplace shifts across Irish employers.

Stay informed in 2027

Trusted insights and expert advice

Thought leadership

CEO updates:
Strategic, high-level business environment and policy implications impacting the business environment.

Podcasts:
Keeping you informed on the go with the latest on topical issues, expert advice for employers and exploring the people and priorities behind Irish business.

Trends and analysis

Quarterly Economic Outlook:
Macroeconomic forecasts, labour market and wages, business and consumer sentiment, inflation and international fiscal landscapes.

International and EU:
Policy insights and trends through our International Focus and Global Pulse Reports from our Brussels based team.

Industry benchmarking:
Talent, trends and pay across sectors, regions and company size.

News and resources

Monthly HR ezine:
Covering all employment updates including the latest HR and IR news, legislative and case law updates.

On demand webinars:
Access to our library of short, easy to digest webinars and how we are influencing and shaping business in Ireland.

Ibec LinkedIn and website channels:
For the latest news, comments, information and our reports and insights.

03

Connecting businesses to opportunity and influence



Ibec Networks

Connecting members across industries and functions to stay competitive

Ibec's peer learning networks equip members to remain agile, resilient, and forward-thinking.



Ibec Facilities Managers Network site visit to Dublin Waste to Energy facility at Poolbeg, Dublin

Facilities Management Network

Live operational setup through site visits, shared insights to reduce building costs, enhance energy efficiency

Recruitment Network

Best practice hiring strategies, global employment trends

Supply Chain and Logistics Network

Intelligence and best practice on distribution optimisation, managing shifting trade routes and supply resilience

Health and Social Care Network

Peer forums to work through regulatory pressures, workforce changes and operational governance

Risk and Compliance Network

Peer learning and frameworks for risk, compliance and AI governance

Sales, Marketing and Customer Experience Network

Go-to-market strategies, AI driven customer journeys, growth

Strategic access and insights through Ibec events

Creating high-impact connections and profile-building opportunities for members across executive networks, policy groups, and leadership events.



Speaking at the Ibec Leaders' Summit at the K Club, under the theme 'Resilience underpinning ambition' was Janan Ganesh, Political Columnist and Associate Editor, The Financial Times, Danny McCoy, CEO, Ibec and Anthony Gooch Galvez, Secretary General, European Round Table for Industry (ERT).



International delegates from 35 countries alongside members at Dublin Castle for the BusinessEurope Council of Presidents where participants discussed the challenges that European companies are facing, signalling their priorities at EU level for the next six months during the Irish Presidency.



Around 200 business leaders attended the event, organised by Ibec and CBI Northern Ireland. Pictured L-R are Angela McGowan, Director, CBI Northern Ireland, Fergal O'Brien, Director of Lobbying and Influence, Ibec, Economy Minister Dr Caoimhe Archibald and Danny McCoy, CEO, Ibec.



Marking the handover of the Ibec Presidency: Taoiseach Micheál Martin TD pictured with incoming President Maureen Walsh, Managing Director, DeCare Dental and Ibec CEO Danny McCoy at the annual Ibec President's Dinner.

Strategic access and insights through Ibec events



Regional business leaders gathered with local Oireachtas members across the West and Mid-West to discuss key priorities ahead of Budget 2026.



Ibec was delighted to co-host the “One Europe, One Market” Roadmap event alongside BusinessEurope in Ibec’s Brussels office.



Over 100 Ibec members gathered at Ibec Head Office for our ER Open Day and Clinic focusing on two strategically important issues: ‘Right to Work’ and ‘Right to Work Longer’.



President of the European Parliament, Roberta Metsola and EU Commissioner Michael McGrath speaking at Ibec’s St Patrick’s Day reception in Brussels.



Ibec members attending a ‘Crisis Management: Executive Response’ seminar in Ibec’s HQ focusing on operational resilience, rapid-response strategies, and executive leadership during critical business incidents.



Ibec CEO Danny McCoy and CBI CEO Rain Newton-Smith hosted a dedicated business briefing at Ibec’s Cork office following the UK-Ireland Summit, focusing on bilateral trade opportunities, cross-border mobility, and deeper all-island economic collaboration.

Stay connected in 2027

Where influence meets insights

Navigating uncertainty demands more than keeping pace with the present; it requires the vision to define the future. Connect with peers, policy-makers, and industry pioneers across our 2027 flagship event series.

For a full list of Ibec hosted events:

Click here

Business and influencing events

St Patrick's Day events in Washington DC and Brussels
March various dates

Ibec Business Leaders Summit
8-9 April

Ibec Employment Law Conference
29 April

Ibec and CBI All Island Business Conference
24 June

OSH Conference
September

Ibec President's Dinner
2 September

Ibec HR Leadership Summit
21 October

Regional CEO Dinners
Various dates

Sector leadership and growth

SFA Business Connect
4 February

BioPharmaChem Impact
12 May

FSI Annual Lunch
14 May

Property Industry Ireland Conference
27 May

Irish Whiskey Association Chairman's Awards
November

Technology Ireland Industry Awards
November

MedTech Rising
December

Connecting with industry peers

Member forums

- HR Forums
- Inclusive Leadership Forum
- Corporate Affairs Forum
- Sustainability Leaders Forum
- Next Gen HR Leaders Forum
- Sector-Specific CEO Forums

Member networks

- Facilities Management Network
- Supply Chain and Logistics Network
- Risk & Compliance Network
- Sales, Marketing and CX
- Recruitment Network
- Health & Social Care Network

Influence with impact.
Expert insights and support.
Connections that matter.

Extend Ireland's global reach.
Join the conversation.

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