

IRELAND'S
Women in Finance

Ireland's Women in Finance Charter

ESRI Annual Report Highlights
21 June 2023



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Overview

Ireland's Women in Finance Charter was launched April 2022.

2022

It is an initiative funded by industry and supported by the Government of Ireland to improve gender balance at all levels within the sector.



In the first year 56 firms employing 44,340 workers signed the charter and completed the baseline survey.

56

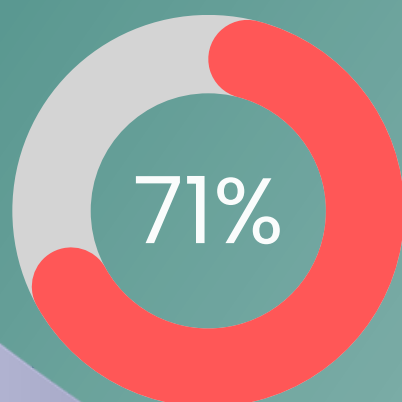
Breakdown of Company Size

Half of the signatories are large firms with 250 or more employees



30% are medium sized with between 50 and 249 employees

20% are small enterprises with less than 50 employees.



Multinational firms dominate among the signatories: 71 per cent are internationally owned

Progress 2022-2023

Representation on Boards



Executive Committees



Junior Management Level



Key Enablers

52%

Improving flexible working

49%

Gender balance in succession planning

46%

Female career development

46%

Identifying female leaders

43%

Examining hiring practices

Gender Balance Targets

121 targets set across **56 firms**, on average, firms set **2.4 targets**, majority to be achieved within **3 years**

8

2022

60

2023/24

34

2025/27

4

2028/30

15

No Date

To access the full report please visit the
ESRI website – www.esri.ie



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For specific queries on the data survey
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