

Business is better with Ibec

Leading, influencing,
impacting for all business





As the voice of
business in Ireland,
Ibec provides a
range of policy and
professional services
to our members.

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We believe in the power of Irish business to improve lives, solve problems and strengthen society – and for over 30 years we have helped them do it.

When businesses are empowered to succeed, the economy grows, communities prosper and Ireland's competitive strength on the world stage is enhanced.

As Ireland's largest and most influential business representative organisation, we are your support system, your resource, your champion and voice. Ibec is where businesses can find everything they need to build, grow, succeed, and thrive. Business is better with Ibec.



Danny McCoy
Ibec CEO

“

Ibec takes leadership positions on key current and future issues to reduce uncertainty for business and support a balanced and prosperous society.

About Ibec

Liam O'Donoghue
Deputy CEO/
COO, Ibec



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Our purpose is to help build a better, sustainable future by influencing, supporting and delivering for business success.

We support thousands of businesses of every size, spanning every sector of the economy.

Together with our 39 trade associations, we promote a positive business environment in Ireland by campaigning for evidence-based policies that are formulated in consultation with our members.

Ibec is world-leading in business representation, we engage with key stakeholders in Ireland and internationally through our Brussels office and our extensive network in the EU, UK and US.

We regularly produce market-leading industry and business events, positions on issues impacting business, economic research, forecasts and analysis. Our role as public commentator on the economy is significant.

Our employment law and HR practice is the most complete and trusted HR service in Ireland supporting our members with employee relations, industrial relations, occupational safety and health (OSH), and HR policies and procedures.

We offer a wide range of accredited and applied L&D programmes through the Ibec Academy and industry specific government funded L&D programmes through our trade associations.

Ibec by the numbers



10 Offices

Ibec has six offices in Cork, Donegal, Dublin, Galway, Limerick, Waterford, one in Brussels and three training centres in Dublin, Athlone, and Letterkenny.



40+ Research

Research reports providing key economic and industry insights



Largest lobbying group

Ibec is Ireland's largest and most influential lobbying organisation



39 Trade Associations

Ibec has a thriving ecosystem of over 39 trade associations and networks that cover a wide range of industry sectors.



300 Staff

Up to 300 dedicated and highly trained staff



500+ Lobbying returns

Lobbying returns made on behalf of our members over the last 12 months



Most trusted HR practice

Ireland's most trusted Employment Law and HR, IR, OHS Practice



20k People developed

Leaders, managers, and professionals developed by the Ibec Academy, Ibec Skillnets, Apprenticeship and Springboard projects



1,975 Cases

The number of third-party cases managed by Ibec's Employer Relations Division in one year



200+ Events

Events that connect for Ibec members



50k+ Calls

Industrial Relations and Human Resources calls to our Employer Relations Teams

Ibec Lobbying & Influencing

We work tirelessly to influence the government, regulatory bodies and others to maintain a positive climate for business and employers in Ireland.

Ibec's policy is shaped by our members. When Irish business speak as one through Ibec, we have a major impact on policy and regulation at industry, national and international level. We are uniquely placed at the forefront of influencing policy and engaging with key stakeholders at an early stage in policy development.

We have the seats at the right tables.



Fergal O'Brien
Executive Director of Policy &
Public Affairs, Ibec



“

We believe a strong economy and business climate can help make Ireland a better place to live and work in.

Seats at the right tables



Ibec Participation in National Forums

- Labour Employer Economic Forum
- National Economic Dialogue
- Trade and Investment Council
- National Competitiveness and Productivity Council
- National Economic and Social Council
- Regional Enterprise Plan and Regional Skills Fora
- Labour Market Advisory Council
- Enterprise Forum
- SME Taskforce, SME & State Bodies Group
- National Training Fund advisory group
- STEM Education implementation Group
- National Dialogue on Climate Action and Just Transition Taskforce
- Planning Advisory Forum



Ibec International memberships

BusinessEurope – Europe’s largest business lobby group Committees on:

- Executive Committee and Council of Presidents
- International Relations; incl. working groups on WTO, US-EU relations, FTAs
- Social Affairs
- Economics and Finance
- Legal Affairs
- Internal Market
- Industrial Affairs, incl. transport, environment, energy

Membership of 30 European trade associations and 10 international trade associations

Business at the OECD (BIAC):

Committees on Tax, Digital, Trade, Environment Education & Skills

International Organisation of Employers (IOE)

Representing business views at the international organisation of labour (ILO)



Influencing key EU & International stakeholders

- Irish Permanent Representation to the EU and Irish Embassies abroad
- EU and international embassies in Ireland
- State agencies across the island of Ireland
- European Commission, European Parliament & Council of the EU
- UK and Northern Ireland Government/Assembly
- OECD
- US Administration including:
 - US Trade Representative
 - Department of Commerce
 - Department of Agriculture
- IMF, World Bank, WHO, WTO, United Nations, World Economic Forum

Having your say on the issues that matter

Ibec has numerous policy committees which are chaired and populated by members. This is one of the key channels through which we connect with our membership to devise policy and a lobbying strategy to address the challenges and issues facing business and employers.

Regional committees

We have 7 Regional Executive Committees (REC) comprising of senior business leaders that shape guide and lead business policy priorities for the region and ensure that national policy developments have an appropriate regional balance.

Sector committees

All of Ibec's 39 trade associations have an industry board, reflective of its membership, an elected Chair, Vice Chair and permanent secretariat who implement a policy development and stakeholder engagement strategy set by its members.

Our national policy groups are:

- Digital Economy Policy Group
- Diversity Forum
- Economic and Taxation Policy
- Environment Policy Committee
- Energy Policy Committee
- EU Affairs & Trade Policy Committee
- Innovation, Science & Technology Policy Committee
- Labour Market Policy Group
- Occupational Health and Safety Policy Committee
- Public Contracts Policy Committee
- Transport and Infrastructure Council
- Communications and Corporate Affairs Forum
- Sustainability Leaders Forum
- Pensions Policy Working Group

Campaigning to affect real change

Influencing and reacting to domestic and international policy, Ibec campaigns for business and engages with stakeholders on positions across society and the economy.

Our members inform what we campaign on. Their priorities are all critical economic and national issues, where we have the policy and economic expertise to find the solutions they need. We then use our unmatched knowledge and influence to advocate and lobby on their behalf.

Ibec's contribution to business policy spans a wide range of business issues:



A flexible labour market



Costs competitiveness



Investment in housing, energy and critical infrastructure



Sustainability - a better place to live and work



Ensuring effective economy and tax policy



Investment in skills for a digital society, climate action, Industry 5.0 and leadership capability



Ensuring balanced approach to industry and business regulation

Member Benefits

Feed in on the topics that matter to you

Affect change through our campaigning

Access to senior politicians and government stakeholders

VIP briefings

Specialist advice, updates from the Ibec Economic team

Economic, political and business updates

Ibec Trade Associations & Business Networks

Sharon Higgins
Executive Director of
Membership and Sectors,
Ibec



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We are committed to championing policies that enable a solid, transparent, sustainable and business-friendly regime, helping all our industries to be world class.

Ibec has a thriving ecosystem of over 39 trade associations and business networks that cover a wide range of industry sectors spanning MedTech, biopharma, food and drink, IT, retail, property, and financial services.

They work with their sectors to address the ongoing challenges including availability and cost of labour, energy supply, planning and infrastructure issues and inflation.

To foster competitiveness and innovation, they enable international engagement and industry and cross-industry collaboration while providing informed perspectives on industry issues, regulation, expert briefings, networking and industry-led training.

List of Trade Associations & Business Networks



Food & Drink

- Drinks Ireland
 - Drinks Ireland | Beer
 - Drinks Ireland | Cider
 - Drinks Ireland | Irish Whiskey Association
 - Drinks Ireland | Spirits
 - Drinks Ireland | Wine
- Dairy Industry Ireland
- Meat Industry Ireland
- Food Drink Ireland
 - Foods for Special Medical Purposes
 - Irish Beverage Council (IBC)
 - Irish Breakfast Cereals Association
 - Irish Bread Bakers Association (IBBA)
 - Federation of Irish Renderers
 - Chocolate & Confectionery Association of Ireland
 - Petfood Association of Ireland
 - Irish Cold Storage Federation
 - Prepared Consumer Food



Life Sciences & Healthcare

- Irish Medtech
- Biopharmachem Ireland (BPCI)
- Irish Cosmetics Detergents Association (ICDA)
- Health & Social Care Network



Small Business, Start-ups & Childhood Services

- Small Firms Association (SFA)
- Childhood Services Ireland



Retail & Tourism

- Retail Ireland
- Travel, Leisure and Hospitality Network



Technology, Telecoms & Audiovisual

- Technology Ireland
- Telecommunications Industry Ireland
- Audiovisual Ireland
- Cloud Infrastructure Ireland
- White Goods Association (WGA)



Financial Services, Leasing & Professional Services

- Aircraft Leasing Ireland
- Financial Services Ireland (FSI)
- Recruiters Network
- Risk & compliance Network



Public Sector

- Education Network
- Health & Social Care Network



Energy, Transport & Resources

- Federation of Aerospace Enterprises Ireland
- Forest Industries Ireland
- Supply Chain Networks
- Energy Environment and Transport committees
- Logistic, Distribution & Warehouse Network



Construction, Property & Engineering

- Property Industry Ireland (PII)
- Polymer Technology Ireland
- Engineering Industries Ireland
- Building Materials Federation (BMF)
 - Irish Decorative Surfaces Coating Association
 - Irish Plastic Pipe Manufacturers Association
 - Cement Manufacturers Ireland

Delivering for your industry



Industry advocacy & representation

- Through specific industry lobbying, Ibec trade associations work to promote and support an environment that encourages the sustainable development and profitable growth of all our industries.
- They are led by a Board of CEOs and Chief Representatives, and its strategy is implemented through sector working groups and member taskforces. Members participate actively in its lobbying joining trade delegations and ministerial meetings.



Working group & international memberships

- Ibec trade associations offer a wide range of working groups and committees where you can keep up to speed on the topics most relevant to your role.
- Committees are informative and act as a sounding board to help formulate industry reaction to new legislation and policies and support strategy implementation.
- Ibec collaborates closely with 40 of our counterparts from 35 countries in advancing a competitive agenda for Europe



Support on regulation developments

- All industries are regulated, but some more than others. Regulatory compliance refers to an organisation's adherence to laws, regulations, guidelines and specifications relevant to certain business processes.
- Our trade associations offer clarity around complex regulatory issues and set up member taskforces as required on issues impacting the industry.



Knowledge sharing & peer to peer networking

- Ibec trade associations offer a full events programme ranging from member forums to topic-based events and industry networking opportunities with the opportunity for shared learning and insights.



Industry-led training

- Through our 11 Skillnet Networks, 5 Apprenticeships and Springboard projects we collaborate with business to design and deliver programmes that address the current and future, technical and non-technical skills required for their industry.
- Programmes support key issues impacting industry including sustainability, innovation, digitisation, and quality and regulation.
- Programmes are funded by Government.

Ibec Cross-Sectoral Campaigns



The Experience Economy

Ibec's More than Meets the Eye campaign brings a contemporary understanding to Ireland's experience economy and outlines its significant economic contribution.



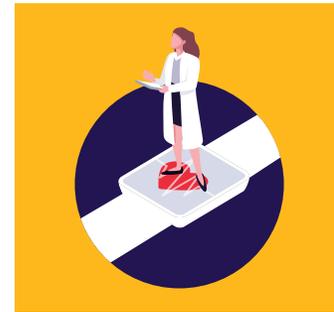
Founders Campaign

Ibec's Founders campaign highlights recommendations to Government to support business founders.



Manufacturing in Ireland

Today, tomorrow and beyond – spotlighting the scope and scale of the manufacturing sector in Ireland.



Digital Health

A campaign to increase awareness of Ireland as a place 'Where Digital Health Thrives' and to ensure we have the right business policies and conditions to grow the digital health sector here in Ireland.

Member Benefits

Advocacy & representation

Peer to peer industry networking

Support on regulatory developments

Sectoral and cross sectoral innovation & collaboration

Best practice learning, industry thought leadership

Expert briefings

Industry-led training

Ibec Employer Relations Services

Ibec is in a unique position, given our involvement at such an early stage of employment law policy development, to provide practical insights and guidance to employers on implementing and complying with new legislation nationally and at EU level.

As a result, our employment law and HR practice is the most complete and trusted HR service in Ireland supporting our members with employee relations, industrial relations, occupational safety and health (OSH), and HR policies and procedures.



Maeve McElwee
Executive Director of
Employer Relations, Ibec

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Being open to different approaches and ways of thinking is critical in employer relations as the pace of change in our workplaces accelerates driven by new technology, increasing diversity and globalisation.

Shaping and influencing labour market developments

Our employee relations experts monitor labour market developments and engage in policy development to ensure employment regulations supports economic growth.

This gives us the foresight to advise members on upcoming legislative developments affecting their business. Below are some of the areas that we monitor on behalf of members.



Gender pay gap



Diversity and inclusion



Retirement age



Flexible working & EU Directive on right to disconnect and telework



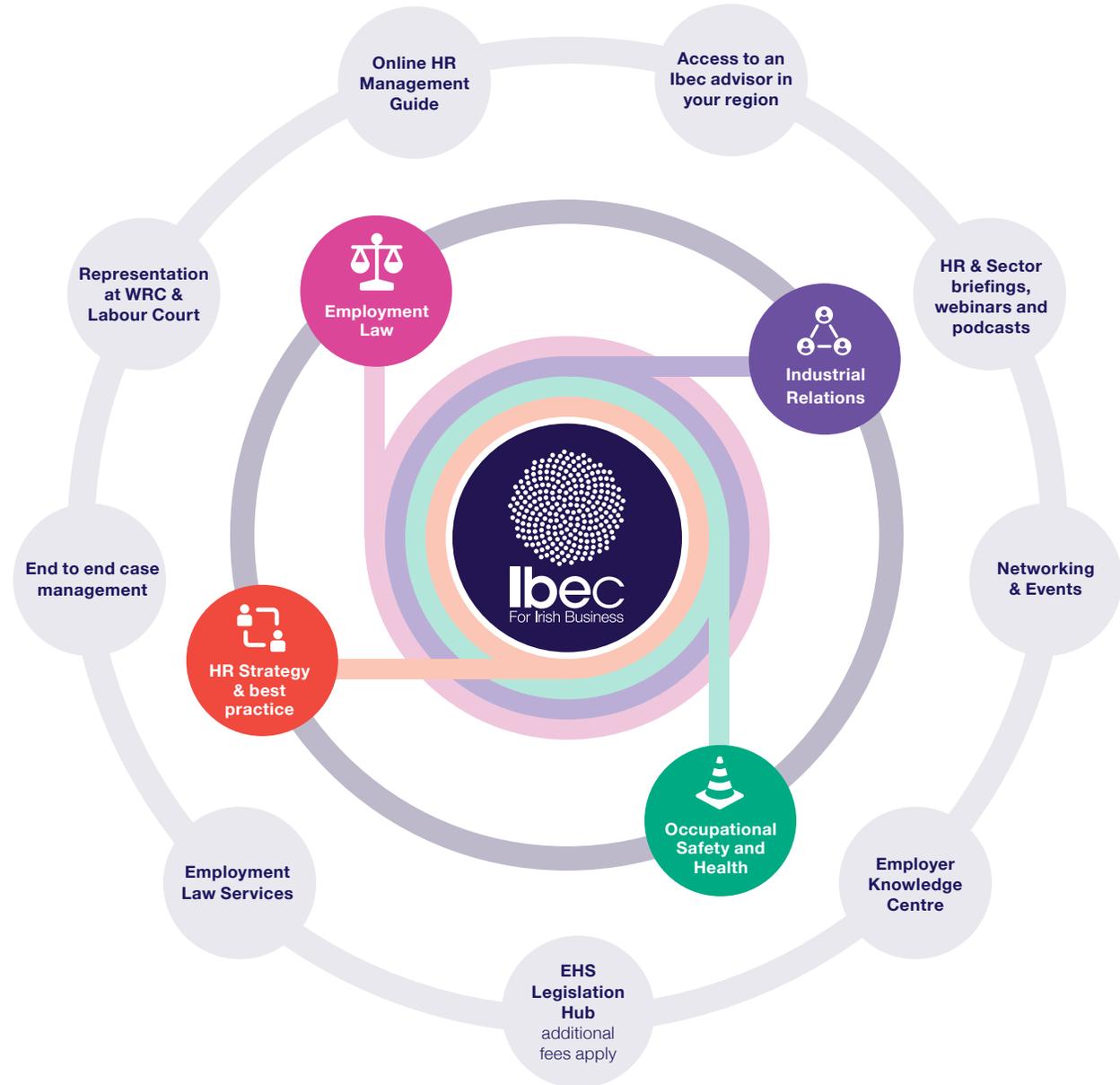
EU Directive on adequate minimum wage



Thought Leadership on new ways of working

Ibec engages directly with Government, Joint Oireachtas Committees, public consultations and makes issue specific Ibec submissions to influence the balanced introduction of proposed and pending employment legislation.

Our trusted and comprehensive HR and employment law practice



1,975

Employment cases managed in a year



Support through all stages of employment lifecycle

Every member has access to an Ibec advisor who supports members in navigating through all stages of the employment lifecycle, workplace disputes and representation at the Workplace Relations Commission (WRC) and Labour Court.

Our teams of specialist employment law solicitors and employer relations experts have longstanding experience of representing member employers in mediation, adjudication hearings and before the Labour Court. They will take your case at no extra cost.



Areas we advise you on

- Employee lifecycle from recruitment, starting, during and ending employment
- Procedures for disciplinary, grievances and other workplace investigations
- Work structures including shift systems, shift premia and overtime payments
- Leave and conditions of employment
- Flexible working arrangements
- Workplace Relations Commission (WRC) and Labour Court referrals and cases
- Compliance in the event of a labour inspection by the Workplace Relations Commission



Strategic HR & Thought leadership

We share strategic thinking into all aspects of employer relations, and best practice human resource management.

We do this through our member engagements, member briefings and forums, reports and research, podcasts and thought leadership articles.

- Workforce planning
- Organisational development and design
- Psychological safety
- Flexible & hybrid working
- Workplace Wellbeing
- Diversity, Equity & Inclusion (DE&I)
- Employee health policies
- Artificial Intelligence (AI) in the workplace
- HR Metrics
- Learning and development strategies

Member Benefits

Influencing and tracking employment legislation and case law

Representation at the Workplace Relations Commission (WRC) and Labour Court, at no extra cost

Representation in industrial relations disputes

Advice and support on employment queries and workplace issues

Advice on occupational safety & health and welfare

A-Z employee lifecycle management

Research reports on employment trends

Member forums, webinars and podcasts

Ibec Learning & Development Programmes

Paula Cain
Executive Director,
Commercial Services,
Ibec



At Ibec, we are continuously evolving our L&D programmes and strategic supports to reflect the emerging needs of business so that our customers, be they individuals or organisations, maintain their cutting edge.

For over 30 years Ibec has been delivering L&D programmes grounded in our strong heritage of business knowledge, industry collaboration and management expertise.

We offer a wide range of services including professional development through the Ibec Academy and government funded industry-led training programmes through our Trade Associations. Combined, we can equip your teams with knowledge, tools and techniques that can be applied instantly in their roles.

These services are available to all companies of all sizes, including non-members.

Ibec Academy

We know business



The Ibec Academy is a leading provider of premium professional learning & development programmes. We specialise in people at work, delivering programmes grounded in our strong heritage of business knowledge, industry collaboration and management expertise.

The learning is relevant and based on real examples with a focus on the practical application of that learning.

6500

Leaders, managers, and professionals developed



Through our strategic partnership with TU Dublin, we offer cpd accredited certificate and diploma programmes which range in duration from 4-12 days and short courses in:

- Management/Leadership Development,
- Personal Development,
- Business, Operations, and ESG,
- Employee/Industrial Relations,
- Employment Law,
- Occupational Safety and Health.

We have widespread experience, creating customised and relevant training solutions designed to transform your people, performance levels and overall results.

Learn more at [ibecacademy.ie](https://www.ibecacademy.ie)

Member Benefits

Applied learning

Emergent thinking

Real life scenarios

CPD accredited certificate and diploma courses

Short courses

Customised tailored learning

Preferential rates for members

The KeepWell Mark Programme

Ibec's KeepWell™ Mark programme helps companies take a strategic approach to wellbeing for improved business performance.

We do this through The KeepWell™ Mark, an evidence-based workplace wellbeing accreditation from Ibec and via the KeepWell community programme which offers training on building effective wellbeing strategies, along with clinics, site visits, networking events and webinars on topical areas including resilience, psychological safety, and menopause.

The KeepWell community continues to be a driver for excellence in corporate wellbeing with an active network of 130+ companies enrolled. Ibec's KeepWell™ Mark programme helps companies take a strategic approach to wellbeing for improved business performance.



Learn more at
www.thekeepwellmark.ie

130

Companies enrolled in the KeepWell Programme

Member Benefits

Framework of standards

Clear action plan

Toolkits & guides

Onsite assessment

Community networking

A personalised report, post onsite assessment

National recognition and certification valid for two years

Preferential rates for members

Ibec International Reach

Through our permanent office in Brussels, our teams engage with European stakeholders and represent Irish business positions to EU policymakers on a variety of EU policy topics.

We offer strategic advice, publish reports and provide briefings, host events and organise tailored delegation visits, helping our members to navigate the complexity of EU decision-making, understand the context of global trends, and build relationships in Brussels and internationally.



Jackie King
Executive Director,
Ibec Global

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We continue to enhance international support for our members and firms that do business in, with and through Ireland to create more opportunities to strengthen their competitiveness, influence, and connections.

Connect to our international ecosystem

Ibec Europe – the voice of Irish Business in Europe

Ibec Europe is the primary representation of the Irish business community to the European Union. As a major stakeholder within the EU system, we engage with the EU Institutions, the Irish Government, other Member States and the wider European policy community to protect and promote the interests of our members and to champion Ireland's business model and economic priorities at EU level.

We offer strategic advice, publish briefings and newsletters, host regular events and organise tailored delegation visits, helping our members to navigate the complexity of EU decision-making and build relationships in Brussels.

Trade Association international activity

Through our active membership of BusinessEurope, the leading business, industry and employers' representation at EU level, Ibec collaborates closely with 40 of our counterparts from 35 countries in advancing a competitive and pro-growth agenda for Europe.

Ibec also has a strong voice in a number of other industry associations, policy groups and business networks in Brussels, enabling us to maximise our reach and further amplify our messages at EU level.

Ibec Global – Connecting International Business

Based in Brussels with an international vision, network, and agenda, Ibec Global is a strategic cross-industry platform that connects business leaders through exclusive meetings, political forums, and digital resources.

We actively stimulate interactions between Irish and global C-suite executives with government and civil society to address major trends that impact how business operates within and across borders, and to advance practical and scalable solutions economies and societies need to thrive.

Our engagement spans across Irish and global stakeholders to tackle growing fragmentation by creating dialogue opportunities and promoting partnerships.



Member Benefits

Access to international policy stakeholders

Access to inside track on EU Commission and Parliament

International multi-stakeholder and B2B engagements

Insights & analysis on global trends and EU policy & programmes

Connection into Ibec's international partnerships & networks

Ibec Networking & Insights



Insights & experts that give you the inside track

Receive our research, market intelligence reports, trackers and industry publications, and stay ahead of the game in anticipating how future developments will impact your business.

An unrivalled network of subject specialists provide tailored information on areas the following areas:

- Regulatory
- Sustainability/ ESG
- Digitalisation
- Innovation
- International trade
- Politics, geopolitics
- Economic outlook analysis
- Labour market developments
- Future of work



Events & Networking

Attendance at our CEO circles, economic briefings and exclusive briefings with political leaders and international stakeholders give you profile and opportunities for peer networking.

Ibec runs a host of events and conferences each year to keep Ireland's business community connected, networked and up to date with the latest trends, issues, and sector insight.

Our flagship events include

- Business Leaders Summit
- Ibec Regional Insights Series,
- Annual President's Dinner,
- HR Leadership Summit,
- Employment Law Conference
- Numerous industry specific events.

For all upcoming events, visit [ibec.ie/events](https://www.ibe.ie/events)





Podcasts & webinars

As a member, you gain valuable economic and business information to support your strategic planning and decision making. An unrivalled network of subject specialists provide tailored information. As a member, you gain valuable economic and business information to support your strategic planning and decision making. An unrivalled network of subject specialists provide tailored information.



Member Benefits

Access to the latest thought leadership insights first

Peer to peer networking

Virtual and in-person events

Business development opportunities

Leadership briefings

Benchmarking

Ibec's Board 2023/24



**Paul
Duffy**

Ibec President and Vice
President Manufacturing,
Pfizer



**Anne
O'Leary**

Deputy Ibec President
and Vice President,
Meta



**Anne
Heraty**

Non Executive
Director, Kingspan



**Imelda
Hurley**

CEO, Coillte



**Caroline
Keeling**

CEO, Keelings



**Niall
Anderton**

Senior Vice President,
Circle K



**Sharon
Walsh**

Managing Director,
Heineken Ireland



**Colin
Hunt**

CEO, AIB



**Dalton
Phillips**

CEO, Greencore



**Danny
McCoy**

CEO, Ibec



**Eugene
McCague**

Chair of Ibec



**Frank
Gleeson**

CEO, Aramark,
Northern Europe



**Gerard P
Kilcommins**

Vice President
Manufacturing,
Medtronic



**Mary
Considine**

Chief Executive
Officer, Shannon
Airport Group



**Liam
O'Donoghue**

Deputy CEO/COO,
Ibec



**Maureen
Walsh**

Managing Director,
DeCare Dental



**Orla
Feely**

President, University
College Dublin



**Pat
McCann**

Non Executive
Director, Glenveagh
Properties



**Siobhán
Talbot**

Group Managing
Director, Glanbia



**Natasha
Adams**

Chief Executive
Officer, Tesco Ireland

Ours. Yours. Theirs. We mind everyone's business.

**Ibec membership is for all businesses -
home grown, multinational, big or small.**

We cater for crucial roles within organisations, giving them access to comprehensive supports to help them succeed and prosper. This includes your Board members, C-suite, public and corporate affairs, policy and regulatory affairs and HR and OHS Practitioners.

Help your company to thrive, and shape the future of your industry, by joining Ibec.

Join Today



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