



Ireland's Women in Finance Charter

A pledge for gender balance across Financial Services

Ireland's Women in Finance Charter is a commitment by signatory firms and representative bodies to achieve greater gender balance and inclusivity at all levels across the financial services sector in Ireland.

Supported by the Government of Ireland, this Charter underpins the industry's ambition to see increased participation of women at all levels, including junior, middle and senior management, leadership and board roles within financial services organisations based in Ireland.

Fostering and harnessing the talent and experience of all women in financial services is crucial in developing a strong pipeline of talent. This will lead to greater diversity of thought, experience and leadership styles in decision-making processes, for the economic benefit of the business and the wider community as a whole.

As a signatory to Ireland's Women in Finance Charter, our organisation commits to:

1. Taking Action

- a) Making a visible commitment to the advancement of women through the various management and board levels in order to achieve a greater gender balanced and inclusive working environment.
- b) Setting and communicating stretch targets for the short and long term, recognising that each firm varies significantly in terms of business model and starting point on gender balance.
- c) Underpinning these commitments via a clearly documented action plan for gender balance and inclusivity.

2. Leadership & Accountability

Leadership and accountability for progress against this charter resides with the CEO and senior leadership team or a designated member of the team. Targets and action plans will be integrated into our organisation's goals and business priorities, which will also take account of any gender diversity legislation.

3. Measuring & Communicating Progress

Measuring, monitoring and publicly communicating on an annual basis on progress against the targets set, so that transparency and accountability on progress in driving change is evident.

Name of Firm:	
If applicable, list legal entities in Ireland also included:	
Signature:	
Signatory Title:	
Other key contact(s): (please print name)	
Dated:	

Charter industry partners



GDPR consent

The Charter industry partners (Financial Services Ireland/Ibec, Irish Funds, Insurance Ireland and the Banking and Payments Federation of Ireland), Enterprise Ireland, the Department of Finance and the ESRI will comply with all applicable Data Protection Legislation in the processing of the information and personal data provided by you as a signatory firm to Ireland's Women in Finance Charter.

The Charter industry partners, and Enterprise Ireland will use the enclosed data on the Charter to provide signatory contacts with updates on Charter communications messaging, upcoming events and share industry best practice reports relevant to helping firms achieving gender balance targets.

The relevant Charter industry partner/Enterprise Ireland will share with you a link to the ERSI's baseline reporting data survey. The ESRI is the Charter's Data Partner and has been engaged and funded by the Charter's industry partners. The ESRI will collect and collate data from signatory firms using the online platform - Lime Survey for the Charter's baseline reporting template and annual reporting template to produce an annual report. All data provided in the baseline and annual reporting templates is held on the ERSI's secure data platform and will be anonymised, except where a firm provides explicit permission for certain data/case studies to be used. They are stored by the ESRI in a folder on a secure network server, accessible only to the researchers working directly on this project and who have signed this agreement. Access to ESRI servers is via password protected ESRI accounts, encrypted ESRI-issued devices. When ESRI staff are working remotely access is via secure VPN only. Data will not leave the secure server. The ESRI will undertake a full analysis of the data generated for publication in multiple reports. After completion of the project (including any extensions to the data partnership with the ESRI), the data will be retained by the ESRI in anonymous format for 7 years. The anonymised data will be used by the ERSI research team only, to prepare research papers, in the form of conference papers or academic journal articles, in accordance with modern scientific practice.

We consent to the contact information provided above being stored by the relevant Charter industry partner/Enterprise Ireland. We consent to the Charter industry partners/Enterprise Ireland sharing contact details with the Department of Finance for the sole purpose of communicating with us in relation to Ireland's Women in Finance Charter.

Signatory Contact 1: _____

Date: _____

Signatory Contact 2: _____

Date: _____

Signatory Contact 3: _____

Date: _____

Links to Privacy Statements

- [The Department of Finance](#)
- [Ibec](#)
- [Irish Funds Industry Association](#)
- [Banking and Payments Federation of Ireland](#)
- [Insurance Ireland](#)
- [ESRI](#) and [Lime Survey platform](#)
- [Enterprise Ireland](#)