



**An Roinn Dlí agus Cirt
agus Comhionannais**
Department of Justice
and Equality

Ireland

Report of the Comprehensive National-level Review

Twenty-fifth anniversary of the Fourth World
Conference on Women and adoption of the
Beijing Declaration and Platform for Action

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List of Abbreviations

CSO	Central Statistics Office
ESRI	The Economic and Social Research Institute
ETB	Education and Training Board
FET	Further education and training
HEI	Higher Education Institution
HSE	Health Service Executive
SDG	Sustainable Development Goal

Introduction

Ireland affirms its commitment to the Beijing Declaration and Platform for Action and to its implementation.

The present report addresses progress in Ireland's implementation of the Beijing Declaration and Platform for Action over the 5 year period from May 2014 to April 2019, and looks ahead to the next 5 year period, from May 2019 to April 2024.

In its structure, the report follows the guidelines set out by UN Women. In preparing the report, the Department of Justice and Equality has consulted with the wide range of Government Departments and Agencies who are members of the Strategy Committee for our National Strategy for Women and Girls 2017-2020.

The Department also carried out a consultation related to the identification the key achievements and challenges included in Section 1 of the report. Key stakeholders and gender experts were invited to this event, including the National Women's Council of Ireland, the umbrella organisation for over 180 women's groups and organisations working for gender equality in Ireland, who are also members of the Monitoring Committee, and other civil society representatives, workers and employers' representatives on the Strategy Committee. As this consultation was organised late in the process, it is acknowledged that some groups were unable to attend. It is planned to hold a robust public consultation with longer lead time over the coming months as part of a wider mid-term review of progress being made under the current National Strategy for Women and Girls, and to identify emerging gender equality priorities under the Beijing Platform and the 2030 Agenda for Sustainable Development.

In June 2019, the Taoiseach (Prime Minister) announced the Government's intention to establish a Citizens Assembly on gender equality, to begin in October 2019 with a view to completing its work in six months. The issues the Citizen's Assembly will be asked to examine and make recommendations in respect of will include the gender pay gap, women's advancement in their professions and the unequal sharing of the burden of care among women and men.

The Department of Justice and Equality would like to acknowledge the contributions made by Departments, Agencies and the National Women's Council of Ireland and other civil society representatives and experts in the preparation of this Report.

Section 1. Priorities, achievements, challenges & setbacks (Q1-5)

1.1 Overview

Q1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

1. In addition to reviews of national strategies, reporting undertaken in conjunction with monitoring bodies of international and regional human rights bodies¹ has afforded opportunities to reflect on Ireland's progress towards gender equality and the empowerment of women, including identifying key achievements and the challenges and setbacks yet to be overcome.

Main achievements

2. Since 2014, Ireland has maintained and added to its comprehensive policy and legal framework to promote gender equality and the empowerment of women and girls.

Constitutional amendments, new norms and acknowledgement of diversity

3. The Constitution of Ireland may only be amended by referendum. Three referendums passed over the past 5 years – on marriage equality in 2015, access to abortion in 2018 and the provisions for divorce in 2019. These referenda have been significant in the changes they brought about in law, and in the ways the issues raised were dealt with in campaigns.
4. Although not a gender-focused measure, the State's official recognition in this period of Travellers as an ethnic group has been of importance to Traveller women. On 1 March 2017, the then Taoiseach (Prime Minister), Enda Kenny TD, announced State recognition of Travellers as an ethnic group in Ireland. The State's formal recognition of the distinct heritage, culture, and identity of Travellers and of their special place in Irish society was both symbolically and socially important in the State's work to overcome the economic marginalisation and discrimination of members of the Traveller community.
5. Ireland's first LGBTI+ National Youth Strategy 2018-2020 has been adopted. Work is concluding also on development of the first National LGBTI+ Inclusion Strategy.

Ongoing efforts to prevent and eliminate violence against women and girls

6. Ireland ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention) on 8 March 2019, having

¹ <https://www.ohchr.org/EN/Countries/ENACARegion/Pages/IEIndex.aspx>

signed the Convention in November 2011. While much of Irish legislation and administrative practice already implemented many of the provisions prior to signing, a number of pieces of legislation and other actions needed to be carried out before formal ratification could take place. In October 2015, the Government gave approval to an 18-point plan contained those outstanding actions. These actions were included in the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021, published in January 2016 and their implementation monitored under that Strategy and under the National Strategy for Women and Girls 2017-2020. Key actions include the training of public sector officials, the implementation of the EU Victims Directive, the development and implementation of the Risk Assessment Matrix by An Garda Síochána for victims of domestic violence and sexual crime, and the enactment of legislation such as the Domestic Violence Act 2018, the Criminal Justice (Sexual Offences) Act 2017, the Victims of Crime Act 2017 and the Criminal Law (Extraterritorial Jurisdiction) Act 2019. The implementation of the Second National Strategy on Domestic, Sexual and Gender-based Violence is ongoing, including preparations for a new national survey on the prevalence of sexual violence in Ireland.

7. Actions to combat violence against women and girls are also included in the National Strategy for Women and Girls 2017-2020, including with a view to enhancing legislative protections and supports for victims of gender-based violence. Draft legislation is being prepared to strengthen the supervision of sex offenders, and the Government is supporting legislative proposals to address online harassment and harmful communications. The Law Reform Commission is currently examining the matter of knowledge or belief concerning consent in rape law, and plans in its Fifth Programme of Law Reform, informed by public consultation and launched in June 2019, to examine the review and consolidation of the law on sexual offences.

Women in leadership

8. While women historically have been poorly represented in leadership and decision-making in many areas of Irish life – including in politics, corporate and business leadership, academia, the civil and public service, local communities, and sport - new ground continued to be broken.
9. At some point in the past five years, most of the key positions in the leadership of Ireland's justice and law enforcement infrastructure have been held by women, including the Minister for Justice and Equality, Chief Justice, Commissioner of An Garda Síochána (the national police force), Attorney General, Chief State Solicitor, Director of Public Prosecutions, and Chief State Pathologist.
10. In the political sphere, the representation of women is increasing, albeit from a low base. In the Oireachtas (the Irish Parliament), female representatives increased from 15% to 22% of the Dáil (lower house) and in the Seanad (upper house) from 28% to 30%. Women are increasingly represented among electoral candidates, with women making up 30% of

the candidates contesting the most recent general election in February 2016, and local elections in May 2019. Provisional results of the May 2019 local elections indicate the representation of women increased to 23%, from 21% in 2014. Women held 6 of 11 seats (55%) for Ireland in the European Parliament for the 2014-2019 term, and won 6 of 13 seats (46%) in the May 2019 elections.

11. The promotion of gender balance in business leadership has moved into the mainstream. While in 2013 only 32% of the 20 top publicly-listed companies in Ireland had at least one woman on their boards, by February 2019 no all-male boards remained in this cohort of companies. A number of business-led initiatives are supporting women's advancement into business leadership and include the 30% Club established in Ireland in 2015, the Board Diversity Initiative, and Dress for Success. The Balance for Better Business Review Group, established by Government in July 2018, has published targets aiming to increase the proportion of women on the boards of Irish listed companies from the current figure of 20.9% to 33% for the top 20 companies and from 12.1% to 25% for other companies by 2023.
12. In the civil and public service, advances continued to be made towards gender balance in leadership. As of February 2019, 34% of those at the most senior grades in the Civil Service, at Assistant Secretary and above, were women. Women were 43% of the next most senior grade, of Principal Officer. The Government target of 40% gender balance on State Boards, of which there are approximately 230, was met in July 2018 in respect of average board membership, and continues to be pursued in respect of all individual boards.
13. Grassroots and civil society advocacy and awareness-raising campaigns have been an important feature of Irish life over the past five years, with many led by women and embracing a feminist perspective.

Supporting working parents and women's employment

14. As of Quarter 1 2019, the number of women in employment in Ireland was 1,064.4 million. The Central Bank of Ireland has predicted that the economy will hit full employment in 2019 as the unemployment rate fell to just over 5%. In April 2019 the seasonally adjusted unemployment rate for men was 5.4% and 5.5% for women.²
15. In the two years from Q1 2017 and Q1 2019, the number of women in the labour force grew from 1,065.2 million to 1,112.8 million. The participation rate for women aged 15-74 is now 56.1%. Part-time working remains an important feature of women's employment, with almost 32% of women (339.6 million) in part-time work. Of these female part-time workers, only one in five indicate they are currently seeking to increase their hours.³ This indicates a continued reliance on women as primary household caregivers.

² CSO monthly unemployment, April 2019, www.cso.ie

³ CSO Labour Force Survey, May 2019, www.cso.ie

16. Since 2014, Ireland has introduced a statutory entitlement to paternity leave and benefit, and extended maternity leave for mothers of premature babies. Draft legislation to extend parental leave entitlements and introduce paid parental leave is being prepared. A major review of childcare is also underway with the phased implementation of a new Affordable Childcare Scheme.

Access to healthcare

17. The response to Question 11 sets out in more detail the measures being taken to drive a more consistent, expert and committed attention to women's health issues within the health system.
18. The diverse health needs of women is reflected in the HSE Intercultural Health Strategy and the health-related actions of the National Traveller and Roma Inclusion Strategy and Migrant Integration strategy.

Magdalen Laundries and other matters

19. The period since 2014 has also seen a continued focus in Ireland on examining and resolving legacy issues that have impacted on women.
20. Ireland has issued two formal apologies to women who were resident in Magdalen Laundries. In February 2013 the then Taoiseach issued an apology on behalf of the Government in Dáil Éireann. In June 2018 the President of Ireland issued an apology to the women, made during the course of the 'Dublin Honours Magdalens' event held in June 2018 which was attended by over 200 former residents of Magdalen institutions and their companions. The event was organised by a voluntary group, facilitated and funded by the Government, and provided an opportunity, inter alia, for the women to express their views on a suitable memorial. Options for this are currently under consideration.
21. The Government established an investigation, carried out by an Inter-Departmental Committee, to establish the facts of State involvement with Magdalen Laundries. Its report in 2013, 'the McAleese Report', was followed that year by the 'Magdalen Commission Report' in which Mr Justice Quirke made recommendations, which the Government accepted, about the compensation and supports that were to be made available to the Magdalen women. Judge Quirke's report led to the setting up in 2013 of the Magdalen Restorative Justice ex-gratia scheme. This scheme remains open. Arising from a recommendation made by the Ombudsman, the Government decided in May 2018 to apply the scheme to women who worked in the laundries of the 12 Magdalen Institutions and who were resident in one of 14 adjoining institutions. To date, a total of just over €28.367m has been paid to 743 applicants, who also receive pension and health benefits. The Scheme has been advertised extensively in many countries as well as in Ireland.
22. A Commission of Investigation into Mother and Baby Homes and Certain Related Matters was established by Government in February 2015 to provide a full account of what happened to women in such institutions between 1922 and 1998. The work of the

Commission was accelerated by the revelations surrounding the burial practices in Tuam Mother and Baby Home, with the discovery of a significant number of children's remains found in underground chambers on the site, believed to be sewage treatment works at the former Home. The scope of the Commission's investigation is broad and includes seven specific questions on practices and procedures regarding the care and welfare of residents, both women and children. The Commission has prepared five Interim Reports to date, and its final report is due to be completed by February 2020. Parallel to the work of the Commission, a Collaborative Forum was established to facilitate dialogue and action on issues of concern to former residents of the institutions which historically focused on services for unmarried mothers and their children. In December 2018, the Forum submitted its first report.

23. In 2018, Tusla, the Irish Child and Family Agency, identified evidence of over 100 cases of illegal registration in the records of a former adoption agency. Illegal birth registrations occurred when a child was placed with a couple or individual who was not the parent, but the birth was registered as if the child had been born to that couple or individual. The Child and Family Agency is actively engaged in the ongoing process of contacting those individuals affected by the discovery of evidence of illegal registration in the files.
24. The Government has taken account of the concerns of the women who have undergone symphysiotomy procedures and responded to help bring closure to the women by providing an independent ex-gratia scheme, two comprehensive independent reports on symphysiotomy which included national consultation with the women, and a broad range of medical services to the women, through the HSE.
25. The Surgical Symphysiotomy Payment Scheme was established in November 2014 following engagement by the then Minister for Health with the three patient advocacy groups that support women who underwent the procedure. Two of those advocacy groups strongly welcomed and supported the Government-approved Scheme and one of the groups did not support the Scheme. The Scheme was aimed at women who underwent a surgical symphysiotomy or pubiotomy in the State between 1940 and 1990. The Scheme was designed to provide an alternative, non-adversarial and person-centred option for women, many of whom were elderly, and did not wish to pursue their cases through the courts. Judge Maureen Harding Clark was appointed independent Assessor to the Scheme and made ex gratia awards to 399 applicants who met the criteria for an award under the Scheme. Judge Clark submitted her report on the Surgical Symphysiotomy Ex-gratia Payment Scheme to the Minister for Health in October 2016. The Scheme concluded within budget at just under €34million (€29.85m in awards and the balance related to administrative and legal fees). The health of women affected by symphysiotomy has continued to be a priority. Medical services, including medical cards, are provided for the women affected, whether or not a woman has availed of the Scheme.
26. The European Court of Human Rights (ECTHR) has recently communicated three applications to Ireland arising out of the practice of symphysiotomy, which are being examined by the State.

Challenges and set backs

27. While advances have been made in this period, it is acknowledged that particular challenges remain.
28. Ireland presented a voluntary interim report to the UN Human Rights Council in March 2014 under the Universal Periodic Review process on progress made since 2011, while the second cycle of the UPR process began in March 2012 and ran until November 2016. Also in this period, Ireland submitted its combined sixth and seventh periodic Report under the UN CEDAW Convention on a list of issues and questions prior to reporting provided by the CEDAW Committee.
29. Ireland's Voluntary National Review 2018 under the 2030 Agenda for Sustainable Development ⁴ noted that further progress was required in regard to women's representation in leadership and decision-making, gender gaps in employment and income levels, the prevalence of violence against women, evidence of gender segregation in education and occupations, and responding to the diversity of women. It is acknowledged in national policy that the diversity of women's circumstances poses a challenge, as outcomes on employment, poverty, leadership, and well-being can vary widely depending on a woman's situation. Outcomes are significantly poorer for Traveller women across a range of areas. Lone parents and women with disabilities continue to have much lower rates of labour market participation. Roma and some migrant women also experience significantly poorer outcomes in terms of employment and access to resources. The needs of lesbian, gay, bisexual, transgender and intersex [LGBTI] persons are less well understood, with less evolved policy responses as a result. Positive action measures for specific categories of women experiencing particular disadvantages will remain a priority.
30. While the consistent poverty rate for women in Ireland fell between 2013 and 2017 as the economy began to recover from recession, from 9.4% to 7.2%, this compares to the male rate of 6.3% for 2017. The rate of consistent poverty in lone parent households, the majority of which are female-headed households, remains a concern. The Central Statistics Office (CSO) Survey on Income and Living Conditions (SILC) for 2016 shows that being at work reduces the consistent poverty rate for lone parents. Over the period from 2013 to 2017, the consistent poverty rate for households headed by one adult with children under 18 years fell from 26.3% to 20.7%.
31. Issues which have emerged in this period include concerns in relation to cervical scanning and Uro-Gynaecological Mesh in the field of health, and the impact of homelessness on women and on families.

⁴ Source: Ireland's Voluntary National Review 2018, <https://www.dccae.gov.ie/documents/Ireland%20Voluntary%20National%20Review%202018.pdf>

1.2 Review of priorities over the past 5 years

Q2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security**
- Eliminating violence against women and girls**
- Access to health care, including sexual and reproductive health and reproductive rights**
- Political participation and representation**
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)**
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family reconciliation (e.g. paid maternity or parental leave, care services)**
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- Changing negative social norms and gender stereotypes
- Other

32. The National Strategy for Women and Girls 2017-2020, adopted by Government in May 2017 following extensive public consultation, confirmed the vision set out in the previous National Women's Strategy 2007-2016, to work towards "an Ireland where all women enjoy equality with men and can achieve their full potential while enjoying a safe and fulfilling life". The Strategy set out a framework of actions towards six high-level goals. The sixth high-level objective is procedural and aims to further embed gender equality in decision-making. The other five objectives are thematic priorities, as follows:

- to advance socio-economic equality for women and girls (including supports for work-life balance, addressing the gender pay gap and promoting women's entrepreneurship);
- to advance the physical and mental health and wellbeing of women and girls;
- to ensure the visibility in society of women and girls and their equal and active citizenship;
- to advance women in leadership at all levels (including political participation and representation); and

- to combat violence against women.
33. The National Strategy for Women and Girls is complemented by other measures which, monitored and reported on a gender-disaggregated basis, contribute to these goals.
 34. In regard to socio-economic equality for women and girls, the principal measures include the National Action Plan for Social Inclusion; a suite of strategies to advance the specific socio-economic situations of migrants, members of the Traveller and Roma communities, LGBTI persons, and persons with disabilities; The National Skills Strategy 2025, ICT Skills Action Plan 2014-2018, the National Plan for Equity of Access to Higher Education and other measures in the field of education; the Action Plan for Jobs and Pathways to Work programmes and National Policy Statement on Entrepreneurship in Ireland, to enhance labour market participation and entrepreneurship; and the Framework for Action for One World, One Future, Ireland's policy for international development.
 35. In advancing health and wellbeing for women and girls, the complementary measures include: Better Outcomes, Brighter Futures: the national policy framework for children and young people; The Healthy Ireland framework; the Action Plan on Bullying; Connecting to Life: Ireland's national strategy to reduce suicide 2015-2020; and the Joint Probation Service-Irish Prison Service Strategy: An Effective Response to Women Who Offend.
 36. In promoting the visibility in society of women and girls and their equality and active citizenship, the complementary measures include: the Developing Ireland 2040 National Planning Framework, the National Guidelines for Child-friendly Communities, the Culture 2025 national cultural policy, the Women in Sport programme, Our Communities: a framework policy for local and community development in Ireland, the Social Inclusion and Community Activation Programme (SICAP), and The Global Island: Ireland's Foreign Policy for a Changing World.
 37. Women's leadership is also advanced through the Civil Service Renewal Plan.
 38. The main policy instrument through which Ireland is combating violence against women is the First and Second National Strategies on Domestic, Sexual and Gender-based Violence, the National Action Plans to Prevent and Combat Trafficking in Human Beings, and the National Action Plans on Women, Peace and Security.
 39. Further details on these initiatives is provided, as relevant, in Section 2 of this report.

Q3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

Women living in remote and rural areas

Indigenous women

Racial, ethnic or religious minority women

Women living with disabilities

Women living with HIV/AIDS

Women with diverse sexual orientations and gender identities

Younger women

Older women

Migrant women

Refugee and internally displaced women

Women in humanitarian settings

Other

Strategic priorities

40. Diversity among women is addressed in the set of Government strategies adopted over this period for the promotion of equality, non-discrimination and social inclusion. These include the National Action Plan for Social Inclusion (updated in 2015), the Comprehensive Employment Strategy for People with Disabilities 2015-2024, the National Sexual Health Strategy 2015-2020, the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021, the Migrant Integration Strategy 2017-2020, the National Strategy for Women and Girls 2017-2020, the National Traveller Roma Inclusion Strategy 2017-2021, the LGBTI+ National Youth Strategy 2018-2020, and the Health Service Executive's Second National Intercultural Health Strategy 2018-2023, and First 5: a Whole-of-Government Strategy for Babies, Young Children and their Families 2019-2028. Also relevant are recognition of women in the Action Plan for Rural Development, and in the Regional Action Plans for Jobs.

New legislation adopted

41. This diversity among women is also reflected in much of the legislation adopted in this period. A referendum on the question of amending the Constitution of Ireland to allow marriage to be contracted by two persons without distinction as to their sex was held on 22 May 2015. The referendum was passed by 62% of voters which meant Ireland became the first state to extend marriage rights to same-sex couples by popular vote. Legislative effect to the constitutional amendment was made by the Marriage Act 2015 which was enacted on 29 October 2015 and came into operation on 16 November 2015. As of that date, same-sex couples who married abroad could also have their marriages recognised in Ireland. The Children and Family Relationships Act 2015 was enacted in April 2015 and modernised family law in relation to a wide range of areas such as parentage, custody, access, maintenance and donor-assisted human reproduction. The 2015 Act addresses the rights of children to legal security, to the care of their parents and important adults in their lives, and to equality before the law. Step-parents, civil partners and cohabiting partners can now apply for custody, or to become guardians of a child. The Act also makes it easier for grandparents and other key people in a child's life to apply for access to

children. The Act also provide a new legal framework for donor-assisted human reproduction and are intended to provide legal certainty to children born through donor-assisted human reproduction in terms of their parentage. The Gender Recognition Act 2015 provides that, from 16 years of age, the preferred gender of a person will be fully recognized by the State party for all purposes.

Q4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

42. No.

1.3 Emerging priorities for the next 5 years

Q5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

- Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- Eliminating violence against women and girls**
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights**
- Political participation and representation**
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)**
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)**
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women

- Gender-responsive disaster risk prevention, reduction and resilience building*
- Changing negative social norms and gender stereotypes*
- Other*

43. The NSWG 2017-2020 continues to be the main guide for progress to 2020, having regard to the 2030 Agenda and ongoing feedback from the review mechanisms of international treaty bodies. A mid-term review of the Strategy is being conducted in 2019, and this process will be informed by discussions our comprehensive national review under Beijing+25. It is also planned to conduct a final evaluation of the Strategy in 2020/2021 to clarify priorities for the subsequent period.
44. In June 2019, the Taoiseach announced the Government's intention to establish a Citizens Assembly on gender equality, to begin in October 2019 with a view to completing its work in six months. The issues the Citizen's Assembly will be asked to examine and make recommendations in respect of will include the gender pay gap, women's advancement in their professions and the unequal sharing of the burden of care among women and men.
45. Notwithstanding these forthcoming reviews, a number of areas are emerging as key priorities for the five year period from 2020 to 2024, with the Public Sector Equality & Human Rights Duty and the Equality Budgeting Initiative having the potential to provide a framework for considered State investment in these areas. These priority areas are as follows:
 46. Addressing **Violence against Women and Girls** remains a serious concern in Ireland. Ratifying the Istanbul Convention delivered on a Government commitment and sends an important message that Ireland does not tolerate such violence. The focus will continue to be on implementation of the Second National Strategy on Domestic, Sexual and Gender-based Violence. Key outcomes already planned for the next period are the large-scale Sexual Violence Survey, continuation of the public awareness and education campaign, and ongoing services and supports to the victims of domestic, sexual and gender-based violence.
 47. **Unpaid care and domestic work/work-family conciliation:** A priority will be to support families to share the burden of care more equally among men and women, so that. Key to this will be the implementation of the Affordable Childcare Scheme and First 5 Strategy, further development of the suite of statutory entitlements to family leave and benefits, as well as encouraging employers to support more flexible work practices.
 48. **Right to work and rights at work:** While there are more women at work in Ireland than ever before and more women who are financially independent than ever before, the existence of a gender pay gap of 14% (2014 figures) highlights the progress yet to be made to full equality between women and men. Women work across a narrower range of occupations than men, and find it harder to reach the top of their professions even in female dominated sectors. The organisation of working life to support families balancing

paid work and caring, and to support women's and girls' financial security at all stages of their lives from childhood to old age, are challenges which remain to be fully met.

49. **Access to affordable quality healthcare:** The Government has already committed to a significant programme of work in the coming years in the area of women's health, in the National Maternity Strategy, the National Sexual Health Strategy and the Healthy Ireland framework. Ensuring women's health issues are given more consistent, expert and committed attention within the health system will be a key priority, driven by the proposed Women's Health Action Plan (WHAP) and its implementation, and the Implementation Plan in response to the Scally Report on Cervical Check. Meeting the health and wellbeing needs of women and girls from marginalised or hard to reach groups will also be a priority, ensuring access for those with disabilities, from the Traveller and Roma Communities, migrants, LGBTI and experiencing socio-economic disadvantage.
50. **Political participation and representation of women:** While the trend in the representation of women in political decision-making is going in the right direction, Ireland is significantly behind where it aims to be. The gender quota for Dáil Éireann electoral candidates seems to have had a positive impact on the proportion of members of the Dáil who are women in the one election in which it was in operation. Government Ministers have observed that the increase since 2016 in female representation in the Dáil (to 22%) and Seanad (to 30%) has been reflected in the culture of the Oireachtas. An expanding range of issues are being debated with some issues, such as period poverty, being discussed for the first time in this setting. The Government supports increased diversity in political decision-making, recognising its benefits in identifying the gender dimension to complex issues such as family homelessness, jobless households, gender-responsive healthcare and social protection, and developing resilience in the face of climate change.

Section 2. Progress across the 12 critical areas of concern

2.1 Inclusive development, shared prosperity & decent work (Q.6-8)

Critical areas of concern:

- A. Women and poverty**
- F. Women and the economy**
- I. Human rights of women**
- L. The girl child**

Q6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation

Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

Taken measures to prevent sexual harassment, including in the workplace

Strengthened land rights and tenure security

Improved financial inclusion and access to credit, including for self-employed women

Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)

Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment

Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)

Other

Active labour market policies

51. While the proportion of women overall at risk of poverty in 2015 was 15%, the same rate as for men, at risk of poverty rates were much lower for those in employment at 4% for women in 2015 and 6% for men.

52. In the recession that emerged in the final years of the last decade, men fared considerably worse than women in terms of employment.⁵ The employment rate of women in Ireland aged 15-64 years rose from 59.1% in 2006 to 60.6% in 2007 before falling over the following five years to 55.2% in 2012. For men, the employment rate was about 77% in 2006 and 2007 before falling sharply in 2009 declining to 62.4% in 2012.
53. Since 2012, Irish governments have taken a twin-pronged approach to tackling this jobs crisis. A series of annual cross-departmental Action Plans for Jobs have prioritised stimulating the growth of employment, while the complementary Pathways to Work Strategy sets out a comprehensive reform of the State's approach to helping unemployed jobseekers return to work. This has involved bringing employment and entitlement services together in 'one-stop shop' Intreo centres; introducing new schemes and employment supports and expanding some existing schemes; and a transformation of jobseeker services through Intreo. A 'social contract' of rights and responsibilities between jobseekers and the State has been implemented. The employment recovery was initially led by a relatively narrow group of sectors – agriculture, accommodation and food service activities, and professional services (predominantly, legal, accounting and engineering/architecture services).
54. The initial recovery favoured men, with male employment increasing by 96,000 from Q3 2012 to Q3 2015, as compared with an increase of 46,000 for women. Since 2012, the employment rate for women increased each year, reaching 59.5% in 2016. As of Quarter 1 2019, the number of women in employment was 1,064.4 million. The labour market participation rate for women aged 15-74 is now 56.1%, and the female unemployment rate is 5.5%.
55. Educational attainment is increasingly important for access to quality jobs. The employment rate is lowest, at 35% in Q2 2017, for persons having only at most primary education, and highest at 85% for those educated to third-level. Females aged 20-24 and 25-34 years olds were far more likely to have a third level qualification in Q2 2017 with rates of 33% and 59% respectively. The equivalent rates for males were 24% for the 20-24 age group and 47% for the 25-34 age group. However there was little difference in older age groups with a 2 percent difference between males and females aged 55-59 (32% and 34%) and no difference for the 60-65 age group (both at 27%).
56. Among the measures taken, the Further Education and Training (FET) sector has been significantly reformed. In May 2014 the Education and Training Authority, SOLAS, published a 5-year strategy for the FET sector, prepared in consultation with stakeholders. Education and training to enable people to enter or advance in the labour market is primarily provided under the aegis of the Department of Education and Skills. Participation is gender balanced on most of the training interventions provided by Education and Training Boards. The apprenticeship schemes remain the exception, with males comprising 99% of completions in 2018, this figure only includes to pre-2016

⁵ https://merrionstreet.ie/en/allaboutjobs/Government-Programmes/Pathways_to_Work/

apprenticeships, as completion rate figures for new apprenticeships developed after 2016 are currently not available. As there is relatively high female participation rate on some of these newer apprenticeships these figures will hopefully start to gain more parity.

57. The key objective of activation policy and labour market initiatives is to offer assistance to those most in need of support in securing work and achieving financial self-sufficiency. This policy objective prioritises scarce resources to those in receipt of qualifying welfare payments. Accordingly, the employment services and schemes provided by the Department [of Employment Affairs and Social Protection] are focused in the first instance on this cohort of unemployed men and women. In addition, female and male jobseekers under 25 can avail of earlier and enhanced engagement in Intreo services, reserved places on existing schemes and specific youth-oriented variants of these schemes, under the Youth Guarantee.
58. The Back to Work Family Dividend (BTWFD) introduced in Budget 2015 allows people who leave welfare for employment to retain the child proportion of their welfare payment for two years. The full child proportion of their welfare payment is payable for the first year with 50% entitlement for the second year. The BTWFD is paid concurrently with Family Income Supplement (FIS) and does not impact on the FIS means test. Applications for the scheme have been accepted from 5 January 2015.
59. There has been a substantial decrease since 2012 in the proportion of children living in jobless households, from 20.1% in Quarter 2 of 2012 to 11.8% in Quarter 2 2018. Among the 211,900 family households headed by a lone parent in Q2 2018, 63.0% of lone parents were employed, with the employment rate being lowest at 55.8% for those whose youngest child was aged 0 to 5 years compared to 69.1% where the youngest child was aged 12 to 17.
60. The first high-level objective of the National Strategy for Women and Girls 2017-2021 aims to advance socio-economic equality for women and girls. Among the actions to progress this aim, locally-delivered training opportunities are being provided for women in self-development and work-related skills and to promote female entrepreneurship; socially-excluded women are targeted for participation in community-based socio-economic programmes; the eligibility for free second-chance higher education courses under the Springboard+ programme has extended to returners who have been out of the work environment for a number of years due to childcare or other caring obligations; measures are being taken to increasing female participation in apprenticeships; an Action Plan for Jobless Households has been adopted; and work undertaken to raise awareness of the employment supports provided by the Department of Employment Affairs and Social Protection. Initiatives have also been included in the National Traveller and Roma Inclusion Strategy 2018-2020 to promote employment among Traveller and Roma women.
61. In the public consultation undertaken in 2016-2017 to inform the National Strategy for Women and Girls, the gender pay gap emerged as an issue of concern to many respondents. The Gender Pay Gap (GPG) was 13.9% in Ireland in 2014. In 2015 the Minister for Jobs, Enterprise and Innovation and Minister for Business and Employment

asked the Low Pay Commission to report on the preponderance of women on the national minimum wage. The report, which was brought to Government and published in October 2016, found only 5% of employees are on the National Minimum Wage. However, 64.7% of employees on the National Minimum Wage are women. Reasons suggested by the report for this are; women tend to work part-time more often than men because of caring responsibilities, the cost of childcare and women are over-represented in the Accommodation and Food sector, which carries the greatest risk factor of being on the National Minimum Wage.

Monitoring the prohibition of discrimination in employment

62. Gender-related discrimination in the labour market in Ireland is monitored and reported on from several perspectives to better understand the prevalence of discrimination and the effectiveness of the State's responses. This includes official complaints data, surveys (both national and EU-wide) of personal experience of discrimination and attitudes in regard to equality grounds, and analysis of census and administrative data for information on the equality outcomes of various population groups. The development and review of gender equality policy in Ireland also draws on insights from the research activities of the European Fundamental Rights Agency (FRA), the European Institute for Gender Equality (EIGE) and the European Foundation for the Improvement of Living and Working Conditions (Eurofound)⁶.
63. Official complaints data reflects discrimination in employment reported to the Workplace Relations Commission under the complaints mechanisms set up under the Employment Equality Acts, Maternity Protection Act, Pensions Acts and Unfair Dismissals Acts. The Workplace Relations Commission (WRC) compiles and publishes statistics relating to complaints taken under employment equality legislation, maternity protection and family leave legislation, as well as employment rights legislation⁷. In figures published by the WRC for 2018, gender was referenced in 318 complaints referred under the Employment Equality Acts, representing almost 22% of complaints. It should be noted that complainants may choose more than one ground when making a specific complaint of discrimination. Gender was also referenced in 116, or 19.5%, of complaints made under the Equal Status Acts, which prohibit discrimination in the supply of and access to goods and services. The publication of all decisions of the Workplace Relations Commission in regard to such complaints are widely reported in the media and increase public awareness of rights and duties under the law.
64. While equality legislation in Ireland currently identifies nine grounds of discrimination, data on several of these grounds, for example in relation to sexual orientation, is not currently collected in the census and most surveys.

⁶ <https://www.eurofound.europa.eu/country/ireland>

⁷ <https://www.workplacerelations.ie>

65. In 2014, the Central Statistics Office carried out the third iteration of the special equality module under the Quarterly National Household Survey (QNHS), a large nationally representative survey of 15,000 adults, seeking information on respondents' personal experiences of discrimination in the previous two years in the workplace or seeking work and in public or private services.
66. Starting in 2017, the Irish Human Rights and Equality Commission (IHREC) and ESRI undertook a two-year research programme to provide evidence for equality and human rights monitoring and for the development of policy in this area.⁸ Five publications were produced, as follows: "Who experiences discrimination in Ireland? Evidence from the QNHS Equality Modules" (November 2017), "Attitudes to Diversity in Ireland" (March 2018), "Discrimination and inequality in housing in Ireland" (June 2018), "Disability and discrimination in Ireland: Evidence from the QNHS Equality Modules 2004, 2010, 2014" (October 2018), and "Ethnicity and nationality in the Irish labour market" (December 2018). In the first of these reports, ESRI examined the evidence provided by the QNHS Equality survey, and how this had changed from the findings of previous surveys in 2010 and 2004. The findings relevant to gender included that women reported higher discrimination in the workplace and this was unchanged from 2004 and 2010. Nearly 7 per cent of women (6.7 per cent), compared to 4.1 per cent of men, felt that they had been discriminated against at work. Discrimination around pay and promotion was more frequently mentioned by female respondents, which is consistent with evidence on the gender pay gap and the low female representation in the most senior positions in the Irish labour market.⁹ This study also analyses experiences of discrimination on grounds of age, gender, race, disability, religion, civil status and family status.
67. Surveys and analysis carried out since 2014 on an EU-wide basis and contributing to national efforts in Ireland to monitor discrimination include the EU MIDIS-II minorities and discrimination survey. Among respondents in Ireland to this survey, fewer women than men (21% of women as compared to 31% of men) were aware of organisations that offer support and advice in case of discrimination, while 65% of women and 69% of men were aware of the national equality body in Ireland, the highest level of awareness across the EU.¹⁰

Addressing sexual harassment in the workplace

68. In February 2015, the Department of Public Expenditure and Reform launched, "Dignity at Work – an anti-bullying, harassment and sexual harassment policy for the Civil Service", developed in partnership between Civil Service management and staff unions to replace the previous policy, 'A Positive Working Environment', that had been in place since 2005.

⁸ <https://www.esri.ie/current-research/human-rights-and-equality-research-programme>

⁹ "Who experiences discrimination in Ireland?" <https://www.ihrec.ie/app/uploads/2017/11/Who-experiences-discrimination-in-Ireland-Report.pdf>

¹⁰ https://fra.europa.eu/sites/default/files/fra_uploads/fra-2017-eu-midis-ii-main-results_en.pdf

69. The statutory 'Code of Practice on Sexual Harassment and Harassment at Work', which is currently under review by IHREC, and other measures being pursued regarding sexual harassment in the workplace are detailed in the responses to Questions 13-18.

Monitoring and promoting women's representation in senior business leadership and on company boards

70. The aim of greater representation of women at senior levels in business is being pursued in Ireland by the private and civil society sectors, as well as by the State. Collaborative, peer-led initiatives promoting gender balance in business leadership include Board Diversity Ireland and the 30% Club Ireland, while organisations such as the Institute of Directors in Ireland advocate diversity in boardrooms as critical to board effectiveness and business performance.
71. The representation of women at board level of large listed companies in Ireland has lagged significantly behind the EU average. In 2014, women represented only 10.5% of the board membership of the largest publicly listed companies in Ireland. While this had increased to 18.7% by end 2018 Ireland, but still some 8 percentage points below the EU average of 26.7%, and over 20 percentage points below the average for similar companies in Iceland, France and Norway. Preliminary results of the new survey of business leaders published in May 2019 by the Institute of Directors in Ireland indicate that there has been an increase in support for gender targets at board level in Ireland over the past two years. Lack of access to the same networks of contacts as men was the main barrier to women's appointment to boards cited by female respondents (54%), while the main reason cited by male respondents (41%) was lack of a large enough pool of suitably qualified candidates.¹¹
72. In the National Strategy for Women and Girls 2017-2020, the Government committed to establishing an independent business-led review group to examine the representation of women on corporate boards and to make recommendations for action to address the under-representation of women in business leadership positions. The initiative, "Balance for Better Business", was launched by the Taoiseach in July 2018. The Review Group consists of senior figures in Irish business and the public service. They are also supported by an Advisory Group of senior business leaders, public sector representatives as well as Ibec, Congress and the National Women's Council of Ireland, with a secretariat provided by the Department of Justice and Equality. Since its launch the Review Group has focused on developing its capacity to communicate the business case for better gender balance in corporate leadership and to establish robust data on the gender composition of publicly listed, private and multi-national boards. The Review Group is due to make its first report to the Minister in May 2019, setting out data in terms of the representation of women on the boards of listed companies and proposing targets for gender representation on corporate boards for the period to 2023.

¹¹ <https://www.iodireland.ie>

73. It has also been an ongoing commitment of Government to increase the female representation on State Boards. As of December 2018, the Government target of at least 40% representation of each gender had been met in respect of almost half of the State Boards which number approximately 230, while average female representation across all boards reached 41.5%. In March 2019, the Government approved a number of additional measures recommended made by the Inter-Departmental Working Group on Gender Balance on State Boards to promote greater gender balance in this area. These include adoption by each State Board of a Diversity and Inclusion Policy with objectives on which it would report annually.¹²

Women's equal participation in higher education leadership

74. In 2015 in Ireland 81% of professorial positions were held by men and, while women represented 62% of non-academic staff, men represented 72% of the highest paid non-academic staff. While there were 2 female presidents of Institutes of Technology, no woman had ever served as president of a university in Ireland. The under-representation of women among staff in higher education in Ireland, particularly at senior levels, was highlighted by an Expert Group review led by former EU Commissioner Maire Geoghegan-Quinn, commissioned in 2015 by the Higher Education Authority (HEA). The Report of the Expert Group: *HEA National Review of Gender Equality in Irish Higher Education Institutions*, with recommendations for action, was published in 2016 and is viewed as an important milestone in developing a strategic approach to tackling gender inequality in Irish higher education. The HEA is pursuing the implementation of these recommendations, including through the extension of the Equality Challenge Unit's Athena SWAN Charter to Ireland (see Q12 also), with a further grant-agreement signed to support the continuation of the programme in Ireland for the period to April 2020. Among the positive developments, as of December 2017, 5 of the 7 universities had achieved a minimum 40% representation of each gender on their governing body, while the 3-year average representation of women at Professor grade among academic staff had increased to 23% in 2015-2017, from an average of 19% in 2013-2015.

75. In November 2018, an Action Plan for 2018-2020 to accelerate the rate of progress towards gender equality in Irish Higher Education Institutions and ensure that progress is constant and sustainable was launched, developed by a Gender Equality Taskforce established by the Minister of State for Higher Education. Its recommendations are also being implemented, with a Centre of Excellence for Gender Equality being established in the HEA to be a key enabler of change. A new Senior Academic Leadership Initiative was announced in tandem with the Action Plan, under which 45 new and additional gender-

¹² <http://www.justice.ie/en/JELR/Pages/PR19000069>

specific senior academic positions would be created in the higher education sector over a three-year period.¹³

Women's equal participation in economic decision-making bodies

76. Several recent reviews of the banking sector in Ireland, including the 2011 report of the Commission of Investigation into the Banking Sector in Ireland and the Central Bank of Ireland Examination of Tracker Mortgages, have concluded that cultural failings within the sector were a significant contributory factor in the financial crisis and contributed to detrimental impacts on consumers. The Central Bank of Ireland considers a lack of diversity and inclusion, including gender diversity, at senior management and board level in organisations to be a leading indicator of elevated behaviour and culture risks in regulated financial institutions. In 2017, the Central Bank began to conduct and publish gender analyses of the applications for approval under the Fitness and Probity Regime for regulated financial service providers (see example below).
77. The number of women on the Central Bank Commission, which oversees the Central Bank of Ireland, has increased from 1 in 2013 and 2 in 2014, to 3 from 2016 and now represents 30% of its membership.¹⁴ In 2018 the Central Bank adopted a Diversity and Inclusion Policy and published its first gender pay gap analysis. This showed that 50% of Central Bank staff are male and 50% of staff are female, with women making up 39% of directors and 49% of division heads. There was an overall gender pay gap of 2.7% in favour of male staff, calculated as the difference in average annualised base pay between male and female staff as of the 1 January 2018.
78. In January 2018 the 30% Club Ireland released the report of its study into women in financial services based on surveys of 23 organisations employing over 42,000 people in the industry in Ireland. Among its findings were that the industry was gender balanced overall but with significant differences emerging in progress to more senior levels, and that part-time working and flexible working, associated with childcare and care giving, seemed to have an impact on careers and may be impacting women more than men.¹⁵
79. An action was included in the Civil Service Renewal Plan, adopted by Government in 2014, to improve gender balance at each level by reviewing supports and policies to ensure these measures are impactful and measurable. A wide range of initiatives to improve gender balance across the Civil Service have been developed and are being implemented within Departments and Offices. Developments in this area were informed by research commissioned on barriers preventing women from application for senior positions in the Civil Service, undertaken as part of the National Strategy for Women and

¹³ <https://hea.ie/policy/gender/>

¹⁴ "Central banks: governors, deputy/vice-governors, and members", EIGE Gender Statistics Database, <https://eige.europa.eu/gender-statistics/dgs>

¹⁵ "Making the change count: a study of Women in Financial Services in Ireland", 2018, https://30percentclub.org/assets/uploads/Ireland/PDFs/30Club_FS_Sub_Committee_-_Women_in_FS_Report_2018.pdf

Girls and published in December 2017¹⁶. These include an action plan to improve gender balance at senior levels, and a target to achieve 50/50 gender balance in appointments at senior levels. As of November 2018, in the two economic ministries, the Department of Finance and the Department of Public Expenditure and Reform, women represented 26% and 45% respectively of senior staff serving at Secretary General, Assistant Secretary, Director and Principal Officer grades. Most recently, in March 2019, the Government agreed to establish a Public Sector Network within the 30% Club Ireland to offer opportunities to promote greater gender balance within the public sector's senior leadership, in addition to sharing good practice on promoting women in leadership between the public and corporate sectors.

Actions targeting increased participation of specific groups of women in paid work and employment

80. The Comprehensive Employment Strategy for Persons with Disabilities was adopted by Government in 2015. This has been supplemented by an overarching National Disability Strategy 2017-2021 which includes a commitment to proof all new Government policies and programmes against their potential impact on women with disabilities.¹⁷ Ireland published a National Youth LGBTI Strategy in June 2018, which includes as one of its objectives to ensure equal employment opportunity and an inclusive work environment for LGBTI+ young people.¹⁸
81. Work is ongoing on the development of a parallel National LGBTI Inclusion Strategy to cover broader population issues.¹⁹
82. In line with commitments in the National Strategy for Women and Girls, gender equality has been included as a strategic theme in the National Traveller and Roma Inclusion Strategy 2017-2021 to promote employment among Traveller and Roma women. An Employment Subgroup (of the NTRIS Steering Committee) has recently been established and is focussing on the delivery of the employment actions. A separate action also commits to the delivery of the Single Affordable Childcare Scheme which will facilitate Traveller and Roma women's engagement in education and the labour market. The Department of Children and Youth Affairs has liaised with the Traveller and Roma organisations to ensure that communications materials are optimised for the two communities.²⁰

¹⁶ "A study of gender in senior civil service positions in Ireland", ESRI (2017)
<https://www.esri.ie/news/research-identifies-measures-to-support-gender-balance-at-senior-levels-of-the-civil-service>

¹⁷ http://www.justice.ie/en/JELR/Pages/disability_policy

¹⁸ <https://www.dcya.gov.ie/documents/20180628NatLGBTIYouthStrategy.pdf>

¹⁹ <http://www.justice.ie/en/JELR/Pages/PR18000391>

²⁰
http://www.justice.ie/en/JELR/Pages/National_Traveller_and_Roma_Inclusion_Strategy_2017-%202021

Examples of measures taken include the following:

Initiatives by the Central Bank of Ireland to increase gender diversity in the senior management and governance of regulated financial institutions	
Description	Prior approval of the Central Bank of Ireland is required before an individual can be appointed to certain roles in regulated financial service providers, under the current Fitness and Probity Regime for such firms which was introduced between 2011 and 2013. In 2017, the Central Bank began to conduct and publish gender analyses of the applications for approval under this regime. The Central Bank has expressed concern that this data, which show a significant gender imbalance, is indicative of a continued lack of diversity at the most senior levels of regulated firms. In 2012, 90% of applications were for men with only 10% for women. The imbalance reduced sharply in 2013, coinciding with the introduction of the new Corporate Governance code, which included for the first time a requirement to consider diversity.
Aims and scope	At the request of the Minister for Finance, the Central Bank undertook Behaviour and Culture Reviews at the five main Irish retail banks to assess their cultures, behaviours and associated risks and to identify actions that may be taken to ensure that banks prioritise customer interests in the future.
Target population	The commercial banking sector in Ireland.
Impact evaluation and lessons learned	<p>The Review was published in July 2018, followed by a conference to discuss its findings. In the Review the Central Bank also set out its expectations of the regulated institutions, including that the nomination committee should set a target for the representation of the under-represented gender and prepare a policy on how to increase the number of the under-represented gender in the management body. It undertook to communicate to each of the five banks its expectations in terms of meeting these requirements, and that it expected that all banks would move beyond a minimum compliance-driven approach to meaningfully address the lack of diversity and inclusion at senior levels. The Central Bank has noted that its increased focus on inclusion and diversity has coincided with improvements particularly within the banking sector, where it had prioritised its supervisory interventions.</p> <p>Analysis of the most recent figures show 24% of applicants in 2018 were female in the context of an overall 50% increase over the previous year in</p>

	<p>applications for regulatory approval. Female applicants accounted for 31% of those in the banking sector and 36% of applicants for bank board positions.</p> <p>The Central Bank plans to undertake further work on this issue in 2019, including across the insurance sector.</p>
Links to further information	<p>Diversity and Inclusion in Regulated Firms, Central Bank of Ireland. https://www.centralbank.ie/regulation/how-we-regulate/diversity-and-inclusion-in-regulated-firms.</p> <p>Behaviour and Culture of the Irish Retail Banks, Central Bank of Ireland, July 2018, https://www.centralbank.ie/docs/default-source/publications/corporate-reports/behaviour-and-culture-of-the-irish-retail-banks.pdf?sfvrsn=2</p>

Q7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable**
- Expanded support for frail elderly persons and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave**
- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers**
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- Other

Early learning and school-age childcare services

83. The need to develop childcare to support the labour market participation of women has been recognised in Ireland for the past fifteen years and has led to the implementation of the National Childcare Strategy and a significant increase in the availability of childcare services across Ireland. The CSO Quarterly National Household Survey for 2011 found that the employment rates of couples and of lone parents showed significant variation depending on whether there are children in the household and on the age of the children. While the employment rates of men and of women with no children were similar at approximately 85%, in households with children aged under 3 years, the employment rate of women was 20% lower than that of men.
84. Provision for early learning and care and school-age childcare in Ireland has changed dramatically over the past 5 years. The Early Childhood Care and Education (ECCE) Programme, providing free universal pre-school provision, first introduced in 2010, was extended in 2016 and again in 2018 and now offers two years of free pre-school provision before children enter primary school. The Access and Inclusion Model (AIM) was introduced in 2016 to support the meaningful participation of children with a disability in the ECCE Programme. A range of schemes put in place to subsidise the cost of early learning and care and school-age childcare to families, particularly those from disadvantaged backgrounds, is benefitting in the region of 200,000 children.
85. In October 2016, in its Budget 2017 statement, the Government announced a redesign of how State support would be delivered to make quality childcare accessible and affordable for families in Ireland. The existing targeted childcare programmes, such as ECCE, are being replaced on a phased basis by a single streamlined scheme with wraparound care for pre-school and school age children.
86. Work is well underway to streamline these existing schemes into a single National Childcare Scheme from November 2019. The Childcare Support Act 2018 has been enacted to underpin the Scheme and work is ongoing on secondary legislation and formal policy guidelines. Regulations to provide for the registration of school age childcare services by the Tusla Early Years Inspectorate came into effect in February 2019 and allow school age childcare providers to register with Tusla, the Child and Family Agency, and to participate in the Affordable Childcare Scheme from the outset. Guidelines for the use of school buildings out of hours, such as for school-age childcare, were completed in October 2017 and published on the website of the Department of Education and Skills. An ICT system is being developed to support the Scheme in advance of its launch.
87. State investment in early learning and care and school-age childcare has increased by 117% between 2015 and 2019, with a further commitment to double current levels of investment by 2028 set out in First 5, Ireland's first whole-of Government Strategy for Babies, Young Children and their Families (2019-2028)²¹. The Strategy includes actions

²¹ <https://www.dcya.gov.ie/docs/EN/19-11-2018-Government-launches-First-5-A-Whole-of-Government-Strategy-for%20A0-Babies-Young-Children-and-their-Families/5037.htm>

to maintain and extend the supply of high-quality publicly subsidised early learning and care and school-age childcare to best serve the developmental needs of babies and young children, ensuring that it also reflects the needs and preferences of parents and families. Measures in this regard include extending regulation to all paid, non-relative childminders on a phased basis and developing a strategic capital investment plan to deliver large-scale capital investment under Project 2040 with the aim of ensuring that the supply of places meets demand.

88. An Independent Review of the Cost of Providing Quality Childcare commissioned by the Department of Children and Youth Affairs commenced in September 2017.

Further development of Family Leave

89. To facilitate both parents to take an active role in parenting, the Government committed in its 2016 Programme for a Partnership Government to expanding paid leave for the first year of a child's life.
90. As a first step, a new statutory scheme of paternity leave, which had been under consideration for some time, was introduced in 2016 providing for two weeks of paid leave in respect of all babies born or placed with their adoptive parents on or after that date. Paternity Benefit can be claimed by the spouse, cohabitant or civil partner of the mother, regardless of gender or by the spouse, cohabitant or civil partner of the adopting mother or by the spouse, cohabitant or civil partner of a sole male adopter. Provision is also made in the legislation that Paternity Benefit is can be paid to the father of the child in cases where the father is not a spouse, cohabitant or civil partner of the child's mother. In the first full year of the scheme (2017), 26,559 new fathers availed of the leave and benefit and it is anticipated that this take up rate will increase over the coming years.
91. In 2017, the Government announced additional maternity leave and benefit would be available for mothers of premature babies born on or after 1 October 2017. This leave is in addition to the provision of a 26 week period of statutory maternity leave. Subject to the provisions of social welfare legislation, the 26-week period of core statutory maternity leave attracts a social insurance payment of maternity benefit. A mother can also take a further 16 weeks unpaid maternity leave which must be taken immediately after the end of her paid maternity leave. This period is not covered by maternity benefit but a mother is entitled to a credited social insurance contribution for each week of unpaid leave that is taken up to the maximum of 16 weeks.
92. In October 2018, the Government announced in its Budget 2019 statement that a new Parental Leave and Benefit Scheme would be introduced from November 2019, to be paid at the same rate as Maternity Benefit and Paternity Benefit. It is estimated that, when introduced, up to 60,000 parents could benefit from the scheme in a full year. Legislation to provide for this new scheme is currently in preparation.
93. Building on existing supports for parents, the First 5 strategy includes Government plans for a new paid parental leave scheme to ensure children can spend more time with their

parents, especially in the first year. This will deliver extended entitlements to paid leave for both fathers and mothers. This scheme will be accompanied by a range of other measures to develop greater family-friendly flexible working arrangements.

Q8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES/ NO

If YES, have assessments on their impact on women and men, respectively, been conducted?

Yes, their impact on women/men was estimated before measures were put in place.

Yes, the impact was assessed after measures were put in place.

No, the impact on women/men has not been assessed.

If YES, please describe the findings (1-2 pages).

94. No such additional measures have been introduced in Ireland in this period while austerity measures introduced prior to 2013 are gradually being rolled back where appropriate and possible.
95. In January 2015, the Department of Social Protection published a social impact assessment of the main welfare and direct tax measures in Budget 2015, focused on the main welfare and direct tax components of the Budget which have a direct impact on household incomes, and considering the budgetary impact on the key role of social transfers in reducing the at-risk-of-poverty rate. A study of the tax and benefit system between 2008 and 2018 commissioned by the Parliamentary Budget Office from the ESRI concluded that gender differences in the impact of budgetary policy were most pronounced during the period of austerity budgets (2008-2012) while more gender neutral policy reforms occurred during the period of 2013-2018.²² It found that gender differences in the impact of Irish budgetary policy over the past decade have stemmed from the fact that women are more likely than men to be lone parents, to be inactive and to benefit more from child-related supports. Changes to such supports over the past decade have decreased the disposable income of women more than that of men, particularly those with low earnings, and the size of this differential depends on the degree of income sharing within a couple.

²² <https://www.esri.ie/news/womens-disposable-income-more-affected-by-long-term-budgetary-policy>

96. The ESRI is currently engaged in a study, funded under the Health Service Executive Ageing Awards, to examine financial security in the older population in Ireland, with a view to assessing the impact of austerity and policy change on this cohort.²³

2.2 Poverty eradication, social protection & social services (Q.9-12)

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

Q9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures

Broadened access to land, housing, finance, technology and/or agricultural extension services

Supported women's entrepreneurship and business development activities

Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)

Introduced/strengthened low-cost legal services for women living in poverty

Other

Women's access to work

97. Please see response to Q6 for details of active labour market policies, including measures targeting women.

²³ <https://www.esri.ie/current-research/financial-security-in-the-older-population-in-ireland-assessing-the-impact-of>

Supporting women's entrepreneurship

98. Enterprise Ireland has been running female only feasibility and competitive funds since 2012 when just eight percent of the 97 high-potential start-ups supported were female-led. One of the objectives of the National Policy Statement on Entrepreneurship (NPSE) in Ireland published in 2014, recognises that there is a cohort of missing entrepreneurs that Ireland must tap into, in particular female entrepreneurship. The State supports a range of activities to achieve this goal, such as female only Competitive Start Up Fund introduced in 2015 and run by Enterprise Ireland and female specific training and mentoring run by the Local Enterprise Offices. The engagement of women entrepreneurs has been improved significantly. In 2018 of the 132 successful High Potential Start Up and Competitive Start Up funding draws, 29 of those successful outcomes went to female led companies. Enterprise Ireland also has developed a series of female accelerator programmes in partnership with knowledge providers, which included: Going for Growth, The Innovate Programme, DCU Ryan Academy Female High Flyers Programme, NDRC Female Founders Programme, and CIT Female Exxcel Programme. Key events sponsored by Enterprise Ireland are the Women's Executive Network/Ireland's Top 25 Women Awards, Image Business Woman of the Year Awards, and Network Ireland Awards and Conference. The Local Enterprise Offices are also actively engaged in encouraging and inspiring an increase in female-led businesses through initiatives such as the annual National Women's Enterprise Day and the Women in Business Networks.
99. A gender overview was included in the mid-term review of the National Policy Statement on Entrepreneurship published in February 2018 by the Department of Business, Enterprise and Innovation, meeting a commitment in the National Strategy for Women and Girls 2017-2020. It found that female-only-led business rose from 416 (Q1 2015) to 688 (Q3 2017), a rise of over 65%. However this compared to over 3133 male-only-led businesses in the same period, nearly 5 times the female rate. In 2015 Q1 female-led new business accounted for 9% of the total. By 2017 Q3 this had risen to 12%. The Local Enterprise Offices (LEO) were instrumental in attracting underrepresented cohorts such as women and youths into entrepreneurship, achieved through a number of instruments including awards and mentoring specific to these cohorts. Between 2014 and 2016, women were approx 42% of LEO mentorship recipients, and 56-59% of LEO training participants. Over the same period, the number of female-led startups supported by Enterprise Ireland increased from 43 (23.5% of the total) in 2014 to 63 (27% of the total) in 2016. Feedback received indicated that mentoring was especially important to female entrepreneurs who are supported by organisations such as Network Ireland and Going for Growth. During the Mid-Term Review of the National Entrepreneurship Policy Statement a major review and redesign was undertaken of the Mapping document outlining the support environment for entrepreneurs. New categories were added including online resources, mentorship, and supports for female entrepreneurs. The review concluded that while the emergence of female role models was encouraging, that these figures must be

monitored into the future to ascertain if the numerous female specific programmes in areas such as mentoring are being effective.²⁴

100. The National Strategy for Women and Girls 2017-2020 incorporates a set of actions aimed at further increasing the numbers of women engaged in entrepreneurship, and variously involving the Departments of Justice and Equality, Business, Enterprise and Innovation, and Agriculture, Food and the Marine, along with the LEOs and Enterprise Ireland.
101. In 2018, the Irish Farmers Association (IFA), which is represented on the Strategy Committee advising on the implementation of the National Strategy for Women and Girls, established a dedicated Diversity Committee to look at increasing women's involvement in the association.²⁵ Regional networks for women in farming have formed such as West Women in Farming Ireland (WWFI) and South East Women in Farming Ireland (SEWFI). New networks in agri-business leadership have also formed e.g. Ceres Network for women in leadership in the sector; and the Agrifood Diversity & Inclusion Forum, an initiative of the 30% Club. Over 150 female entrepreneurs, in three cycles between 2015 and 2017, have taken part in the ACORNS programme for rural female entrepreneurs at start-up stage. The fourth cycle is currently underway and recruitment for the fifth cycle is due to be launched in August 2019. An ACORNS Booklet of Available Supports has also been published to provide support to female entrepreneurs, whether or not they are on the programme.
102. In 2017, 67 female-led start-up companies were approved for funding by Enterprise Ireland out of 181 companies supported (37%). Female-led companies were 25 (27.8%) of the 90 new High-Potential Start-Ups approvals, and 42 (46%) of 91 Competitive Start Fund approvals for early-stage businesses. The most recent Competitive Start Fund for female entrepreneurs was launched in May 2018 with a total of €1m funding available for up to 20 female-led companies. A total of 100 funding applications were received and the final selection for funding is currently underway. In addition to securing vital funding, 15 of the successful applicants are offered on the INNOVATE accelerator programme, delivered by Dublin BIC, which works to increase the capabilities of the participants and move them to investor-ready capacity within a short period.
103. Following an Open Call for Proposals in 2016 under the Women's Entrepreneurship strand of the ESF co-funded Gender Equality Activity, funding of €1.2m was made available to 5 projects for a 3 year period. A range of activities are being funded targeted at supporting women, irrespective of their economic status, to realise their full business potential, with 143 women nationwide currently participating in programmes.
104. National Women's Enterprise Day was marked in October 2017 by a series of 15 regional events organised by the Local Enterprise Offices in Donegal, Sligo, Leitrim, Mayo, Carlow, Laois, Tipperary, Cork, Cavan, Monaghan, Meath, Dublin, Kildare, Wicklow and Wexford.

²⁴ <https://dbei.gov.ie/en/Publications/Publication-files/National-Policy-Statement-on-Entrepreneurship-Mid-Term-Review.pdf>

²⁵ <https://www.ifa.ie/lack-of-time-the-main-barrier-to-womens-involvement-in-farming-organisations/>

Enterprise Ireland's Fuelling Ambition Roadshow 2018, a series of 7 events held between March and May, was run in partnership with Network Ireland and supported by the Entrepreneurs Academy and aimed to encourage, support and drive the ambition of female entrepreneurs (existing and new) nationally by showcasing thriving Irish female entrepreneurs. Events were held in Waterford, Dublin, Cork, Limerick, Killarney, Monaghan and Roscommon and attended by up to 600 female entrepreneurs.

Social Inclusion

105. The most recent poverty data from the 2017 Survey on Income and Living Conditions show that the national consistent poverty rate was 6.7%. The rate for women was slightly higher at 7.2%, while the rate for men was slightly lower at 6.3%. Data from Census 2016 showed that there were significantly higher percentages of women from age 20 onwards who were looking after home/family compared to men and that the majority of lone parent families with children under 18 years of age were headed by women.
106. The Government is finalising the successor to the National Action Plan for Social Inclusion 2007-2017.²⁶ The 'Roadmap for Social Inclusion 2019-2025' (to be published later in 2019) will retain the commitment to reduce the rate of consistent poverty within the population to 2% or less. There will be a specific focus in the new Roadmap on addressing barriers to labour market participation, particularly for parents, recognising the strong role that employment plays in addressing poverty. The commitment in the new Roadmap will include the promotion of fair working conditions; increased promotion of the welfare supports available to those moving into employment and for those in low-income employment; increased access to paid and unpaid parental, paternity and maternity leave to help parents with work-life balance and the introduction of the National Childcare Scheme to help parents with the cost of childcare. It will also include commitments addressing employment rates for lone parents and the continued reduction of child poverty.
107. These commitments will build on the approach adopted in recent budgets which saw increases in child dependent payments, the introduction of age related changes to these payments (with higher payments for children over 12), increases in earnings disregard for lone parent payments, and increases in earnings thresholds for working family payments. The social impact assessment of Budget 2019 included an initial analysis of the gender impact of the budgetary tax and welfare measures which showed that women would gain slightly more than men across all five income quintiles.

²⁶ <http://m.welfare.ie/en/pressoffice/Pages/pr22052019.aspx>

Examples of specific measures taken include the following:

ACORNS (Accelerating the Creation Of Rural Nascent Start-ups) Programme – supporting female entrepreneurship in the agriculture sector	
Description	The ACORNS programme, now in its fourth year, is centred around interactive round table sessions that are facilitated by female entrepreneurs, known as ‘Lead Entrepreneurs’, who have started and successfully grown businesses in rural Ireland.
Aims and scope	The ACORNS initiative developed by Fitzsimons Consulting was selected following a competitive tendering process for funding under the Rural Innovation and Development Fund by the Department of Agriculture, Food and the Marine. Its objective is to encourage a stronger level of enterprise development in rural areas by seeking out and assisting start-up female entrepreneurs living in rural areas to grow and develop their businesses. It is designed to unleash the potential of female entrepreneurs living in rural Ireland, who have recently started a business or who have taken concrete steps towards starting a business. The objective is to equip these early stage entrepreneurs with the appropriate knowledge, confidence and networks to successfully start and develop sustainable businesses.
Target population	Early-stage female entrepreneurs living in rural Ireland.
Impact evaluation and lessons learned	Over 150 female entrepreneurs have taken part in ACORNS in the three cycles between 2015 and 2017. Past participants have testified to the difference this programme has made both to themselves and to their businesses with increased sales, exports and job creation, in addition to the valuable connections they have made through broadening their support network. The progress of those who completed the third year of the programme in 2018 is impressive. Combined sales increased by €790,000 over the six months of this third cycle. The participants are now reporting annualised sales of over €1.67 million, representing a 90% increase. There were 9 first time exporters and 10 additional participants expect to have export sales by the end of 2018. 13 additional fulltime employees, and 19 additional part-time employees were hired during the period.
Links to further information	https://acorns.ie/

Q10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)*
- Introduced or strengthened conditional cash transfers*
- Introduced or strengthened unconditional cash transfers*
- Introduced or strengthened non-contributory social pensions***
- Reformed contributory social protection schemes to strengthen women's access and benefit levels*
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)***
- Other*

Review of Pensions and related matters

108. The provisions of EU Directive 2010/41/EU relating to social insurance for self-employed spouses/civil partners were transposed into Irish law in July 2014. These provisions are aimed at people who are not employees or business partners but who participate in the activities of their self-employed spouse/civil partner and perform the same or ancillary tasks. Such people may now gain access to social insurance as a self-employed worker and, in time, establish an entitlement in their own right to maternity benefit, widow's, widower's or surviving civil partner's contributory pension and State pension contributory. The Department of Employment Affairs and Social Protection undertook advertising and awareness activities to publicise the extension of social insurance cover for self-employed spouses/civil partners.
109. Between 2014 and 2019, the rate of the State pension rose from €230.30 per week to €248.30. An increase in the Living Alone Allowance (LAA), from €7.70 per week to €9.00 per week was announced in Budget 2018, and a Telephone Support Allowance of €2.50 was introduced in 2018, for people living alone at risk of social exclusion.
110. The Roadmap for Pensions Reform (2018-2023) sets out the Government's reform agenda in the coming years.
111. A new interim Total Contributions Approach (TCA) to pensions, with enhanced Homecaring provisions, was introduced with effect from March 2019. Under this scheme, pensioners born after 1 September 1947 may use up to 20 years home-caring in calculating their pension entitlements, as an alternative to the current Yearly Average system. In practice this means that someone who cared for children or people with a care need can qualify for a maximum rate pension with just 20 years of paid contributions. A

permanent TCA scheme will be introduced in late 2020 for all new pensioners. Gender outcomes have been an important element in finalising the design of this new scheme.

112. People over 66 years of age, the current State pension age, experience much lower rates of consistent poverty than the general population (1.3% compared to 6.7% in the most recent SILC figures, for 2017), and this is lower among older women (1.0%) than older men (1.6%). In the period 2014-2019, among women over 66 there was a drop in the at risk of poverty rate (from 11.1% to 7.5%), in deprivation (from 15.2% to 10.2%), and in consistent poverty (from 2.6% to 1.0%)
113. The EU Pensions Adequacy Report (2018) found that the Gender Pension Gap in Ireland, which includes all pensions, including state pensions, public sector pensions, and occupational/private pensions, was 26.1% in 2016. This compares to a Gender Pension Gap of 38.2% for Ireland in the 2015 report, based on 2012 data, a reduction of 12 percentage points in 4 years.
114. In line with the Statement of Government Priorities 2014-2016, the Government decided to proceed with work to develop a roadmap and timeline for the introduction of a new, universal, supplementary workplace retirement saving scheme. This employment-based scheme is intended to progressively achieve universal pension coverage, with particular focus on lower-paid workers. This work was progressed by a high level Universal Retirement Savings Group (URSG), appointed to consider the constituent factors involved in constructing an efficient and effective universal retirement savings system and to bring a recommendation to Government in the form of a roadmap and estimated timeline for introduction, and contribute to the promotion of gender equality and bridging the gap between men and women in the provision of supplementary savings for retirement. The Pensions Roadmap confirmed this plan, and a consultation was organised in 2018. Feedback received during the consultation process is to be used to inform Government decisions on the framework design of the preferred operational structure for the Automatic Enrolment system so that the new system is available and ready to enrol its first members in 2022.

Domestic workers

115. Ireland's ratification of the ILO Convention No. 189 on Decent Work for Domestic Workers (the Domestic Workers Convention) in July 2014 did not require any changes to our domestic legislation, as the existing body of employment rights legislation was fully compliant with the Convention. Therefore, ratification did not change anything in existing employment legislation or its interpretation. However, ratification presented an opportunity to raise awareness of the rights of domestic workers, and, to this end, the then National Employment Rights Authority (NERA) - which has since become part of the Workplace Relations Commission (WRC) - published a booklet on the employment rights of domestic workers in Ireland to coincide with ratification. The Migrant Rights Centre of Ireland (MRCI) also used the opportunity to raise awareness of domestic workers' rights.

116. In September 2014, the Government announced the introduction of guidelines for members of diplomatic missions in Ireland who intend to employ private domestic workers. As a guiding principle, members of the diplomatic staff of embassies or consulates in Ireland who wish to employ private domestic workers are expected to demonstrate respect for Irish laws and good employment practice. The guidelines clearly set out the expectations regarding payment, employment records, health insurance, and social security. The guidelines were further updated in January 2018.

Q11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

Towards a gender-responsive health system

117. Building on a partnership that has been ongoing since 2011, the Department of Health, the HSE and the National Women's Council of Ireland (NWC) are working to progress development of a Women's Health Action Plan (WHAP) to drive a more consistent, expert and committed attention to women's health issues within the health system. A commitment under the National Strategy for Women and Girls 2017-2020, the WHAP is expected to be published in 2020.

118. Since the introduction of the CervicalCheck national screening programme, cervical cancer rates in Ireland have dropped from around 14 per 10,000 in the period 2009-2011 to 10 per 100,000 in the period 2013-2015. Under the programme, free cervical screening (smear) tests are offered to women between the ages of 25 and 60. In April 2018 the Minister for Health commissioned an independent expert, Dr Gabriel Scally, to conduct a scoping inquiry into issues which had come to light in relation to the CervicalCheck Screening Programme.²⁷ In September 2018, the Government accepted all 56

²⁷ <http://scallyreview.ie>

recommendations made by Dr Scally in his final report. The Implementation Plan for these recommendations comprises a significant programme of work across the screening and broader health services, and includes actions relating to how women's health issues can be given more consistent, expert and committed attention within the health system.

119. Beginning in 2015 the National Breast Screening Programme, BreastCheck, is being extended on a phased basis to women aged 65-69 years. BreastCheck is a population-based call re-call programme and until 2015 was targeted at women aged 50 to 64 years, who are offered free mammograms every two years. To date, all eligible 65-67 year olds and half of 68 year-olds have been invited for screening as part of the age extension. The total additional eligible population is approximately 100,000. In 2021 when fully implemented, 540,000 women aged 50 to 69 years will be included in the BreastCheck Programme.
120. Other high profile issues in this period in the context of women's health include a continued focus on redress for women affected by surgical symphysiotomy (*please see Section 1*), and a review of patient safety concerns surrounding use of Uro-Gynaecological Mesh.

Sexual and reproductive health services, mental and maternal health

121. In January 2016, Ireland's first National Maternity Strategy - Creating a Better Future Together 2016-2026 was published, and represented a significant development in the delivery of national maternity policy that will fundamentally change how maternity care is delivered. The Strategy recommends that services should be woman-centred, and provide integrated, team-based care, and aims to increase choice to women whilst ensuring that services are safe. The National Maternity Strategy is being implemented, on a phased basis, by the National Women and Infants Health Programme in the HSE. In particular, the Strategy recognised the need to provide better supports to women during and after pregnancy. The "Specialist Perinatal Mental Health Services: Model of Care for Ireland" was launched in 2017 and supports the actions on mental health outlined in the Strategy; specialist perinatal mental health services are now being developed and good progress is reported.
122. The legal position on abortion in Ireland has changed following a referendum, passed in May 2018, to amend Article 40.3.3 of the Constitution and insert an article which articulates clearly the principle that laws may be enacted by the Oireachtas to provide for the regulation of termination of pregnancy. Under the Health (Regulation of Termination of Pregnancy) Act 2018, enacted in December 2018, terminations of pregnancy are permitted to be carried out up to 12 weeks of pregnancy; or where there is a risk to the life, or of serious harm to the health, of the pregnant woman; or where there is a risk to the life, or of serious harm to the health, of the pregnant woman in an emergency; or where there is a condition present which is likely to lead to the death of the foetus either before or within 28 days of birth. Services for termination of pregnancy were introduced on 1

January 2019. Terminations up to 12 weeks of pregnancy are provided by General Practitioners and are also available in ten maternity hospitals. All maternity hospitals provide terminations in emergency situations (when a woman's life or health is at risk). In general, terminations in cases of fatal foetal conditions are available in the larger tertiary hospitals, as in such cases particular expertise only available in those hospitals may be required. A freephone 'My Options' helpline also became operational on 1 January 2019 and provides an information and counselling service, and also a 24-hour nursing service to provide medical advice.

123. The HSE Sexual Health and Crisis Pregnancy Programme (formerly the Crisis Pregnancy Agency) continues to work with Government Departments and NGO partners to reduce the incidence of crisis pregnancy, including abortion, among women living in Ireland. Since its establishment in 2001, the birth rate among teenagers (15-19 year olds) has fallen to 6.9 per 1000 in 2017, from 20 per 1000 in 2001.
124. The National Sexual Health Strategy, 2015-2020 was launched in October 2015 with the aim of improving sexual health and wellbeing and reducing negative sexual health outcomes across the population, including minorities. The Strategy sets out that all young people will have continued access to and knowledge of how to access age-appropriate sources of trustworthy information and support on relationships and sexual health. A mid-term review of the Strategy in 2018 found that implementation is going well. The current priority deliverables under the Strategy include the forthcoming introduction of Pre-Exposure Prophylaxis (PrEP), the HIV fast-track cities initiative, expansion of the National Condom Distribution Service and a wide range of educational initiatives including increased provision of training, communications campaigns and a forthcoming population survey.
125. The priorities also include a National Council for Curriculum and Assessment (NCCA) review of Relationships and Sexuality Education (RSE) in schools. Announced in April 2018 and currently underway, the NCCA review involves an examination of the RSE curriculum at both primary and post-primary level, with a public consultation planned for later in 2019. A final report will be presented to the Minister for Education and Skills in due course.
126. In Ireland the immunisation programme is based on the advice of the National Immunisation Advisory Committee (NIAC). In 2009 the NIAC recommended human papillomavirus (HPV) vaccination for all 12 year old girls to reduce their risk of developing cervical cancer when they are adults. In September 2010 the HPV vaccination programme was introduced for all girls in first year of second level school, and by 2014/2015 the uptake rate of the HPV vaccine reached 87%. However, this high uptake rate was not maintained and by 2016/2017 had fallen to 51%. As part of the immunisation programme, a comprehensive range of materials for parents, schools and medical practitioners was developed by the Health Service Executive (HSE) to counteract misinformation, working closely with other stakeholders with an interest in HPV and cervical cancer. HPV vaccination rates in Ireland have since improved to 70% in just over two years. The

Government has recently decided, based on advice from NIAC and the Health Information and Quality Authority (HIQA) to extend the HPV immunisation programme to include boys, starting in September 2019. The HSE National Immunisation Office is developing information materials and a communication strategy for a gender neutral HPV programme which will be available for parents and healthcare professionals in advance of the start of the gender neutral programme.

Promoting healthy lifestyles to women and girls

127. Ireland's national framework for action to improve the health and wellbeing of the country over the coming generation is Healthy Ireland, A Framework for Improved Health and Wellbeing 2013-2025. Launched in March 2013, the framework takes a "whole of Government" and "whole of society" approach to improving health and wellbeing, based on international experience and thinking in addressing the broad social determinants of health. Healthy Ireland seeks to tackle the major lifestyle issues for women and men which lead to negative health outcomes - smoking, alcohol, poor diet, physical inactivity, obesity. It also seeks to address the wider social and environmental factors that impact on health and wellbeing, for example, housing, education, transport, and the physical environment. The Framework aims to shift the focus to prevention, seeks to reduce health inequalities, and emphasises the need to empower people and communities to better look after their own health and wellbeing.
128. The Obesity Policy and Action Plan 2016-2025 adopted under this framework includes a focus on supporting a healthy weight for women in their child-bearing years and during pregnancy, and on supporting breastfeeding. This is in response to the increased prevalence of obesity among women in Ireland, from 13% in 1990 to 22% in the 2015 Healthy Ireland Survey.
129. The Healthy Ireland Survey has also shown that smoking prevalence among women fell from 21% to 17% between 2015 and 2018. The Health Behaviours in School Children (HBSC) Survey for 2018 is due to be published later in 2019, and will inform future primary smoking prevention and cessation services. It is hoped that this will show a continued downward trend in smoking among 10-17 year old girls, which declined from 12.5% to 7.4% between the 2010 and 2014 HBSC surveys.
130. A strong increase in participation by women has narrowed the gender gap for adult participation in sport from 15.7% in 2007 to 4.5% by 2017. The 2017 Irish Sports Monitor (ISM) reports that almost 41% of women are taking part in sport at least once a week. The highest participation rate at 69.9% is among 16-19 year old girls and the lowest at 25.6% among women aged 65 years and over. However there has been a notable increase in participation among women aged 35 and older from 32% in 2015 to almost 36% in 2017.
131. The Department of Health and the Department of Transport, Tourism and Sport published the National Physical Activity Plan in January 2016. This Plan, which runs until 2020, contains a number of key actions including targeted approaches to foster increasing levels

of physical activity by all sectors of society living in Ireland. This is the first time that concerted action has been taken by a range of different stakeholders to get more people in Ireland active. The aim of making Ireland more active is also a key objective of a new National Sports Policy 2018-2027, which was launched in July 2018. This policy contains a specific action focused on eliminating the gradient between male and female participation in sports, increasing numbers of children playing sport and creating opportunities for people with disabilities to participate in sport. As part of an effort to eliminate the gender gap altogether, in 2019 the Government announced an increase to €2 million annual investment into the Women in Sport programme.

132. Healthy Ireland is also supporting a campaign by the Federation of Irish Sport, representing over 100 national governing bodies and sports organisations, to increase female sport participation. The “20@20: if she can’t see it, she can’t be it” campaign has 3 aims – to achieve 20% increases in female participation in sport and physical activity, in media coverage of female sports and athletes, and in attendance at female sporting events, by 2020.

Supports for specific groups of women and girls

133. Additional funding is allocated under Dormant Accounts Funding for health projects targeting marginalised groups, including a mobile health screen unit aimed at those affected by homelessness or suffering from addiction, migrants and asylum seekers, Roma and Travellers, a mental health initiative for Travellers, and a Roma primary healthcare training programme.
134. The most recent analysis of life expectancy among Travellers was the All Ireland Traveller Health Study (AITHS) begun in 2007 and published in 2010-2011. This found that life expectancy at birth was 11.5 years lower for Traveller women as compared to women in the general population, with social determinants (accommodation, education, employment, poverty, discrimination, lifestyle and access and utilisation of services) a major cause of the poor health status of Travellers. Travellers are eligible to avail of all mainstream public health services. In addition, the Department of Health provides funding in the region of €10m per annum through the HSE for targeted measures to improve the health status of the Traveller community.
135. The National Traveller and Roma Inclusion Strategy (NTRIS) adopted in May 2017 sets out over 30 actions to address the health needs of Travellers and Roma. The Department and the HSE report regularly on the implementation of these actions to the NTRIS steering group, chaired by the Minister of State with responsibility for equality, immigration and integration. One of the NTRIS actions is for the HSE to develop and implement a detailed action plan to continue to address the specific health needs of Travellers, using a social determinants approach. The HSE has commissioned work to develop the National Traveller Health Action Plan with consultations having taken place around the country in June 2018.

136. The Health Service Executive (HSE) is assigned specific actions in respect of the health status, experiences and outcomes of members of minority ethnic communities across the country under various cross government strategies. The Second National Intercultural Health Strategy 2018-2023 launched in January 2019 by the HSE represents its strategic response to integrating these actions, together with a range of additional specific health-related actions arising from consultation, learning from implementation of the first HSE National Intercultural Health Strategy (2007-2012), and evidence from international and national research. The Strategy continues to stress the importance of equality of access to health services, particularly for women migrants and disadvantaged minority ethnic communities. The Executive Summary of the strategy has been translated into the Arabic, Lithuanian, Polish, Portuguese, Romanian and Irish languages.²⁸ Dormant Account Funding of €45,000 has been allocated for the development of an interactive Mobile Health Application, an app to support migrants to access health services.
137. Migrant women receive a range of services to address their health needs. Women in Direct Provision²⁹ are, in the main, provided with a medical card that gives them free access to a range of medical and dental services, including sexual and reproductive health services. In addition, NGOs funded by the HSE offer support to migrant women by raising awareness of the services available to them, and information on how to available of the services they may require.

Q12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes

Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education

Provided gender equality and human rights training for teachers and other education professionals

Promoted safe, harassment-free and inclusive educational environments for women and girls

Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy

²⁸ <https://www.hse.ie/eng/about/who/primarycare/socialinclusion/intercultural-health/second-national-intercultural-health-strategy.html>

²⁹ Direct provision commenced on 10 April, 2000 from which time asylum seekers have received full board accommodation and currently, personal allowances of €21.60 per adult and €21.60 per child per week.

Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings

Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

Other

STEM policy

138. The education sector has been strongly focused on gender equality for many years, particularly through a strong focus on gender mainstreaming within the Department of Education and Skills and the broader education sector. However this has not hugely influenced subject choice, particularly in relation to course selection which would lead to greater involvement in sectors such as computing, architecture and engineering.

139. One of the acknowledged challenges for the education system is to increase the numbers of females taking certain STEM subjects at all levels in the Leaving Certificate and to follow on into careers in STEM. This is a particular focus of the STEM Education Policy Statement 2017-2026 and Implementation Plan 2017-2019 published in November 2017 by the Department of Education and Skills. In line with the principle that "STEM education should be for learners of all backgrounds, ability and gender", underpinning the policy statement, the aims of the policy include the aim to address the gender imbalance in the take-up of STEM subjects in schools, with a particular focus on uptake by females. Success in this regard is to be measured against targets to increase uptake of STEM subjects by females by 40% by 2026. The focus has now moved to implementation and monitoring progress.

140. A review of the existing research base on barriers to the uptake of STEM careers by females has been completed. Work is also ongoing by the Department of Education and Skills in collaboration with Science Foundation Ireland on promotion of STEM careers to young people and parents, having particular regard to the gender imbalances in the sector, with a "Gender Balance in STEM" advisory group established. The first part of a STEM education awareness campaign with an outdoor advertisement campaign ran in January 2019 in conjunction with Science Foundation Ireland and this will continue in 2019.

141. A pilot collaborative government-industry-education programme, "Smart Futures"³⁰, was launched in 2013 to provide post-primary school students in Ireland with information about careers in science, technology, engineering and maths (STEM). The Smart Futures Strategy was then formally launched in April 2014 as part of the Action Plan for Jobs. The programme is managed by Science Foundation Ireland in collaboration with Engineers Ireland's STEPS programme, and includes an online portal of career resources, and

³⁰ <https://www.smartfutures.ie/>

- facilitates visits and school talks by partner companies. An evaluation of the performance of the programme over 2014-2016 was published in January 2019.
142. The Women ReBOOT programme (see box below) is targeted at attracting women returners to the technology sector.
143. Encouraging women and girls to consider apprenticeship as a means of launching or developing their careers is a specific focus of the national promotional campaign, Generation Apprenticeship. Women feature strongly in the campaign, which is led by the Apprenticeship Council with co-ordination support from SOLAS, and promotes apprenticeship on TV, radio and on social media.
144. In February 2015, the seven universities, fourteen institutes of technology and the Royal College of Surgeons in Ireland signed up to the Athena SWAN Charter committing them to advance women's careers in science, technology, engineering, mathematics and medicine (STEMM) employment in academia. The Athena SWAN Charter is an academically-led initiative launched in the UK in 2005 to address the loss of women from science, engineering and technology disciplines. The extension of the Athena SWAN Charter to Ireland represents the first time that the scheme is being run outside of the U.K. As of May 2019, 11 Higher Education Institutions (HEIs) have achieved bronze awards under Athena SWAN, and 20 Departments in HEIs have achieved bronze awards.
145. The Irish Research Council's Gender Strategy and Action Plan 2013-2020, which was published in December 2013, aims to ensure gender equality in the research arena by encouraging more equal representation in the research population and by ensuring that the results of research can be applied to both males and females.
146. Enterprise Ireland's most recent census of the FinTech sector in Ireland indicated that, in 2018, 60% of Irish FinTechs have one or more females represented on executive teams, while 13% have a 50:50 gender balance in their company overall.³¹

Life-long education and training

147. The most recent data (enrolments 2018) on further education provision indicates that 76% of community education programme participants, 59% of adult literacy programme participants, 61% of Vocational Training Opportunities Scheme (VTOS courses) participants and 74% of participants on courses offered under BTEI were female. The data for Post Leaving Certificate (PLC) programmes, which represent the largest component of full-time FET provision in Ireland, indicates that 61% of participants were female. From across a broad range of vocational training opportunities offered by the ETBs, the most recent data indicates that in excess of 60% of places were taken up by females. In 2018, female learners earned 59% of all QQI certificates awarded in the FET sector.

³¹ Enterprise Ireland, Ireland Fintech Census 2018). <https://www.enterprise-ireland.com/en/Publications/Reports-Published-Strategies/Ireland-FinTech-Census-Report.pdf>

Educational supports for young mothers

148. Since its establishment in 2001, the HSE Crisis Pregnancy Programme (formerly the Crisis Pregnancy Agency) has worked closely with Government Departments and Agencies to reduce the incidence of crisis pregnancy, including abortion, among women living in Ireland. The number of births to teenage mothers fell from 3,087 in 2001 to 1,381 in 2013, while the birth rate among teenage girls (15-19 year old) in 2013 was 10.4 per 1000, down from 20 per 1000 in 2001. A further reduction in the teenage birth rate to 6.9 per 1,000 was recorded for 2017. Of 980 teenagers who had babies in 2018, 22 were aged under 16.
149. Since January 2014, the Child and Family Agency, Tusla, has operational responsibility for the School Completion Programme, including the allocation of funds to local projects. The Teen Parent Support Programme (TPSP) is currently available at 11 locations around the country.³² TPSPs target pregnant or parenting second level students, who, without additional supports, are identified as being at risk of dropping out of school during pregnancy or at risk of not returning to school after the birth of their child. Targeted supports include a contribution towards tuition, childcare costs, transport, uniforms, books and exam fees. TPSPs support approximately 400 individuals each year, 20% of whom are young mothers who were already early school leavers when they became pregnant. Among other supports available to young mothers is a Home Tuition Grant scheme for post-primary students on maternity related absences, who are enrolled in a recognised school at post-primary level but whose education may be disrupted due to pregnancy. It is intended as an interim provision to assist girls to complete their education at second level, with up to 90 hours tuition offered over a 6 month period.³³

Educational supports for Travellers and Roma

150. Responding to specific actions in the National Traveller and Roma Inclusion Strategy (NTRIS) and the DEIS (Delivering Equality of Opportunity in Schools) Plan 2017, a two year Pilot Programme (to end June 2021) is to target attendance, participation and retention in specific Traveller and Roma Communities. Partners in the pilot include: Tusla Educational Welfare Services, Department of Education and Skills, Department of Justice and Equality, Traveller and Roma representative bodies, the host organisations and local Traveller Representative Groups. The pilot locations are Tuam, Co. Galway, North County Dublin and Wexford. There are four positions in each pilot; one Education Welfare Officer (EWO), one Home School Community Liaison (HSCL) and two Traveller and Roma Education Workers (funded by the Department of Justice and Equality). The commencement date of the Pilot will coincide with the beginning of the new school year in

³² <http://tpsp.ie/about.PAGE3.html>

³³ <https://www.education.ie/en/Parents/Services/Home-Tuition/>

September 2019, and an external evaluation will be procured to carry out qualitative research and prepare research reports.

Examples of measures taken include the following:

Skillnet Ireland's Women ReBOOT programme	
Description	Women ReBOOT programme is supported by forty technology employers, and delivers upskilling and career management supports to women, combined with the guarantee of a work placement. The programme is delivered in partnership with Technology Ireland Software Skillnet.
Aims and scope	The Women ReBOOT programme tackles two major challenges for the technology sector: sourcing the talent and skills needed for greater industry growth as the Irish economy approaches full employment and also helping to resolve the gender imbalance with the technology sector.
Target population	The programme targets women with previous experience and qualifications in ICT who left the technology sector on career break and now wish to rejoin the sector.
Impact evaluation and lessons learned	With over 200 women having completed the programme to date, tracking of participants after course completion indicates that the programme has a conversion rate to employment of 82%.
Links to further information	https://www.softwareskillnet.ie/women-reboot/

2.3 Freedom from violence, stigma & stereotypes (Q.13-18)

Critical areas of concern:

- D. Violence against women**
- I. Human rights of women**
- J. Women and the media**
- L. The girl child**

Q13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

Intimate partner violence/domestic violence, including sexual violence and marital rape

Sexual harassment and violence in public places, educational settings and in employment

Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)

Femicide/Feminicide

Violence against women in politics

Child, early and forced marriages

Female genital mutilation

Other harmful practices

Trafficking in women and girls

Other

Renewal of National Strategy on Domestic, Sexual and Gender-based Violence

151. On the conclusion in of Ireland's first national strategy on domestic, sexual and gender-based violence 2010-2014, Cosc, the National Office for the Prevention of Domestic, Sexual and Gender-based Violence, engaged in extensive consultations with a wide range of State and non-State stakeholders to inform the priorities for its successor. A final review of the First National Strategy was completed in the summer of 2014. Invitations to 100 groups and individuals to partake in the review and suggest proposals for the second strategy resulted in 34 submissions which fed into the development of the second strategy. A national consultation forum on a new strategy was held in Dublin Castle in November 2014 attended by the Minister for Justice and Equality, the Minister of State for New Communities, Culture and Equality, and stakeholders from state and non-governmental organisations. A winter consultative forum on actions to implement the Second National Strategy was held in November 2015.

152. The Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021 and Action Plan was agreed by Government in January 2016. The Strategy is structured around three high level goals, namely prevention, which includes awareness raising, training and education; services to victims and holding perpetrators to account; and data gathering, monitoring and research in support of these goals.

153. Forms of violence targeted under this Strategy were sexual violence, domestic violence, and gender-based violence. In terms of sexual violence, the focus was on refining and supplementing the extensive existing law on sexual crime, including to comply with efforts at EU level to coordinate the law in this area. Domestic violence would be addressed including through a consolidation and reform of legislation and other measures to improve policing of this issue. The Strategy also planned to shed further light on the broad scope

of gender-based violence, including gender-based violence against women, and male victims of domestic violence. The issue of gender-based violence and the systematic use of rape as a weapon of war is addressed as part of Ireland's Second National Strategy on Women, Peace and Security (please see response to Q26).

National action plans on human trafficking

154. Ireland is fully committed to addressing the challenges of human trafficking. Co-ordination of national efforts in this area is the responsibility of a dedicated Anti-Human Trafficking Unit established in 2008 in the Department of Justice and Equality.
155. Ireland's first National Action Plan to Prevent and Combat Human Trafficking in Ireland was adopted in 2009 and reviewed in consultation with stakeholders in 2011. Ireland's obligations under Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims are met through the Criminal Law (Human Trafficking) Act 2008 and the Criminal Law (Human Trafficking)(Amendment) Act 2013, which are the primary legislation that deal with human trafficking in Ireland. Under these Acts, courts can impose penalties of up to life imprisonment and unlimited fines on those convicted of trafficking people for labour or sexual exploitation, removing a person's organs, forced criminality or forced begging. On 4 February 2019, Ireland ratified the ILO Forced Labour Protocol, which reinforces the international legal framework for combatting all forms of forced labour including trafficking in persons.
156. The Second National Action Plan was launched in October 2016 to build on the work carried out to date, leveraging and building on international and domestic experience, and provide for new initiatives in order to address human trafficking in all its forms. This Second National Action Plan outlines in Part 1 the structures and policies that have been put in place to address human trafficking and support its victims. Part 2 of the plan outlines the priorities that have been identified to further address this issue and set out clear targets for delivery.

Violence against Women in the context of the National Strategy for Women and Girls

157. Combating violence against women was identified as one of the six high-level objectives to be pursued under the new National Strategy for Women and Girls adopted in May 2017. It was noted that an increasing number of women, particularly younger women, were experiencing instances of harassment online, such as revenge pornography. In the Strategy, the Government committed to bringing forward legislative proposals to provide for offences relating to harmful communications.

Sexual harassment and Harassment and Consent

158. The statutory Code of Practice on Sexual Harassment and Harassment at Work, first published by the Equality Authority in 2002 and updated in 2012, is currently under review by the Irish Human Rights and Equality Commission (IHREC). The Code of Practice aims

to give practical guidance to employers and employees on how to prevent sexual harassment and harassment at work and how to put procedures in place to deal with it.

159. Supported by Cosc, the 2013 study from the Union of Students in Ireland, "Say something: a study of students' experiences of harassment, stalking, violence and sexual assault", highlighted this issue in the context of higher education. An action was subsequently included in the Second National Strategy on Domestic Sexual and Gender-based Violence aiming to prevent and combat sexual violence and harassment in higher education. This action was pursued through the Ending Sexual Harassment and Violence in Third Level Education Project (ESHTE) funded by the EU Commission's Daphne III programme. The project, involving 15 higher education institutions and associated students unions in 4 EU Countries, aimed to prevent and combat sexual violence and harassment (SVH) and build a culture of zero tolerance in universities and 3rd level institutions throughout Europe. The projects was led by the National Women's Council of Ireland; with core partners the Mediterranean Institute of Gender Studies (MIGS) Cyprus; The Women's Issues Information Centre (WIIC); and Rape Crisis Scotland (RCS), UK. The "It stops now" campaign developed a toolkit to tackle sexual violence and harassment in the higher education context, which has been promoted on social media and through training sessions, webinars and posters.³⁴

160. Staff and student representatives of all higher education institutions participated in a workshop on consent convened by the Minister of State for Higher Education in October 2018. This event was followed by the development of the *Framework for Consent in Higher Education Institutions: "Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions"*, by an Expert Advisory Group. Launched in April 2019, the framework addresses institutional culture, processes and policies, and targeted initiatives for students and staff, including direct student-facing activities that promote an understanding of consent, an education plan to support students and staff, systems for measuring the effectiveness of initiatives and accessible trauma-informed services.³⁵

Q14. What actions has your country prioritized in the last five years to address violence against women and girls?

☑ Introduced or strengthened violence against women laws, and their enforcement and implementation

☑ Introduced, updated or expanded national action plans on ending violence against women and girls

³⁴ ItStopsNow www.itstopsnow.org

³⁵ <https://www.education.ie/en/Press-Events/Press-Releases/2019-press-releases/PR19-04-05.html>

Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)

Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)

Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)

Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls

Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls

Other

Action under the Second National Strategy on Domestic, Sexual and Gender-based Violence

161. The first National Strategy on Domestic, Sexual and Gender-based Violence ran from 2010 to 2014. The second National Strategy runs from 2016 to 2021. The Strategy sets out a whole-of-Government approach to these issues. It has three overarching aims: to change societal attitudes, to hold perpetrators to account and to improve the support that is available to victims.

162. A priority for Government in this period was for the inclusion in Action Plans under the Second National Strategy on Domestic, Sexual and Gender-based Violence of measures required in order to enable Ireland to ratify the Istanbul Convention, and to implement the EU Victims Directive. Having signed in 2015, Ireland ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) on 8 March 2019, International Women's Day³⁶. As the Convention has a broad scope across a number of policy areas with administrative, policy and legislative implications, ratification was preceded by an examination to identify the actions necessary for its implementation which in turn informed the priorities for the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021 (see Q13 above). A major step in the process was enactment of a package of legislation enabling Ireland to effectively tackle these serious crimes at home and abroad. This included the Criminal Justice (Sexual Offences) Act 2017, the Victims of Crime Act 2017, the Domestic Violence Act 2018 consolidated current legislation and incorporating new

³⁶ On 8 March 2019 Ireland became the 34th State to ratify the Convention, which will enter into force in Ireland on 1 July 2019.

reforms such as creation of a new offence of coercive control,³⁷ and the Criminal Law (Extraterritorial Jurisdiction) Act 2019 criminalising serious offences committed abroad by Irish citizens or residents.³⁸

163. Screening in the Irish Refugee Protection Programme now includes reference to Domestic Violence.³⁹

164. The report of a policy review of the Sexual Assault Treatment Unit (SATU) service led by the Department of Health has recently been published and identified opportunities to strengthen the health services provided to survivors of sexual assault. The majority of patients that use this service are women. The review identified 10 practical and specific actions which can be implemented now to create a more sustainable service for the patients that depend on it and staff that deliver it. These actions include increasing the number of full-time staff in the service, and establishing a formal national management structure to strengthen national decision-making. An additional €0.55 million has been allocated to fund these actions. These actions will build on the holistic approach to caring for survivors of sexual assault and will enable SATU to have a stronger role in prevention, response, recovery, and redress for victims of sexual assault. Raising awareness of issues relating to consent and sexual violence is an element of this work, and the possibility of aligning the work of SATU with developments in responding to sexual violence in other sectors, such as education and justice, is being explored. A Joint Implementation Project Team, co-chaired by Department of Health Officials and the Health Service Executive's (HSE's) National Women and Infants Health Programme, is to submit a progress report to the Minister for Health after its first 100 days in operation.

Oireachtas Dignity and Respect Policy

165. On 29 March 2019, the Houses of the Oireachtas Commission, which provides for the running of the Houses of parliament, published a Dignity and Respect Policy. This policy has been formally adopted by all political parties. An online survey of Members and staff is being conducted across the organisation to help determine the extent to which bullying, harassment and sexual harassment may be an issue within the Houses of the Oireachtas.⁴⁰

Research

166. Building on the first EU-wide survey on violence against women, published in March 2014, plans are being advanced at EU level for a new survey on gender-based violence, to be piloted in 2018-2019 before being deployed for data collection in 2020-2022.⁴¹

³⁷ <http://www.justice.ie/en/JELR/Pages/PR19000001>

³⁸ <http://www.cosc.ie/en/COSC/Pages/PR19000014>

³⁹ <http://www.cosc.ie/en/COSC/Pages/WP08000096>

⁴⁰ <https://www.oireachtas.ie/en/press-centre/press-releases/20190327-houses-of-the-oireachtas-commission-publishes-dignity-respect-policy/>

⁴¹ <https://fra.europa.eu/en/news/2019/towards-european-survey-gender-based-violence>

167. Information on the prevalence of sexual violence and harassment affecting women students in higher education in Ireland was provided in 2017 by the ESHTe (Ending Sexual Harassment and Violence in Third-Level Education) project⁴², an EU-funded initiative led by the National Women's Council of Ireland (NWCI) in partnership with organisations from Cyprus, Lithuania, Scotland and Germany. The report provided an overview of EU level data and research and country level data. The findings for Ireland included that 11% of women students surveyed had been subjected to unwanted sexual contact, 5% were rape survivors with further 3% survivors of attempted rape, and 31% of women reported feeling harassed. In recent years a number of the third level institutions have established sexual consent programmes and workshops for their students, with a significant positive impact on the students. More recently, a new Framework for Consent in Higher Education Institutions has been introduced (please see example below).
168. At national level, an expert Scoping Group was convened by the Department of Justice and Equality to consider the availability of data and make recommendations on a study to identify the prevalence of, and emerging trends in relation to, sexual abuse and violence in Ireland. Having considered this group's report, on 20 November 2018 the Government approved a new national survey on the prevalence of sexual violence in Ireland. A Memorandum of Understanding regarding the undertaking of the survey was signed in January 2019 by the Department of Justice and Equality and the CSO and funding of €150,000 has been provided for preparatory work in 2019. The CSO has now begun the preparatory work on the large scale survey, called the Sexual Violence Survey (SVS), which will look in detail at the experience of sexual violence and abuse for both women and men in Ireland, with repeat surveys every decade. The estimated timeline for completion is up to five years, including a full first year of technical research, design, specialist training and preparation. The preparatory phase will also involve a stakeholder consultation process, consideration of best international practice and the conducting of a full pilot survey in the field in 2020.
169. In 2018, the Minister for Justice and Equality initiated a review of the protections for vulnerable witnesses in the investigation and prosecution of sexual offences – from the reporting of an offence through to the end of any court proceedings. The terms of reference were informed by consultations with NGOs. An expert in the law on sexual offences is leading the review process which has included extensive consultations. The report arising from the review is due to be submitted to the Minister in the coming weeks.⁴³
170. The Minister for Justice and Equality also announced in May 2019 he was commissioning an independent specialist in-depth research study on the provision of supports to families who are victims of familicide and on international best practice in the conduct of Domestic Homicide Reviews.⁴⁴

⁴² https://www.nwci.ie/news/article/ESHTe_Project_Update

⁴³ <http://www.justice.ie/en/JELR/Pages/PR18000279>

⁴⁴ <http://www.justice.ie/en/JELR/Pages/PR19000134>

Actions to Prevent and Combat Human Trafficking in Ireland

171. The Second National Action Plan to Prevent and Combat Human Trafficking in Ireland (see response to Q13 above) sets out 65 actions designed to crackdown on individuals and gangs involved in the crime, to support victims, to raise public-awareness, and to enhance training for those likely to encounter victims. Details of victim services, specialised units and the National Referral Mechanism supported under the National Action Plan can be found on the dedicated Anti Human Trafficking website www.blueblindfold.gov.ie. The most recent Annual Report was published in October 2018 and outlines the extent of human trafficking in Ireland in 2017, including statistical information on all victims reported to An Garda Síochána, significant cases, and the State's activities to combat trafficking.⁴⁵

The following are examples of measures taken:

National Strategies on Domestic, Sexual and Gender-based Violence 2016-2021	
Aims and scope	The Second National Strategy on Domestic, Sexual and Gender-based Violence was adopted in 2016, and succeeded the first strategy that ran from 2010 to 2014. The Strategy sets out a whole-of-government and whole of population approach to these issues, with three overarching aims – to change societal attitudes, to hold perpetrators to account, and to improve the support that is available to victims.
Impact evaluation and lessons learned	<p>A final review of the First National Strategy was completed in the summer of 2014. Invitations to 100 groups and individuals to partake in the review and suggest proposals for the next strategy resulted in 34 Submissions which fed into the development of the second strategy. The 2010-2014 national strategy achieved improvements in respect of victims' experience of State services, increased accountability of perpetrators, increased awareness of and improved attitudes towards gender-based violence, improved prevention, further policy making in the sector, and improved research and data collection.</p> <p>The Second National Strategy was informed by a national consultation forum held in Dublin Castle in November 2014. A winter consultative forum on actions to implement the Second National Strategy was then hosted by the Minister for Justice and Equality in November 2015, attended by stakeholders from state and non-governmental organisations. To enhance responsiveness, the second national strategy is a living document, and has actions added on an ongoing basis. Currently, 72 actions are being pursued with 13 of these having been added since publication in 2016. Work on these actions is ongoing, with a review undertaken at the end of each year to monitor progress. Highlights to date under the second strategy include commencement of the Domestic Violence Act 2018, ratification of the Istanbul Convention, and the ongoing national awareness campaign.</p>

⁴⁵ Sources: <http://blueblindfold.gov.ie> and http://www.justice.ie/en/JELR/Pages/human_trafficking

Links to further information	www.cosc.ie
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Framework for Consent in Higher Education Institutions: “Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions”	
Description	In April 2019, the Minister of State for Higher Education launched the Framework for Consent in Higher Education Institutions: “Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions”.
Aims and scope	The Minister of State for Higher Education held a workshop in Dublin Castle on 4 October 2018 to hear first-hand from institutions, academics and students about issues concerning sexual violence and harassment in higher education institutions. Following the workshop, an Expert Advisory Group was convened comprising academics, students and leaders in the area of sexual health among students, and tasked with devising standards aiming to ensure the creation of an institutional campus culture which is safe, respectful and supportive and that all institutions will be required to implement.
Target population	All higher-education institutions, their staff and students. The Framework sets out aims for students, for the Higher Education Authority, the Department of Education and Skills, for higher education institutions themselves and for staff of institutions.
Budget	Funding of €400,000 is to be made available over the period 2019-2020 to assist institutions in its implementation.
Impact evaluation and lessons learned	The recommendations and the supporting framework were informed by three current initiatives, the ESHTTE (Ending Sexual Harassment and Violence in Third-Level Education) project ⁴⁶ led by the National Women’s Council, the SMART Consent programme ⁴⁷ run by NUI Galway, and the Bystander Intervention programme ⁴⁸ in UCC.
Links to further information	https://www.education.ie/en/Press-Events/Press-Releases/2019-press-releases/PR19-04-05.html

⁴⁶ https://www.nwci.ie/news/article/ESHTTE_Project_Update

⁴⁷ <http://www.nuigalway.ie/smartconsent/>

⁴⁸ <http://bystanderintervention.ucc.ie/>

Q15. What strategies has your country used in the last five years to prevent violence against women and girls?

- Public awareness raising and changing of attitudes and behaviours**
- Work in primary and secondary education, including comprehensive sexuality education**
- Grassroots and community-level mobilization**
- Shifting the representation of women and girls in the media*
- Working with men and boys**
- Perpetrator programmes**
- Other*

Awareness raising

172. There is a high level of awareness in Ireland of sexual harassment and gender-based violence. A 2008 study by Cosc of attitudes to domestic abuse in Ireland found a large majority of the Irish population exhibited high levels of awareness of the problem of domestic abuse, perceiving domestic abuse against women to be a common and increasing problem and having a broad definition of what constitutes domestic abuse, with little evidence pointing to significant changes in many attitudes to domestic abuse over the previous ten years.⁴⁹ Campaigns from Cosc and the EU, ongoing work by women's groups and other civil society groups, and the global #MeToo movement have all contributed to maintaining this high level of awareness.

173. In November 2016, the Tánaiste (Deputy Prime Minister) and Minister for Justice and Equality launched a major awareness campaign on domestic violence, and 2018, led by Cosc, the National Office for the Prevention of Domestic, Sexual and Gender-based Violence. The campaign, 'whatwouldyoudo?' was undertaken over 3 years, from 2016 to 2018, as part of the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021, and was informed by consultation with stakeholders including civil society.⁵⁰

174. On 8 March 2019, International Women's Day, WIN International published statistics as part of the 2018 WIN World Survey ranking 40 countries on gender equality, sexual harassment and violence. The Irish research was carried out by Red C research. The survey reported that Ireland has the highest level of claimed sexual harassment in Europe with 32% of Irish women between the ages of 18 and 34 saying they had experienced some form of sexual harassment in the last 12 months. That was the highest level in Europe, and the second highest out of all 40 countries surveyed.

⁴⁹

<http://www.cosc.ie/en/COSC/attitudes%20to%20domestic%20abuse%20in%20Ireland%20exec%20summary.pdf/Files/attitudes%20to%20domestic%20abuse%20in%20Ireland%20exec%20summary.pdf>

⁵⁰ <http://www.cosc.ie/en/COSC/Pages/WP11000001> and <https://whatwouldyoudo.ie>

175. A further 3-year major national awareness campaign on sexual harassment and sexual violence, 'No Excuses', was launched on 9 March 2019 by the Minister for Justice and Equality as part of the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021, and was informed by consultation with stakeholders including civil society⁵¹. This campaign is also led by Cosc, and is intended to be a high impact media campaign to reach a national audience featuring TV, cinema, radio, outdoor, social and digital advertising.

Community involvement

176. The important role that the community and voluntary sector has played over the years in bringing these issues into public consciousness and in promoting changes in the law and in practice is acknowledged in the Second National Strategy for Domestic, Sexual and Gender-based Violence, and the sector have become critical friends of the relevant Government departments and agencies in advancing this agenda.⁵² The community and voluntary sector, continue to work in collaboration with the State agencies in ensuring the delivery of a successful strategy.

177. In addition, engagement with crime victim support services remains an important element in informing overall policy development in the victim of crime area. In this regard Victims Services Consultative Fora, the most recent of which was hosted by the Department's Victims of Crime Office in April 2018, brings together representatives from the respective criminal justice agencies which support victims of crime, with representatives from the victim support service organisations funded by the Victims of Crime Office (of which there are 57 such services in 2019). The main purpose of events of this nature are to discuss with victim support groups as to how the Victims of Crime policy legislation is being implemented across the criminal justice agencies and to allow the groups engage with representatives in relation to each agencies/services' work on these matters.

Engagement with men and boys

178. The activities of Cosc have included funding a national MANUP campaign aimed at engaging men to stand up against domestic and sexual violence, and the White Ribbon campaign for activities focussed on engaging men as advocates against such violence.

Perpetrator programmes

179. The Probation Service in partnership with NGOs continues to lead on sex offender treatment programmes in the community, of which two are in operation in Dublin, and one in Cork. The Probation Service and the Irish Prison Service psychology service are also delivering on *Building Better Lives (BBL)* group programmes within prisons, which were

⁵¹ <http://www.justice.ie/en/JELR/Pages/PR19000131>

⁵² <http://www.cosc.ie/en/COSC/Pages/WP08000096>

introduced in 2009 under the national Sex Offender Management Policy: 'Reducing Re-offending, Enhancing Public Safety.'⁵³

180. With regard to intervention programmes, prior to 2017, three organisations - MOVE Ireland, South East Domestic Violence Intervention Programme (SEDVIP) and the North East Domestic Violence Intervention Programme (NEDVIP) – were funded by Cosc in running separate domestic abuse intervention programmes with men. From 2017 onwards, under the Second National Strategy on Sexual, Domestic and Gender-based Violence, roll-out began of a uniform national domestic violence intervention programme, the Choices Programme. This programme works with men who engage in domestic abuse and provides support to their partners/ex-partners. It involves a number of different components including one to one work, group work and partner support work. Choices is currently being delivered in 18 site locations across the State by the three organisations mentioned above. Annual state funding of approximately €950,000 is being made available in 2019 to support the programme.

Examples of measures taken include the following:

What would you do? National awareness campaign on domestic violence	
Description	A national awareness campaign, which is a key action in the strategy, is ongoing. The campaign was sought by and is supported by NGO stakeholders. The campaign focused on domestic violence to end 2018. A follow-on campaign in 2019 is to focus on sexual violence.
Aims and scope	The overall aim of the campaign is to increase the awareness of domestic and sexual violence, to bring about a change in long established societal behaviours and attitudes and to activate bystanders with the aim of decreasing and preventing this violence. It recognises that women and men are victims of such crimes.
Target population	The general population, with a focus on bystanders and witnesses to domestic violence.
Budget	Funding of €950,000 was secured in each of 2016, 2017, 2018 and 2019 to run this campaign. In addition, funding of €500,000 in total was awarded over 2018-2019 under the Dormant Accounts Fund to localise the campaign message.
Impact evaluation and lessons learned	Independent evaluation and attitudinal research of the campaign was carried out in 2017 and again in 2018. Overall, the campaign was found to have performed strongly, achieving very high awareness and a positive impact. 75% of respondents considered the campaign to be effective. 10% of respondents in January 2018 claimed to have intervened in situations, which increased to one in seven in October 2018. Just under a third said they intervened by offering support to the victim, as is recommended by the campaign.

⁵³ <https://www.irishprisons.ie/prisoner-services/treatment-of-sex-offenders/>

	To mitigate the difficulties inherent in a long and technically demanding public procurement process, Cosc engaged pitch consultants to support it in this process. The first burst of the campaign used provocative imagery of a portrayal of domestic violence. Following the accidental placement outside a school entrance of a campaign poster, additional measures were taken to ensure future campaign bursts strictly adhered to the General and Children's Commercial Communications Code of the Broadcasting Authority of Ireland. The high-impact campaign image also drew criticism from some in the NGO sector. Analysis of public opinion of the image and its impact was included in the campaign evaluation, and a less provocative replacement used in later phases.
Links to further information	whatwouldyoudo.ie

Q16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- Introduced or strengthened legislation and regulatory provisions**
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings**
- Worked with technology providers to set and adhere to good business practices**
- Other**

Coordinated, cross-government approach to online safety

181. In late 2013, the Minister for Communications, Energy and Natural Resources appointed a group of independent experts, the Internet Content Governance Advisory Group, to address a range of issues related to online content following a number of incidents concerning children's and young people's use of the internet. The ICGA Group submitted its report in June 2014, which highlighted the potential harmful effects of online content on teenage girls and of cyberbullying more generally. The Government has committed to implementing these recommendations.⁵⁴

182. Many of the issues arising, including the management of internet safety functions, were subject to further detailed examination by the Law Reform Commission in its report on 'Harmful Communications and Digital Safety' in September 2016. Actions were included

⁵⁴ <https://www.dcae.gov.ie/en-ie/news-and-media/press-releases/Pages/Communications-Minister-announces-new-framework-for-the-oversight-of-internet-content.aspx>.

in the National Strategy for Women and Girls 2017-2020 to bring forward legislative proposals to provide for offences relating to harmful communications.

183. The Government's first Action Plan for Online Safety 2018-2019 was launched by the Taoiseach in July 2018. Among the actions being progressed are legislating for new criminal offences and revising the regulatory framework for on demand audio-visual media services. A single online access point, www.gov.ie/besafeonline, has been created to act as the Government's Online Safety Hub through which all available Online Safety resources can be accessed (see example below). The Action Plan also identifies three areas for engagement with the ICT industry - in connection with removing illegal and harmful material online, working with online platforms based in Ireland to advance Online Safety measures, and working with industry to develop a practical guide for online platforms and interactive services to support best practice in Online Safety in design.⁵⁵

Strengthening legislation

184. The Government is supporting the passage through the Oireachtas of a Private Members Bill, the Harassment, Harmful Communications and Related Offences Bill 2017, with a view to strengthening the legislation in this area in line with its commitments in the National Strategy for Women and Girls. The aim of the Bill is to tackle certain behaviours that have become more prevalent online in the last number of years, introducing two new offences for the first time to tackle the distribution of intimate images without consent, commonly referred to as "revenge pornography" and "upskirting", extending the offence of sending a threatening, false, indecent or obscene message to cover messages sent by any means of communication, and extending the current offence of harassment contained in section 10 of the Non-Fatal Offences Against the Person Act 1997 to include all forms of communication to or about another person. It is also proposed to introduce a distinct offence of stalking, which will cover stalking online and offline.

Internet Safety for students, parents and schools

185. The Government's Online Safety Hub, a single online access point www.gov.ie/besafeonline provides links to a wide range of online safety with specific resources and information for parents, teachers, children and young people from the six key Government Departments responsible for the implementation of the Government's Action Plan on Online Safety.

186. Awareness on internet safety for schools is carried out by the Professional Development Service for Teachers (PDST- Technology in Education) in partnership with the Safer Internet Ireland Project. Webwise, an internet safety initiative co-funded by the Department of Education and Skills and operated by the PDST Technology in Education, promotes the autonomous, effective, and safer use of the internet by young people through a sustained information and awareness strategy targeting parents, teachers, and children themselves

⁵⁵ <http://www.justice.ie/en/JELR/Pages/Cybercrime>

with consistent and relevant messages including guidance on acceptable usage in schools. Among the resources developed by Webwise are “UP2US”, “My Selfie and the wider world”; “Lockers”; the online Parenting Hub: Webwise Parents (launched 2017); and the ‘Be in Ctrl’ resource to support teachers to address the topic of online sexual coercion and extortion with their students (2018). The PDST Technology in Education also provide continuous professional development and resources for teachers to integrate the safe and ethical use of the internet into teaching and learning in their schools.

Addressing bullying, including cyberbullying in educational settings

187. The Department of Education and Skills’ Action Plan on Bullying, which was published in January 2013, sets out a comprehensive approach to tackling all forms of bullying, including identity-based bullying and cyber bullying, to promote positive, inclusive environments in all schools. The actions focus on support for schools, teachers’ professional development, research and awareness-raising. A number of the actions in the plan have been implemented in full. Other actions by their nature involve ongoing implementation. National Anti-Bullying Procedures for Primary and Post-Primary schools were published in September 2013 and are currently being implemented by all 4,000 primary and post-primary schools in the country. The procedures include specific requirements in relation to the use of prevention and education strategies and the consistent investigation, follow up and recording of bullying behaviour. Inspection models for evaluating the Social, Personal and Health Education (SPHE) programme and for whole-school evaluation (WSE) have been adapted to include more evidence gathering on the effectiveness of schools’ actions to create a positive school culture and to prevent and tackle bullying. Since January 2014, the questionnaires routinely administered to parents and pupils/students as part of whole-school evaluation also seek views on aspects contributing to a positive school culture.

188. Since 2014, the Department of Education and Skills has provided grant funding to Belongto Youth Services, to support its Stand Up campaign in regard to homophobic and transphobic bullying in schools and funds the National Parents Council to deliver anti-bullying training for parents. The Department also provides grant funding to the National Anti-Bullying Research and Resource Centre at Dublin City University towards its research programme and maintenance of the www.tacklebullying.ie online resource.

Q17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media

- Introduced binding regulation for the media, including for advertising*
- Supported the media industry to develop voluntary codes of conduct**
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media*
- Promoted the participation and leadership of women in the media**
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media*
- Other**

189. Civil society as well as practitioners in the media industry are increasingly engaged in measures to address gender bias in the portrayal and active participation of women and girls in the media in Ireland.

Advertising Standards Authority of Ireland

190. Beginning in 2013, the Advertising Standards Authority for Ireland (ASAI) conducted a review and public consultation to update the existing ASAI Code of Standards for Advertising and Marketing Communications. The new 7th edition of the Code was published in September 2015 and came into force in March 2016. The Code continues to require marketing communications to respect the dignity of all persons and avoid causing offence on specified grounds, including that of gender. Such communications should respect the principle of equality of men and women, and should avoid gender stereotyping and any exploitation or demeaning of men or women. The Code also requires marketing communications to be responsive to the diversity in Irish society and in portraying or referring to minority groups or vulnerable people.⁵⁶ Advertising self-regulation in Ireland has existed for over 30 years. The Advertising Standards Authority for Ireland is the independent self-regulatory body set up in 1981 and is financed by the advertising industry. It is committed, in the public interest, to promoting the highest standards of commercial marketing communications - including advertising, promotional marketing and direct marketing – and to ensuring that such communications are 'legal, decent, honest and truthful'.

Broadcasting Authority of Ireland

191. In 2014, the Minister for Communications, Energy and Natural Resources requested that the Broadcasting Authority of Ireland (BAI) and both public service broadcasters, RTÉ and TG4, include a statement on gender equality in their Annual Report and Accounts.

192. Under its current 3 year Strategy (2017), the BAI has developed a Gender Action Plan within the framework of the Council of Europe Recommendation to Member States on

⁵⁶ <https://www.asai.ie/amendment-to-code/new-code-of-standards-for-advertising-and-marketing-communications-unveiled-by-the-advertising-standards-authority-for-ireland-asai/>

gender equality in the audio-visual sector, adopted in September 2017. The Gender Action Plan was launched in April 2018, with 4 areas prioritised for action. The Plan is centred on the BAI's Statement of Strategy 2017-2019 under the theme of Promoting Plurality and Diversity to 'foster a media landscape that is representative of, and accessible to, the diversity of Irish society'. Specifically, the key deliverable associated with this objective states that the BAI will 'develop, implement and review an action plan that supports increased representation of the diversity of Irish society in the broadcast media with particular focus on gender and the Irish language'. The Plan is also positioned within the framework of the Council of Europe Recommendation addressing key areas such as data collection and publication; supporting research; encouraging the development of gender initiatives internally, and with stakeholders; and enhancing accountability processes, including compliance monitoring and reporting.

193. With regard to Data collection and publication, the BAI initially amended its Sound & Vision application form to enable the collection of gender data on the creative roles of Producer, Director and Writer. In mid-2018, two further creative roles (editor and director of photography) were also added. This means that applicants for BAI funding have to outline the gender of these 5 creative roles at application stage. This supports data collection and will ultimately lead to the publication of robust data. Furthermore, Sound & Vision contractors must also report on the gender of these key creatives roles in order to draw down the final tranche of payment. There are also further plans to collect and publish data such as gender breakdown in broadcasting licensees' management structures, and funding allocation from Sound & Vision.
194. The Plan also caters for the supporting of gender research within the audiovisual sector, preferably in partnership with other bodies. In terms of the development of gender initiatives, the BAI has committed to continue working on delivering training and development initiatives which enable women to increase their representation in the media (e.g. Women on Air training, Women in Film and Television mentoring, etc). In total, the BAI has funded €108,000 worth of training and development initiatives in 2018 and 2019, aiming at better gender balance in the Irish audio-visual sector.
195. Finally, and with a view to harnessing the creative opportunities presented by the Sound & Vision fund, the BAI launched on International Women's Day a call for applications under Sound & Vision for Women's Stories. This special call aimed at increasing the number of projects (factual, drama, animation, sport, etc) focussing on telling women's stories, thereby attempting to re-balance the narrative.
196. In addition, Sectoral Learning & Development and Sponsorship funding initiatives by the BAI include promoting women's participation in the media. Projects funded in 2018 included a training initiative by Women on Air (please see response to Q20) and

sponsorship of a Summit on Women in the International Film Industry, by the Writers Guild of Ireland.⁵⁷

Media monitoring and analysis

197. EU Recommendation CM/Rec (2013) 1 of the Committee of Ministers to Member States on gender equality and media advises that 'Member States should particularly ensure, through appropriate means, that media regulators respect gender equality principles in their decision making and practice'.

198. Through its Media Research Funding Scheme, in 2013 the BAI funded the National Women's Council of Ireland and Dublin City University's Institute for Future Media and Journalism to carry out research on women's representation in current affairs radio programming across national stations at peak listening times in Ireland between June and September 2013. The research, published in 2015 in the report "Hearing Women's Voices", found that the overall breakdown of voices was 28% female and 72% male voices across the three radio stations examined. The majority of guests (67%-73%) and experts (79%-85%) were male across all stations. Particular topics were gendered in relation to voice representation, with male voices particularly dominant in discussing economics, war and conflict, sports, science and technology. The study included recommendations addressed at programme and station levels, as well as recommendations for action by the BAI.⁵⁸

Q18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES/ NO

199. The Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021 acknowledges that gender-based violence against women can arise in the home, between friends or in dating relationships or as violence perpetrated by strangers. Among the situations to be addressed are issues of male on male violence and abuse and female on female violence, and male victims of domestic violence.

200. Surveys indicate that women from the Traveller community are overrepresented among those using refuges. A recent report from the St Stephen's Green Trust highlights that a one day survey undertaken by SAFE Ireland in November 2014 of women receiving

⁵⁷ <https://www.bai.ie/en/bai-announces-funding-of-e611k-through-sectoral-learning-development-and-sponsorship-programmes/>

⁵⁸ <https://fujomedia.eu/report-highlights-under-representation-of-women-on-irish-radio/> and https://www.nwci.ie/learn/publication/hearing_womens_voices

support or accommodation in refuges in Ireland showed that 14.7% identified as being a Traveller, while approx. 1% of the overall population identify as Travellers. A similar survey undertaken by the same organisation in 2013 found 10% of women support or accommodated identified as Travellers. It is suggested that discrimination experienced by Traveller women, such as in accessing alternative accommodation, contributed to making it more difficult for Traveller women to move out of violent relationships and seek help through mainstream services.⁵⁹ The Action Plans to implement the Strategy contain actions in relation to vulnerable groups, including Travellers and Roma. A set of complementary actions has been included in the National Traveller and Roma Inclusion Strategy 2017-2021 to address the incidence of violence against Traveller and Roma women.

201. The National Disability Authority⁶⁰ has advised that a considerable body of evidence shows that violence and abuse are serious problems for persons with disabilities and they are at greater risk than non-disabled persons. The 2002 Sexual Abuse and Violence in Ireland (SAVI) Report identified factors which made people with intellectual disabilities more vulnerable to sexual abuse, which included deficiencies of sexual knowledge, physical and emotional dependence on caregivers, multiple care-givers, limited communication skills and behavioural difficulties. Women with disabilities and children with disabilities are particularly vulnerable. People with intellectual disabilities may also be more vulnerable to abuse because they may lack or have a reduced capacity to consent to sexual relations. New offences relating to the sexual exploitation of persons with disabilities, where the nature of that disability is such as to render the individual incapable of consenting to a sexual act, were introduced in March 2017 with the commencement of the Criminal Law (Sexual Offences) Act 2017, replacing the existing offence under the Criminal Law (Sexual Offences) Act 1993 relating to the protection of mentally impaired persons.⁶¹

⁵⁹ 'Hearing their Voices: Traveller Women in Prison', Travellers in Prison Initiative led by the St Stephens Green Trust and supported by the Health Service Executive, November 2017. <https://www.ssgt.ie/wp-content/uploads/2017/11/Hearing-their-Voices-Traveller-Women-in-Prison.pdf>

⁶⁰ Briefing for the Joint Oireachtas Committee on Justice, Defence and Equality on Domestic Violence and abuse against people with disabilities, May 2013, National Disability Authority, <http://nda.ie/nda-files/Paper-by-the-National-Disability-Authority-to-Joint-Oireachtas-Committee-on-Justice-Defence-and-Equality-May-20131.pdf>

⁶¹ <http://www.justice.ie/en/JELR/Pages/PR17000103>

2.4 Participation, accountability & gender-responsive institutions (Q.19-25)

Critical areas of concern:

- G. Women in power and decision-making**
- H. Institutional mechanisms for the advancement of women**
- I. Human rights of women**
- J. Women and the media**
- L. The girl child**

Q19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets**
- Implemented capacity building, skills development and other measures**
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes**
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning**
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics**
- Collected and analyzed data on women's political participation, including in appointed and elected positions**
- Other**

202. The Government is committed to advancing women in leadership at all levels in Irish society. The public consultation carried out between November 2016 and January 2017 identified women's leadership as one of the key themes to be addressed in the new National Strategy for Women and Girls for 2017-2020, and this is reflected in the high-level objectives. Priority is given to ensuring women's full and effective participation in and their opportunities for leadership at all levels, with a wide range of areas identified as needing action. For example, in sport, in the youth sector, in local communities, in the public service, in the private and corporate sectors, and in politics.

203. Ireland marked the centenary of the parliamentary vote for women in a series of events and exhibitions that took place during 2018. This included Vótáil 100⁶², a year-long initiative of the Houses of the Oireachtas. The Minister for Justice and Equality and the Minister of State for Equality, Immigration and Integration hosted a national conference on the centenary date in December 2018 on the theme “Politics Needs Women” to honour the contribution women have made to Ireland’s democracy over the past 100 years and focus on what is needed to increase the number of women who participate in politics. An informal pre-conference event for women interested in getting involved in politics was facilitated by the National Women's Council of Ireland, Women for Election and the National Traveller Women's Forum, with a particular focus on women from disadvantaged and migrant backgrounds. A video competition for second-level students on the same theme was held in conjunction with the event.

Women’s political participation at national level

204. While a legal challenge to the constitutionality of statutory gender quotas introduced in the Electoral (Amendment) (Political Funding) Act 2012 is still before the courts, gender quotas for political party candidates in General Elections applied for the first time to the General Election held in February 2016. In order to qualify for State political funding under this legislation, political parties were required to field a minimum of 30% women candidates and of 30% men candidates in the general election. Parties who do not comply face a cut of 50% in the State funding provided. The proportions will rise to 40% after a further seven years. Statistics on candidates and members elected are disaggregated by gender in the General Election Results Publications produced after each election. In February 2016, the 30% quota was met by all of the qualified political parties that contested the election. Of the 551 candidates who went forward, 163 were women, representing 30% of the total number of candidates. This compares with 86 women candidates out of a total of 566 candidates (15% of the total number of candidates) in the general election in 2011. The results of the election saw 35 women elected to the Dáil, the highest number to date. Female representation in the Dáil now stands at 22% of the total of 158 members. This compares with 25 women elected in 2011, 15% of the total of 166.

Establishment of Irish Parliamentary Women’s Caucus

205. In 2017, the Irish Women's Parliamentary Caucus⁶³ was established as a cross-party forum for Irish women parliamentarians to discuss and campaign on issues predominantly affecting women. The caucus is supported by a secretariat provided by the National Women's Council of Ireland. Every current and previous woman member of Dáil Éireann and Seanad Éireann will be a member of the Women’s Caucus unless she opts out. The Caucus hosted the first International Congress of Parliamentary Women's Caucuses on

⁶² <https://www.oireachtas.ie/en/visit-and-learn/votail-100/>

⁶³ <https://www.oireachtas.ie/en/members/womens-caucus/>

9-10 September 2018 in Dublin Castle. The event was addressed by President Higgins and by the Taoiseach, and attended by female parliamentarians from more than 40 countries.

Women's political participation in local government

206. Government policy on local government reform includes the promotion of gender equality in local government, as set out in the "Putting People First: Action Programme for Effective Local Government", published in October 2012.

207. It was envisaged that the gender quota introduced for political party general election candidates would have a "down-stream" impact on the participation of women at local elections. In the 2014 Local Elections, 21% of the Councillors elected were women, up from the pre-election figure of 16%. Provisional figures indicate this has increased to 23% in the local election held in May 2019.

208. The National Strategy for Women and Girls commits the Department of Housing, Planning and Local Government to work with local authorities, the Association of Irish Local Government (AILG) and political parties to promote and assist women candidates and, in particular, to investigate potential supports to promote the participation of women in the 2019 local government elections.

209. In March 2019, the Government approved a range of practical measures and initiatives aimed at addressing the current imbalance between the representation of women and men in local government. These measures included funding schemes to support women running in the 2019 local elections as independents (i.e. without political party affiliation), and to incentivise political parties to increase the proportion of women candidates fielded in the 2019 local elections; an information campaign referencing the 120th anniversary of the first local government elections in Ireland to be launched before the local election and highlighting the critical role of women in local government; practical measures to be introduced to support family and caring friendly policies in the operation of elected councils; and specific measures, such as bespoke training, networking and capacity-building events made available in rural areas which tend to have lower representation of women, targeted at encouraging and supporting the participation of women on their local elected councils. Building on these initial measures, research has been commissioned to delve deeper into the key issues holding women back from running for local election and serving on local councils, to inform future policy in this area.⁶⁴

210. The Department of Housing, Planning and Local Government has provided funding in 2018 and 2019 to Women for Election, a not-for-profit, non-partisan organisation focused on increasing the number and building the capacity of women candidates for selection and election in the 2019 elections and beyond. The National Women's Council of Ireland and Longford Women's Link have also been funded to help achieve the measures outlined

⁶⁴ <https://www.housing.gov.ie/local-government/voting/local-elections/ministers-murphy-and-phelan-announce-new-measures-promote>

above. A total of €250,000 in funding was made available in 2019 for the scheme to incentivise political parties to reach a 30% target of women candidates running in the 2019 local election, with funding to be used specifically to promote diversity within their party.

211. In Ireland, all persons aged 18 or over who are ordinarily resident in the State are entitled to register to vote and to stand for election in local elections. In March 2018, the Department of Justice and Equality hosted an event in partnership with migrant organisations and supported by funding from the Office for Promotion of Migrant Integration to promote the political engagement of migrants in Ireland. The event brought migrant community leaders from all over the State together with a panel of representatives from Irish political parties and groupings.⁶⁵ Among those elected in the May 2019 local elections was the first woman from an African migrant background.

212. The Department of Justice & Equality funds the Traveller organisation Minceirs Whiden who work towards the full participation and inclusion of Irish Travellers in all aspects of economic, social, cultural and political life in Ireland. Minceirs Whiden held a political participation workshop in February 2019 to encourage members of the Traveller community to register to vote, to use their vote and to run for public office. Five members (3 women) of the Traveller community ran as candidates in the local elections in May 2019.

Q20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership

Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centres)

Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field

Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis

Provided support to women's media networks and organizations

Other

⁶⁵ http://www.integration.ie/en/ISEC/Pages/Event_Migrants_in_Politics_2018

Broadcasting Authority of Ireland

213. To encourage greater representation of women on radio, the NGO Women on Air has received funding from the Broadcasting Authority of Ireland (BAI) to provide high quality media training weekends for women, followed by a six month mentoring programme. The Programme aims at developing women's confidence in speaking on air, and enable better balance on expert panels either on television or radio. The BAI has also provided funding aiming at supporting women's networks and organisations already working in the media sector. Such networks include Women in Film and Television Ireland, a special Women's Network for Learning Waves, the national training body for radio in Ireland, and funding for female writers of children's programmes.

Fís Éireann/Screen Ireland

214. In December 2015, Fís Éireann/Screen Ireland, the State body to support and promote Irish film, television and animation, published a Six Point Plan on Gender Equality. Under this plan, Fís Éireann/Screen Ireland has taken steps to improve the collection, publication and monitoring of data on gender inequality in the sector. Since 2017, statistics are published quarterly to measure various trends in the distribution by gender in production and development funding.⁶⁶

Q21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES/ NO

If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?

Gender and Equality Budgeting Initiative

215. Ireland began building equality budgeting into its budgetary cycle in line with a commitment in the 2016 Programme for a Partnership Government to 'develop the process of budget and policy proofing as a means of advancing equality, reducing poverty and strengthening economic and social rights'. The National Strategy for Women and Girls 2017-2020 contains a further commitment to 'take measures to build capacity within the Civil and Public Service with regard to gender mainstreaming and gender budgeting'. A pioneering Equality Budgeting Initiative has been adopted by Government with effect from the 2018 Budgetary Cycle. It follows the approach outlined in the policy paper 'Equality

⁶⁶ <https://www.screenireland.ie/about/gender>

Budgeting – Proposed Next Steps in Ireland’ published on Budget Day in October 2017. This was piloted across 6 Departments in 2018 with six equality objectives identified and performance measurements for them included in the Revised Estimates 2018. Five of the objectives related to gender equality, while the sixth related to socio-economic equality. An update on the pilot programme was included in the Public Service Performance Report 2017 published in April 2018. The initiative was extended to 9 Departments in Budget 2019 and broadened to other dimensions of equality, including poverty, socioeconomic inequality and disability. All performance indicators directly related to equality themes are collated in an appendix to the Revised Estimates Volume 2019, published in November 2018 and in the Public Service Performance Report 2018, published in May 2019.⁶⁷ The process is supported by an Equality Budgeting Expert Advisory Group on which the Irish Human Rights and Equality Commission, advocacy groups and the research and academic communities are represented.⁶⁸

216. One of the first publications produced in 2017 by the newly-established Parliamentary Budget Office (PBO) was an information note on Gender Budgeting.⁶⁹ The PBO was established in 2017, following the recommendation of the Oireachtas Sub-Committee on Dáil Reform in its final report in May 2016. Its purpose is to provide financial and budgetary intelligence to Oireachtas Members and in particular to the Committee on Budgetary Oversight in conducting ex-ante scrutiny of all budgetary matters. The need for such an office was identified by the OECD in its 2015 review of budget oversight by the Irish Parliament.

Q22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES/ NO/ Not applicable

217. As a member of the OECD Development Assistance Committee (DAC), Ireland tracks the proportion of ODA targeted towards gender equality and women’s equality as either a significant (secondary) or principal (primary) objective. Activities are classified as gender equality focussed if they are intended to advance gender equality and women’s empowerment or reduce discrimination and inequalities based on sex. To be counted

⁶⁷ <https://www.gov.ie/en/news/50fe74-performance-report-aims-to-stimulate-debate-around-public-funding-ou/>

⁶⁸ <https://www.gov.ie/en/policy-information/aec432-equality-budgeting/>

⁶⁹ https://data.oireachtas.ie/ie/oireachtas/parliamentaryBudgetOffice/2017/2017-11-20_note-on-gender-budgeting_en.pdf

activities must involve specific measures which reduce social, economic or political power inequalities between women and men, girls and boys, ensure that women benefit equally with men from the activity, or compensate for past discrimination, or develop or strengthen gender equality or anti-discrimination policies, legislation or institutions. Under Ireland's 2013 *Policy for International Development, One World One Future*, the reported share of Ireland's commitments to bilateral allocable ODA in support of gender increased from 43.6% in 2013 to 83.2% in 2017.⁷⁰

TABLE: Share of aid projects targeting gender equality and women's empowerment (CRS)

https://stats.oecd.org/Index.aspx?DataSetCode=DV_DCD_GENDER

Bilateral Allocable Commitments, all sectors, Ireland (US\$ million)

Year	Principal	Significant	Gender total	Screened, not targeted	Not screened	TOTAL	% targeting gender
2017	64.787	281.303	346.090	51.444	18.418	415.952	83.2%
2016	48.544	264.390	312.934	59.819	18.746	391.499	79.9%
2015	27.190	262.728	289.918	77.122	9.550	376.590	77.0%
2014	26.204	202.098	228.302	240.280	4.909	473.491	48.2%
2013	10.384	197.127	207.511	268.551		476.062	43.6%
2012	16.149	201.295	217.443	253.910		471.353	46.1%

Ireland's focus on gender equality in its foreign and development policy

218. Ireland's commitment to gender equality and women's empowerment is a central pillar of its foreign policy. Adopted in 2015, "*The Global Island: Ireland's foreign policy for a changing world*" commits to advancing gender equality, particularly at the multilateral level.⁷¹

219. Gender equality and women's empowerment are at the core of Irish Aid, Ireland's programme for international development, which is overseen by the Department of Foreign Affairs and Trade. In 2018, a public consultation was carried out on proposed directions for Ireland's new policy on international development.

220. In February 2019, the Government launched "*A Better World, Ireland's new policy for International Development*" which places gender equality as one of four policy priorities in addition to climate action, reducing humanitarian need and strengthening governance.

⁷⁰ <https://www.oecd.org/dac/stats/aidinsupportofgenderequalityandwomens empowerment.htm> and <https://www.oecd.org/dac/financing-sustainable-development/development-finance-topics/Aid-to-gender-equality-donor-charts-2019.pdf>

⁷¹ <https://www.dfa.ie/our-role/policies/our-work/casestudiesarchive/2015/january/the-global-island/>

The policy also commits to strengthening gender equality across three clusters of interventions – food, protection and people. The new policy provides a framework for the Government’s commitment to increase its expenditure on ODA to 0.7% GNI by 2030. Budget 2019 saw the highest increase in ODA funding available in over a decade. Overall Irish ODA in 2019 is forecast to reach almost €817 million, an increase of approximately €110 million, or a 16% increase on the allocation announced in budget 2018. In 2017, the OECD DAC reported that approximately 86% of Ireland’s bilateral ODA made a significant contribution to gender equality and women’s empowerment while, of that, approximately 15% made a direct contribution to gender equality and women’s empowerment.

221. The policy highlights gender equality as fundamental for sustainable development and commits to ensuring that all partnerships and interventions in our development programme have an overarching focus on women and girls. Commitments include increasing allocations directly related to gender equality and scaling up investments across a range of areas including strengthen women’s voices in political decision-making; increasing engagement with and funding for women’s organisations; intensifying work on Women Peace and Security and on gender-based violence. The policy also commits to expanding and deepening our work on sexual and reproductive health and rights, increasing work on women’s economic empowerment and increasing investment in education with a particular focus on girls’ education.
222. Gender equality remains a central focus of our engagement in multilateral fora, including at the EU and the UN. Ireland’s strong record of promoting the rights of women and girls at the United Nations, evidenced by our recent chairmanship of the Commission on the Status of Women, the principal global intergovernmental body exclusively dedicated to the promotion of gender equality. This builds on Ireland’s leadership with Kenya in co-facilitating the intergovernmental negotiations on the SDG 2030 agenda in 2015, while ensuring a strong focus on gender equality across the framework, including across the goals and targets and through a standalone goal on Gender Equality. Ireland also plays an active role in the advancement of the Security Council’s work on Women, Peace and Security and this is a central element of Ireland’s campaign for a seat on the Security Council from 2021 to 2022 and our engagement with the UN Peacebuilding Commission. Gender equality also remains a central element of our engagement with the human rights architecture of the UN and in negotiations on disarmament and non-proliferation.
223. Ireland supports key UN partners, including UN Women, in their work towards the elimination of discrimination against women and girls, the empowerment of women, and achievement of equality between women and men. This includes support to the United Nations Trust Fund to End Violence Against Women, and the United Nations Population Fund (UNFPA), both of which are complemented by the Government’s support for and engagement in the Irish Joint Consortium on Gender Based Violence, a unique collaboration between Irish Aid, the Irish Defence Forces, and Irish humanitarian, development and human rights organisations. Ireland also contributes annually to the UN’s

Trust Fund to end Violence against Women. (*See information below on Ireland's engagement with UN humanitarian architecture*).

224. Ireland also actively supports EU engagement on gender equality, such as the EU Foreign Affairs Council's adoption of the EU Action Plan for Human Rights and Democracy 2015-2019, which commits to prioritising the protection of the rights of women and protection against gender-based violence, and the EU's second Gender Action Plan (2016-2020), placing an emphasis on the importance of preventing and responding to such violence in emergencies, including in EU and Member State development programmes.
225. Through its official overseas development cooperation programme, over the last five years Ireland has supported partner governments to tackle gender inequality through policies and programmes, including in Ethiopia, Kenya, Liberia, Malawi, Palestine, South Africa, Sierra Leone, Tanzania, Uganda, Viet Nam, Zambia and Zimbabwe.
226. Examples include Sierra Leone's programme which has an overarching focus on teenage girls and includes work on advocating for the rights of pregnant teenage girls to complete their education, complemented by healthcare and psychosocial support in targeted learning centres across the country. Ireland has also invested in national strategies for the reduction of teen pregnancy, and ensured that quality, free health care remain available to SGBV survivors. In South Africa, Ireland's programme focuses on addressing gender based violence and looking at the intersection of gender inequality and vulnerability to HIV. This includes providing training to improve Government response to gender-based violence and increase access to HIV/AIDs and TB treatment and prevention for women and girls. Ireland also funded trauma centres where women and girls receive support following sexual and gender-based violence. In Zimbabwe, Ireland's programme in Zimbabwe supports health care, addresses gender based violence and aims to improve accountability and address human rights abuses. In 2015, over 10,000 survivors of gender based violence received counselling and legal services through support from Ireland.
227. In Uganda, between 2013 and 2018, Ireland provided funding to a comprehensive gender based violence programme in the region of Busoga. The programme brought together Government, civil society organisations and religious and community leaders to run gender-based violence prevention programmes, training duty bearers, such as police, local government and judicial officials and provide legal and counselling services to victims of gender-based violence. A 2016 survey showed that there was a significant reduction in violence against women and girls in Busoga. Between 2006 and 2016, domestic violence decreased by 20%, while violence against women who are pregnant declined from 16% to 7%. Experience of sexual violence among women also declined from 53% to 26% over this decade. In Vietnam, Ireland supports development among ethnic minority communities to address the very significant issues ethnic minority communities have to contend with on a daily basis including in accessing essential services, quality nutrition, gender equality, climate and environmental sustainability, a community voice and participation in decision-making. Gender equality is integrated across the programme and progress has been made in addressing issues such as forced child marriage and cross

border trafficking of young girls, including a decision, by the Government of Vietnam, to address the issue of early marriage.

Q23. Does your country have a valid national strategy or action plan for gender equality?

YES/ NO

If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5. If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?

National Strategy for Women and Girls 2017-2020

228. The National Strategy for Women and Girls 2017-2020 (NSWG) was launched in May 2017 and provides a whole-of-government framework through which women's empowerment is being advanced. The NSWG has as its vision "An Ireland where all women enjoy equality with men and can achieve their full potential, while enjoying a safe and fulfilling life". The overall goal of the NSWG is "to change attitudes and practices preventing women's and girls' full participation in education, employment and public life at all levels, and to improve services for women and girls, with priority given to the needs of those experiencing, or at risk of experiencing, the poorest outcomes". The NSWG sets out 6 high-level objectives. Five have a thematic basis as follows: to advance socio-economic equality for women and girls; to promote their physical and mental well-being; to increase their visibility in society and equal and active citizenship; to promote women's participation in leadership; and to combat gender based violence. The sixth has a focus on process and aims to embed gender equality in decision-making. These high-level objectives are advanced through 139 actions, undertaken by Government Departments and State agencies, in cooperation with social partners and civil society as appropriate.

229. Women's groups, civil society actors, the trade union movement and business representatives, who were among the stakeholders across Irish society who contributed to the development of this Strategy, continue to be closely involved on the Committee advising on its implementation. The Strategy Committee is chaired by the Minister of State with responsibility for Equality, Immigration and Integration and supported by a secretariat in the Department of Justice and Equality. The first progress report on the implementation of the NSWG in 2017/2018 was prepared in consultation with the Strategy Committee and submitted to Government in March 2019 before being published online. Preparations are underway for a mid-term review of the Strategy during 2019.

230. Both the Beijing Declaration and Platform for Action and 'Transforming our world: the 2030 Agenda for Sustainable Development' are highlighted in the background and context

of the NSWG. The policy outcomes pursued are identified in the Strategy as being in line with the global agenda to achieve gender equality and empower all women and girls set out in the Beijing Declaration and Platform for Action and in Goal 5 of the 2030 Agenda for Sustainable Development. The NSWG also includes a set of actions aiming to promote the gender-sensitive implementation of the 2030 Agenda in Ireland's international relations. The set of SDG indicators were also referred to in identifying appropriate indicators to assist the Strategy Committee in monitoring the implementation of the Strategy.

231. While the NSWG is not costed, funding for actions included in the Strategy is provided under the voted moneys allocated in the annual Budget to the Government Departments with responsibility for each action. A number of actions in the Strategy, such as in the development of legislation, do not require specific lines of funding as any associated costs are met from within Departments' mainstream administrative or programme budgets and cannot be separated out. Budget 2019 includes provision in Department's allocations for approximately €96m in specific funding for actions under the Strategy.

Q24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

YES/ NO

Implementing the recommendations of UN human rights mechanisms

232. While there is no standalone action plan for recommendations to Ireland made by international treaty monitoring bodies that address gender inequality or discrimination against women and girls, all such recent recommendations were considered by the Strategy Committee in preparing the National Strategy for Women and Girls 2017-2020 (NSWG).

233. The NSWG is intended to be a living document, with the facility to add further actions as required over its lifetime. The terms of reference of the Strategy Committee (see response to Q23 above) include advising the Department of Justice and Equality on the task of assessing whether further action is required on specific issues or if actions need to be added to the Strategy or changed to respond to changing needs, and make recommendations in this regard.

Q25. Is there a national human rights institution in your country?

YES/ NO

If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?

Irish Human Rights and Equality Commission

234. Ireland's national human rights and equality institution is the Irish Human Rights and Equality Commission (IHREC)⁷², established on 1 Nov 2014 from a merger of the Human Rights Commission and Equality Authority. It is an independent public body that accounts to the Oireachtas, with a mandate established under the Irish Human Rights and Equality Commission Act 2014 (IHREC Act 2014). IHREC has a broad statutory remit in relation to the protection and promotion of human rights and equality under the Act, including in relation to gender equality and discrimination and harassment on the grounds of gender, and sexual harassment.

235. IHREC's work ranges from working at the policy level to review the effectiveness of human rights and equality law, policy and practice in the State and within public bodies, to working with communities and civil society to monitor and report on people's real life experiences of human rights and equality on the ground. Its legal powers include giving practical help, including legal assistance to help people defend their rights, and contributing to legal cases (amicus curiae) that deal with someone's equality or human rights.

236. The following examples illustrate recent initiatives taken by IHREC to promote gender equality:

- In 2017, support for the publication by Age Action Ireland of research on the State Pension Gender Gap and the dissemination of its findings.
- Funding of a research programme by the ESRI entitled "Who experiences discrimination in Ireland?"
- Throughout 2016, the Commission engaged in a range of activities to contribute to the development of human rights and equality budgeting structures in Ireland, including attending the Oireachtas Select Committee on Arrangements for Budgetary Scrutiny, and hosting an expert roundtable on budget proofing. This was followed up in 2017 by funding support for National Women's Council of Ireland project and publication on 'Gender Responsive Budgeting'.
- In summer 2016 the Commission undertook an extensive six-month national consultation process on women's rights to inform the Commission's planned 2017 report to the UN CEDAW Committee, while also creating a nationwide opportunity for

⁷² www.ihrec.ie

engagement, discussion and learning about gender equality and women's human rights in Ireland.

2.5 Peaceful & inclusive societies (Q.26-29)

Critical areas of concern:

E. Women and armed conflict

I. Human rights of women

L. The girl child

Q26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security*
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks*
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda*
- Increased budgetary allocations for the implementation of the women, peace and security agenda*
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments*
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women*
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms*
- Other*

National Action Plans on Women, peace and security⁷³

237. From the outset Ireland has been a strong supporter of the Women, Peace and Security Agenda and the full implementation of UN Security Council Resolution 1325, which recognised the unique impact of conflict on women and girls and the importance of their

⁷³ <https://www.dfa.ie/our-role-policies/international-priorities/peace-and-security/women-peace-and-security/>

participation in decision-making at all stages of peace-building. Ireland has co-sponsored each of the set of resolutions which comprise the Women, Peace and Security agenda, including most recently UNSCR 2467(2019).

238. The National Strategy for Women and Girls 2017-2020 includes as one of its aims to promote women's role in peace and security, to be pursued through the development and implementation of national action plans on women, peace and security.
239. Ireland finalised its Third National Action Plan on Women, Peace and Security (NAP) in June 2019. Ireland's first NAP was launched in November 2011. It was drafted following on from an interdepartmental governmental and civil society consultation process and an international cross-learning initiative, involving women from Timor-Leste, Liberia and Ireland/Northern Ireland.
240. A Mid-Term and Final Review of the first NAP, including a public consultation and a public workshop with over 100 statutory, civil society and academic participants, were conducted to inform the Second National Action Plan for the period 2015 to 2018. It was drafted by a Consultation Group appointed by the Minister for Foreign Affairs and Trade with equal representation from government and civil society organisations and launched in January 2015. The plan is structured around the four pillars - prevention, participation, protection, relief and recovery, and promotion of the agenda - each with a number of objectives and established clear actions and target timeframes.
241. Achievements over the life of the second NAP include: Ireland's leadership in the Sustainable Development Goals (SDGs) 2030 Agenda with its link to women's empowerment, gender equality and women's role in peace and security; consistent attention to gender based violence (GBV) in fragile situations through funding CSOs to work on multi-level GBV advocacy, emergency response and recovery and preparedness activities to support women and girls on the front line; and reparation and enactment of legislation that enabled Ireland to be fully compliant with and ratify the Istanbul Convention in March 2019.
242. Ireland has also actively championed gender perspectives in disarmament and arms control, including a guide on incorporating gender-based violence into export control risk assessments to underpin the Arms Trade Treaty, the first legally binding disarmament instrument to acknowledge the link between arms transfers and GBV and sharing lessons from Northern Ireland to support women in conflicts such as Colombia and advance the international agenda on women's agency in peace processes. Under the Action Plan, Ireland also provided funding a range of CSO programmes empowering women on political participation, governance and lobbying for gender equality and through its partnerships with multilateral organisations and other nations, successfully advocating and adding value globally on WPS issues and providing neutral space for dialogue and learning between multilateral organisations. Ireland also supported research including the OECD-DAC report Donor Support to Gender Equality and Women's Empowerment in Fragile and Conflict-Affected Situations, and Engaging Men through Accountable Practice (Liberia).

243. The built-in monitoring mechanisms and the unique dual focus of Ireland's NAP, which has led to parallel efforts at home and abroad on addressing the needs of refugee and migrant women, have been highlighted by both the United Nations and the European Union as examples of best practice. Achievements include increased focus on refugees and asylum seekers in Ireland through strategic direction, increased resources, learning new ways of working and Oversight Group attention and significant improvement in outreach, with wider circulation of WPS information, meetings with refugees and asylum seekers and CSOs in Ireland and engaging women in Northern Ireland.
244. The NAP is also integrated in broader Government policy and monitoring frameworks, such as the National Strategy for Women and Girls 2017-2020 which includes a specific action and outcome to promote women's role in development, peace and security.
245. An Oversight Group, made up of 50 per cent academic and civil society organisation representatives and 50 per cent Government representatives, with an independent Chair, oversees the regular and systematic review of progress in achieving the objectives, actions and targets of the NAP. The Conflict Resolution Unit, Department of Foreign Affairs and Trade, is the Secretariat for the group. Independent mid-term and final reviews of the Second were completed in 2016 and 2018 respectively and informed the drafting of the Third National Action Plan.
246. The process of developing Ireland's Third NAP began in the latter half of 2018. Development of the NAP was overseen by a Working Group appointed by An Tánaiste, comprising an equal balance of the relevant public servants, and civil society and academic representatives. A call for written submissions took place in November and December 2018, with 49 submissions received, a preparatory conference was held in Cork in December 2018 for women coming from conflict/post conflict affected areas living in Ireland, and over 100 participants from civil society, academia and government were represented at two consultation workshops held in Cork and Dublin in January 2019. Reflecting the whole of government approach, a range of Government Departments and agencies have also been consulted extensively during the drafting process.
247. Ireland's Third National Action Plan on Women, Peace and Security will set out Ireland's support for WPS internationally and domestically for the next 5 years. Outward looking actions relate to our international development policy, peacekeeping, peacebuilding, security policy and diplomatic engagement. Inward looking actions relate to migrant women affected by conflict living in Ireland, and women affected by the Northern Ireland conflict. New features which frame the Third National Action Plan include commitments to increasing our funding to Women, Peace and Security, placing women and girls and gender equality at the centre of our multilateral diplomacy including in the context of Ireland's candidature to, and prospective membership of, the UN Security Council for the 2021-2022 term; taking a comprehensive approach to conflict prevention incorporating gendered analysis and perspectives; enhancing advocacy and communication on WPS, including through lesson sharing and focus contexts; increasing the robustness of monitoring and evaluation (including through the Convention on the Elimination of

Discrimination Against Women (CEDAW); strengthening the domestic dimension of the NAP (in relation to migrant women and Northern Ireland); challenging discriminatory gender norms and enhancing the engagement of men and boys in supporting the agenda; prioritising the inclusion of women and their perspectives in disarmament, arms control and non-proliferation discussions; and, and amplifying the voices of young people.

Communication strategies regarding the women, peace and security agenda

248. It was noted in the mid-term review of the Second NAP, published in March 2017, that, while a growing number of organisations are included on the WPS mailing list maintained by the Department of Foreign Affairs and Trade, building public awareness of Ireland's commitment to WPS remains a challenge. Since 2017, the Department has expanded its outreach and publishes periodic WPS Update newsletters. In October 2018 it published "Ireland's Simple Guide to the WPS", to increase awareness of the agenda and to promote public engagement in the process of developing Ireland's Third NAP. In June 2018 the Department's Conflict Resolution Unit in conjunction with the Irish School of Ecumenics, Trinity College Dublin, hosted an event on "Promoting Women in Peace Mediation: The Importance of Networks". The Department of Foreign Affairs and Trade currently hosts and participates in number of outreach events (conferences, side events, Embassy level briefings) on WPS each year. The Third NAP includes a specific focus on communications and outreach.⁷⁴

Funding for the implementation of the women, peace and security agenda

249. Funding for Women, Peace Security related activities is mainstreamed throughout the work of the Department of Foreign Affairs & Trade, both through development programming but also through the activities of the conflict resolution unit supporting the WPS agenda globally and within the EU. As a representative example, Ireland is a founding member and core donor of the Women's Peace and Humanitarian. The WPHF supports local women's grassroots organisations in fragile conflict situations. It currently funds projects in Burundi, Colombia, Jordan and the Pacific Islands. In 2015 Ireland contributed €100,000 toward the implementation of UNSCR 1325 in Jordan via the Jordan III NATO / Partnership for Peace Trust Fund. This funding was used in the development of Jordan's National Action Plan on WPS. Ireland has also contributed €90,000 to the Jordan IV Trust Fund, which aims to build ammunition demilitarisation capacity in Jordan, which contributes to Ireland's support of gender and disarmament.

⁷⁴ WPS Update Newsletter Nov 2018, www.dfa.ie

Inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms

250. Under the prevention pillar of the Second NAP, a number of visits from fragile states to Ireland were supported to foster lesson sharing on WPS. The Stability Fund and the Reconciliation Fund have funded a number of high profile initiatives that promote women's participation in conflict and post-conflict dialogues. These include the Global Acceleration Instrument (GAI), the Centre for Humanitarian Dialogue Women at the Table project and the Legacy Gender Integration Group project on integrating gender principles into managing the legacy of conflict. The Defence Forces and An Garda Síochána (Irish police force) undertake a range of training which is verifiably up to date and in line with international good practice, and work with NGOs in developing and delivering training on WPS issues. All troops are trained in awareness of sexual exploitation and abuse. The Defence Forces have introduced gender perspectives into training and trained gender advisers who are in demand for UN missions.

251. The Second NAP committed to promoting the incorporation of gender perspectives into multilateral Early Warning systems for preventing conflict, including those of the European Union, United Nations and Organisation for Security and Co-operation in Europe (OSCE). Ireland has financially supported a number of Early Warning systems which work towards the prevention of and response to sexual and gender-based violence; recipients include the International Crisis Group. Irish Aid's Rapid Response Initiative ensures that stocks of supplies relevant to the needs of women are stocked in the UN Humanitarian Response Depots (UNHRD).

Q27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements

Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level

Integrated a gender perspective in the prevention and resolution of armed or other conflict

Integrated a gender perspective in humanitarian action and crisis response

Protected civil society spaces and women's human rights defenders

Other

Representation of women in the Irish Permanent Defence Force

252. The Defence Forces continue to implement a policy of equal opportunity for men and women. As at 30 April 2019, 6.6% or 589 of the total 8,828 (Whole Time Equivalent) personnel serving in the Permanent Defence Forces were female.

Support for civil society and for women human rights defenders

253. Ireland has long been a champion of the role of civil society as a core human rights issue. A strong, independent and inclusive civil society empowers communities, contributes to good governance and provides a voice for the furthest behind. Ireland attaches a high priority to safeguarding human rights defenders, and continually advocates for freedom for civil society actors to operate in a safe and enabling environment, without repression. Ireland played a key role in the drafting of EU Guidelines on Human Rights Defenders, adopted during our EU Presidency in 2004. Ireland is also a co-sponsor of the annual Human Rights Defenders resolution at the UN Human Rights Council and continues to use the Universal Periodic Review process as an opportunity to make recommendations to states on the matter. Ireland urges all States to safeguard the human rights of prisoners and detainees and is committed to the prevention and eradication of torture and other forms of cruel, inhuman or degrading treatment or punishment. These principles feed into Ireland's bilateral dialogues.

254. In 2018 while serving on the United Nations Human Rights Council, Ireland successfully led on championing the right for civil society to have safe, protected spaces to operate, so as to ensure the promotion of equality, accountability and the rule of law. Ireland facilitated the first United Nations resolution on civil society space. Ireland's new policy for international development, "A Better World", places a strong emphasis on partnerships with civil society.

Women's participation in peace processes

255. The Defence Forces continue to participate in UN-authorized peacekeeping operations, led by the UN, the EU and NATO. Ireland has seconded a gender adviser to the office of the NATO Secretary General's Special Representative for Women, Peace and Security as part of our commitment to ensuring the implementation of UNSCR 1325 and related resolutions in such operations. Recognising the importance of supporting and strengthening policing and the rule of law in post-conflict situations, Ireland also contributes civilian experts and members of An Garda Síochána to civilian crisis management missions operated by the EU. The Department of Foreign Affairs and Trade aims to ensure that a minimum 40% of deployees are women.

Gender in humanitarian action and crisis response

256. Gender equality and the prevention of gender-based violence (GBV) is mainstreamed across all of our humanitarian funding, including core financing to ICRC, UN OCHA, UNHCR and our NGO partners. Ireland's humanitarian programme leads Ireland's responses to global humanitarian crises. In 2017, we provided over €180 million in humanitarian assistance working through the UN, Red Cross movement, and NGOs. Ireland prioritises the provision of needs based, principled humanitarian aid to high profile humanitarian crises but also to "forgotten crises". More than 90% of this funding was directed towards countries experiencing conflict. Ireland has also set aside a dedicated budget line for GBV response. In 2019, Ireland entered into a three-year Strategic Partnership with the IRC for €1.5 million annually to support programming on the protection and empowerment of women and girls in humanitarian crises. Ireland and IRCs' strategic partnership brings together multi-level SGBV advocacy, emergency response, and recovery and preparedness activities to support women and girls on the front line of humanitarian crises in Cameroon, Ethiopia, Kenya, Somalia and South Sudan. In 2019, Ireland increased its funding to gender and protection by 33% and is committed to continuing to expand its funding to gender and protection by 50% as part of the forthcoming National Action Plan on Women, Peace and Security. Ireland is a strong supporter of the Call to Action on Protection from Gender-Based Violence in Emergencies (Call to Action) since its foundation in 2013 and reports annually against the progress made under key commitments.

257. Under Ireland's Rapid Response Initiative, highly skilled and experience individuals from a Rapid Response Corps, managed by the Department of Foreign Affairs and Trade, can be rostered to provide short notice surge capacity to four UN partner organisations with which Ireland has a Stand-by Agreement, namely the United Nations Refugee Agency (UNHCR); World Food Programme (WFP); United Nations Office for the Coordination of Humanitarian Affairs (OCHA); and United Nations Children's Fund (UNICEF). A Rapid Response Strategy was developed in 2015 and governs Ireland's overall approach. Of 69 applicants recruited to the Rapid Response roster in 2018, 32% were female and 68% male. Since the Rapid Response Corps was launched in 2007, there have been over 350 deployments of expert responders from the Irish roster.

258. As part of 72nd UNGA, the UN Secretariat proposed, in the form of a "Voluntary Compact", a template for individual agreements between the UNSG and UN Member States. The Compact contains a series of commitments by the UN on the one part and the relevant Member State on the other to eliminate/prosecute cases of sexual exploitation and/or abuse by peacekeeping forces deployed with UN peacekeeping missions. Ireland is fully supportive of this initiative and An Taoiseach Leo Varadkar is a member of the Circle of Leadership on this issue. The Government approved the signing by Ireland of the Voluntary Compact in April 2018. At 73rd UNGA, An Taoiseach was one of 49 members of the UNSG's Circle of Leadership to join the UNSG in issuing a "Collective Statement"

to reaffirm their continued personal commitment as global leaders to combatting this issue. From 2018 to 2019, complementing this work Ireland also co-chaired a process in the OECD DAC to develop a recommendation on Preventing Sexual Exploitation and Abuse among development and humanitarian actors.

Q28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls*
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response*
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse***
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services*
- Taken measures to combat illicit arms trafficking*
- Taken measures to combat the production, use of and trafficking in illicit drugs*
- Taken measures to combat trafficking in women and children***
- Other*

Response to gender-based violence

259. Among the intended outcomes of the National Strategy for Women and Girls 2017-2020 is to ensure that addressing gender-based violence is highlighted in international relations. Measures being taken include the Department of Foreign Affairs and Trade's continued partnership with the Irish Joint Consortium on Gender-based Violence, a unique grouping of Irish development and humanitarian organizations and the Irish Defence Forces which works to build its members' capacity to respond to all forms of gender-based violence in conflict, post-conflict and long-term development contexts and to advocate for the elimination of gender based violence globally.

260. Ireland also actively supports EU engagement on gender equality, such as the EU Foreign Affairs Council's adoption of the EU Action Plan for Human Rights and Democracy 2015-2019, which commits to prioritising the protection of the rights of women and protection against gender-based violence, and the EU's second Gender Action Plan

(2016-2020), placing an emphasis on the importance of preventing and responding to such violence in emergencies, including in EU and Member State development programmes.

Trafficking in Women and Children

261. With EU funding support, Department of Justice and Equality's Anti-Human Trafficking Unit (AHTU) undertook a 2-year project between 2014 and 2015 aiming to raise awareness of trafficking as a form of violence against women and girls and improve responses to this issue across the whole island of Ireland. The project had three strands: A conference to launch the project was held in March 2014, followed in February 2015 by two awareness-raising campaigns, the first aimed at ensuring women and girls on the island of Ireland who find themselves in a difficult situation in the sex trade are aware of the support that is available to them and where they can seek help, and the second targeting men and boys and promoting a message of zero tolerance of human trafficking as a form of violence against women and girls; and training and support to frontline actors, including the development of a 'mobile app'.

262. In November 2014, following extensive consultation by the Department of Justice and Equality dating back to 2012 and having regard to a recommendation from the Joint Oireachtas Committee on Justice, Equality and Defence, the Minister for Justice and Equality published draft legislation to introduce two new offences of purchasing sexual services in the context of prostitution aiming to reduce the demand for the services of victims of human trafficking who are being sexually exploited in prostitution. Part 4 of the Criminal Law (Sexual Offences) Act 2017 provides for two new offences of paying for sexual activity with a prostitute and paying for sexual activity with a trafficked person. The Act also removes those who offer their services as a prostitute from the existing offences of soliciting for the purpose of prostitution. Part 4 of the Act specifies that, not later than 3 years after its commencement, a Report will be prepared on the number of arrests and convictions in respect of the new offences, as well as an assessment of the impact on those who provide sexual services for payment. It is expected that this review will be published in March 2020, to include inputs from the monitoring of investigations, arrests and convictions by the Garda National Protective Services Bureau, the HSE's Women's Health Service and by civil society organisations working in this field. The Department of Justice and Equality is funding a number of research projects that will measure the impact of the new legislation on the welfare of women engaged in prostitution, the outcomes of which will also inform the Report.

Q29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children

Strengthened girls' access to quality education, skills development and training

Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anaemia) and exposure to HIV/AIDS and other sexually transmitted diseases

Implemented policies and programmes to reduce and eradicate child, early and forced marriage

Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices

Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children

Promoted girls' awareness of and participation in social, economic and political life

Other

Enforcement of rights of the child

263. Ireland signed and ratified the Optional Protocol to the Convention on the Rights of the Child on a communications procedure in 2014. In Ireland there are currently a number of ways open to children and their parents or guardians to pursue redress in cases of alleged violations of children's rights. These are provided through the complaint procedures of various State bodies and agencies such as the Child & Family Agency, Tusla and the Health Service Executive. In addition, independent statutory bodies such as the Ombudsman for Children's Office, the Garda Síochána Ombudsman Commission and the Irish Human Rights and Equality Commission have the power to investigate and determine complaint. There may also be the possibility of pursuing redress through a legal challenge in the courts. The Optional Protocol makes available the means for violations of the rights of children as set out in the UNCRC to be communicated directly to the United Nations Committee on the Rights of the Child.⁷⁵

264. Tusla, the Child and Family Agency, was established in 2014 and is charged with supporting and promoting the development, welfare and protection of children, and the effective functioning of families.

⁷⁵

https://www.dcy.gov.ie/docs/15.12.2014_Third_Optional_Protocol_to_the_UNCRC_takes_effect/3365.htm

265. A Special Rapporteur on Child Protection was first appointed by Government in 2006, to keep under review and to audit legal developments for the protection of children, including the impact on child protection of litigation and is entitled to consult with Departments of Government and the Ombudsman for Children about any legislative initiatives designed to enhance child protection. When the serving Rapporteur was reappointed for a further three years in 2016, the terms of reference were expanded to include providing discrete proposals for reform, if requested by the Minister for Children and Youth Affairs.⁷⁶

Child, early and forced marriage

266. Under the Domestic Violence Act 2018, from 1 January 2019 a person under the age of 18 years can no longer apply to the courts for permission to marry. The Act also makes forced marriage an offence, including removing a person from Ireland for the purpose of them being forcibly married. On conviction on indictment, a person is liable to a fine or a term of imprisonment not exceeding 7 years, or both.

Children's participation in social, economic and political life

267. Gender equality is mainstreamed in government policy in regard to children and young people. In April 2014, "Better Outcomes, Brighter Futures: a national policy framework for children and young people 2014-2020" was launched by Government, following extensive consultation with children and young people. The framework aims to strengthen the support system around children and young persons and established a shared set of outcomes for children and young people towards which all government departments and agencies, statutory services and the voluntary and community sectors would work to ensure a coherent response for children and young people. The outcomes are as follows: to be active and healthy; to be achieving in all areas of learning and development; to be safe and protected from harm; to enjoy economic security and opportunity; and to be connected, respected and contributing. A range of 163 policy commitments in place across government were identified to be progressed based on a structured, systematic and outcomes focused approach.⁷⁷

268. Under this framework the first National Strategy on Children and Young People's Participation in Decision-making 2015-2020 was adopted to ensure that children and young people have a voice in their individual and collective everyday lives across the outcome areas listed above. Hub na nÓg⁷⁸ was launched in 2017 by the Department of Children and Youth Affairs as a national centre of excellence and coordination, and a resource to assist government departments and other bodies with such consultations. Comhairle na nÓg are local councils for children and young people, aged 12-18, giving them a voice on the development of local policies and services. They were established

⁷⁶ https://www.dcy.gov.ie/docs/Special_Rapporteur_on_Child_Protection/2302.htm

⁷⁷ <https://www.dcy.gov.ie/cat/EN/Better-Outcomes-Brighter-Futures/1401.htm>

⁷⁸ <https://www.hubnanog.ie>

under the National Children's Strategy and are the recognised key national structure for participation by children and young people in local decision-making in all 31 Local Authorities around the country.⁷⁹ The national youth parliament for 12-17 year olds, Dáil na nÓg⁸⁰ meets every 2 years, most recently in 2017 and 2019. The themes for discussion, selected by Comhairle members in advance, were Equality in 2017, and in 2019, 'the development of a toolkit on how to improve the voice of young people in schools and to implement an awareness campaign in schools to promote individuality'. (Please see response to Q19. regarding young people's engagement with initiatives promoting women's representation in politics.)

269. Organisations representing young women and girls were among those contributing to the public consultation that informed the National Strategy for Women and Girls 2017-2020, with submissions received from the Union of Students in Ireland, the Irish Second-level Students Union, and YouthRISE. The youth perspective in the Strategy was highlighted by including 'girls' in the title. Actions included specific to girls and young women related to health, such as smoking cessation programmes, the HPV vaccination programme, as well as addressing gender stereotyping in educational and career choices. The Union of Students in Ireland and the Children's Rights Alliance are represented on Strategy Committee overseeing the National Strategy for Women and Girls.
270. The Better Outcomes, Brighter Futures strategy also identified LGBTI+ young people as a specific group to be considered in the context of focused provision for marginalised young people. In line with a commitment in the 2016 Programme for a Partnership Government, an LGBTI+ National Youth Strategy 2018-2020 was developed by the Department of Children and Youth Affairs, informed by a research review and by an extensive youth consultation process that reached almost 4,000 young people, both LGBTI+ and non-LGBTI+, through an online survey and a series of youth consultation events held across the country.⁸¹

Health outcomes for girls

271. The Government made a commitment in the National Strategy for Women and Girls 2017-2020, in the context of Ireland's international relations, to further address the specific hunger and nutrition priorities of maternal and child nutrition and work to scale up nutrition specific interventions, in particular those which target the 1000-day window of opportunity and prevent stunting (maternal nutrition, breast-feeding and complementary feeding). Ireland is a founding supporter of the Scaling Up Nutrition (SUN) Movement which focuses on maternal, infant and child nutrition. In addition to directing resources to address child wasting and child stunting, the Department of Foreign Affairs and Trade also focuses on micro-nutrients through a comprehensive range of approaches to fortification. Ireland's

⁷⁹ <https://www.dcy.gov.ie/cat/EN/Youth-Affairs/51.htm>

⁸⁰ <https://www.comhairlenanog.ie/dail-na-nog/>

⁸¹ <https://www.dcy.gov.ie/docs/Have-your-say-in-the-new-LGBTI-National-Youth-Strategy/4178.htm>

support to the Alive and Thrive Initiative supports activities focussed on breast feeding policies and practices in our partner country of Vietnam and a number of other countries across Asia. Ireland remains on track to meet our Nutrition 4 Growth commitment to double spending on nutrition by 2020.

Quality in early learning and care and school-age childcare

272. There has been an increasing focus on quality in the provision of early learning and care (ELC) and school-age childcare, with new regulations introduced in December 2016 introducing a minimum qualification requirement for the ELC workforce for the first time - a Level 5 qualification in Early Childhood Care and Education (ECCE) on the National Framework for Qualifications. A contractual requirement for a higher level of qualification has been introduced into the ECCE Programme (Level 6 on the NFQ for ECCE room-leaders), as has an incentive for the employment of graduates with a relevant qualification at Level 7 or above through a Higher Capitation payment. In addition, a Learner Fund has been introduced to provide financial support for practitioners currently working in the sector to upskill. These changes have significantly altered the qualification and skills profile of the ELC workforce. For example, whereas 71% of practitioners had a qualification equal to or higher than NFQ Level 5 in 2010, by mid-2018 this proportion had risen to 94%. There has also been a sharp rise in the proportion of graduates with a relevant degree (level 7 or higher on the NFQ), which has risen from 12% in 2012 to 22% in 2018.

2.6 Environmental conservation, protection & rehabilitation (Q.30-31)

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

Q30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- Supported women's participation and leadership in environmental and natural resource management and governance
- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)

Increased women's access to and control over land, water, energy, and other natural resources

Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment

Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology

Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques

Taken steps to ensure that women benefit equally from decent jobs in the green economy

Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls

Other

Gender impact of environmental policy and programmes

273. The Government recognises gender equality as both an objective and a driver of sustainable development, and that gender equality is key to achieving the 2030 Sustainable Development Goals. A set of principles for sustainable development were developed for Our Sustainable Future, Ireland's published in 2012. These include the principle that women have a vital role in environmental management and development and their full participation is therefore essential to advance sustainable development.⁸²

274. In Ireland's international relations, the linkages between gender equality and climate change are highlighted in the Irish Government policy brief, "Women as Agents of Change: towards a climate and gender justice approach", published by the Department of Foreign Affairs and Trade in December 2018. In 2018, Ireland's leadership helped to ensure that climate change featured in UN CSW62 commitments.⁸³ In 2017 the Department published Irish Aid's Social Protection Strategy. In line with the Strategy Irish Aid supports the design and implementation of sustainable social protection programmes that address gender inequality - with a focus on female headed households and other more vulnerable groups. These programmes in Malawi, Mozambique, Uganda, Ethiopia and Zambia include social assistance, cash transfers, and safety net programmes which help to enhance women's income security, while also reducing their time and labour burden.

⁸² <https://www.dcaae.gov.ie/en-ie/environment/topics/sustainable-development/our-sustainable-future/Pages/default.aspx>

⁸³ <https://www.irishaid.ie/media/irishaid/publications/18-107-Women-as-agents-of-change.pdf>

Farm ownership

275. The findings of the most recent CSO Farm Structure Survey⁸⁴ published in May 2018 indicated that of the 137,500 farms in Ireland in 2016, 137,100 (99.7%) were classified as family farms. Only 16,100 (12%) were held by women, with the proportion unchanged from the previous survey in 2013. Over a quarter (71,700) of those working on farms were female, however less than one quarter of female farm workers were holders of the farms on which they worked. The National Strategy for Women and Girls 2017-2020 contains actions to increase the visibility of women's contribution to agriculture including clarifying any perceived taxation barriers to registering farms in joint ownership. This question was resolved by the 2018 review of the implementation of the 2014 Agri-Taxation review which concluded that there were no technical barriers in Agricultural Relief to the joint ownership by spouses of agricultural assets.⁸⁵

276. In Ireland's overseas development aid, the Department of Foreign Affairs and Trade continues to prioritise support to smallholder farmers, in particular women farmers, to increase both the quantity and the nutritional quality of food they produce to consume and sell. In its work on agriculture and nutrition, account is taken of the experience, needs and rights of women farmers in particular, supporting women's access to critical resources such as land. The Department's ongoing partnership with the International Land Rights Coalition for example, has supported robust research on women's land access and rights. In a number of its key partner countries, Ireland is increasing the focus on value chains, to improve the benefits for poorer people, particularly women farmers.

Promoting STEM education and careers

277. Please see response to Q12.

Ensuring women benefit from opportunities in the green economy

278. The Government's current national enterprise strategy, Enterprise 2025 Renewed, recognises the effects of climate change and the imperative for sustainable development and that development of the green economy presents commercial opportunities to companies across many sectors in Ireland.⁸⁶

279. The transition to a low carbon economy is also a central component in Future Jobs Ireland, a cross-Government economic framework adopted in February 2019 to prepare Ireland for the challenges and opportunities ahead in terms of the transition to a digital and low carbon economy. Ensuring women realise their full entrepreneurial potential within this context is a major priority for Enterprise Ireland (EI) under the Future Jobs framework. In

⁸⁴ <https://www.cso.ie/en/statistics/agriculture/farmstructuresurvey/>

⁸⁵

[http://www.budget.gov.ie/Budgets/2019/Documents/Tax%20Expenditures%20Report%202018%20FINAL%2017.10.18%20\(002\).pdf](http://www.budget.gov.ie/Budgets/2019/Documents/Tax%20Expenditures%20Report%202018%20FINAL%2017.10.18%20(002).pdf)

⁸⁶ <https://dbei.gov.ie/en/Publications/Publication-files/Future-Jobs-Ireland-2019.pdf>

2019, Enterprise Ireland will develop a new six-year female entrepreneurship strategy whose aims are to include working to increase the number of females that choose to start a business, increasing the number of female-founded high potential start-ups, and increasing exports and jobs growth in female-led companies. This builds on the supports already in place for female entrepreneurs developed in response to under-representation and research indicating the distinctive challenges faced by women in start-ups.

280. The Sustainable Energy Authority of Ireland (SEAI) has committed to addressing gender equality across all its programmes, including its research programmes, applying best practice from other organisations, such as Science Foundation Ireland (SFI), on how to improve gender equality in research organisations. To date, SEAI has established and supports and active 'SEAI Women in Energy' Network which aims to generate discussion on participation of women in the energy sector; and consider what organisations such as SEAI can do to address gender equality issues. The Network has been promoted in the SEAI Energy Shows in 2017 and 2018.

Q31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects

Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters

Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation

Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

Climate Change Policy

281. Ireland's first statutory National Mitigation Plan (NMP) and National Adaptation Framework (NAF) were published by the Minister for Communications, Climate Action and Environment in July 2017 and January 2018 respectively in accordance with the Climate Action and Low Carbon Development Act 2015. Both documents were subject to statutory public consultations, the outcomes of which were reviewed by the Department of Communications, Climate Action and Environment and formed a vital element of considerations for the final versions of the respective documents.

Overseas Development Aid

282. In addition to Irish Government funding to the Green Climate Fund, Irish Aid, through the Department of Foreign Affairs and Trade, funds climate adaptation and mitigation activities in some of the least developed countries, those often most impacted by the devastating effects of climate change. This funding consists of contributions to multilateral organisations, grants to NGOs, and programmes implemented through our Embassies. Climate finance expenditure is tracked and reported annually to the UN on Ireland's commitments under the Paris Agreement on Climate Change. In 2016, climate finance of €50.6m was provided as part of Ireland's Overseas Development Assistance (ODA) programme, with the vast majority of these funds going to support adaptation to climate change in least developed countries, focusing on smallholder agriculture, social protection, reducing the risks of natural disasters, and the impact of climate change on women.

Section 3. National Institutions & Processes

3.1 National machinery for gender equality (Q.32-33)

Q32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

Gender Equality Division

283. Gender Equality Division is located in the Department of Justice and Equality, under the Minister of State with responsibility for equality, immigration and integration, and the Minister for Justice and Equality. The Division supports and coordinates ongoing policy development in relation to the achievement of de facto gender equality in Ireland, and contributes to policy development and review on gender equality related matters at international level.

Irish Human Rights and Equality Commission (IHREC)

284. The Irish Human Rights and Equality Commission (IHREC) is Ireland's independent national human rights and equality institution (see response to Question 25).

Q33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

YES / NO / There is no national process for SDG implementation

If YES, please provide further information

285. **Yes.** The Principal Officer of Gender Equality Division represents the Department of Justice and Equality on the inter-departmental group for implementation of the SDGs.

3.2 Implementation and monitoring (Q.34-35)

Q34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

YES/ NO

If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and PfA

Civil society organizations

Women's rights organizations

Academia and think tanks

Faith-based organizations

Parliaments/parliamentary committees

Private sector

United Nations system

Other actors, please specify.....

Strategy Committee for the National Strategy for Women and Girls

286. The membership of the Strategy Committee includes representatives of employers (Ibec), trade unions (ICTU), local government, the farming sector (Irish Farmers Association), community and voluntary organisations (The Wheel, Community Platform, Children's Rights Alliance), women's organisations (the National Women's Council of Ireland and National Cooperative of Community-based Women's Networks), students (Union of Students in Ireland), and Traveller and Roma women's organisations (National Traveller Women's Forum). For further details of its role, please see response to Question 23.

2030 Agenda for Sustainable Development

- Civil society organizations
- Women's rights organizations
- Academia and think tanks
- Faith-based organizations
- Parliaments/parliamentary committees
- Private sector
- United Nations system
- Other actors, please specify

National SDG Stakeholder Forum

287. The Sustainable Development Goals National Implementation Plan 2018-2020 provides for the establishment of a national SDG Stakeholder Forum comprised of representatives from, among others, the NGO community and other civil society groups, the private sector, the trade union movement, the agricultural sector, youth, academia, the education sector, Government Departments, and the Local Government sector. The Forum is convened and chaired by the Department of Communications, Climate Action and Environment.⁸⁷ Its purpose is to provide a mechanism for key stakeholders to engage on an ongoing basis in the national implementation of the Goals, directly include voices from groups at risk of social exclusion and/or discrimination in the national implementation of the Goals, and to inform further development of the SDG national implementation framework.⁸⁸

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

- YES/ NO

288. The membership of the Strategy Committee for the National Strategy for Women and Girls includes organisations representing women and girls from marginalised groups (see response to (a) above). The national SDG Stakeholder Forum provides for direct inclusion of voices from groups at risk of social exclusion and/or discrimination in the national implementation of the Goals.

⁸⁷ <https://www.dccae.gov.ie/documents/DCCAE-National-Implement-Plan.pdf>

⁸⁸ <https://www.dccae.gov.ie/en-ie/environment/topics/sustainable-development/sustainable-development-goals/stakeholder-forum--/Pages/default.aspx>

c) Please describe how stakeholders have contributed to the preparation of the present national report.

289. In preparing the report, the Department of Justice and Equality has consulted with the wide range of Government Departments and Agencies who are members of the Strategy Committee for our National Strategy for Women and Girls 2017-2020.

290. The Department also carried out a consultation event related to the selection of the key achievements and challenges included in Section 1 of the report. Key stakeholders and gender experts were invited to this event, including the National Women's Council of Ireland, the umbrella organisation for over 180 women's groups in Ireland, who are also members of the Monitoring Committee, and other civil society representatives, workers and employers' representatives on the Strategy Committee. As this consultation was organised late in the process, some groups were unable to attend. A robust consultation with longer lead time is planned for the mid-term review of the National Strategy for Women and Girls.

Q35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

Yes

No

There is no national plan/strategy for SDG implementation. Please explain.

The Sustainable Development Goals National Implementation Plan 2018-2020

291. To meet the ambition of achieving the SDGs by 2030, Ireland is adopting a 'whole-of-government' approach in the Sustainable Development Goals National Implementation Plan for 2018-2020, which means that every Government Department will have a role in implementing the Goals, together with state agencies and local authorities. The framework for how Departments will work together to achieve the SDGs is set out in Section 3 of this Plan. Government will also be mainstreaming the SDGs across all policy areas. This means that new policies will reflect Ireland's commitments under the SDGs, and that when policies are reviewed the SDGs will be taken into consideration. The strategic priorities of the plan address awareness, participation, support and policy alignment, and addressing entrenched inequalities and mainstreaming a gender perspective into policy are among the specific challenges for Ireland identified in the plan.⁸⁹

⁸⁹ <https://www.dccae.gov.ie/documents/DCCAE-National-Implement-Plan.pdf>

292. Gender equity is one of eight national themes and principles of achieving sustainable development, set out in “Our Sustainable Future”, Ireland's current national strategy for sustainable development.

293. Embedding gender equality in decision-making is one of six high-level objectives of the National Strategy for Women and Girls 2017-2020. Among a set of measures to support gender mainstreaming in national policy development and implementation, all Government Departments are required to consider the gender impact in the development of new strategies and the review of existing strategies and to ensure that the design and review of funding and grant schemes includes measures to ensure gender equality.

Section 4. Data & Statistics

4.1 National gender statistics (Q.36-37)

Q36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics*
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)*
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects*
- Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics***
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)***
- Improved administrative-based or alternative data sources to address gender data gaps***
- Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)***
- Developed a centralized web-based database and/or dashboard on gender statistics***
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)*
- Other*

Ireland's SDG Data portal (GeoHive) - "17 Goals to Transform our World"

294. Ireland was one of seven countries invited by the United Nations Statistical Division (UNSD) to take part in the initial phase of a UNSD research exercise to develop and deploy an approach to using geographic information systems for monitoring the UN SDGs, and remains committed to its ongoing development as additional countries are invited to participate.

295. Commencing in May 2017, the Central Statistics Office (CSO), in collaboration with Ordnance Survey Ireland (OSI) and Esri Ireland, have participated in developing the SDG GeoHive. Ireland's SDG portal was launched at the European Forum for Geography and

Statistics (EFGS) Conference on 2 November 2017. The aim of the project was to develop a public platform for exploring, downloading and combining publicly available data on a set of globally and EU agreed Indicators relating to the UN Sustainable Development Goals to make it easily accessible to the general public. Its target population includes the general public as well as, researchers and academics, and policy makers.

296. The website (www.irelandsdg.geohive.ie) aims to provide a powerful learning and communication resource which builds on Ireland's substantial achievement in open data. An innovative feature of the site is the combination statistics and geography to create a set of 'Map Layers' that can be used by both users and developers, and allow the public to create their own geospatial SDG visualisation. On the portal, indicator data can be accessed by clicking on the related SDG icon. When an indicator is selected, the platform automatically maps and displays the indicator datum at the smallest geographic area to which it is disaggregated. Users can click on geographic areas to access data or see all the information related to the indicator on a previewed data table. Data can also be accessed in a variety of formats allowing it to be easily downloaded, mapped and manipulated by users. Beyond providing data in technical formats, Ireland's portal also includes "story maps" and videos that provide a narrative to their work with the SDGs. These story maps allow non-technical users to visualize SDG data, and communicate the importance of achieving the 2030 Agenda in Ireland.

297. The CSO is also contributing to the development of the UN Open SDG Data Hub⁹⁰.

New Surveys and Census questions

298. To date, four waves of the annual Healthy Ireland Surveys have been published, in 2015, 2016, 2017 and 2018, and data collection for wave 5 is in progress. The Survey was commissioned to enhance data collection and monitoring capacity track health behaviours and health service utilisation patterns across the nation, and help evaluate progress related to "Healthy Ireland" policies and wider health-related initiatives. The Healthy Ireland Survey provides information on geographic location, including deprivation status of the small area in which each respondent lives, employment status, gender, age in years, education and marital status, country of birth and race, whether or not each respondent is disabled, any chronic conditions, carer status, and whether or not the respondent has a medical or GP visit card, or health insurance.

299. In May 2019, the first statistical release of a new survey, the Gender Balance in Business Survey, was published, providing the first official statistics from the Central Statistics Office (CSO) on gender representation in Senior Executive teams and Boards of Directors of large enterprises in Ireland. The survey was conducted in response to the Balance for Better Business initiative and aims to provide benchmark information on gender

⁹⁰ UN Open SDG Data Hub, <https://maps4stats.maps.arcgis.com/apps/MapSeries/index.html?appid=6bf7ee97799846ec950b6ef5c521503d>

representation. The CSO plans to repeat this survey every two years to track future trends. The scope of the survey is large enterprises (i.e. those with over 250 employees). A total of about 600 enterprises were surveyed and the response rate to the survey was 55%. The survey returns analysed in this report comprise about 3,700 persons in Senior Executive positions or on Boards of Directors in the respondent enterprises, with results broken down by nationality of ownership of enterprises, and economic sector.

300. A census of population is carried out in Ireland at five year intervals, with the most recent having taken place in 2016. The CSO is engaged in consultation on the content of the questionnaire for Census 2021 and a Census Advisory Group has been convened of key users of census data (Government departments, local authorities, public bodies, the social partners, universities and research institutes) to examine proposals for new and amended questions. New questions piloted in 2018 include questions on childcare and home working.⁹¹

301. From 2016, the Higher Education Authority has begun to publish annual Higher Education Institutional Staff Profile by Gender, providing information on key indicators contributing to the assessment of gender equality in Irish higher education institutions in receipt of annual core-funding from the HEA.⁹²

Review and enhancement of Crime Statistics

302. A review is ongoing since 2014 involving the CSO and An Garda Síochána to resolve quality issues in relation to the recording of crime data, which affect the compilation of crime statistics in respect of homicide but potentially applying to other crime groups. The review is addressing issues such as data governance, training, crime data recording procedures and the auditing and monitoring of data quality. In the interim, recorded crime statistics are published by the CSO as statistics under reservation, and where revisions are likely.⁹³ An Expert Group on Crime Statistics, led by the CSO, is specifically address six recommendations arising from the Garda Inspectorate Report on Crime Investigation 2014 which directly related to the compilation of crime statistics. Among the enhancements introduced in the recording of crime is a Victim Assessment screen which includes mandatory recording of data relating to the apparent motive for a crime incident, such as whether it has been motivated by domestic violence or by specific types of discrimination including by age, disability, race, religion, gender or sexual orientation.

Support for gender, equality and human rights mainstreaming

303. The Irish Human Rights and Equality Commission (IHREC) commissioned the ESRI, an independent research institute, to carry out a two-year Research Programme on Human Rights and Equality between 2017 and 2018, to provide evidence for equality and human

⁹¹ <https://www.cso.ie/en/census/census2021consultation/>

⁹² <https://hea.ie/policy/gender/>

⁹³ <https://www.cso.ie/en/statistics/crimeandjustice/recordedcrime-statisticsunderreservation/>

rights monitoring and for the development of policy in the area of equality and human rights. The research addresses equality and discrimination across the grounds covered by equality legislation and human rights, with a particular focus on economic, social and cultural rights.⁹⁴ Data on the situation of the Traveller community in Ireland in regard to education, work, housing, and health is presented in the ESRI publication "A Social Portrait of Travellers in Ireland" published in January 2017. This adds to the existing series of social portraits of other social groups – children, people with disabilities, communities, older people, and people of working age – published between 2007 and 2011.

304. The National Strategy for Women and Girls includes several actions focusing on the information available to support gender proofing of public policy. It is intended that the identification of knowledge gaps in relation to gender equality will provide a base to drive improvements in the data infrastructure and analysis required to close those gaps. With a view to increased visibility of women's contribution to agriculture, the Department of Agriculture, Food and the Marine is leading work to improve statistics and reporting on women's involvement in the agrifood sector. The CSO Farm Structure Survey published in May 2018 included a breakdown by gender of farm holders, family & regular non-family workers, and total labour input.

Q37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)**
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)**
- Development of a centralized web-based database and/or dashboard on gender statistics
- Institutionalization of users-producers' dialogues mechanisms

⁹⁴ <https://www.esri.ie/current-research/human-rights-and-equality-research-programme>

Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)

Other

Please provide a brief explanation and examples of your plans (2 pages max.).

305. In 2015, the National Statistics Board published its Strategy for the 2015-2020 period in which it set out priorities for official statistics in Ireland for the period to 2020, balancing EU regulatory and domestic demands. It was noted that Irish users consistently pointed to the need for more coherent health sector data, more information about energy and environment issues, better services data and the need for more detail in regional statistics. There is also a growing demand for new social indicators in the context of the increasing priority being given to well-being and social progress, and the National Statistics Board recommended development of an annual Well-being publication that would harness available information across areas such as health, education, job satisfaction, personal finances, and the physical environment, to provide a barometer of Ireland from a Well-being perspective.⁹⁵ A legal framework for the sharing and governance of data across Government has been developed the Data Sharing and Governance Act 2019. The recently-published Public Service Data Strategy 2019-2023 builds upon this framework and existing data initiatives such as the National Data Infrastructure (NDI), which concerns the identification of people, businesses and location.

306. The CSO has now begun the preparatory work on the large scale survey, called the Sexual Violence Survey (SVS), which will look in detail at the experience of sexual violence and abuse for both women and men in Ireland, with repeat surveys every decade. Further details of this initiative are provided in response to Q14.

307. The development of gender and equality budgeting will require a focus on increasing the capacity of policy makers to use relevant gender statistics. Please refer also to response to Q21.

4.2 SDG indicators (Q.38-40)

Q38. Have you defined a national set of indicators for monitoring progress on the SDGs?

Yes / No

If YES, how many indicators does it include and how many of those are gender-specific?

If YES, how many of the gender-specific indicators are additional country indicators

⁹⁵ http://www.nsb.ie/media/nsbie/pdfdocs/NSB_Strategy_2015-2020.pdf

(i.e., not part of the global SDG monitoring and indicator framework)?

Please provide the indicators in an annex.

308. Yes.

309. In co-chairing the intergovernmental negotiations on the SDGs with Kenya, Ireland advocated for gender equality to be a core priority of the 2030 Agenda.

310. The Central Statistics Office (CSO), Ireland's national statistical office, is tasked to impartially collect, analyse and make available statistics about Ireland's people, society and economy. The identification and management of national data needed to meet Ireland's SDG reporting requirements is being undertaken by the CSO, in consultation with the SDG Interdepartmental Working Group.

311. Ireland is currently using the 244 UN SDG indicators as the framework for our National SDGs. Of this set of 244 indicators, 49 are gender-specific. To date the CSO has provided a quick dashboard of progress on each SDG Goal and is in the process of developing monitoring systems to report on progress. The CSO SDG Division has also produced a Publication on Regional SDGs Ireland 2017.⁹⁶

312. The CSO also periodically produces a thematic 'Women & Men in Ireland' publication, which draws together key statistics on gender equality in Ireland. The most recent publication is in respect of 2016 and work underway on the next edition is taking the SDG framework into account.⁹⁷

313. The SDG dashboard and list of indicators are set out in Annex I

Q39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

Yes / No

If YES, please describe which indicators have been prioritized

If NO, explain the main challenges for collecting and compiling data on these indicators

314. Responsibility for reporting on Ireland's progress towards meeting national SDG targets has been assigned to the Department of Communications, Climate Action and Environment (DCCAE). DCCAE chairs the UN SDG Civil Service Senior Officials Group, charged with developing official reports on Ireland's progress. A national UN SDG Indicators Data Governance Board, established by the Irish Central Statistics Office (CSO) with representatives from Government Departments and agencies, meets on a quarterly

⁹⁶ <https://www.cso.ie/en/releasesandpublications/ep/p-rsdgi/regionalsdgsireland2017>

⁹⁷ <https://www.cso.ie/en/statistics/womenandmeninireland/>

basis and oversees data quality, metadata, lifecycle management and business glossaries.

315. To date, data has been sourced by the CSO for 86% of the Indicators required (please see dashboard in Annex I). Datasets are being created at NUTS3⁹⁸ level (which divides Ireland into 8 statistical units of 1 to 4 counties, depending on population size), county and census local area geography.

316. The CSO is prioritising data relating to SDG 5 in populating the CSO SDG Statbank and SDG Portal GeoHive. An automated IT solution is being developed to automatically populate the Geohive for SDG data. So far for Goal 5 information has been collected on 13 of the 14 Indicators. Work is ongoing on the remaining indicator (5.a.1(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure).

Q40. Which of the following disaggregations is routinely provided by major surveys in your country?

- | | |
|---|---|
| <input checked="" type="checkbox"/> Geographic location | <input checked="" type="checkbox"/> Income |
| <input checked="" type="checkbox"/> Sex | <input checked="" type="checkbox"/> Age |
| <input checked="" type="checkbox"/> Education | <input checked="" type="checkbox"/> Marital status |
| <input checked="" type="checkbox"/> Race/ethnicity | <input checked="" type="checkbox"/> Migratory status |
| <input checked="" type="checkbox"/> Disability | <input checked="" type="checkbox"/> Other characteristics relevant in national contexts |

317. In Ireland all of the above-listed disaggregations are provided by at least one major survey. Major surveys include the Census of Population, the Survey on Income and Living Conditions (SILC), the Labour Force Survey (LFS), and the General Household Survey. The Census would cover all of the above disaggregations except Income. Apart from the Census, no single survey would cover all of the disaggregations and disaggregations vary according to the Survey. The LFS would cover most of the above. The SILC has Income disaggregation. Most major surveys would disaggregate by geographic location.

⁹⁸ The Nomenclature of Territorial Units for Statistics (NUTS) were created by Eurostat in order to define territorial units for the production of regional statistics across the European Union. For details see <https://www.cso.ie/en/methods/revnuts23/>

ANNEX I. SDG Indicators

Table I.A below sets out an overview the 244 SDG indicators from the UN Global indicator framework. To date, data has been sourced for 86% of these indicators for Ireland.

Table I.A. Dashboard of UN Global SDG Indicators Sourced - IRELAND			
Goal Description	Total No. of SDG Indicators	Indicators sourced (Nos.)	No Data yet (Nos.)
Goal 1. End poverty in all its forms everywhere	14	14	0
Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	13	10	3
Goal 3. Ensure healthy lives and promote well-being for all at all ages	27	27	0
Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	11	10	1
Goal 5. Achieve gender equality and empower all women and girls	14	13	1
Goal 6. Ensure availability and sustainable management of water and sanitation for all	11	11	0
Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all	6	5	1
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	17	16	1
Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	12	11	1
Goal 10. Reduce inequality within and among countries	11	8	3
Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable	15	10	5
Goal 12. Ensure sustainable consumption and production patterns	13	11	2
Goal 13. Take urgent action to combat climate change and its impacts[a]	8	8	0
Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development	10	8	2
Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	14	14	0

Table I.A. Dashboard of UN Global SDG Indicators Sourced - IRELAND			
Goal Description	Total No. of SDG Indicators	Indicators sourced (Nos.)	No Data yet (Nos.)
Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	23	14	9
Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	25	21	4
Total	244 (100%)	211 (86%)	33 (14%)

Table I.B below sets out the 244 SDG indicators from the Global indicator framework, of which 49 are gender-specific or presented disaggregated by gender.

<i>Table I.B: SDG Indicator Description</i>	<i>UNSD Indicator Codes</i>	<i>Gender-specific ?</i>
1.1.1 Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)	C010101	Y
1.2.1 Proportion of population living below the national poverty line, by sex and age	C010201	Y
1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	C010202	Y
1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable	C010301	Y
1.4.1 Proportion of population living in households with access to basic services	C010401	
1.4.2 Proportion of total adult population with secure tenure rights to land, (a) with legally recognized documentation, and (b) who perceive their rights to land as secure, by sex and type of tenure	C010402	Y
1.5.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population	C200303	
1.5.2 Direct economic loss attributed to disasters in relation to global gross domestic product (GDP)	C010502	
1.5.3 Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030	C200304	
1.5.4 Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	C200305	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
1.a.1 Proportion of domestically generated resources allocated by the government directly to poverty reduction programmes	C010a01	
1.a.2 Proportion of total government spending on essential services (education, health and social protection)	C010a02	
1.a.3 Sum of total grants and non-debt-creating inflows directly allocated to poverty reduction programmes as a proportion of GDP	C010a03	
1.b.1 Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups	C010b01	Y
2.1.1 Prevalence of undernourishment	C020101	
2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the Food Insecurity Experience Scale (FIES)	C020102	
2.2.1 Prevalence of stunting (height for age <-2 standard deviation from the median of the World Health Organization (WHO) Child Growth Standards) among children under 5 years of age	C020201	
2.2.2 Prevalence of malnutrition (weight for height >+2 or <-2 standard deviation from the median of the WHO Child Growth Standards) among children under 5 years of age, by type (wasting and overweight)	C020202	
2.3.1 Volume of production per labour unit by classes of farming/pastoral/forestry enterprise size	C020301	
2.3.2 Average income of small-scale food producers, by sex and indigenous status	C020302	Y
2.4.1 Proportion of agricultural area under productive and sustainable agriculture	C020401	
2.5.1 Number of plant and animal genetic resources for food and agriculture secured in either medium- or long-term conservation facilities	C020501	
2.5.2 Proportion of local breeds classified as being at risk, not at risk or at unknown level of risk of extinction	C020502	
2.a.1 The agriculture orientation index for government expenditures	C020a01	
2.a.2 Total official flows (official development assistance plus other official flows) to the agriculture sector	C020a02	
2.b.1 Agricultural export subsidies	C020b02	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
2.c.1 Indicator of food price anomalies	C020c01	
3.1.1 Maternal mortality ratio	C030101	
3.1.2 Proportion of births attended by skilled health personnel	C030102	
3.2.1 Under-5 mortality rate	C030201	
3.2.2 Neonatal mortality rate	C030202	
3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	C030301	Y
3.3.2 Tuberculosis incidence per 100,000 population	C030302	
3.3.3 Malaria incidence per 1,000 population	C030303	
3.3.4 Hepatitis B incidence per 100,000 population	C030304	
3.3.5 Number of people requiring interventions against neglected tropical diseases	C030305	
3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease	C030401	
3.4.2 Suicide mortality rate	C030402	
3.5.1 Coverage of treatment interventions (pharmacological, psychosocial and rehabilitation and aftercare services) for substance use disorders	C030501	
3.5.2 Harmful use of alcohol, defined according to the national context as alcohol per capita consumption (aged 15 years and older) within a calendar year in litres of pure alcohol	C030502	
3.6.1 Death rate due to road traffic injuries	C030601	
3.7.1 Proportion of women of reproductive age (aged 15–49 years) who have their need for family planning satisfied with modern methods	C030701	Y
3.7.2 Adolescent birth rate (aged 10–14 years; aged 15–19 years) per 1,000 women in that age group	C030702	Y
3.8.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population)	C030801	
3.8.2 Proportion of population with large household expenditures on health as a share of total household expenditure or income	C030802	
3.9.1 Mortality rate attributed to household and ambient air pollution	C030901	
3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe Water, Sanitation and Hygiene for All (WASH) services)	C030902	
3.9.3 Mortality rate attributed to unintentional poisoning	C030903	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
3.a.1 Age-standardized prevalence of current tobacco use among persons aged 15 years and older	C030a01	
3.b.1 Proportion of the target population covered by all vaccines included in their national programme	C030b01	
3.b.2 Total net official development assistance to medical research and basic health sectors	C030b02	
3.b.3 Proportion of health facilities that have a core set of relevant essential medicines available and affordable on a sustainable basis	C030b03	
3.c.1 Health worker density and distribution	C030c01	
3.d.1 International Health Regulations (IHR) capacity and health emergency preparedness	C030d01	
4.1.1 Proportion of children and young people (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex	C040101	Y
4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by sex	C040201	Y
4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex	C040202	Y
4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	C040301	Y
4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill	C040401	
4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status, indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated	C040501	Y
4.6.1 Proportion of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex	C040601	Y
4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment	C040701	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
4.a.1 Proportion of schools with access to (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)	C040a01	Y
4.b.1 Volume of official development assistance flows for scholarships by sector and type of study	C040b01	
4.c.1 Proportion of teachers in: (a) pre-primary; (b) primary; (c) lower secondary; and (d) upper secondary education who have received at least the minimum organized teacher training (e.g. pedagogical training) pre-service or in-service required for teaching at the relevant level in a given country	C040c01	
5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	C050101	Y
5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	C050201	Y
5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	C050202	Y
5.3.1 Proportion of women aged 20–24 years who were married or in a union before age 15 and before age 18	C050301	Y
5.3.2 Proportion of girls and women aged 15–49 years who have undergone female genital mutilation/cutting, by age	C050302	Y
5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location	C050401	Y
5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments	C050501	Y
5.5.2 Proportion of women in managerial positions	C050502	Y
5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care	C050601	Y
5.6.2 Number of countries with laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education	C050602	Y
5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure	C050a01	Y

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	C050a02	Y
5.b.1 Proportion of individuals who own a mobile telephone, by sex	C050b01	Y
5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment	C050c01	Y
6.1.1 Proportion of population using safely managed drinking water services	C060101	
6.2.1 Proportion of population using (a) safely managed sanitation services and (b) a hand-washing facility with soap and water	C060201	
6.3.1 Proportion of wastewater safely treated	C060301	
6.3.2 Proportion of bodies of water with good ambient water quality	C060302	
6.4.1 Change in water-use efficiency over time	C060401	
6.4.2 Level of water stress: freshwater withdrawal as a proportion of available freshwater resources	C060402	
6.5.1 Degree of integrated water resources management implementation (0–100)	C060501	
6.5.2 Proportion of transboundary basin area with an operational arrangement for water cooperation	C060502	
6.6.1 Change in the extent of water-related ecosystems over time	C060601	
6.a.1 Amount of water- and sanitation-related official development assistance that is part of a government-coordinated spending plan	C060a01	
6.b.1 Proportion of local administrative units with established and operational policies and procedures for participation of local communities in water and sanitation management	C060b01	
7.1.1 Proportion of population with access to electricity	C070101	
7.1.2 Proportion of population with primary reliance on clean fuels and technology	C070102	
7.2.1 Renewable energy share in the total final energy consumption	C070201	
7.3.1 Energy intensity measured in terms of primary energy and GDP	C070301	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
7.a.1 International financial flows to developing countries in support of clean energy research and development and renewable energy production, including in hybrid systems	C070a01	
7.b.1 Investments in energy efficiency as a proportion of GDP and the amount of foreign direct investment in financial transfer for infrastructure and technology to sustainable development services	C070b01	
8.1.1 Annual growth rate of real GDP per capita	C080101	
8.2.1 Annual growth rate of real GDP per employed person	C080201	
8.3.1 Proportion of informal employment in non-agriculture employment, by sex	C080301	Y
8.4.1 Material footprint, material footprint per capita, and material footprint per GDP	C200202	
8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP	C200203	
8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities	C080501	Y
8.5.2 Unemployment rate, by sex, age and persons with disabilities	C080502	Y
8.6.1 Proportion of youth (aged 15–24 years) not in education, employment or training	C080601	
8.7.1 Proportion and number of children aged 5–17 years engaged in child labour, by sex and age	C080701	Y
8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status	C080801	Y
8.8.2 Level of national compliance with labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status	C080802	Y
8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate	C080901	
8.9.2 Proportion of jobs in sustainable tourism industries out of total tourism jobs	C080902	
8.10.1 (a) Number of commercial bank branches per 100,000 adults and (b) number of automated teller machines (ATMs) per 100,000 adults	C081001	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider	C081002	
8.a.1 Aid for Trade commitments and disbursements	C080a01	
8.b.1 Existence of a developed and operationalized national strategy for youth employment, as a distinct strategy or as part of a national employment strategy	C080b01	
9.1.1 Proportion of the rural population who live within 2 km of an all-season road	C090101	
9.1.2 Passenger and freight volumes, by mode of transport	C090102	
9.2.1 Manufacturing value added as a proportion of GDP and per capita	C090201	
9.2.2 Manufacturing employment as a proportion of total employment	C090202	
9.3.1 Proportion of small-scale industries in total industry value added	C090301	
9.3.2 Proportion of small-scale industries with a loan or line of credit	C090302	
9.4.1 CO ₂ emission per unit of value added	C090401	
9.5.1 Research and development expenditure as a proportion of GDP	C090501	
9.5.2 Researchers (in full-time equivalent) per million inhabitants	C090502	
9.a.1 Total official international support (official development assistance plus other official flows) to infrastructure	C090a01	
9.b.1 Proportion of medium and high-tech industry value added in total value added	C090b01	
9.c.1 Proportion of population covered by a mobile network, by technology	C090c01	
10.1.1 Growth rates of household expenditure or income per capita among the bottom 40 per cent of the population and the total population	C100101	
10.2.1 Proportion of people living below 50 per cent of median income, by sex, age and persons with disabilities	C100201	Y

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
10.3.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	C200204	
10.4.1 Labour share of GDP, comprising wages and social protection transfers	C100401	
10.5.1 Financial Soundness Indicators	C100501	
10.6.1 Proportion of members and voting rights of developing countries in international organizations	C200205	
10.7.1 Recruitment cost borne by employee as a proportion of monthly income earned in country of destination	C100701	
10.7.2 Number of countries with migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people	C100702	
10.a.1 Proportion of tariff lines applied to imports from least developed countries and developing countries with zero-tariff	C100a01	
10.b.1 Total resource flows for development, by recipient and donor countries and type of flow (e.g. official development assistance, foreign direct investment and other flows)	C100b01	
10.c.1 Remittance costs as a proportion of the amount remitted	C100c01	
11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing	C110101	
11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities	C110201	Y
11.3.1 Ratio of land consumption rate to population growth rate	C110301	
11.3.2 Proportion of cities with a direct participation structure of civil society in urban planning and management that operate regularly and democratically	C110302	
11.4.1 Total expenditure (public and private) per capita spent on the preservation, protection and conservation of all cultural and natural heritage, by type of heritage (cultural, natural, mixed and World Heritage Centre designation), level of government (national, regional and local/municipal), type of expenditure (operating expenditure/investment) and type of private funding (donations in kind, private non-profit sector and sponsorship)	C110401	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
11.5.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population	C200303	
11.5.2 Direct economic loss in relation to global GDP, damage to critical infrastructure and number of disruptions to basic services, attributed to disasters	C110502	
11.6.1 Proportion of urban solid waste regularly collected and with adequate final discharge out of total urban solid waste generated, by cities	C110601	
11.6.2 Annual mean levels of fine particulate matter (e.g. PM2.5 and PM10) in cities (population weighted)	C110602	
11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities	C110701	Y
11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months	C110702	Y
11.a.1 Proportion of population living in cities that implement urban and regional development plans integrating population projections and resource needs, by size of city	C110a01	
11.b.1 Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030	C200304	
11.b.2 Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	C200305	
11.c.1 Proportion of financial support to the least developed countries that is allocated to the construction and retrofitting of sustainable, resilient and resource-efficient buildings utilizing local materials	C110c01	
12.1.1 Number of countries with sustainable consumption and production (SCP) national action plans or SCP mainstreamed as a priority or a target into national policies	C120101	
12.2.1 Material footprint, material footprint per capita, and material footprint per GDP	C200202	
12.2.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP	C200203	
12.3.1 (a) Food loss index and (b) food waste index	C120301	
12.4.1 Number of parties to international multilateral environmental agreements on hazardous waste, and other chemicals that meet their commitments and obligations in transmitting information as required by each relevant agreement	C120401	
12.4.2 Hazardous waste generated per capita and proportion of hazardous waste treated, by type of treatment	C120402	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
12.5.1 National recycling rate, tons of material recycled	C120501	
12.6.1 Number of companies publishing sustainability reports	C120601	
12.7.1 Number of countries implementing sustainable public procurement policies and action plans	C120701	
12.8.1 Extent to which (i) global citizenship education and (ii) education for sustainable development (including climate change education) are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment	C120801	
12.a.1 Amount of support to developing countries on research and development for sustainable consumption and production and environmentally sound technologies	C120a01	
12.b.1 Number of sustainable tourism strategies or policies and implemented action plans with agreed monitoring and evaluation tools	C120b01	
12.c.1 Amount of fossil-fuel subsidies per unit of GDP (production and consumption) and as a proportion of total national expenditure on fossil fuels	C120c01	
13.1.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population	C200303	
13.1.2 Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030	C200304	
13.1.3 Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	C200305	
13.2.1 Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production (including a national adaptation plan, nationally determined contribution, national communication, biennial update report or other)	C130201	
13.3.1 Number of countries that have integrated mitigation, adaptation, impact reduction and early warning into primary, secondary and tertiary curricula	C130301	
13.3.2 Number of countries that have communicated the strengthening of institutional, systemic and individual capacity-building to implement adaptation, mitigation and technology transfer, and development actions	C130302	
13.a.1 Mobilized amount of United States dollars per year between 2020 and 2025 accountable towards the \$100 billion commitment	C130a01	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
13.b.1 Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities	C130b01	Y
14.1.1 Index of coastal eutrophication and floating plastic debris density	C140101	
14.2.1 Proportion of national exclusive economic zones managed using ecosystem-based approaches	C140201	
14.3.1 Average marine acidity (pH) measured at agreed suite of representative sampling stations	C140301	
14.4.1 Proportion of fish stocks within biologically sustainable levels	C140401	
14.5.1 Coverage of protected areas in relation to marine areas	C140501	
14.6.1 Degree of implementation of international instruments aiming to combat illegal, unreported and unregulated fishing	C140601	
14.7.1 Sustainable fisheries as a proportion of GDP in small island developing States, least developed countries and all countries	C140701	
14.a.1 Proportion of total research budget allocated to research in the field of marine technology	C140a01	
14.b.1 Degree of application of a legal/regulatory/policy/institutional framework which recognizes and protects access rights for small-scale fisheries	C140b01	
14.c.1 Number of countries making progress in ratifying, accepting and implementing through legal, policy and institutional frameworks, ocean-related instruments that implement international law, as reflected in the United Nations Convention on the Law of the Sea, for the conservation and sustainable use of the oceans and their resources	C140c01	
15.1.1 Forest area as a proportion of total land area	C150101	
15.1.2 Proportion of important sites for terrestrial and freshwater biodiversity that are covered by protected areas, by ecosystem type	C150102	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
15.2.1 Progress towards sustainable forest management	C150201	
15.3.1 Proportion of land that is degraded over total land area	C150301	
15.4.1 Coverage by protected areas of important sites for mountain biodiversity	C150401	
15.4.2 Mountain Green Cover Index	C150402	
15.5.1 Red List Index	C150501	
15.6.1 Number of countries that have adopted legislative, administrative and policy frameworks to ensure fair and equitable sharing of benefits	C150601	
15.7.1 Proportion of traded wildlife that was poached or illicitly trafficked	C200206	
15.8.1 Proportion of countries adopting relevant national legislation and adequately resourcing the prevention or control of invasive alien species	C150801	
15.9.1 Progress towards national targets established in accordance with Aichi Biodiversity Target 2 of the Strategic Plan for Biodiversity 2011–2020	C150901	
15.a.1 Official development assistance and public expenditure on conservation and sustainable use of biodiversity and ecosystems	C200207	
15.b.1 Official development assistance and public expenditure on conservation and sustainable use of biodiversity and ecosystems	C200207	
15.c.1 Proportion of traded wildlife that was poached or illicitly trafficked	C200206	
16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age	C160101	Y
16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause	C160102	Y
16.1.3 Proportion of population subjected to (a) physical violence, (b) psychological violence and (c) sexual violence in the previous 12 months	C160103	Y
16.1.4 Proportion of population that feel safe walking alone around the area they live	C160104	
16.2.1 Proportion of children aged 1–17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month	C160201	
16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation	C160202	Y

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18	C160203	Y
16.3.1 Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms	C160301	
16.3.2 Unsentenced detainees as a proportion of overall prison population	C160302	
16.4.1 Total value of inward and outward illicit financial flows (in current United States dollars)	C160401	
16.4.2 Proportion of seized, found or surrendered arms whose illicit origin or context has been traced or established by a competent authority in line with international instruments	C160402	
16.5.1 Proportion of persons who had at least one contact with a public official and who paid a bribe to a public official, or were asked for a bribe by those public officials, during the previous 12 months	C160501	
16.5.2 Proportion of businesses that had at least one contact with a public official and that paid a bribe to a public official, or were asked for a bribe by those public officials during the previous 12 months	C160502	
16.6.1 Primary government expenditures as a proportion of original approved budget, by sector (or by budget codes or similar)	C160601	
16.6.2 Proportion of population satisfied with their last experience of public services	C160602	
16.7.1 Proportions of positions in national and local institutions, including (a) the legislatures; (b) the public service; and (c) the judiciary, compared to national distributions, by sex, age, persons with disabilities and population groups	C160701	Y
16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group	C160702	Y
16.8.1 Proportion of members and voting rights of developing countries in international organizations	C200205	
16.9.1 Proportion of children under 5 years of age whose births have been registered with a civil authority, by age	C160901	
16.10.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months	C161001	
16.10.2 Number of countries that adopt and implement constitutional, statutory and/or policy guarantees for public access to information	C161002	
16.a.1 Existence of independent national human rights institutions in compliance with the Paris Principles	C160a01	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
16.b.1 Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on the basis of a ground of discrimination prohibited under international human rights law	C200204	
17.1.1 Total government revenue as a proportion of GDP, by source	C170101	
17.1.2 Proportion of domestic budget funded by domestic taxes	C170102	
17.2.1 Net official development assistance, total and to least developed countries, as a proportion of the Organization for Economic Cooperation and Development (OECD) Development Assistance Committee donors' gross national income (GNI)	C170201	
17.3.1 Foreign direct investment (FDI), official development assistance and South-South cooperation as a proportion of total domestic budget	C170301	
17.3.2 Volume of remittances (in United States dollars) as a proportion of total GDP	C170302	
17.4.1 Debt service as a proportion of exports of goods and services	C170401	
17.5.1 Number of countries that adopt and implement investment promotion regimes for least developed countries	C170501	
17.6.1 Number of science and/or technology cooperation agreements and programmes between countries, by type of cooperation	C170601	
17.6.2 Fixed Internet broadband subscriptions per 100 inhabitants, by speed	C170602	
17.7.1 Total amount of approved funding for developing countries to promote the development, transfer, dissemination and diffusion of environmentally sound technologies	C170701	
17.8.1 Proportion of individuals using the Internet	C170801	
17.9.1 Dollar value of financial and technical assistance (including through North-South, South-South and triangular cooperation) committed to developing countries	C170901	
17.10.1 Worldwide weighted tariff-average	C171001	
17.11.1 Developing countries' and least developed countries' share of global exports	C171101	

Table I.B: SDG Indicator Description	UNSD Indicator Codes	Gender-specific ?
17.12.1 Average tariffs faced by developing countries, least developed countries and small island developing States	C171201	
17.13.1 Macroeconomic Dashboard	C171301	
17.14.1 Number of countries with mechanisms in place to enhance policy coherence of sustainable development	C171401	
17.15.1 Extent of use of country-owned results frameworks and planning tools by providers of development cooperation	C171501	
17.16.1 Number of countries reporting progress in multi-stakeholder development effectiveness monitoring frameworks that support the achievement of the sustainable development goals	C171601	
17.17.1 Amount of United States dollars committed to (a) public-private partnerships and (b) civil society partnerships	C171701	
17.18.1 Proportion of sustainable development indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics	C171801	
17.18.2 Number of countries that have national statistical legislation that complies with the Fundamental Principles of Official Statistics	C171802	
17.18.3 Number of countries with a national statistical plan that is fully funded and under implementation, by source of funding	C171803	
17.19.1 Dollar value of all resources made available to strengthen statistical capacity in developing countries	C171901	
17.19.2 Proportion of countries that (a) have conducted at least one population and housing census in the last 10 years; and (b) have achieved 100 per cent birth registration and 80 per cent death registration	C171902	

ANNEX II. Report of expert and stakeholder consultation

Attached under separate cover