

**ibec**  
For Irish Business

The most influential  
business organisation  
in Ireland

Influential  
Dynamic  
Ambitious  
Connected

Ibec is Ireland's largest, most influential and best known business representation organisation. Along with our 40+ industry sector associations, we lead, shape and promote business conditions to drive economic growth and secure prosperity, right across the country.

We proudly represent a diverse membership of over 7,500 Irish businesses; home grown, multinational, big and small, spanning every sector of the economy. We work with our members to develop policy in key areas of interest – from shaping an agile flexible labour market to promoting ambitious investment in critical public infrastructure and education systems. Through our close working relationships with key politicians, government departments, state agencies, policy makers and other stakeholders, we ensure those interests then stay at the top of the political agenda.

Members get unrivalled access to market data, economic and legal briefings, executive networking events and sector-specific conferences across the entire economy. Members can also tap into the scale of our employment law and HR practice to support with employee relations and HR policies and procedures.

Your membership of Ibec is an opportunity to meet with the most influential people in your industry, and be part of our ambition to grow an entrepreneurial, dynamic and sustainable economy in Ireland.



**Danny McCoy**  
CEO  
Ibec



Follow us  
[@Ibec\\_Irl](https://twitter.com/Ibec_Irl)

We lead, shape and promote business conditions to drive economic growth and secure prosperity, right across the country.

Our aims are to:

- Influence and support an environment that encourages the continued growth and development of all sectors of the Irish economy
- Remove unnecessary red tape and the cost of doing business in Ireland
- Ensure the voice of business is heard through our close relationships with politicians, government departments, state agencies, policy makers and other national and international stakeholders
- Support job creation through an active skills strategy to improve the kind of employment on offer and the quality of work
- Provide valuable HR and employment law services, business information, training and upskilling directly to our members
- Help our members network, share best practice and engage on critical issues through our working groups and committees



# In good company



Our vision is for Ireland to be a balanced, growing and prosperous society. A country where work is rewarded and entrepreneurs and innovation is supported.

## Membership of Ibec gives you:

### Advocacy

Lobbying activity at industry, regional, national and international level

### Influence

The opportunity to join working groups and have a direct input into policy recommendations on a wide range of business issues

### Knowledge

Unique insights into market trends and detailed sectoral analysis

### Regional support

Practical business support from our regional offices including local networking events

### Briefings

A series of up-to-date briefings from the Ibec team on key business issues including HR best practice

### Networking

National events that provide great networking opportunities to make international and national business contacts across all Ibec sectors

### HR Services

Support with employee relations, industrial relations and HR policies and procedures

### Training & Skills

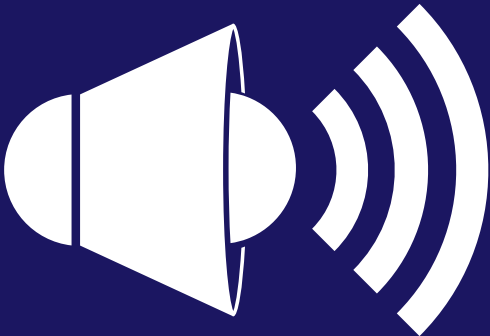
Access to wide variety of accredited management training and professional development programmes across all industries

# Voice of business

[www.lbec.ie/policy](http://www.lbec.ie/policy) 

Ibec's policy is shaped by our members. When Irish business and employers speak as one through Ibec, we have a major impact on policy and regulation, at a national and international level.

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





A new digital marketplace



Promote Regional economic growth



Increase R&D spending



Broaden the tax base



Build a world class education system



Reduce red tape and bureaucracy



Make the tax system fair for entrepreneurs



Promote Ireland's competitiveness



**ibec**  
For Irish Business

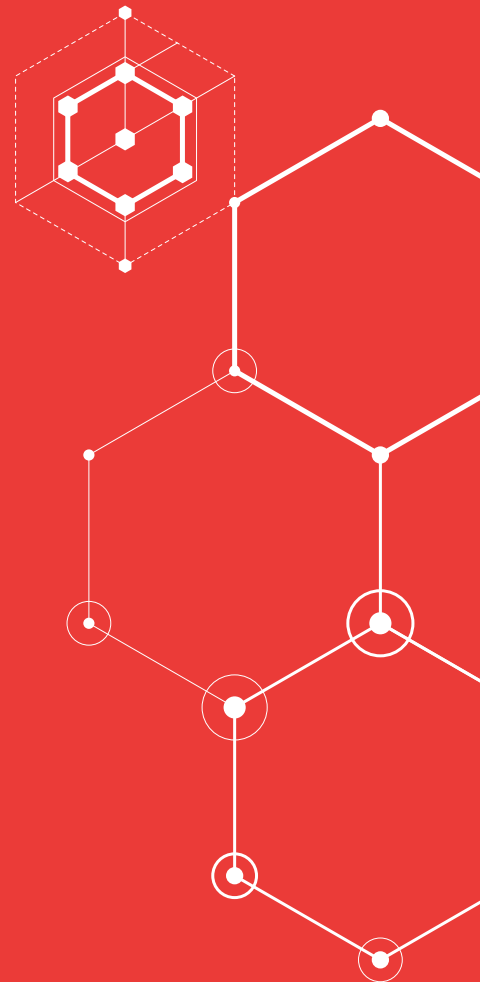


# Our Industry Sectors

[www.lbec.ie/sectors](http://www.lbec.ie/sectors) 

To reflect the distinct needs of our members, we have over 40 individual trade associations, each supported by a team of industry experts.

Through a combination of advocacy, education, knowledge sharing and networking, each association works to improve the competitiveness of their sector.



By joining an Ibec sector,  
you can benefit from  
up-to-date industry  
research, expert  
briefings, networking  
and industry led  
training programmes.



Alcohol Beverage  
Federation  
of Ireland



biopharmachem  
Ireland



# Networking with purpose

[www.ibec.ie/events](http://www.ibec.ie/events) 



“The best thing about these events is that you are with the best and the brightest in Irish business.”

John Kennedy,  
President, Diageo Western Europe

**DIAGEO**

Joining our policy and working groups gives you an opportunity to lead and influence business policy in Ireland.

Attending our events offers a strong platform for networking, best practice sharing and connecting with other leaders of Irish business.

# Get involved

## Ibec Policy and Sector Groups

- Digital Economy Policy Committee
- Innovation, Science & Technology Committee
- European Affairs and Trade Policy Committee
- Labour Market and Skills Council
- Economic and Taxation Committee
- Diversity Forum
- Occupational Health and Safety Committee
- Transport Council
- Environment Policy Committee

## Ibec Events

- Policy+Business briefings, monthly, Ibec HQ, Dublin
- HR Forums, monthly, Ibec HQ Dublin
- Employment Law Briefings, monthly, various locations
- CEO Conference, February, Dublin
- Employment Law Conference, May, Dublin
- Regional Insights Series, May, 7 locations country-wide
- Manufacturing Conference, June, Dublin
- Ibec President's Dinner, September, Dublin
- HR Leadership Summit, October, Dublin
- Health, Safety and Wellness Conference, November, Dublin
- Industry sector conference, various dates, country-wide

## Ibec Business Networks

- Travel, Leisure & Hospitality Network
- Health & Social Care Network
- Hospitality Health & Safety Managers Forum
- Facilities Services Network
- Recruitment Agencies Network

# Stay informed

**Q1**  
2016

## Ibec Quarterly Economic Outlook

### Uncertainty ahead

#### GDP and components

External environment to weigh  
on growth

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#### Labour market

Employment and wage increases  
see return of consumer spending

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#### Brexit

What it means for business

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#### The housing market

Not all households out of the woods

Page 10

Economic growth surpassed expectations in 2015 coming in at 7.8%. This was the fastest rate of growth we had seen since 2000 but was strongly aided by external tailwinds. While two of these – oil prices and interest rates – will remain favourable in 2016 their impact will be more muted. Additionally, the broader external environment faced by Irish business is becoming increasingly uncertain. There are growing signs that the global economy is slowing and closer to home the prospect of Brexit looms large. It is going to be a lot more difficult to repeat the success of last year again in 2016.

#### GNP and its components

Annual % change	2015	2016	2017
Consumer spending	3.5	4.1	3.8
Government spending	-0.8	-0.9	1.2
Investment	28.1	11.4	5.9
Exports	13.8	9.3	5.1
Imports	16.3	9.4	5.4
GDP (Volume)	7.8	4.6	3.9
GNP	5.6	4.0	4.2
GDP (Value)	13.5	5.4	4.7



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



# HR support and services

[www.hrmguide.ie](http://www.hrmguide.ie)



Leverage the scale of Ibec's employment law and HR practice to support you with employee relations, industrial relations and HR policies and procedures.



## Ibec Knowledge Centre

A members information hub, contactable daily for advice and support on employment matters and workplace issues.

**Service includes:**

- Direct access to our employment law and industrial relations experts
- Ibec experts to review HR contracts and policies in all areas including protective leave, redundancy, flexible working, working time, grievance and disciplinary issues
- Regular reports on national and industry HR trends

## Ibec HR Management Guide

Our online guide offers members over 1,000 pages of expert content on employment law, explained in easy-to-understand terms with practical 'how to' guides, and time-saving customisable HR sample contracts and policies.

## Ibec Legal Services

In the event of third party claims, our specialist employment law solicitors and employer relations experts will save you the expense of commercial legal fees.

**Service includes:**

- Practical advice on complex HR matters including disciplinary processes, grievances and investigations
- Managing and representing your case before the Workplace Relations Commission and the Labour Court

## HR Networking

Enjoy monthly networking opportunities with great companies to share HR best practice. Stay informed with expert briefing sessions led by peers and industry thought leaders on topical issues and trends.



# Training and development

From our accredited management training programmes to industry led Skillnets, apprenticeships and postgraduate programmes – we have your training needs covered.



“I get to hear about trends that allow me to go back to my business and do a better job.”

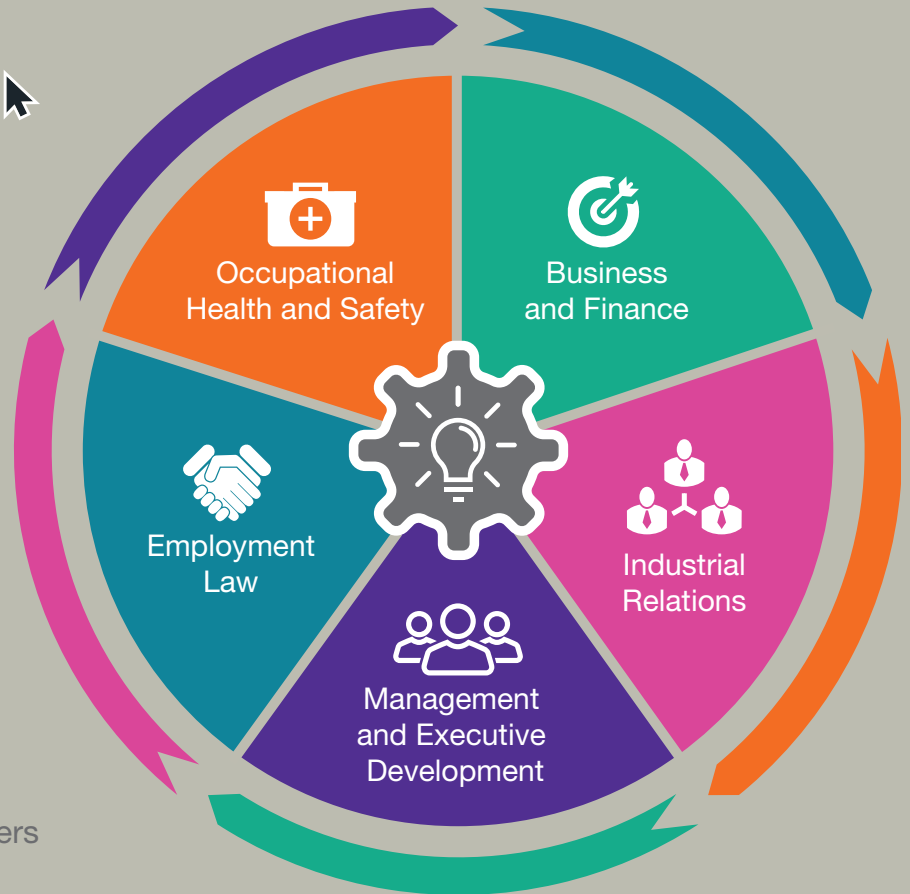
Rachel Mooney,  
HR Director, Vodafone Ireland



# Ibec Management Training

[www.ibec.ie/training](http://www.ibec.ie/training)

- 5 types of management training programmes in company or multiple locations nationwide
- 20+ accredited diplomas and certificate programmes
- Multiple short courses
- 250+ open courses
- 25 years of training experience
- 5000 professionals upskilled each year
- ISO accredited
- Discounted rates for Ibec members



# Ibec Global Graduates



[www.ibecglobalgraduates.ie](http://www.ibecglobalgraduates.ie) 

**Connecting great companies with  
the best and brightest.**

For companies looking to increase their presence in overseas markets, we offer funding and access to a pre-screened and vetted talent pool of graduates for paid work placements around the world.



# How to join

Membership of Ibec is open to all businesses. Please select a joining method below to learn more about how your company can benefit from membership



By email  
**[Membership@Ibec.ie](mailto:Membership@Ibec.ie)**



By telephone - speak to an advisor  
**1890 546 546**



Request a call back  
**[www.Ibec.ie/callback](http://www.Ibec.ie/callback)**



Join online now  
**[www.Ibec.ie/membership](http://www.Ibec.ie/membership)**

# The Board

Anne Heraty

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Leo Crawford

Gerry Collins

Larry Murrin

John Kennedy

Liam O'Donoghue

Danny McCoy

Patrick Manley

Siobhan Talbot

Cathriona Hallahan

Richie Boucher

Paraic Curtis

Brian McCraith

Kevin Toland

Frank Gleeson

Tony Smurfit

Alastair Blair

*CPL Resources*

*Trilogy Technologies*

*BWG Group*

*J & J*

*Dawn Farm Foods*

*Diageo Ireland Shared Services*

*Ibec*

*Ibec*

*Zurich Insurance PLC*

*Glanbia Plc*

*Microsoft Ireland Operations Ltd*

*Bank of Ireland Group*

*Medsurg Europe*

*Dublin City University*

*Dublin Airport Authority*

*ARAMARK*

*Smurfit Kappa Group*

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For Irish Business

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