



An Roinn Fiontar,
Trádála agus Fostaíochta
Department of Enterprise,
Trade and Employment

Department of Enterprise, Trade and Employment Statement of Strategy 2024 – 2025



Foreword



Minister for Enterprise,
Trade and Employment,
Peter Burke, T.D.

My Department is integral in facilitating the creation of high quality, sustainable enterprises and employment right across Ireland. The number of people employed in Ireland has reached record levels with continued growth in all regions. Despite the many headwinds of Brexit, pandemics and supply chain disruptions, our export performance is strong and proving resilient. This unprecedented performance is a credit to the commitment and innovation of employers and employees across the country who are supported by the work of this Department, our offices and enterprise development agencies.

At the same time, there is no room for complacency. Business throughout the globe is being transformed by climate change, the accelerated adoption of new and disruptive technologies and changing geo-political dynamics. These developments present both challenges and opportunities. The pressure on Irish SMEs and small enterprises in particular in responding to the digital and green transitions, maintaining competitiveness in markets and managing costs is acute.

This Strategy sets out our approach to creating and maintaining a thriving business environment for trade and investment, which facilitates entrepreneurship and enterprise and which in turn supports communities all over Ireland through job creation and economic growth. Helping businesses innovate, decarbonize and boost performance through digital transformation are essential elements of our enterprise strategy.

As a small open economy trade, foreign direct investment and the need to remain globally competitive remain essential cornerstones of our strategy. At EU level we must continue to advance Ireland's interests, influence and values. We will continue to support positive workplace relations, safe workplaces and a regulatory environment which supports enterprise and competition while also providing appropriate safeguards for stakeholders.

Foreword



Secretary General,
Declan Hughes

Our Department of Enterprise, Trade and Employment leads in advising on and implementing Government policies for stimulating the long term productive capacity of the economy and creating an environment that encourages and supports entrepreneurship, enterprise and quality employment growth.

This Strategy builds on the significant progress we have made delivering the priorities set out in the Programme for Government, **Our Shared Future**. Our vision is to make Ireland the best place to succeed in business across all parts of our country. This Strategy reflects Government's **White Paper on Enterprise** objectives to ensure that Ireland builds on its strengths as an open economy and accelerates enterprise adaptation to the green and digital transitions, in particular SMEs. Our focus is on sustaining the strong base of foreign direct investment in Ireland and that we remain at the forefront of new technologies and the industries of the future, with a vibrant, resilient, regionally diversified mix of leading global companies, internationally competitive Irish enterprises and thriving local businesses. We will prioritise and enhance fair competition in the marketplace, consumer protection and the safeguarding of employment rights.

As a Department with an extensive policy remit, we aim to be agile, innovative and inclusive. Our approach is rooted in a public service ethos of independence, equality, integrity, impartiality, openness, fairness, dignity and respect. As a Department we are committed to engaging with the business community, employer and employee representative organisations, and stakeholders across the country in developing policy.

Our Strategy draws on an extensive range of inputs received from stakeholders and I would like to thank those who have made submissions. I also want to recognise the hard work of the staff of the Department; and staff in our Offices and development agencies whose effort and commitment ensure we can deliver on our critical mission for Government.



Vision

We will make Ireland the best place to succeed in business across all parts of our country, with vibrant, competitive enterprises, more high-quality employment, growing trade, fair workplaces and higher productivity.



Mission

We will lead on sustainable economic development through the creation and maintenance of high quality employment across all parts of our country: by championing enterprise; supporting SMEs and microenterprises, ensuring a competitive business base for sustainable enterprise, enabling innovation and investment; strengthening global connections and trade; promoting fair and competitive markets, and responsible business practice; incentivising work as well as safe, flexible and decent workplaces through the regulatory and enforcement work of the Department, its offices and its agencies.



Values

As a Department, we foster a culture of accountability, efficiency, innovation and value for money, which is rooted in a public service ethos of independence, equality, integrity, impartiality, openness, fairness, dignity and respect. As Civil Servants, we espouse the highest standards of professionalism, honesty, objectivity and quality, which are central to fulfilling our roles in serving Government, the democratic system and the public. In line with our obligations under Human Rights legislation we will, in our work, value and promote equality, inclusiveness and human rights.

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Introduction

Our Department of Enterprise, Trade and Employment leads in advising on and implementing the Government's policies of stimulating the productive capacity of the economy and creating an environment which facilitates entrepreneurship, enterprise and employment growth.



Working with our offices and agencies, our Department's strategic objectives for 2024-2025 cover a wide range of activity including:

- ▶ Assisting entrepreneurs and enterprise to create and sustain high quality employment across all regions, by developing a strong Irish owned enterprise base, attracting and retaining foreign direct investment and strengthening trade.
- ▶ Supporting SMEs and microenterprises to build capacity and to enhance resilience and firm level competitiveness.
- ▶ Leading a whole-of-Government approach to continually improving the international competitiveness of the environment for investment, productivity and sustainable and quality jobs.
- ▶ Orienting policy to help enterprise reduce carbon emissions and resource use, invest in decarbonisation and circular economy, exploit the opportunities of the transition to net zero and accelerate the decoupling of economic growth and resource consumption.
- ▶ Delivering on Ireland's ambition to be a digital and frontier technology leader by establishing a certain regulatory environment, supporting the digital transition of Irish enterprise and effective negotiation and implementation of EU digital and future technologies policies and regulations.

- ▶ Assisting enterprise to invest and innovate to maintain competitive advantage in local and global markets and create high quality jobs.
- ▶ Promoting quality employment, positive workplace relations, well-functioning dispute resolution mechanisms, safe working environments and safeguarding workers' rights.
- ▶ Ensuring our business regulation facilitates sustainable investment and development, competition in the marketplace, high standards of consumer protection and corporate governance.
- ▶ Working ambitiously across Government with our EU and international partners to advance Ireland's interests, influence and values.
- ▶ Ensuring best value for money and alignment of Departmental expenditure with policy priorities, informed by data, evidence and robust evaluation.

This strategy is informed by Government's **White Paper on Enterprise 2022-2030** which sets out the priorities for Irish enterprise policy in the period to 2030. It provides a vision for Irish-based enterprise to succeed through competitive advantage founded on sustainability, innovation and productivity.



A cornerstone of our strategy is driving the twin digital and green transitions and developing a sustainable economic model, both to meet our emissions abatement targets and to seize the economic opportunities arising.

To progress the digital transition, this strategy is informed by **Harnessing Digital – the Digital Ireland Framework**, as well as the **National AI Strategy**, which set ambitions for Ireland to become a digital leader to ensure competitiveness, drive productivity and enable a decoupling of economic growth from unsustainable resource consumption. Our enterprise agencies and Local Enterprise Offices will proactively provide advice and a range of financial assistance for digital and green transformation, with the agenda being fundamental to their engagement with enterprise.

SMEs and micro enterprises constitute the majority of businesses in Ireland and provide much valued employment in communities in all regions across the country. To support these enterprises, we will deliver on the **Local Enterprise Office (LEO) Policy Statement 2024–2030** which emphasises the LEOs role as the first stop shop at local level for all businesses and outlines how the LEOs foster a strong entrepreneurial culture and promote enterprise nationally. The Policy Statement also details how the work of the LEOs will adapt to contribute to the implementation of five of the priorities of the White Paper on Enterprise – decarbonisation, digitalisation, increasing exporters, enabling the locally traded sector to thrive, and stepping up enterprise innovation.

Ireland's connectedness to the EU agenda and internationally is of fundamental importance. As we prepare for Ireland's presidency of the European Council in 2026, we will continue to advocate

at EU level for policy and regulation that is pro-enterprise, pro-trade and pro-consumer and that promotes an innovation-friendly economy. Securing and maintaining mobile direct investment from Irish-owned and foreign-owned firms remains integral to our strategy. We will implement the **Trade and Investment Strategy 2022-2026: Value for Ireland, Values for the World** to enhance the positive contribution that trade and investment can make to our economic development. Ireland's response to changing globalisation patterns and associated market and supply chain fragmentation will be flexible and agile while providing continuity and stability as an investment destination of choice.

Over the lifetime of this Strategy the Department will continue to deliver positive workplace relations, robust enforcement of employment rights, a safe working environment and a responsive economic migration policy aligned with the needs of the economy. Our Department will continue to develop and implement legislation to enhance Ireland's business regulatory environment and attractiveness as a location which facilitates enterprise and entrepreneurship, while also providing appropriate safeguards for stakeholders. This work will consider the impact of any new legislation on SMEs.

As a Department we are committed to working collaboratively across government to support our economy and society, and to deliver a positive environment in which enterprise and employment can thrive. Our Department is committed to engaging directly with the business community, employer and employee representative organisations, and other stakeholders in all parts of the country to assist us in identifying, understanding and developing policy responses to the opportunities and challenges in our economy. We have established a number of fora to facilitate consultation, engagement and partnership.

This Strategy has also been developed in the context of our role in contributing to progressing the UN Sustainable Development Goals in areas including employment, safe and secure working environments, fostering innovation and encouraging companies to adopt and report on sustainable practices.

Finally, as a Department we will also, where appropriate and applicable, consider the participation of children and young people in our work as envisaged in the Government's **Action Plan for Participation of Children and Young People in Decision-Making 2024-2028.**



Our Strategic Goals



Goal 1

Sustain full employment and strong regional economic development.

Outcome: Full employment in all parts of the country, underpinned by a competitive and enterprise friendly environment with a resilient, innovative, productive and sustainable enterprise base.



Goal 2

Advance the low carbon and digital transitions to ensure the competitiveness and sustainability of Irish based enterprise.

Outcome: Alignment with the Climate Action Plan target of halving our overall greenhouse gas emissions by 2030, followed by a net zero economy by 2050, while mitigating the costs of decarbonisation and fostering opportunities for growth in the green economy. Progress towards Ireland becoming a leading digital economy to enhance productivity and economic growth.



Goal 3

Deepen and extend Ireland's global business and trade in a responsible, fair and sustainable manner.

Outcome: Grow and diversify our trade in a sustainable manner, generate new enterprise opportunities in an all-island economy, and pursue increased and new types of FDI investments.



Goal 4

Improve our business regulatory environment to enhance Ireland's attractiveness as a place to do business.

Outcome: A business environment facilitating investment and development, competition in the marketplace, and high standards of consumer protection and corporate governance.



Goal 5

Promote safety in the workplace, quality employment and uphold employment rights.

Outcome: A policy, legislative and institutional framework which enables quality employment, good industrial relations and safe working environments, balancing flexibility and security and providing protection for all employees



Goal 6

Build an innovative, inclusive and agile Department with a strong public service ethos driving effective and responsible policy implementation.

Outcome: A Department staffed with people who are innovative, flexible, responsive and agile, ensuring high standards of public service and corporate governance, and optimised resources to deliver our Strategy, Mission and Goals.



Goal 1

**Sustain full employment
and strong regional
economic development.**

To achieve this goal the Department will:

- ▶ Implement Government's White Paper on Enterprise to enhance the competitiveness and resilience of Irish based enterprise, particularly SMEs.
- ▶ Implement policies and supports for entrepreneurs, SMEs and micro enterprises that are targeted, agile, responsive and value for money.
- ▶ Implement policies and supports that facilitate SMEs to start up, scale and access finance and international markets to maximise growth opportunities.
- ▶ Implement the Local Enterprise Office (LEO) Policy Statement, strengthening the LEOs as the first-stop-shop at local level for businesses in Ireland.
- ▶ Ensure that enterprise can access affordable finance, including microfinance, loan guarantees, and seed and venture capital.
- ▶ Develop and implement policies that enable locally trading firms to compete thrive and provide improved access to Government supports for business through the rollout of the National Enterprise Hub.
- ▶ Deliver our ambitions under Impact 2030 to broaden and deepen innovation capability and investment across the enterprise sector, in particular the innovation performance of our SMEs, including through increasing collaboration with the public research system, and foster good design as an integral part of bringing new products and services to market.
- ▶ Maintain and enhance Ireland's attractiveness as a location for mobile direct investment including through proactive policy development, growth and transformation of existing investments, evolving Ireland's Foreign Direct Investment (FDI) value proposition and exploiting emerging opportunities.

- ▶ Strengthen linkages between foreign and Irish-owned firms, developing stronger ecosystems to help local firms to embed themselves in the value chains of FDI intensive sectors and increase the level of Research, Development and Innovation (RD&I) performed by indigenous enterprise.
- ▶ Engage with stakeholders and across Government to advocate and secure strategic National Development Plan investment that delivers a globally competitive and future-proofed economic and enterprise development ecosystem in education, innovation and physical infrastructure.
- ▶ Review the current Regional Enterprise Plans and begin the process of development of successor plans.
- ▶ Contribute to the revision of the National Planning Framework to ensure regionally balanced growth.
- ▶ Build on Ireland's enterprise strengths and potential by leveraging clustering policy and implementing Ireland's Smart Specialisation Strategy, supported by the rollout of European Regional Development Fund (ERDF) programmes.
- ▶ Deliver balanced regional economic development from offshore wind, as a driver of economic development in coastal regions and communities.
- ▶ Promote construction sector innovation and modern methods of construction to accelerate delivery of high quality, sustainable and affordable housing.
- ▶ Progress Ireland's National Space Strategy for Enterprise to further expand our space-active industry.
- ▶ Contribute to the development and implementation of State Aid rules to promote a level playing field and support policy that facilitates growth, innovation and sustainability for Irish businesses in the EU.





Goal 2

Advance the low carbon and digital transitions to ensure the competitiveness and sustainability of Irish based enterprise.

To achieve this goal the Department will:

- ▶ Boost the resilience of our enterprise base, by developing and implementing policies and standards to deliver on the industry and commercial buildings sectoral emissions ceilings, through the measures set out in the Climate Action Plan.
- ▶ Embed decarbonisation measures into enterprise policy programmes and incentivise industry, with a particular focus on large emitters, to transition to more sustainable environmental practices and reduce carbon emissions.
- ▶ Enable enterprise to realise the opportunities of the low carbon economy, including renewable energy opportunities.
- ▶ Assist SMEs to lower their emissions, improve energy and resource efficiency and reduce environmental impact.
- ▶ Deliver the actions set out under **Powering Prosperity – Ireland's Offshore Wind Industrial Strategy** and work with the cross-governmental Offshore Wind Delivery Taskforce.
- ▶ Progress the development of new EU and global standards including the objectives of the EU's Standardisation Strategy and reflect the circular and waste economy strategies in the development of sustainable product standards.
- ▶ Implement the Net Zero Industry Act and support the circular economy through effective implementation of EU Ecodesign requirements.
- ▶ Facilitate increased digitalisation and improved productivity across all enterprise sectors through the continued rollout of the Digital Transition Fund and promotion of the Grow Digital Portal to help businesses to self-assess their digital needs, as well as signposting to training, resources and funding options.

- ▶ Promote the European Digital Innovation Hubs as one stop shops to help the digitalisation of SMEs and the public sector.
- ▶ Advocate at EU level for policies and regulations that support an innovation-friendly digital economy.
- ▶ Stimulate the digital transformation of manufacturing industry to achieve a competitive, innovation-driven manufacturing hub.
- ▶ Lead the cross-Government implementation of **AI – Here for Good**, the National Artificial Intelligence Strategy.
- ▶ Ensure that Coimisiún na Meán and Competition and Consumer Protection Commission (CCPC) effectively and efficiently enforce the Digital Services Act.
- ▶ Deliver and implement a National Semiconductor Strategy in response to the EU Chips Act and corresponding international developments.
- ▶ Strengthen the LEO Network client engagement experience including implementing a new Client Relationship Management System (CRMS).
- ▶ Work with relevant Government Departments to manage the transition to a clean energy economy post-2030 including for large energy users and data centres in the near term to 2030.
- ▶ Contribute to progressing the UN Sustainable Development Goals (SDGs), lead on ten SDG targets, and share responsibility for further targets.





Goal 3

**Deepen and extend
Ireland's global
business and trade in
a responsible, fair and
sustainable manner.**

To achieve this goal the Department will:

- ▶ Implement Government's Trade and Investment Strategy 2022-2026, **Value for Ireland, Values for the World.**
- ▶ Work with our EU and international partners to build and strengthen alliances to shape emerging policies, standards, regulations and international agreements that impact Ireland's economic and business environment.
- ▶ Advance Ireland's economic and trading interests in multilateral contexts, including the WTO and the OECD, and work jointly with the EC and EU Member States to ensure that the WTO is at the heart of a global, rules-based, multilateral trading system.
- ▶ Promote free, open trade to support Ireland's economic model within a dynamic, competitive EU and to protect critical supply chains, advocate for new EU Free Trade Agreements and for maintaining and deepening transatlantic trade relations.
- ▶ Work across Government and with our EU partners to identify and remove barriers to trade, particularly in services, to secure a fully functioning EU Single Market for the benefit of our exporters, businesses and other consumers.
- ▶ Strengthen cross-border trade and foster opportunities for North-South collaboration to enhance the all-Island economy, deliver on Shared Island objectives, and support economic growth in strategic border locations, including through business supports provided by Intertrade Ireland.
- ▶ Ensure that Ireland's position on all trade deals supports the transition to a sustainable global economy and takes account of the needs of developing countries, especially Least Developed Countries, in the EU and global trading system.

- ▶ Facilitate Irish companies to sustainably grow and diversify export markets by assisting enterprise to enter and benefit from international markets and to expand into new markets by taking full advantage of the EU Single Market and the network of EU Free Trade Agreements as well as opportunities which may arise from the EU's Global Gateway initiative.
- ▶ Support the implementation of the EU-UK trading arrangements, as set out in the EU-UK Trade and Cooperation Agreement, to ensure Ireland's interests are protected and that the impacts of Brexit on businesses are mitigated.
- ▶ Work with our agencies as part of Team Ireland abroad, in the context of the Government's Global Ireland 2025 Strategy, to promote our exports and highlight Ireland's attractiveness for investment and innovation, to capitalise on global shifts in business models and emerging disruptive technologies and attract the next wave of technology and business activity.
- ▶ Engage constructively with the EU economic security agenda, aiming to preserve maximum levels of economic openness and dynamism.
- ▶ Ensure that Ireland has a robust legal and operational framework for regulating the export of controlled goods, in support of global security and human rights.
- ▶ Implement UN and EU Trade Sanctions in support of international law and human rights.
- ▶ Promote responsible business practices and input into a second Business and Human Rights National Plan.





Goal 4

Improve our business regulatory environment to enhance Ireland's attractiveness as a place to do business.

To achieve this goal the Department will:

- ▶ Lead across Government on the development of evidence and data-based policy recommendations that will contribute to a competitive environment for investment, productivity, entrepreneurship and employment, drawing on the work and recommendations of the National Competitiveness and Productivity Council.
- ▶ Implement effective business regulation and reduced administrative burdens, through the development of policy that is evidence-based and involves public consultation and impact analysis. We will enhance, promote and monitor the application of the SME Test across Government on new policies, primary/secondary legislation and regulatory compliance requirements.
- ▶ Ensure that the Companies Act 2014, co-operative societies, and limited partnership legislation is responsive and reflects international best practice so that Ireland can facilitate enterprise and entrepreneurship, while protecting employees, members and creditors with appropriate safeguards.
- ▶ Support the regulatory and enforcement bodies established under the Companies Act 2014 and ensure company law enables the bodies to undertake their statutory functions effectively.
- ▶ Ensure Ireland has an effective auditing and accounting regime in line with harmonised EU rules.
- ▶ Provide a progressive intellectual property regime that stimulates economic growth by encouraging innovation and creativity across society, and which is responsive to the challenges and opportunities of a digital economy.
- ▶ Drive the advancement of effective intellectual property management policy and practices, through engagement in appropriate international fora.

- ▶ Maintain a strong connection between enterprise and the education sector to ensure future skills need of the economy and enterprise are met through our research and technical support for the Expert Group on Future Skills Needs. We will promote upskilling through the LEOs and work with colleagues in the Departments of Education and Skills and of Further Higher Education Research Innovation and Skills on this agenda.
- ▶ Continue to work collaboratively across Government and to engage with stakeholders to ensure that our taxation regime works for all businesses including self-employed sole traders, SMEs and large multinationals.
- ▶ Promote a coherent and effective regulatory framework to maintain Ireland's position as a leading digital regulatory hub in the EU.
- ▶ Lead the cross-Government implementation of the EU Artificial Intelligence Act, including its measures to support innovation in SMEs.
- ▶ Continue to enhance and modernise consumer protection legislation so consumers can access cost-effective out-of-court dispute resolution processes.
- ▶ Continue to support a whole of government approach to insurance reform, including monitoring of impacts under the Action Plan for Insurance Reform.
- ▶ Facilitate the Injuries Resolution Board to resolve personal injury claims without the need for litigation, including by way of mediation, thereby reducing the costs of personal injury claims and facilitate reductions in insurance premiums.
- ▶ Continue structured engagement with a wide range of stakeholder bodies and representative organisations.





Goal 5

Promote safety in the workplace, quality employment and uphold employment rights.

To achieve this goal the Department will:

- ▶ Ensure that employment rights and labour market standards, are kept under review and updated to reflect national and international developments, including at EU, the Council of Europe, Court of Justice and International Labour Organisation level.
- ▶ Establish the Employment Law Review Group comprising expert stakeholders to help ensure that Ireland's employment-law framework remains fit for purpose and adapts to the evolving contemporary workplace.
- ▶ Increase the competitiveness of Ireland in attracting the skills and talent the economy needs by managing an efficient employment permits system, maximising the benefits of economic migration and minimising disruption to Ireland's labour market.
- ▶ Support remote, flexible and hub-working arrangements to promote better work-life balance and greater regional balance. Support higher female labour market participation through the work of our Balance for Better Business Group to improve gender balance in senior business leadership in Ireland.
- ▶ Implement measure to allow, but not compel, employees to stay in employment until State Pension Age via Employment (Restriction of Certain Mandatory Retirement Ages) Bill.
- ▶ Transpose the EU Directive on National Minimum Wage and progress the development under the Labour Employer Economic Forum of an action plan on collective bargaining.

- ▶ Ensure that the Workplace Relations Commission and the Labour Court continue to provide a world-class workplace relations service and employment rights framework.
- ▶ Through the Construction Contracts Adjudication Service, ensure that sub-contractors can swiftly resolve payment disputes.
- ▶ Progress towards a National Living Wage (to be achieved by January 2026) in a way that safeguards employment and oversee sectoral wage setting in certain economic sectors.
- ▶ Provide research and technical support for the work of the Low Pay Commission.
- ▶ Engage with employers to raise awareness of the supports for employing persons with a disability and minority groups.
- ▶ Ensure that a robust and effective occupational safety and health regime is in place for workers and assist employers in operating safe, productive and competitive businesses.
- ▶ Ensure Ireland has a strong chemicals and dangerous substances regulatory framework in place by leading across Government and working with stakeholders and industry.
- ▶ Engage with industry to promote best practice and monitor private sector progress in building diverse and inclusive workplaces.





Goal 6

Build an innovative, inclusive and agile Department with a strong public service ethos driving effective and responsible policy implementation.

To achieve this goal the Department will:

- ▶ Implement our People Strategy 2021-2024 focusing on the key priorities of becoming an 'Employer of Choice', a 'Resilient Workforce', and an 'Inclusive Workplace' and develop and launch its successor.
- ▶ Through our **Enterprise Academy** we will invest in skills, learning and career development to support our staff to deliver the Department's mandate.
- ▶ Review our Blended Working Policy to ensure it continues to fulfil our business objectives and provides staff with appropriate work/life balance.
- ▶ Implement our equality, diversity and inclusion (ED&I) strategy for our staff and in the services we deliver.
- ▶ Continue to promote and support the employment of persons with disabilities in the Department.
- ▶ Recognise and seek to meet the needs of disabled persons when delivering services and contribute to the new National Disability Strategy.
- ▶ Develop a Culture and Values strategy to sustain a strong organisation culture as part of our ambition to be an Employer of Choice.
- ▶ Further embed innovation into the work of the Department through the application of innovation methodologies and developing an Innovation Strategy.
- ▶ Provide transparent and timely information to stakeholders and the public in Media Relations; Freedom of Information; Customer Services; Protected Disclosures and Data Protection.
- ▶ Address the Department's Gender Pay Gap through advising, supporting and promoting career progression.

- ▶ Implement our ICT strategy to deliver stable, secure, scalable and innovative digital and data solutions and client-centred public services.
- ▶ Implement our Communication Strategy 2022-2024 delivering impactful campaigns for enterprise and support effective communication with our stakeholders and staff including through the Irish language in line with requirements of the Official Languages Act 2003-2021.
- ▶ Ensure best value for money and alignment of Departmental expenditure with policy priorities, informed by data, evidence and robust evaluation.
- ▶ Strive to continuously improve our performance in corporate governance to ensure transparency and value for money in line with central guidance; through exercising appropriate oversight over the State agencies and Offices that come within our remit; through ensuring strong risk management, financial procedures and accounting and through an independent internal audit function.
- ▶ Lead by example in reducing emissions by implementing our Climate Action Roadmap, Green Team Initiatives and Smarter Travel while continuing to work with the OPW and SEAI in the areas of energy conservation, waste generation and biodiversity.
- ▶ Ensure that our buildings and services are safe and accessible and ensure a safe and healthy working environment for all staff and visitors to the Department in compliance with statutory provisions, through the effective implementation of the Department's Safety Statement.
- ▶ Support a whole-of-government approach to strategic emergency planning through membership of the Government Taskforce on Emergency Planning.



Human Rights and Equality Public Sector Duty

In accordance with section 42 of the Irish Human Rights and Equality Act 2014 all public bodies in Ireland have responsibility, under the Public Sector Equality and Human Rights Duty or Public Sector Duty, to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users, and everyone affected by their policies and plans.

In line with our obligations under the Act, the Department is committed to ensuring our policies, procedures and services comply with requirements in the areas of human rights and equality. Over the lifetime of this Strategy the Department will map out the human rights and equality obligations relevant to the Department's functions, the services we provide.

As an organisation, we recognise that our people are our greatest asset and we aim to attract and retain the talent required to deliver on the Department's strategic agenda. We want to ensure that all staff and customers feel welcomed in this Department, that staff are empowered to achieve to their full potential, and that access to services, opportunities, and career development is available on an equal footing to everyone.

The Department's Equality, Diversity and Inclusion (ED&I) Statement embeds ED&I into our way of doing business, while our ED&I Strategy sets out our plan to achieving a culture of inclusion, fairness and respect for all staff and customers of the Department. This vision will be realised through actions under four goals: of achieving a positive workplace culture of support and inclusion; staff who are highly skilled in managing diversity; equality of opportunity for all staff, and equality in access to services for our customers.

During the lifetime of this strategy we will:

- ▶ Conduct an assessment of the human rights and equality issues relevant to the functions of the Department.
- ▶ Promote and foster our human rights and equality duties and report on progress in our Annual Report.
- ▶ Maintain an ED&I staff 'Advisory Group' as a key source of staff input and feedback on ED&I issues.
- ▶ Continue to engage with the Irish Centre for Diversity to maintain our 'Investors in Diversity' EDI Mark as a measure of our progress to foster equality, diversity and inclusion across the Department.
- ▶ Participate in external programmes to support equality of career opportunity for persons with disabilities, including the WAM (Willing, Able and Mentoring) and OWL (Oireachtas Work and Learn) programmes, as well as participating in partnerships such as the 'JAM card friendly' organisation.

We will also continue to value and promote equality, inclusiveness and human rights through the development of policy and legislation and through our active participation in international organisations and multilateral fora.



Monitoring Performance

The Department of Enterprise, Trade and Employment Data Dashboard which can be accessed on our website www.enterprise.gov.ie presents approximately 100 economic indicators across the areas of enterprise, trade and employment. A summary of UK and Northern Ireland data is also provided in the context of a focus on Brexit and its implications from an Irish trade perspective. The data is sourced from national and international sources such as the CSO and Eurostat, as well as from Business Units across the Department and our agencies and offices.

The strategic objectives, actions and outcomes outlined in this Statement of Strategy will inform and be reflected in the annual business and risk management plans produced by each Business Division in the Department and monitored by the Department's Management Board. These will contain specific targets which each Division will be expected to deliver each year, the aggregation of which should ensure that the commitments outlined in the Statement are met.

The Management Board will keep these targets under review with formal assessment of divisional business plans twice-yearly. The Annual Report will detail the progress achieved each year on the strategic objectives and actions contained in this Statement of Strategy.

The White Paper on Enterprise includes 15 targets for enterprise policy in the period to 2030. The Department of Enterprise, Trade and Employment is leading on developing consecutive two-year Implementation Plans of cross-government activity to implement the White Paper and deliver on these targets. The Implementation Plans set out how the various Government Departments, agencies and offices will deliver their respective commitments as timetabled deliverables, with the Department and its offices and agencies taking a lead role. Progress is reported on biannually to the Cabinet Committee on the Economy and Investment and is monitored on an ongoing basis via the associated Senior Officials Group.

The biannual reports include updates on progress towards the 15 targets with new data under each of the measures included as it becomes available from the relevant sources.

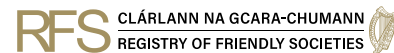
The Public Service Performance Report provides citizens with clear and accessible information on how public funds were allocated, how those funds have been used and outlines the outputs and impacts of Departmental programmes. The Department reports against a range of indicators related to the three programmes of expenditure set out in its part of the Revised Estimate Volume. The Management Board will oversee and review these indicators as part of the Department's overall governance.

Offices and Agencies of the Department

Companies Registration Office (CRO)



Registry of Friendly Societies (RFS)



Registrar of Beneficial Ownership (RBO)



Workplace Relations Commission (WRC)



Intellectual Property Office of Ireland



The Labour Court



Health and Safety Authority (HSA)



Corporate Enforcement Authority (CEA)



Enterprise Ireland



National Standards Authority of Ireland (NSAI)



IDA Ireland



Competition and Consumer Protection Commission (CCPC)



Irish Auditing and Accounting Supervisory Authority (IAASA)



Personal Injuries Resolution Board





Rialtas na hÉireann
Government of Ireland

**Developed by the Department of Enterprise,
Trade and Employment**

October 2024