Background Information

- The survey provides benchmark statistics on gender representation in Senior Executive teams and Boards of Directors.
- Users/Stakeholders included the Balance for Better Business Group, Government, Economic Analysts, Professional Bodies and the general public.
Survey population & schedule

• Survey issued to large enterprises (i.e. those with over 250 employees) active in the Republic of Ireland.

• All sectors of the economy excluding Nace O (Public Administration), Nace P (Health) and Nace Q (Education).

• Sample size was 580 enterprises.

• Not statutory, but participation encouraged

• Returns made by E-form through the CSO E-form website.
Data collection

The Gender Balance in Business survey gathers information on:

• Names and genders of each member of the Senior Executive team and Boards of Directors
• Job title and the number of years in the post
• Number of years in the company
• Distinguish between executive and non-executive board members.
• Data collection phase was 11 weeks from the 20th February to the 10th May 2019.
Results & Dissemination

• The response rate to the survey was 55%.

• Approx. 1,400 Board of Directors and 2,100 Senior Executives

• Results are unweighted and no estimation for non-respondents was carried out.

• Data analysis & dissemination phase of two weeks with results published just 93 days later on May 23rd 2019.
Gender breakdown by senior roles in business, 2019

<table>
<thead>
<tr>
<th></th>
<th>Male (%)</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairpersons</td>
<td>92.6</td>
<td>7.4</td>
</tr>
<tr>
<td>Board of Directors</td>
<td>80.4</td>
<td>19.6</td>
</tr>
<tr>
<td>CEOs</td>
<td>88.5</td>
<td>11.5</td>
</tr>
<tr>
<td>Senior Executives</td>
<td>71.7</td>
<td>28.3</td>
</tr>
</tbody>
</table>

Source: CSO Ireland
Gender Balance in Business 2019

Only 1 in 9 CEOs in Ireland were women.

28% of all Senior Executives in Ireland in 2019 were women.

Just 7% of Boards of Directors had a female Chairperson.

20% of members of Boards of Directors in Ireland in 2019 were female.

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Gender Breakdown of Senior Executive by Sector, 2019

- INDUSTRY (B-E)
- CONSTRUCTION (F)
- WHOLESALE AND RETAIL TRADE (G)
- TRANSPORTATION AND STORAGE (H)
- ACCOMMODATION AND FOOD SERVICE ACTIVITIES (I)
- INFORMATION AND COMMUNICATION (J)
- FINANCIAL AND INSURANCE (K)
- REAL ESTATE AND PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES (L-M)
- ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES (N)
- OTHER SERVICE ACTIVITIES (R+S)
- SERVICES (G-S) EXCLUDING O, P AND Q

[Bar chart showing the gender breakdown for each sector]
Going Forward...

- Planned to carry out the survey on a biennial basis (2021 etc)
- Changes to questionnaire, feedback etc
- Provide a time series of gender balance amongst Senior Executive teams and Boards of Directors and key indicators.
Thank you for your attention!

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