

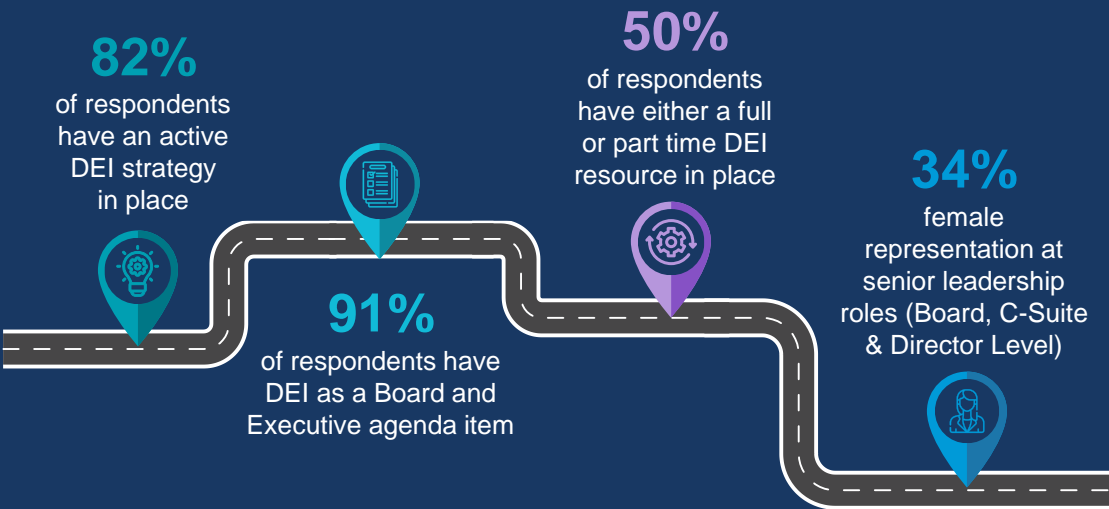
# Insurance Diversity, Equity, and Inclusion Survey 2024

Insurance Ireland are pleased to publish the 2024 Diversity, Equity, and Inclusion (DEI) Survey results for the fourth year running, in collaboration with Deloitte.

**45** insurance companies across all sectors in Ireland completed the survey.



Since **2021**, positive progress has been made...



Data from previous years	Active DEI strategy in place	DEI as board/executive agenda item	Full or part time DEI resource	Female representation at senior levels
2023	80%	84%	43%	32%
2022	85%	85%	47%	31%
2021	79%	82%	41%	31%

**Age**  
 Similar to previous years, the **46-60** age range continues to be the most represented age category at Board, C-Suite, and Director levels.



**Women in Finance Charter**  
**60%** of respondents have signed up to the Women in Finance Charter (compared with 53% in 2023 and 39% in 2022)



## Top reasons given by firms for why they offer hybrid/remote working



## Top disadvantages to hybrid/remote working

