



17<sup>th</sup> September 2020

To: Accounting Officers

**Circular 14/2020:**

**Code of Practice for the Governance of State Bodies  
Annex (2020) on Gender Balance, Diversity and Inclusion**

**A Dhuine Uasail,**

1. I am directed by the Minister for Public Expenditure and Reform to refer to the *Code of Practice for the Governance of State Bodies, 2016* and to the **Code Annex (2020)** which sets out the Code requirements regarding gender balance, diversity and inclusion on State boards and in State bodies.
2. The Report of the Inter-Departmental Group on Gender Balance on State Boards, approved by Government on 8 March 2019 made certain recommendations relating to gender balance on State boards and the achievement of 40% representation of women and of men on State Boards and reducing the duration of board terms.
3. This Circular and attached Annex (2020) to the Code of Practice for the Governance of State Bodies, 2016 sets out how the recommendations of the Inter-Departmental Group on Gender Balance on State Boards should be applied with effect from the date of this Circular.
4. You are requested to bring this Circular and the attached Code Annex (2020) to the attention of all bodies under the aegis of your Department/Office. Adherence to the requirements of the Code Annex (2020) should form an integral part of a Government Department's oversight agreement with the bodies under its aegis.

**Enquiries**

5. Enquiries in relation to this Circular can be addressed to Government Accounting Unit, Department of Public Expenditure and Reform, telephone: +353 1 6767571, LoCall: 1890 661010 or email: [govacc@per.gov.ie](mailto:govacc@per.gov.ie).

Mise le meas,

Ronnie Downes  
Assistant Secretary