



IRELAND'S Women in Finance

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ESRI Annual Report 2023

Data Partner:



SUMMARY

2022

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



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

56

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



This report is based on responses from the **baseline survey**, together with results from the first follow-up annual survey carried out in early 2023 and **qualitative interviews** with 5 firms.

PROGRESS 2022 – 2023

54 signatory firms completed the follow up Annual Reporting Survey conducted in February 2023, a response rate of **96%**.



REPRESENTATION ON BOARDS +5%

Now 37%

The national figure for reported for boards of large Irish owned firms stood at **22%** in 2021.



EXECUTIVE COMMITTEES +3%

Now 35%

SENIOR MANAGEMENT +1%

MIDDLE MANAGEMENT +1%



JUNIOR MANAGEMENT LEVEL -2%

Now 49%

WOMEN IN TECHNICAL & PROFESSIONAL ROLES +2%

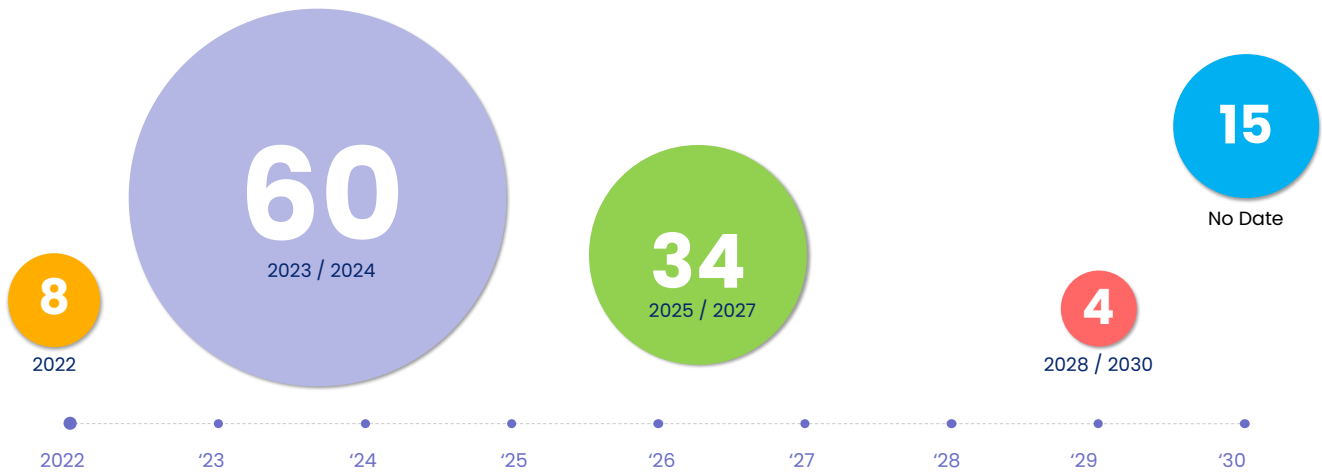
INITIATIVES AND CHALLENGES

Signatory firms reported a wide range of actions to improve gender balance. The actions that respondents view as most effective are:



GENDER BALANCE TARGETS

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



Larger firms have set higher number of targets | 46 maintenance targets have been adopted

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