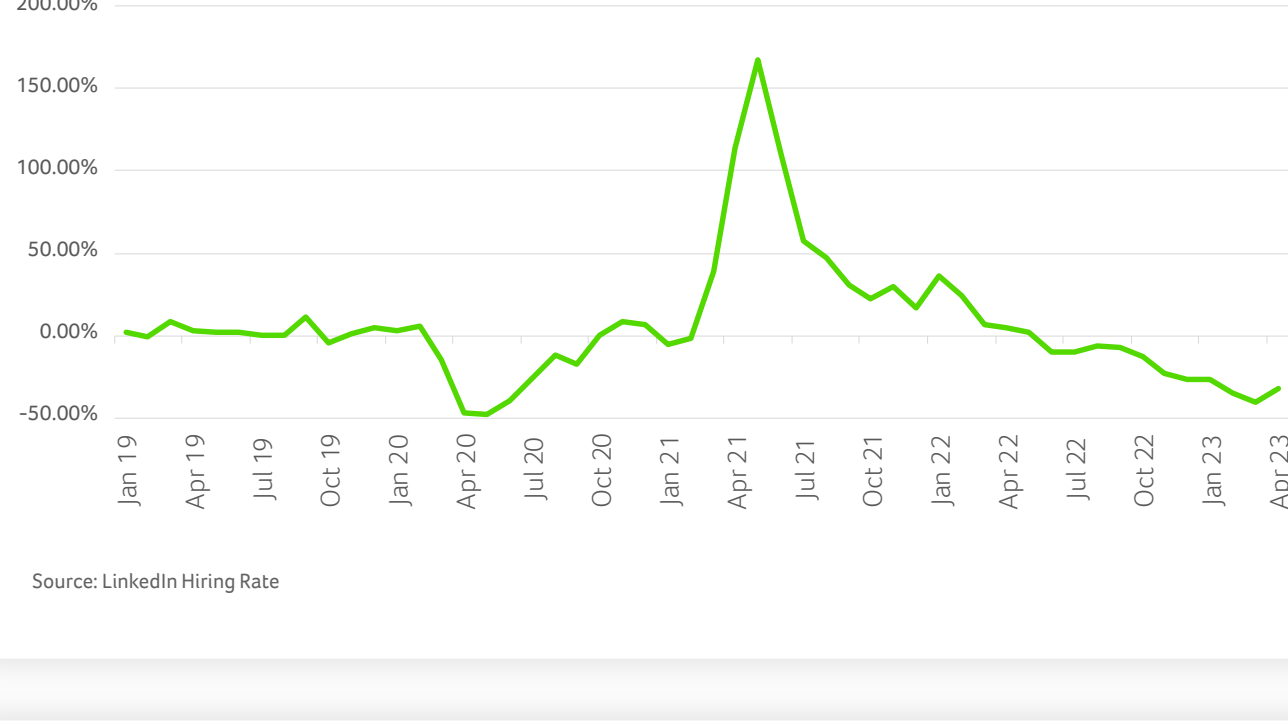


Labour Market Pulse

Edition 9 (Women in Leadership)



Fig.1 LinkedIn Hiring Rate



Labour Market Trends

- Ireland's labour market continues to perform strongly in spite of persistent economic headwinds. The Central Statistics Office reported record numbers of persons in the labour market in Q1 2023, up 4.1% year-over-year, with unemployment at 3.8% in May 2023.^{1,2}
- The LinkedIn hiring rate slowed -40.4% in March 2023 compared to March 2022, which had seen a hiring boom post-lockdown, before recovering slightly in April (-32.6% year-over-year).
- Ireland's hiring rate continues to be influenced by global economic uncertainty, with the labour market softening over the last year as inflation persists and economic growth slows.

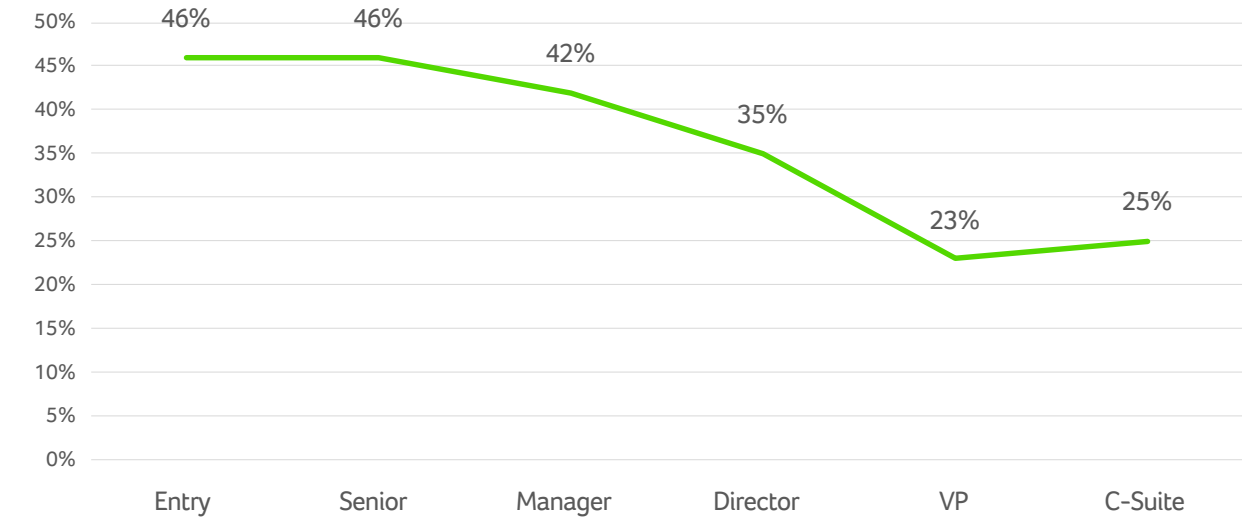
1 Women in the Workforce³

- This edition of the Labour Market Pulse focuses on women in leadership and what companies can do to increase gender diversity in the workplace.
- Ireland has made strides towards gender equality and ranked 8th in Europe in the World Economic Forum's 2023 Global Gender Gap Report, having closed 79.5% of the gender gap.⁴
- Female representation in the workforce continues to increase, with the female participation rate at 56% according to the 2022 Census.⁵

2 Women in Executive Leadership

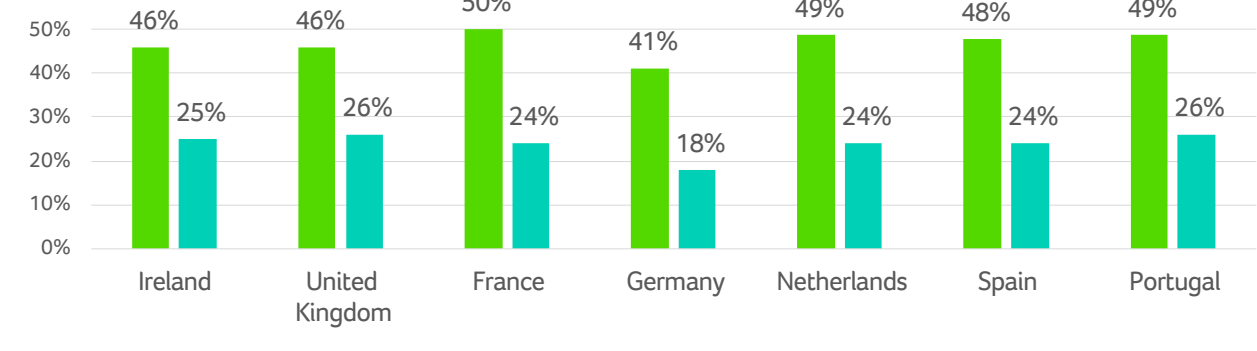
- According to LinkedIn data, women make up 46% of entry level employees but 25% of C-suite roles across all sectors in Ireland.⁶

Fig.2 Female Representation by Seniority Ireland, All Sectors, 2023



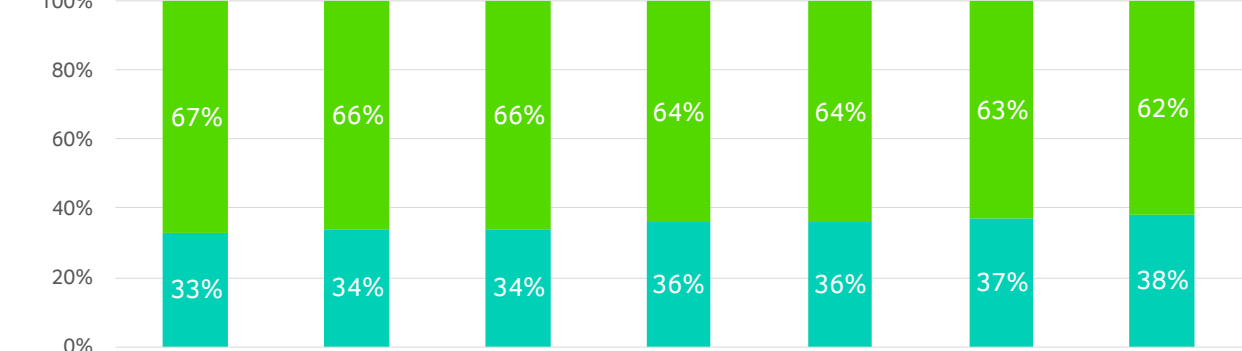
- This is on par with Western European countries. On average, women made up 47% of entry level employees but 24% of C-Suite executives in the countries compared.⁷
- Country figures ranged from a 20% gap in the UK (46% entry level vs. 26% C-Suite) to a 26% gap in France (50% entry level vs. 24% C-Suite).

Fig.3 Female Representation Entry Level vs. C-Suite, All Sectors, 2023



- The share of women hired into leadership positions is increasing, however by less than 1 percentage point a year on average since 2016. Women were hired into 38% of open leadership roles in Ireland in 2022, up from 33% in 2016.⁸

Fig.4 Share of Leadership Hires All Sectors, 2016-2022

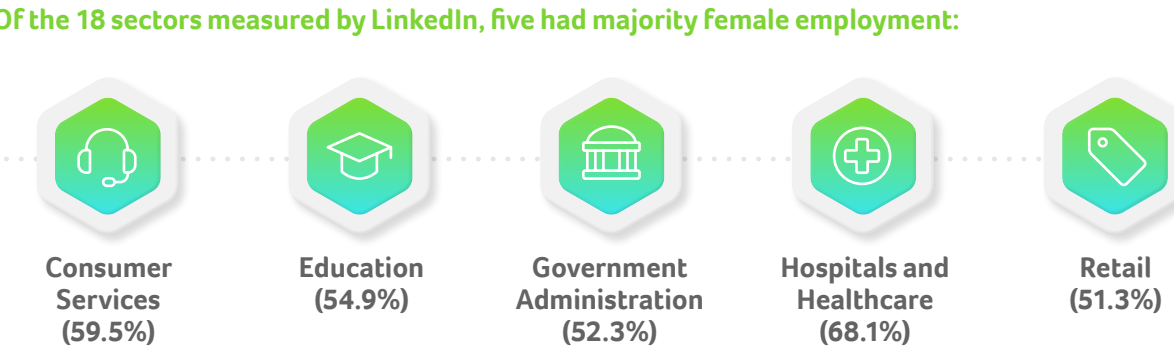


- According to Balance for Better Business, Ireland now ranks in the top 10 in EU27 for female representation at Board level, growing representation from 14% in 2018 to 32% in 2022.⁹

3 Insights into Female Leadership Across Sectors

- According to LinkedIn data for Ireland, women represent 43.3% of the workforce but 31.1% of senior leaders.¹⁰

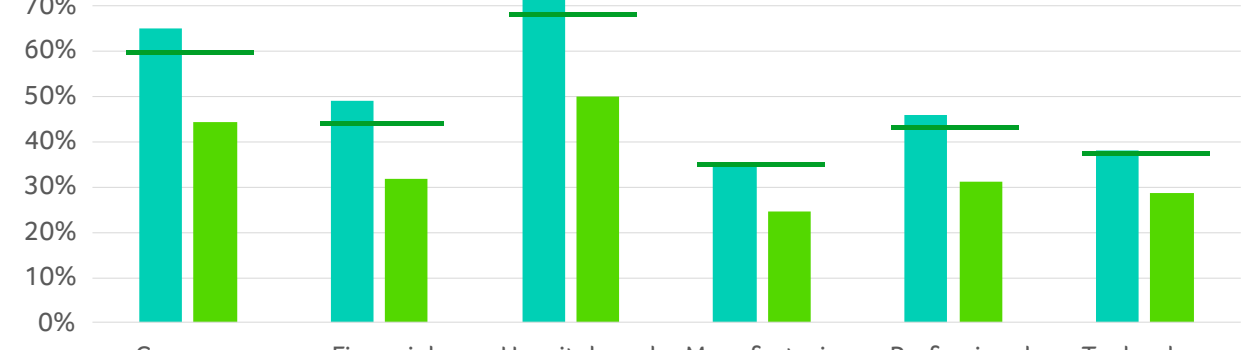
Of the 18 sectors measured by LinkedIn, five had majority female employment:



- Of those five, Hospitals and Healthcare had more than 50% female leadership (at 50.1%).
- Sectors with the smallest gaps between women at entry level and senior leadership were those with the lowest percentage of female employees, Construction (16.5% vs. 12.2%) and Oil, Gas and Mining (20.5% vs. 16.2%).

- In summary, female representation decreases in more senior positions. This is more pronounced where female representation starts from a high base. This phenomenon is known as the "broken rung", whereby women face a specific obstacle to advancing to senior leadership levels.

Fig.5 Female Representation in the Workplace Key Sectors, 2023



4 Increasing Gender Diversity in the Workplace

- The 2023 OECD Skills Strategy for Ireland called out the need for greater activation of underrepresented groups in the labour market, to ensure no one is left behind and skills needs are met.¹¹
- Skills-first hiring encourages companies to target candidates based on skills requirements instead of job titles, opening doors to a wider pool of diverse and historically underrepresented candidates.¹²
- LinkedIn estimates that a skills-first approach in Ireland would increase the overall talent pool by more than 6-fold and 20% more for women than men in traditionally male-dominated occupations.¹³
- According to LinkedIn, some of the ways to increase female participation in the workforce include actively expanding talent pools and continued flexible ways of working.
- The widespread adoption of remote and hybrid working has allowed more women to participate in the workforce. According to LinkedIn data, the share of women applying to remote or hybrid jobs more than doubled between January 2021 and January 2023, in line with the increased share from male applicants.¹⁴
- Companies around the world are embracing this change. More than 45% of hirers on LinkedIn now use skills data to find talent, a 12% increase year-over-year.¹⁵

5 Conclusion

- Ireland has made strides in promoting gender diversity and increasing gender parity in the workplace. Companies are taking inclusion steps, evolving hiring practices and introducing new, flexible ways of working to ensure inclusion.
- The move towards skills-first hiring is accelerating at a rapid pace, which is a good thing for workplace diversity. A skills-first hiring approach could result in greater representation from all historically underrepresented groups in the workforce.
- Flexibility is key, but it is important for businesses to design their flexible working programmes to ensure they maintain equal access to progression opportunities for remote and on-site employees.
- Participation of women in Science and Engineering roles is on par with or ahead of other European economies. Several initiatives, including iWish and STEM Passport for Inclusion, are helping to increase the participation rate of women in the technology sector in Ireland.¹⁶
- Ireland has taken several steps to provide opportunities for women in leadership, including establishing a Review Group, Balance for Better Business, to improve gender balance in senior leadership in Ireland, and supporting the EU Directive on Gender Balance on Corporate Boards in the European Council.^{17,18}

IDA Ireland, LinkedIn and Microsoft have partnered to bring you quarterly updates on Ireland's employment dynamics using LinkedIn's high frequency labour market insights.

¹ CSO Labour Force Survey, Q1 2023.
² CSO Monthly Unemployment May 2023.
³ Gender Identity isn't binary, and we recognise that some LinkedIn members identify beyond the traditional gender constructs of "men" and "women." If not explicitly self-identified, we have inferred the gender of members included in this analysis either by the pronouns used on their LinkedIn profiles, or inferred on the basis of first name. Members whose gender could not be inferred as either man or woman were excluded from this analysis. We also recognise that members within each of these groups, "men" and "women", will have different experiences based on ethnicity, religion, sexual orientation, disability and other factors.
⁴ The Global Gender Gap Index benchmarks gender parity across four dimensions - Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment.
⁵ 2022 Ireland Census. Male participation is at 67% and progressively declining.
⁶ LinkedIn Economic Graph.
⁷ Countries compared include Ireland, the United Kingdom, France, Germany, the Netherlands, Spain and Portugal.
⁸ LinkedIn Economic Graph.
⁹ Balance for Better Business.
¹⁰ "Senior leaders" is a catch-all grouping for positions at Director, VP and C-Suite levels.
¹¹ LinkedIn Economic Graph, The number of women hired into leadership is increasing, but by less than 1% a year (linkedin.com).
¹² In particular, LinkedIn's research looks at the benefits of skills-first hiring to women, younger workers and those without a bachelor's degree.
¹³ Skills-First: Reimagining the Labor Market and Breaking Down Barriers (linkedin.com).
¹⁴ OECD Skills Strategy Ireland 2023.
¹⁵ LinkedIn Economic Graph, Skills-First Report May 2023.
¹⁶ https://www.iwish.ie/ and https://www.maynoothuniversity.ie/all-institute/all-projects/stem-passport-inclusion.
¹⁷ EU Directive on Gender Balance on Corporate Boards, targeting women as 40% of non-executive directors and 33% of all directors by 2026.
¹⁸ Balance for Better Business Group.