

At a glance

3rd Annual Ireland's Women in Finance Charter Report

100
Charter
Signatories

94

Firms filled out
annual survey in
2025

75%

of targets with a
deadline pre-2025 have
been met

Signatories of the
charter employ over
72,000 people
(56% of sector total)

44%

of signatories are
large firms
(250+ employees)

Most targets were set at senior
management level or above

235 targets set

Compared to baseline, average female
representation increased by:

Board

13.1

percentage
points

Executive
Committee

3.7

percentage
points

Senior
Management

7.2

percentage
points

Most Effective
Actions

● Female
Leadership &
Development
Training

● Succession
Planning

● Sponsorship
& Mentoring
Opportunities

The proportion of female
CEOs has increased to **22.6%**

56%

of firms created a gender
balance action plan

90%

of firms offer
flexible working