

Citizens Assembly Notes from Gary Kennedy

About 30% Club Ireland (1 minute)



- A worldwide collaboration of organisations and leaders, committed to achieving better gender balance, for better business outcomes, with an Irish Chapter established in 2015
- A specific focus on gender balance at the most senior levels, aiming for 30% gender balance on boards and at c-suite
- Supporters number almost 270 medium to large employers in Ireland – Listed, Private, State – representing almost 650,000 employees
- The key operating principle is a business based voluntary commitment to achieving change. The membership operates on a non-commercial basis
- Actions focus on three pillars of change
 1. Activating and supporting Chairs and CEO's to enable change within their business
 2. Influencing the wider community, and those with the power to drive change
 3. Enabling future women leaders through grass roots initiatives including cross company mentoring, leadership development, executive education scholarships supported by all major Irish educators, and board ready initiatives

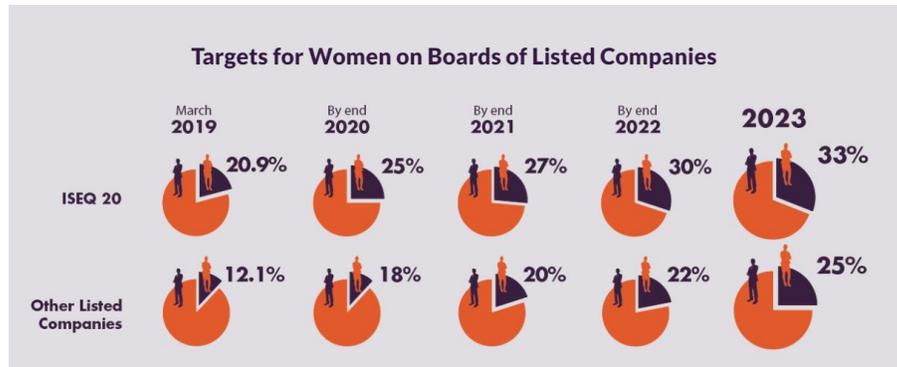
About Balance for Better Business (1 minute)



- Balance for Better Business is an independent business-led Review Group established by the government to improve gender balance in senior leadership in Ireland.
- The Review Group supports progress through voluntary action and has set progressive targets to 2023 for improved gender balance on boards and senior management. Two reports have issued to date
- The focus of the First Report was on public companies listed on the Euronext Dublin Markets, with targets set for board representation. The Second Report included targets for senior management representation and also extended to include large private companies. Multinationals will be addressed in future reports.

Achievements/Challenges

- Overall, the percentage of women on listed company boards continues to improve. As of March this year the percentage of women on the boards of the top 20 listed companies in Ireland was 26% compared to 18% just two years previously.
- In the same timeframe, Ireland moved up to 15th position from 17th on the list of women on company boards for the largest companies in the EU
- However, as of today, there remain 8 all-male boards among all listed companies.
- A report on the latest progress will issue in November.



The most comprehensive enabler for change regarding Women in Leadership is Talent Pipeline



Enabling themes

- Business and Social Partners developing solutions with equal input
- Cross government integration of initiatives supporting similar goals
 - Leading by example through the Public Sector