



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

Annual Report

2022



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Minister's Foreword.



Throughout 2022, the Department of Enterprise, Trade and Employment was at the forefront of Ireland's response to the challenges for enterprise brought about by the war in Ukraine and the lingering effects of the COVID-19 pandemic. These events, which have resulted in disrupted supply chains and rising inflation, necessitated a wide-ranging and coherent response from my Department.

Through the prompt delivery of new programmes, such as the Ukraine Enterprise Crisis Scheme, and the continued delivery of comprehensive business supports through our enterprise agencies, we have been able to mitigate the worst effects of these crises for many businesses. This has been evidenced by the robust performance of the national economy in 2022, which saw record numbers in employment, record levels of trade, and Ireland continuing to be the fastest growing economy in the EU.

In 2021, the Government's Economic Recovery Plan set a target of 2.5 million people in work by 2024. This target was achieved and exceeded in 2022, with employment well above pre-pandemic figures. The Q4 2022 Labour Force Survey showed 68,500 jobs were created in the year to Q4 2022 with total employment at 2.57 million. Employment outside of Dublin increased by 61,500 in the year to Q4 2022 (+ 3.5 percent).

Contributing to this job creation was the work of our enterprise agencies in delivering the environment needed for companies to thrive and grow. IDA Ireland, Enterprise Ireland and the Local Enterprise Offices all recorded strong jobs growth in client companies. The numbers directly employed in IDA multinational clients in Ireland reached 301,475, the highest FDI employment level ever. Enterprise Ireland (EI) client companies had a net increase of 10,841 jobs. The LEOs helped client companies to create 3,447 jobs in net terms.

Making the twin green and digital transition continues to be a central objective for the Department, as reflected in our strategic contributions to Government's *Climate Action Plan 2023 and Harnessing Digital: The National Digital Strategy*. We are committed to helping enterprises reach their full digital potential and supporting business to take the necessary steps to reduce emissions and operate in a net zero economy. In 2022, we launched the Digital Transition Fund and the Green Transition Fund to drive investment in digital and carbon neutral technologies. New technologies and offshore wind present significant opportunities for regional development, and during the year the Shannon Estuary Economic Taskforce was established to look at opportunities for the Mid-West.

In addition to enterprise development, there was a strong focus on strategic priorities across the areas of employment rights and workers pay. Legislation was introduced to provide statutory sick pay, the right to request remote working, and better protection of workplace gratuities. The Department also supported research by the Low Pay Commission on the progression to a living wage.

Through the activities of the regulatory and enforcement authorities under the Department and through the progression of new legislation and policies, continued progress was made in the areas of company law, competition and consumer protection law, health and safety, trade, employments rights and industrial relations. The Corporate Enforcement Authority was established with powers to investigate and prosecute breaches of company law. The year also saw the biggest reform of consumer law in 40 years with the passing of the Consumer Rights Act 2022 and the enactment of the legislation to encourage greater use of an enhanced personal injuries resolution service.

As a Government, we don't take our economic prosperity for granted. We are focussed on competitiveness and ensuring that Ireland is the best place in Europe in which to invest and grow for the future. This is reflected in the White Paper on Enterprise, published in December 2022. The White Paper sets a new strategic direction for enterprise policy over the coming years. In developing the White Paper on Enterprise, we have positioned Ireland to tackle the enterprise challenges and leverage the opportunities that lie ahead, as we move towards 2030. It takes account of the effects of the pandemic, changes in the international trading environment, vulnerabilities in our enterprise base, and the need to integrate climate change commitments and the digital transition into enterprise policy over the decade ahead. My Department is now leading on the development of consecutive two-year Implementation Plans of cross government activity to implement the White Paper's commitments, focussing on delivery of key initiatives to ensure the continued resilience of our enterprise base and labour market.

My special thanks to Dr Orlaigh Quinn and all the staff of the Department for their work and dedication during the year. I would also like to thank the Department's Ministers of State Dara Calleary TD and Neale Richmond TD for their continued support in meeting our objectives. I would also like to thank Taoiseach Leo Varadkar and Ministers of State Damien English TD and Robert Troy TD for their contributions in 2022.



Simon Coveney TD
Minister for Enterprise, Trade and Employment



Secretary General's Foreword.



I am pleased to present the Department's Annual Report for 2022, the second report delivered under our Statement of Strategy 2021-2023. The Department delivered strongly in what was another challenging year, while continuing to work on our mission to maintain high quality and full employment by championing sustainable enterprise and promoting fair and competitive markets as well as best practice in our regulatory and enforcement work.

Throughout a year which saw significant global economic instability, we worked to support job creation, innovation and to ensure the strengthening and development of Irish enterprises across all regions of the country. This necessitated an agile response to programme delivery as businesses grappled with rising energy costs, price inflation and disrupted trade arising from the war in Ukraine. We worked with our enterprise agencies to address these challenges through the introduction of new targeted loan and grant schemes, the provision of funding to launch the Temporary Business Energy Support Scheme and campaigns highlighting the supports available for business affected by rising energy costs.

Despite the difficult global economic conditions, 2022 was a record year for Irish trade with exports reaching €545 billion. IDA Ireland secured 242 investments, 103 of which were new to the country. In addition, the supports provided by our Enterprise Agencies assisted their clients to create over 60,000 new jobs in 2022 which significantly helped in reducing the level of unemployment to 4.3% at year's end. Our Annual Employment Survey 2022 shows total permanent, full-time employment in agency-assisted companies operating in the Industrial and Services sectors amounted to 529,144 in 2022, an increase of 7.3% (35,991 jobs) on 2021 employment levels.

We maintained our important stakeholder engagement throughout 2022, with regular meetings of groups such as the Enterprise Forum, Retail Forum, the SME and State Bodies Group, and the Regional Steering Committees. This engagement greatly assisted us in developing strategies, policies and programmes, including nine new Regional Enterprise Plans, the National Smart Specialisation Strategy for Innovation, and the Trade and Investment Strategy – Value for Ireland, Values for the World. As a small open and global economy, with a major dependence on trade, we continued to engage internationally and at EU level on a wide agenda, including free trade agreements and new financial and advisory supports for SMEs.

Publication of the White Paper on Enterprise has given the Department a fresh impetus and a vision for Irish-based enterprise to succeed through competitive advantage founded on sustainability, innovation and productivity as well as delivering rewarding jobs and livelihoods. Our future approach will ensure that Ireland continues to build on its economic strengths of an open economy with strong trade and foreign direct investment, a vibrant innovation hub, and a resilient labour market.

Digitalisation and innovation will be critical in decoupling economic growth from emissions. Throughout the year we progressed our novel and ambitious programmes to drive the innovative capacity of the economy, including launching new calls under the Disruptive Technologies Innovation Fund, delivering a new Digital Transition Fund for investment in cutting-edge technologies, and continued support for Enterprise Ireland initiatives to fund and promote enterprise-led innovation including the opening of Construct Innovate, the first national Technology Centre for the construction industry. We also welcomed the appointment of Ireland's first AI Ambassador to lead a national conversation around the role of artificial intelligence in our lives and to encourage businesses to adopt Artificial Intelligence.

The Department made good progress on our legislative priorities during the year. We delivered a significant legislative programme with 6 new and amended Acts and 64 Statutory Instruments enacted. Transformative legislation for consumer rights, competition and company law enforcement was enacted through the Consumer Rights, Personal Injuries Resolution Board, and Competition (Amendment) Acts. We delivered additional and enhanced workers' rights including a new public holiday, statutory sick pay, new rights around redundancy and better protection of workplace tips.

The Department supported the Balance for Better Business initiative to improve gender balance in senior leadership in Ireland and representation of women across all publicly listed boards exceeded 30% for the first time in 2022. As the Department which led on the National Remote Working Strategy, I was also pleased to launch our Blended Working Policy for staff in 2022.

As I leave the Department in May 2023, I want to take this opportunity to sincerely thank the Management Board, the staff of the Department as well as the staff of our offices and agencies for their important contributions in 2022 and over the last seven years. In what has been extraordinary and challenging time, the team has shown the commitment and flexibility in supporting business and maintaining a high-quality service to our customers. I would also like to extend my appreciation to colleagues who have retired during the year and thank them for their valued service.



Dr Orlaigh Quinn
Secretary General,
Department of Enterprise,
Trade and Employment

Executive Summary.

The Department of Enterprise, Trade and Employment's Statement of Strategy 2021-2023 sets out a vision of making Ireland the best place to succeed in business across all regions of our country, with vibrant enterprises, more high-quality employment, growing international trade, fair workplaces and higher productivity. This is the second Annual Report on progress towards achieving the strategic goals that will allow us to realise this vision.

Our Statement of Strategy set out six strategic goals. In 2022 the Department, working with our Offices and Agencies, took a range of actions to deliver each of these goals, summarised as follows:



Strategic Goal 1: Achieve a strong recovery and sustainable economic development through business growth, jobs growth, resilience, and innovation.

In 2022 we continued to support job creation through our agencies, with record numbers of jobs being created in client companies. The numbers directly employed in IDA multinational clients in Ireland reached 301,475, the highest FDI employment level ever. Enterprise Ireland (EI) client companies had a net increase of 10,841 jobs. The LEOs helped client companies to create 3,447 jobs in net terms. To help address labour market shortages, our Employment Permits Unit processed 35,470 employment permit applications in 2022 and we reduced processing times from 21 weeks to one-two weeks for all permit types during 2022.

The Credit Guarantee (Amendment) Act 2022 enacted December 2022 enabled the Minister to create a timebound guarantee scheme for loans to businesses impacted by the invasion of Ukraine. Furthermore, the Act increased the aggregate liability for contributions committed to the Strategic Banking Corporation of Ireland (SBCI) by relevant Minister to fund delivery of future SME loan schemes.

In 2022, the Department launched nine new *Regional Enterprise Plans* (REPs) to 2024 and provided funding to support regional development initiatives through the *Regional Enterprise Development Fund* and *Border Enterprise Development Fund*. In addition, the *Shannon Estuary Economic Taskforce* was established in April 2022 to identify economic development opportunities in that region, and to present an action plan to Government to achieve them.

We supported Small and Medium Enterprises (SMEs) through a range of initiatives including the *Retail Forum*, the launch of the report of the *SME Taskforce* and an increased focus on digitalisation. In 2022, 216 retailers were awarded €9.29 million in funding under the *Online Retail Scheme* (ORS).

The Department led on the development of the *National Digital Strategy* (NDS) which sets out a pathway to drive and enable the digital transition across the economy and society. To further drive the digital transformation of enterprises in Ireland, the *Digital Transition Fund* was launched. In addition, Ireland's first AI Ambassador was appointed to lead a national conversation around the role of artificial intelligence in our lives and encourage businesses to adopt Artificial Intelligence.

During 2022 there was a continued focus on the implementation of many of the key actions for the Government's *National Space Strategy, 2019-2025* and the second Space Strategy Progress Report was published in December 2022. The Department manages the Disruptive Technologies Innovation Fund (DTIF). A fifth call was launched in April 2022 focusing on Advanced and Smart Manufacturing.

Throughout 2022 we engaged across Government on key issues and priorities that impact enterprise, trade and employment, including housing, taxation, and climate action. In December 2022, we launched the White Paper on Enterprise, setting out Ireland's approach to enterprise policy for the period to 2030, and how the Department working with its offices and agencies will deliver on the vision for Irish-based enterprise to succeed through competitive advantage founded on sustainability, innovation and productivity delivering rewarding jobs and livelihoods.



Strategic Goal 2: Promote safety, better pay and conditions, more secure jobs, and gender equality in the workplace.

In January 2022 the Department developed the Transitional Protocol: Good Practice Guidance for *Continuing to Prevent the Spread of COVID-19* to assist businesses with the easing of COVID-19 related public health

restrictions. This was a revision of the *Work Safely Protocol* reflecting the lessons learned during the pandemic.

The Redundancy Payments (Amendment) Act 2022 was commenced in April 2022 and ensured that employees made redundant during COVID-19 will receive the same total payment as if they had not been laid off during the pandemic.

Other significant employment rights introduced during the year, including statutory sick pay, the integration of the *Right to Request Remote Work* for all workers into the *Work Life Balance*

and Miscellaneous Provisions Bill, better protection of workplace tips and a new permanent public holiday established in celebration of Imbolc/St. Brigid's Day. The High-Level Working Group on Collective Bargaining published its final report in October 2022.

The Department also provided the secretariat to the Low Pay Commission (LPC). During 2022, in addition to its annual recommendation on the appropriate rate of the National Minimum Wage, the LPC submitted its report and recommendations on progressing to a National Living Wage.



Strategic Goal 3: Enhance our business regulatory environment and Ireland's attractiveness as a place to do business.

In 2022 the Department delivered a significant legislative programme to support regulatory and enforcement authorities in carrying out their statutory mandates in areas such as company law, competition and consumer protection.

The Companies (Corporate Enforcement Authority) Act 2021, establishes the Corporate Enforcement Authority (CEA)

as an independent agency and was (save for section 35), commenced on 6 July 2022. The CEA was established on 7 July 2022. The Company Law Review Group (CLRG) concluded its term in May 2022 with new members appointed by the Tánaiste. The CLRG's Work Programme 2022 – 2024 was also approved by the Minister. Work continued in the Corporate Insolvency Committee on the topic on 'Self-Administered Liquidations'.

The Competition (Amendment) Act 2022 was enacted in June 2022. The Act provides for the reform of competition enforcement including the transposition of the *ECN+ Directive*. *The Consumer Rights Act 2022* enacted in November 2022 consolidates and modernises consumer contract law. The Act gives effect to three Directives that deal with

contracts for the supply of digital content and digital services, contracts for the sale of goods and provisions surrounding the better enforcement and modernisation of EU consumer protection rules.

The Personal Injuries Resolution Board Act 2022 was signed into law by the President on 13 December 2022. The Act amended the Personal Injuries Assessment Board Act 2003-2019 to facilitate an increase in the number of personal injury claims that may be resolved through an enhanced Resolution Board without recourse to litigation. The third implementation report on the *Action Plan for Insurance Reform* published in November 2022 showed that approximately 90% of actions in the Plan have been completed with the remaining initiated.



**Strategic Goal 4:
Deepen and extend Ireland’s global business and trade in a fair and sustainable manner supportive of high labour standards and further grow the all-island economy.**

The Department, our offices and agencies continued to support businesses in the post Brexit trading environment. We provided financial supports and advice to assist with the disruption arising from the imposition of customs checks and controls which affected trade with the UK.

The Government’s new Trade and Investment Strategy *Value for Ireland, Values for the World* was launched in April 2022. Its goal is to see Ireland grow sustainably, diversify export markets and to provide for continued

economic wellbeing. A new ministerial, cross government, cross-agency and stakeholder Trade and Investment Council is overseeing implementation of the Strategy.

2022 saw nine trade and investment missions, led at Tánaiste and Ministerial level to multiple countries, including the US, Mexico, UK, Singapore, and EU Member States. These missions involved our agencies IDA Ireland and Enterprise Ireland. There was a focus on Ireland’s attractiveness as a location to do business in, as well as setting out the innovative and competitive offerings of Irish companies to international buyers, in sectors including engineering, high-tech construction, information and communication technologies and in lifesciences.

We continued to deepen our engagement at EU level, including through Ministerial attendance at the Trade, Competitiveness, and EPSCO Councils. Staff represented Ireland on

a range of EU working party groups and committees dealing with Single Market, company law, consumer and employment issues and managed Ireland’s contribution to other EU networks, including the SOLVIT Centre and Internal Market Information System.

In fulfilling our trade licensing and control functions, the Department issued 714 export licenses in 2022 and conducted an increased number of outreach and compliance visits as the pandemic restrictions lifted. We were responsible for the nine packages of sanctions adopted by the EU in response to the Ukrainian war working closely with the Office of the Revenue Commissioners.

The Department also continued to work with the Shared Island Unit in the Department of the Taoiseach to explore opportunities to support and the all-island economy.



**Strategic Goal 5:
Advance the green transition in enterprise, honouring our climate action commitments.**

The Department provided significant input to the *Climate Action Plan 2023 (CAP 23)* and engaged across Government to develop the measures

that the enterprise sector will have to implement to reduce emissions in line with the targets included in the Plan.

Enterprise Ireland launched an international campaign ‘*Ready for a Green Future*’ which promoted Irish green innovators who are delivering sustainable and low carbon solutions to tackle climate challenge. The LEOs continued to promote the decarbonization of small businesses through the *Green for Micro* programme.

Since its launch, the Department continued to work with colleagues in the Department of Environment, Climate and Communications to promote the *Climate Toolkit 4 Business* to make it easier for businesses to address their climate impact.

The Department has also taken a range of actions to improve sustainability and become more energy efficient in our own buildings and to reduce our emissions in line with CAP 23 targets.



Strategic Goal 6:
Build an innovative and agile department with a strong public service ethos driving effective and responsible policy implementation.

In February, the Department supported the return of staff to its buildings and in June 2022 it published our *Blended Working Policy* to support and enable staff make formal blended working arrangements. The Department also developed a policy statement on Equality, Diversity and Inclusion.

The Department's ICT Unit continued a programme of service developments to further support remote and hybrid working. During the year, the Department continued a programme of cyber defence in response to the ongoing high level of threats in the cyberspace.

We commenced a programme of upgrading several legacy applications in the Department and its offices including our Export Licensing and Employment Permits services and the Labour Court. The Department also carried out a major upgrade of its financial systems to ensure that those systems can continue to operate with full support.

The Department's digital channels remained a key means of stakeholder communication. Our LinkedIn page

following increased by 30%, our Twitter page received over 18 million impressions and our website recorded over 3 million pageviews. Our internal communications team meanwhile ensured that our staff remained informed about departmental work and initiatives throughout the year.

We maintained a strong focus on the safety and wellbeing of staff during 2022, and progressed modernising and upgrading work in our buildings. We also ensured that our corporate governance and compliance obligations were met, and we continued to ensure a robust approach to customer service. Our Internal Audit team focused on strategic risks, whilst adopting agile work arrangements to address new and emerging risks.

Vision, Mission, Values.

Vision

The Department of Enterprise, Trade and Employment's **vision** is to make Ireland the best place to succeed in business, delivering sustainable full employment and higher standards of living across all regions of the country.

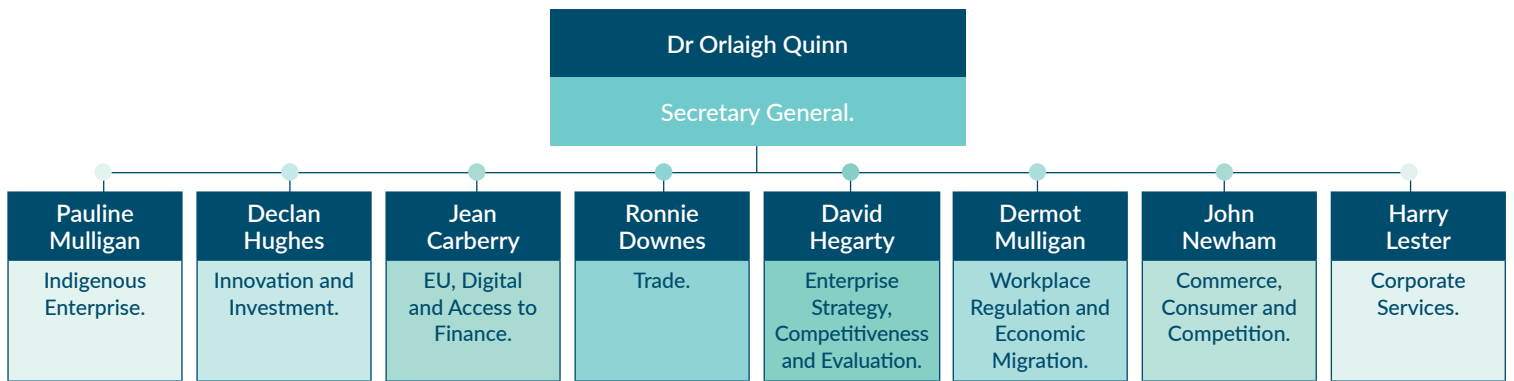
Mission

Our **mission** is to lead on the creation and maintenance of high quality and sustainable full employment across all regions of the country by championing enterprise and innovation across government, by supporting a competitive business base to incentivise work, enterprise, trade, innovation, and investment and by promoting fair and competitive markets as well as best business practice through the regulatory and enforcement work of the Department, its Offices, and its agencies.

Values

Our **values** are to foster a culture of accountability, efficiency, and value for money, which is rooted in a public service ethos of independence, integrity, impartiality, openness, 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 supporting the democratic process and serving the people.

Department Management Board and Divisional Structure.



Organisation Chart.



Offices and Agencies of the Department.



Oifig Maoinne
Intleachtúla na hÉireann
Intellectual Property
Office of Ireland



*On July 7, 2022, the Corporate Enforcement Authority assumed the functions of the ODCE.

Statement of Strategy 2021-2023.





Strategic Goal 1:

Achieve a strong recovery and sustainable economic development through business growth, jobs growth, resilience, and innovation.

Business Growth and Jobs Growth:

White Paper on Enterprise 2022-2030.

In March 2022, the Department commenced a review of enterprise policy which culminated in the publication of the *White Paper on Enterprise* in December. The development process included an extensive public consultation exercise, establishment of an International Advisory Body and a review of enterprise policy in other small, advanced economies. The White Paper sets out the ambition for enterprise policy for the period to 2030. The vision is to enable Irish-based enterprise to succeed through competitive advantage founded on sustainability, innovation and productivity, delivering rewarding jobs and livelihoods. To achieve this vision, Government will focus on seven priority enterprise policy objectives:

1. **Integrating decarbonisation and net zero commitments.** Our targets are a 35% emissions reduction from Industry by 2030 and a 45% emissions reduction from Commercial Built Environment by 2030.
2. **Placing digital transformation at the heart of enterprise policy.** Our target is 90% of SMEs at basic digital intensity by 2030.
3. **Strengthening the Irish-owned exporting sector.** Our targets are a 2.5% average annual growth in Irish-owned enterprise productivity by 2024; a 50% increase in the number of large Irish exporting companies by 2030; 2,000 additional Irish-owned exporters by 2030; and over two-thirds of Enterprise Ireland assisted new jobs between 2022 and 2024 will be created outside of Dublin.
4. **Enabling locally trading sectors to thrive.** Our target is a 1% average annual increase in multifactor productivity growth in domestic sectors of the economy by 2025.
5. **Advancing Ireland's FDI and trade value proposition.** Our targets are a 20% increase in IDA client expenditure in Ireland by 2024 and at least half of all FDI investments between 2021 and 2024 to be located outside of Dublin.
6. **Stepping up enterprise innovation.** Our targets are Gross Expenditure on R&D to 2.5% of Gross National Income in 2030; and the Number of High-Potential Start-Ups will increase by 20% by 2024.
7. **Building on strengths and opportunities.** Our targets are five national cluster organisations funded under a new National Clustering Programme by 2025; and unemployment not to exceed one percentage point of national unemployment rate in any region.

Job Creation.

Despite difficult global economic conditions, the supports provided by our Enterprise Agencies assisted their clients to create over 60,000 new jobs in 2022 which significantly helped in reducing the level of unemployment to 4.3% at year's end. The Q4 2022 Labour Force Survey showed 68,500 jobs were created in the year to Q4 2022 with total employment at 2.57 million. Regions have driven this jobs growth - Employment outside of Dublin increased by 61,500 in the year to Q4 2022 (+ 3.5 percent).

Contributing to this job creation was the work of our enterprise agencies in delivering the environment needed for exporting and multinational companies to thrive and grow. IDA Ireland, Enterprise Ireland (EI) and the Local Enterprise Offices (LEOs) all recorded strong jobs growth in client companies. The numbers directly employed in IDA multinational clients in Ireland reached 301,475, the highest FDI employment level ever. EI client companies had a net increase of 10,841 jobs. EI companies now employ 218,178 people.

IDA Ireland.

IDA's strategy *Driving Recovery and Growth 2021-2024* was launched in early January 2021. The strategy is built on five interlinked pillars – growth, transformation, regions, sustainability, and impact. IDA Ireland is targeting 800 investments and the creation of 50,000 jobs over the period 2021-2024. The strategy is designed to deliver substantial job creation and to drive economic activity, targeting a 20% increase in client expenditure to maximise the impact of foreign direct investment.

IDA Ireland performed strongly in 2022 with client companies creating 33,000 gross new jobs, a net increase of almost 25,000 jobs year on year. Total Foreign Direct Investment employment in Ireland at the end of 2022 stood at over 300,000, the highest ever number employed in the multinational sector. Total employment in IDA client companies in core sectors grew in 2022, up 9% to 116,192 in Information and Communications Services, up 8% 105,199 in modern manufacturing, 5.6% in traditional manufacturing to 23,658 and up 9% to 56,426 in business, financial and other services. Of the 242 new investments won in 2022, 127 (52%) were in regional locations, with employment growing in every region of the country.

Enterprise Ireland.

As Irish enterprise continues to navigate the impact of COVID-19 Ireland's new trading relationship with the UK and the effects of the war in Ukraine, Enterprise Ireland's focus in 2022 was on supporting Irish businesses to capitalise on change and continue to deliver sustainable growth. To deliver on this, Enterprise Ireland's new strategy *Leading in a Changing World 2022 – 2024* included strategic priorities aimed at increasing levels of innovation by sustainable methods, scaling through internationalisation, and continued regional development. Despite a difficult global economic environment, Enterprise Ireland reported job creation ahead of target with 218,178 people employed in supported companies and a net jobs gain of 10,841 or 5% over 2021. The positive jobs figures saw increases in employment across all regions in Ireland, with, 64% of new jobs created outside of Dublin.

Local Enterprise Offices.

The 31 Local Enterprise Offices (LEOs) are the 'first-stop-shop' for providing advice and guidance, financial assistance, and other supports to those wishing to start or grow their own business. In 2022 the LEOs delivered a net increase of 3,447 jobs through the provision of grant aid to microenterprises, representing their ninth consecutive year of growth. The LEO portfolio now has 7,870 client companies, supporting 37,863 associated jobs. 84% of the new jobs created were outside of Dublin.

Resilience and Innovation:

Responding to Rising Energy Costs.

While enterprise continued to recover from the residual impacts of the pandemic, Russia's illegal invasion of Ukraine at the beginning of the year created challenges for business in terms of impacts on supply chains and increased input costs, most notably energy. The Department worked across Government to put in place appropriate supports for business in particular to deal with escalating energy costs including through the *Ukraine Enterprise Crisis Scheme* and the *Temporary Business Energy Support Scheme* (TBESS).

In 2022, IDA Ireland commenced several new schemes to support companies in the areas of decarbonisation, digital transition, and to counter the deleterious effects of increasing energy costs. These measures have been facilitated under the National Recovery and Resilience Fund and the European Commission's Temporary State Aid Crisis Framework. IDA have also developed a new scheme under the Sustainable Recovery provision of the Temporary Framework. This will expand their offering to large clients in the areas of decarbonisation and the digital transition.

Ukraine Enterprise Crisis Scheme
In October 2022 the Department launched the €200 million *Ukraine Enterprise Crisis Scheme* to assist companies suffering liquidity problems and those impacted by severe rises in energy costs. Approval was subsequently received by the EU Commission in December 2022 to expand the criteria in line with the amended EU Temporary Crisis Framework. Under the existing Scheme, eligible companies may receive a minimum of €20,000 and a maximum of €500,000, and up to €2 million in the case of energy intensive firms.

Temporary Business Energy Support Scheme.

TBESS is a government grant designed to help businesses with increasing energy costs. The Scheme was designed by Department of Finance and is being administered by the Revenue Commissioners. Funding for the Scheme is allocated to the vote of this Department who provide daily transfers at the request of the Revenue Commissioners. The Revenue Online System has been taking applications since 5 December 2022, and payments have been made since 21 December, the Department transferred a total of €5,506,165.39 million up to the end of December 2022.

Restart Grant And Sbas Scheme.

InterTradeIreland's (ITI) key responsibility is the promotion of trade and business on an all-island and cross-border basis. The Department's funding for ITI in 2022 was more than €11.5 million and during the year, the agency sought new opportunities for North South trade, supported development of clusters and networks across the island and continued to help cross border traders adapt to new Brexit trading relationship. In 2022, 216 Brexit vouchers and 414 Business Solutions were received with a combined total of approximately €2 million.

Emergency Humanitarian Flood Aid.

In 2022 the Department activated the *Emergency Humanitarian Flood Aid* (EHFA) scheme on three occasions through a memo to government, including extending the scheme on a once off basis to Businesses, Community, Voluntary and Sporting Bodies effected by the explosion in Creeslough, County Donegal. The EHFA scheme ordinarily provides a contribution towards the costs of returning business premises and community, voluntary, sporting bodies to their pre-flood condition including the replacement of flooring, fixtures and fittings and damaged stock. Other counties that received aid from this scheme in 2022 were Cork and Wexford.

Online Retail Scheme.

The *Online Retail Scheme* was developed in response to a recognised need to develop the online capability of the retail sector. Companies with an existing online presence were eligible for funding under the scheme. During 2022, a fourth call of the Online Retail Scheme was delivered with a total budget of €9.2 million with 216 retailers from across the country benefitting.

Supporting SMES.

The Department supported SMEs through a range of national and international initiatives in 2022:

- The **supportingsmes.gov.ie** website was reviewed and enhanced to provide more useful information and support.
- The Code of Conduct between landlords and business for commercial rents, published in October 2020 was extended until the end of April 2022.
- The **Enterprise Forum**, co-chaired by the Tánaiste Mr. Leo Varadkar TD as Minister for Enterprise, Trade and Employment, and the Secretary General Dr Orlaigh Quinn, met four times during 2022. The Enterprise Forum was originally established to discuss the implications of Brexit but more recently the Forum has been used extensively for stakeholder engagement for the COVID-19 crisis, other Global challenges, and further strategic issues that impact enterprise at a national and international level.
- The **SME & Entrepreneurship Taskforce**: chaired by both Ministers of State delivered a report to the Government in December on the significant progress that was made on implementing the ten priority actions identified from the national SME and Entrepreneurship Growth Plan.
- **Design & Crafts Council Ireland (DCCI)** continued to provide support to designers and makers to develop their businesses in a sustainable way. DCCI's activities are funded by the Department via Enterprise Ireland. The funding assists the design and crafts sectors to develop and generate additional export sales and online revenue opportunities and to increase their market diversification.
- At EU level, the Department continued to engage proactively as a member of the **SME Envoy Network** on issues such as supports to SMEs during the energy crisis, SME digitalisation and access to finance.
- The Department was again an active participant at the OECD's Committee on SMEs and Entrepreneurship (CMSEE).
- The Department engaged the OECD to review recent developments in entrepreneurship training and the implications for inclusive entrepreneurship in Ireland. The subsequent report was brought to Government with a number of priority actions for implementation.
- NSAI has progressed on their priority pillars of supporting SME growth and Knowledge Transfer with new Readiness Assessment Tools launched for ISO 9001 and ISO 27001 targeting SMEs who were never previously certified, more focused stakeholder engagement and a greater emphasis on webinars and information material.

Sustainable Economic Development:

CSR Initiative.

CSR Check 2020, the third and final progress report on *Towards Responsible Business Ireland's National Plan on Corporate Social Responsibility 2017-2020*, was published in April 2022. The publication of *CSR Check 2020* finalised the CSR initiative and the work of the CSR Stakeholder Forum. Csrhub.ie contains archived information about the CSR initiative during 2014-2022. It includes the two National Plans on CSR, progress reports on the second plan, case studies, articles, minutes from CSR Stakeholder Forum meetings and more.

Irish Innovation Seed Fund Programme.

The Irish Innovation Seed Fund Programme (ISFP) focussed on supporting key priorities such as women entrepreneurs, regional development, and sustainability. It was officially launched by the Tánaiste and the Minister for Finance in February 2022. This fund is made up of a €30 million investment from the Department, through Enterprise Ireland, which is matched by a €30 million investment from the European Investment Fund. The *Ireland Strategic Investment Fund* will co-invest a further €30 million alongside on a deal-by-deal basis. Investments will be targeted at the early stages of external funding for innovative, high growth, scalable sectors including Lifesciences; Healthcare & Pharma; Food and Agritech; Technology & Digitalisation; and Climate and Sustainability.

Regional Enterprise Plans.

The Programme for Government has a strong emphasis on achieving more balanced regional development. To achieve this policy goal in 2022, the Department launched nine new Regional Enterprise Plans (REPs) to run to 2024 to drive the delivery of balanced enterprise development across the country. The REPs are bottom-up plans, developed by regional stakeholders, including the enterprise agencies, LEOs, Local Authorities, regional skills forum and education and training institutes.

The REPs aim to identify growth opportunities, recognise vulnerabilities, and in response, strengthen the regional enterprise ecosystem. They are complementary to the ongoing work of the enterprise agencies, LEOs and others with a focus on collaborative initiatives. Each REP is overseen and monitored by a Regional Steering Committee made up of stakeholders and chaired by a senior level private sector businessperson. The REP National Oversight Group (NOG) was held in October 2022 and was chaired by the Ministers of State. The first progress report of the REPs is expected to be published in Q3 2023.

Regional Enterprise Development Funding.

The *Regional Enterprise Development Fund (REDF)* *Border Enterprise Development Fund (BEDF)* and *Regional Enterprise Transition Scheme (RETS)* have also been effective instruments of policy in supporting significant regional initiatives to build on sectoral strengths and drive enterprise and employment development in the regions.

79 projects have been funded under these schemes. Under the *Regional Enterprise Innovation Scoping Scheme (REISS)*, 47 projects secured over €3.4 million in feasibility and priming funding to support the development of potential innovative regional projects aligned with the objectives of the 9 REPS. Up to €145 million in funding has also been secured under the *European Regional Development Fund (ERDF)* to support enterprise projects coming from the Regional Plans.

Shannon Estuary Economic Taskforce.

In April 2022 the Department established the *Shannon Estuary Economic Taskforce* to consider the economic development potential of the Shannon Estuary region, in accordance with a commitment in the Programme for Government. The Taskforce is examining opportunities arising from offshore and onshore renewable energy, as well as the potential for enhanced transport and logistics connectivity across the region, and new tourism opportunities. As Secretariat to the Taskforce, the Department provided support for an extensive programme of stakeholder consultation in 2022 involving industry, government departments and agencies, national and local elected representatives, local authorities, and regional stakeholders. Two public consultations were also held. Following this, an interim report was published in December 2022 setting out the Taskforce's long-term vision for the Shannon Estuary with initial recommendations and emerging themes.

Smart Specialisation Strategy.

Smart Specialisation is an innovation policy concept developed by the European Commission that aims to boost regional innovation, contributing to growth and prosperity by helping and enabling regions to focus on their strengths. In July 2022 the Department published the strategy and the first meeting of the National Implementation Group took place in December 2022. The preparation of the Smart Specialisation Strategy was an integral part of the stakeholder engagement for the development of the Department's REPs to 2024.

National Clustering Policy.

The *White Paper on Enterprise* sets out the importance of clustering to sustain and develop competitive advantage in areas of strategic importance and potential, in particular, the green and digital transitions. The White Paper commits to the establishment of a new National Clustering Programme to encourage the formation and strengthening of cluster organisations and targets the funding of five national cluster organisations under the Programme by 2025. The National Cluster Programme will build on existing strengths and will take advantage of opportunities to maximise the scale, impact, and international visibility of Irish clusters, improve Ireland's attractiveness for new business investment, strengthen SME productivity, competitiveness, and resilience, and boost regional development. A centrally co-ordinated, cross-government approach to clustering will be undertaken to achieve this.

Economic Migration Policy & Employment Permits.

The Department operates a managed employment permits system maximising the benefits of economic migration and minimising the risk of disrupting Ireland's labour market. The system is vacancy-led and driven by the changing needs of the labour market. A number of changes were made to the Employment Permits Occupations Lists throughout the year to address ongoing skills and labour shortages in sectors including healthcare, transport, and agri-food.

In March 2022 the Department also introduced a temporary *Fast Track to Stamp 4 Permission* scheme for non-EEA Doctors working in the State for more than 2 years. The scheme applies to those who held a General Employment Permit between 2018 – 2022 and has removed over 900 Doctors from the employment Permit system. This Scheme was reopened in September 2022 to allow any Doctors who may have fallen short apply for a support letter. In December 2022 the Government agreed to the establishment of an interdepartmental Working Group to develop an implementation plan for a single application procedure for employment permits and immigration permissions. The *Employment Permits Bill 2022* continued its process through the Houses of the Oireachtas. The Bill will retain the core focus of a vacancy-led employment permits system oriented to meeting the skills and labour needs in the State.

The Department made significant progress in improving the employment permits processing system to address increasing demand, reducing applications awaiting processing from about 11,000 in January to circa 1,000 by December 2022, despite further strong growth in demand in 2022. Processing times have been reduced from up to 21 weeks for some permit types at the start of 2022 to 1 to 2 weeks across all permits by year end. Conscious of the impact delays in the processing times for employment permits was having on businesses and their workers, at the start of 2022 the Department began implementing a plan of action to reduce the processing backlog including increased resources and efficiencies in processing.

35,470 applications were received in 2022 a 31% increase on the 27,000 received in 2021. In total, there were 46,244 applications processed in 2022 with 39,955 issued, 4,576 refused and 1,713 withdrawn.

A Growing Economy:

Economic Infrastructure.

The availability of competitively priced world class infrastructure, supported by an effective and efficient planning system, is critical to support enterprise development and economic growth.

During 2022 the Department engaged across Government on key issues and priorities for enterprise, focussing on the competitiveness of Ireland's business environment. This included representation on the Project Ireland 2040 Delivery Board at Secretary General level.

The Department also worked closely with the Department of Public Expenditure and Reform's (D/PER) National Investment Office as well as across other relevant Departments to provide input on the infrastructure needs of enterprise, to maintain a competitive and attractive business environment and employment ambitions.

In addition, as part of both energy security and climate action considerations, the Department continued to work closely with Department of the Environment, Climate and Communications, Eirgrid, Commission for Regulation of Utilities, Sustainable Energy Authority of Ireland and other stakeholders on a range of issues such as the competitiveness and security of supply implications of energy infrastructure. The Department was also engaged in the *Renewable Energy Support Scheme*, the new *Micro-generation Scheme* and the development of a policy framework to encourage the uptake of Corporate Power Purchase Agreements by large energy users.

In July 2022 an updated Government Statement on the Role of Data Centres in Ireland's Enterprise Strategy, was published, fulfilling a commitment in CAP 2021. The statement set out six principles that should guide the sustainable development of data centres in Ireland.

Taxation Policy.

Maintaining and refining our competitive business taxation regime is essential to ensure that Ireland continues to be an attractive destination for talent, investment and enterprise.

The Department liaised with business stakeholders and enterprise representative groups throughout the year to identify potential enhancements to the taxation system. This work, together with inputs from the Department's enterprise agencies contributed to the development of the Department's Pre-Budget submission on taxation. The submission proposed measures aimed at assisting businesses to deal with the 'cost of living' crisis and a number of enterprise focussed changes to the tax code.

Budget 2023 saw the announcement of significant reductions in personal taxation, including raising the limit on the value of tax-free benefits a worker can avail of per annum. Additionally, the *Finance Act 2022* introduced a number of changes to the *R&D Tax Credit* and the *Key Employee Engagement Programme* which followed on from submissions made by the Department and its stakeholders.

Given the importance of the international tax environment to many enterprises, during 2022 the Department also engaged closely with key stakeholders across Government to keep abreast of international developments in this space.

Housing.

In 2022 the Department delivered several actions to promote innovation in the construction sector, including the establishment of Construct Innovate Centre (Ireland's first construction industry research and development centre), the expansion of Enterprise Ireland's mandate to include a focus on domestically focused Irish residential construction companies, and the establishment of a Modern Methods of Construction Leadership and Integration Group (MMCLIG) – an interdepartmental and inter-agency working group that is developing the policies needed to promote innovative and productive construction practices

The MMCLIG developed a series of actions to promote further adoption of these new technologies (including measures on skills promotion, the regulatory system, and development metrics to track performance). Over the course of 2023, the Department will coordinate these efforts to ensure that the construction industry faces a holistic offering to support its transformation.

In line with commitments under Housing for All, the National Standards Authority of Ireland (NSAI) continues to work cross organisationally on its actions with a key deliverable in 2022 being the certification scheme for Modern Methods of Construction manufacturers consistent with the actions set out in the Climate Action Plan to ensure low-carbon construction products demonstrate compliance with appropriate performance requirements. A key publication, *Agreement Guide for Modern Methods of Construction*, was published under the Housing For All plan.

State Aid Control and the State Aid Modernisation Programme of Policy Reviews.

The EU State Aid Legal Framework is a comprehensive set of subsidy control rules designed to minimise the negative impact of public subsidies on trade and competition while still allowing certain subsidies in support of economic development.

The Department is the national point of contact at EU level on State Aid policy and engages with the European Commission and other Member States in the ongoing development of the State Aid Framework. The Department also works with officials across the public service to ensure compliance with the State Aid rules.

The EU State Aid legal framework is continually evolving. 2022 was a significant year for the *State Aid Modernisation Programme (SAM)*. The SAM Programme is the Commission's ongoing policy reviews of the components of the State Aid Framework. The Department coordinates the national policy position in respect of the scope and specific conditions set out in the State Aid rules and in 2022, a number of pieces of EU legislation were reviewed as part of the SAM.

In March, the Commission adopted the *Temporary Crisis Framework (TCF)* to enable Member States to use the flexibility foreseen under State Aid rules to support the economy in the context of Russia's invasion of Ukraine. The TCF was amended twice in July and again in October. Ireland notified 7 schemes under the TCF with the Department again directly involved in the development of these. 2022 also saw the end of the COVID-19 Temporary Framework (TF), with the exception of two sections 3.13 and 3.14. Section 3.13 offers the possibility

to provide specific investment support and section 3.14 allows for solvency support measures until 31 December 2023. DETE through IDA Ireland and Enterprise Ireland has utilised the opportunities with the scheme to *Support Investment Towards a Sustainable Recovery* which was notified and approved by the Commission in July 2022.

The TF was amended 6 times, with each amendment requiring a public consultation and the Department followed a full process of stakeholder engagement, multilateral meetings, and Position Papers for each one of the 6 amendments to ensure Ireland's voice was heard.

Ireland notified 19 schemes over the lifetime of the TF, with the Department directly involved in the development of these. Schemes included the Restart Grant, Sustaining Enterprises and the €2 billion COVID-19 *Credit Guarantee Scheme*, the largest scheme of its kind ever in the State. As of 31 December 2022, Ireland had spent just under €1.7 billion in State Aid under the TF.

Driving Digital Transformation and Innovation:

National Digital Strategy.

In February 2022 the National Digital Strategy Harnessing Digital – The Digital Ireland Framework was published. This is a high-level framework that sets out a pathway to drive and enable the digital transition across the economy and society, to maximise the productivity of our enterprise base, as well as the well-being of our citizens and the efficiency of our public services. Leveraging Ireland's strengths and unique ecosystem and bridging the digital divides across enterprise and wider society are

core aims. The strategy places a strong emphasis on balance, inclusiveness, security, and safety, underpinned by a coherent governance structure and a modern, cohesive, well-resourced regulatory framework.

The National Digital Strategy aligns with EU priorities under the Digital Decade to 2030, with clear targets to drive the transformation of our economy and society across four dimensions: Digitalisation of Business, Digital Infrastructure, Skills, and Digital Public Services. An Implementation Report on the strategy was published by Government in December 2022. While progress has been made across all the Strategy's dimensions (Enterprise, Infrastructure, Skills, and Public Services), and Ireland retained its strong position of 5th out of the EU27 in the EU's 2022 Digital Economy and Society Index, Government remains focused on driving further progress across all aspects of our digital agenda.

Digital Transition Fund.

In June 2022 the Department launched the €85 million multi-annual Digital Transition Fund as part of Ireland's National Recovery and Resilience Plan. The Fund will be used to help companies use digital technologies such as Artificial Intelligence (AI), cloud computing and big data to improve their products, processes, supply chains and services. The funding will help companies at all stages of their digital journey – from going online to facilitating exporting and to using digital technologies to reach new markets and improve their productivity and competitiveness.

Under Budget 2022, €10 million was allocated to the Digital Transition Fund to help companies at all stages of their digital journey while Budget 2023 gave an allocation of €16 million to be spent during 2023.

Enterprise Digital Advisory Forum.

In line with the *National AI Strategy* and the *National Digital Strategy*, an *Enterprise Digital Advisory Forum* was established in May 2022 to support the Government in driving the digitalisation of enterprise across Ireland. The Forum brings together representatives of indigenous enterprise of all sizes, multinational enterprises, and experts in digital technologies and their adoption by enterprise. The Forum provides a focused body for Government to hear the views and perspectives of enterprise and experts. The Forum met on three occasions in 2022 and it considered topics including digital skills, communication around the digitalisation of enterprise, artificial intelligence and received regular updates on work across Government on digital regulation and the *National Digital Strategy*.

AI Ambassador.

In May 2022 Dr Patricia Scanlon was appointed as Ireland's first AI Ambassador. As AI Ambassador, Dr Scanlon will lead a national conversation on the role of AI in our lives, emphasising an ethical approach in the use of technology and in particular in its adoption by enterprise. Dr Scanlon will also play a crucial role in promoting awareness among the public and businesses of the potential that AI offers. Since her appointment, Dr Scanlon has engaged in working to demystify AI and show its positive impacts in areas such as health, agriculture, transport, and education.

National Youth Assembly on AI.

A national youth assembly on artificial intelligence was convened in October 2022 for young people to make recommendations to Government on the development of future direction of AI policy.

The assembly was chaired by the Minister of State for Trade Promotion and Digital Transformation and

considered the role, impact and understanding of AI in the lives of children and young people, and their opinions, thoughts, and possible fears in relation to the technology and its potential. A report is currently being prepared and will be presented to the Minister. In November 2022 representatives of the assembly participated in the Digital Ireland Conference.

Digital Ireland Conference.

In November 2022 the Department convened the Digital Ireland Conference. The Conference was a high-level, one-day event demonstrating Ireland's ambition to continue to be a digital leader at the heart of European and global digital developments. It explored Ireland's unique offering as a digital front-runner in Europe and how Ireland can maximise its strong digital track record, through the presence of leading global tech companies, innovative start-ups and related regulatory requirements.

Alongside the Taoiseach, Tánaiste and Minister for Enterprise, Trade and Employment, Minister of State for Tourism, Culture, Arts, Gaeltacht, Sports, and Media and Minister for Trade Promotion and Digital Transformation, attendees included senior leaders in tech, leading Irish digital companies, civil society, think tanks, and digital thought leaders. The Digital Ireland Conference was followed by further events on data flows and immersive technology organised by IDA Ireland and the Institute of International and European Affairs.

National Space Strategy 2019-2025.

Several key developments were advanced in 2022 including obtaining Dáil approval for the terms of the *Outer Space Treaty 1967* and the UN Convention on *International Liability for Damage Caused by Space Objects 1972*. This work paves the way for the launch

of Ireland's first satellite, EIRSAT-1. The EIRSAT-1 project is led by University College Dublin and the European Space Agency, with a launch date scheduled for 2023.

Since 2018, annual investment in the European Space Agency (ESA) through the Department's Vote has increased from €17.8 million to €30.17 million in 2022. At the ESA Ministerial Conference in November 2022 Ireland committed to invest €125 million in ESA Programmes to 2027.

2022 also saw continued growth in Ireland's engagement with ESA and by Q3 2022 97 Irish based companies had engaged with it.

Research, Development, and Innovation Programme.

The Department funds the Enterprise Ireland RDI Programme. The programme provides direct and indirect research, development and innovation supports for indigenous companies as well as the commercialisation of State funded research. Enterprise Ireland's RDI Funding Supports for Irish businesses help companies grow their sales and employment. These include the Exploring Innovation Grant, The Agile Innovation Fund, The Research and Development (R&D) Fund and the Intellectual Property (IP) Strategy. In 2022 the programme was allocated €135 million.

Disruptive Technologies Innovation Fund.

The Disruptive Technologies Innovation Fund (DTIF) is a €500 million enterprise-focused, challenge-based fund that encourages collaboration between SMEs, multinational companies, and Irish research institutions. The National Development Plan (NDP) stated that the DTIF would see investment in the development and deployment of disruptive technologies and applications on a commercial basis; drive collaboration between Ireland's world-

class research base and industry as well as facilitating enterprises to compete directly for funding in support of the development and adoption of these technologies and seeding a new wave of start-ups. The DTIF is explicitly linked to National Strategic Outcome 5 (a strong economy, supported by enterprise, innovation and skills). The Fund encourages collaborative partnerships between industry, especially SMEs, and public research bodies in applying industrial research under the six themes of the national Research Priority Areas, in areas such as health, climate action, food, ICT, manufacturing and processes. The Fund is open to projects that seek to alter markets, alter the way business operates or involve new products or the emergence of new business models. SME participation is mandatory for a project to be eligible for funding. Successful applications under the first four DTIF Calls have been announced to date, with total funding of over €288 million to 86 innovative projects having been approved.

A fifth DTIF call was also launched in April 2022 focusing on Advanced and Smart Manufacturing with results expected to be announced in early 2023.

Future Manufacturing Ireland.

Ireland's vision as a leading location for advanced manufacturing is that by 2025 it will be a competitive, innovation-driven, manufacturing hub at the frontier of the next Industrial Revolution. Future Manufacturing Ireland (FMI) is a Unit of the Department established to coordinate the key Research and Development Centres involved in the promotion, development, adoption, and use of advanced manufacturing technologies.

During 2022, the Department worked with IDA, EI, SFI and research and technology centres to develop a coordinated approach to support manufacturing transformation. The Department also worked with IDA on the establishment of the new advanced manufacturing centre, Digital Manufacturing Ireland in Limerick, which is a €40 million state-of-the-art research and training facility for manufacturing companies in Ireland.

Health Innovation Hub Ireland.

Health Innovation Hub Ireland (HIHI) is a joint initiative of this Department and the Department of Health. The aim is to drive collaboration between the health service and the enterprise sector leading to the development and commercialisation of new healthcare technologies, products, and services. Over the past five years, it has supported more than 400 healthtech companies. HIHI, through its 2021-2026 business plan will continue its critical support to Irish companies with innovative healthcare solutions, who benefit from formalised access to the HSE network and infrastructure.

EUREKA.

EUREKA is the world's biggest public network for international cooperation in R&D and innovation. It is open to SMEs, large companies, universities, and research performing organisations (RPOs). EUREKA offers opportunities to combine expertise, exchange knowledge and enhance resources. Through the Department, Ireland continues its membership of Eureka which offers project partners rapid access to skills and expertise across Europe and national public and private funding schemes. In 2022 the funding of Irish participation in EUREKA projects was €807,824 and four new EUREKA projects were funded in 2022.

Important Projects of Common European Interest (IPCEI).

IPCEI are large-scale, multi-country projects for global state-of-the-art innovation to address market or systemic failures. By their nature, IPCEI often entail significant risks and require joint, well-coordinated efforts and transnational investments by public authorities and industries from several Member States. In March 2022, Ireland completed the pre-notification under the IPCEI on Microelectronics and Communication Technologies (IPCEI ME/CT) submitting one proposed project to the Commission. Work on this IPCEI ME/CT continued throughout the year, including engaging with DG COMP on the proposal, with a view to notifying under this IPCEI in Q1 2023 (subject to Government approval).

European Digital Innovation Hubs (EDIHs).

As part of the Digital Europe Programme, the European Commission and EU Member States will establish and co-fund a network of European Digital Innovation Hubs (EDIHs) to support digital transformation in SMEs and public sector organisations. EDIHs will serve as "one-stop-shops" providing access to technical expertise and experimentation, as well as innovation services, and the training and skills development necessary for successful digital transformation. The Commission restricted call for the EU-wide EDIH network launched in November 2021 and closed in February 2022, with results issued in late June 2022. Further to evaluation, all four of Ireland's designated EDIHs passed the Commission threshold and are eligible to become part of the EDIH network.



Strategic Goal 2:

Promote safety, better pay and conditions, more secure jobs and gender equality in the workplace.

Standards and Safety:

National Standards Authority of Ireland (NSAI).

2022 was an important year of development and growth for NSAI with the launch of their new strategic plan 2022-2026, *Innovating to Shape a Safer, Better, and Sustainable Future*. Launched in May 2022, NSAI strategic goals showcase the breadth and depth of knowledge within the organisation which spans national policies, in particular, growth of SMEs, climate action, digital transformation, growth of medtech, and meeting commitments under the Government's Housing for All policy.

NSAI was tasked by the Department of Housing, Local Government and Heritage (DHLGH) in February 2022 to undertake a review of standard I.S. 465 which provides for assessment, testing and categorisation of properties damaged by defective concrete blocks. The standard supports the government programmes of financial assistance to affected homeowners.

NSAI work is complete on their In Vitro Diagnostic Medical Devices Regulation (IVDR) designation application with continuing expectation of EU approval in early 2023. NSAI welcomed the decision of the EU Employment, Social

Policy, Health, and Consumer Affairs Council to support an extension of the transitional period of the Medical Devices Regulation. This has been positively received by NSAI's clients as an opportunity to ensure the safety and availability of medical devices on the European market.

Health and Safety.

In 2022 the Department coordinated the Irish response to the EU's Chemicals Strategy for Sustainability: *Towards a Toxic Free Environment*, an ambitious project intended to overhaul the EU Chemicals industry, including revisions of the major EU Chemicals legislation REACH and CLP. This Strategy will have cross-governmental impacts and may require significant changes to Irish legislation.

In 2022 the Department coordinated the Irish response to proposals for EU chemicals safety legislation, including the update to the Directive on the protection of workers from exposure to asbestos at work, which Ireland supports. At the EPSCO Council in December 2022, a General Approach was agreed on the draft Asbestos Directive. This Directive is the first step in a broader EU initiative to remove asbestos from all buildings across the EU.

During 2022, the Department also continued its programme of work on the modernisation of the regulations governing flammable liquids and fuels, with the preparation of technical updates to existing regulations and progressing discussions with DPER on a set of new licence fee regulations for Dangerous Substances.

In 2022 the Health and Safety Authority established a new Occupational Health Division with the additional funding it received in 2021. This Division will ensure the availability of in-house occupational health expertise to address concerns in the workplace.

Market Surveillance.

In June 2022, four pieces of amending legislation were introduced to enhance the market surveillance role of the Health and Safety Authority in respect to certain sectors of product safety for which it is the designated Market Surveillance Authority. The sectors involved were Personal Protective Equipment (PPE), Pressure Equipment, Lifts and Safety Components for Lifts and Equipment to be used in Potentially Explosive Atmospheres (ATEX).

Farm Safety.

Throughout 2022 the Department continued to work with the Department of Agriculture, Food and the Marine together to reduce the rate of fatal and serious incidents and improve health and wellbeing in the agriculture sector while maintaining their respective legislative responsibilities. The overall objective is to ensure both Departments and the Health and Safety Authority (HSA) can drive real improvements in farm health, safety, and welfare on the ground through a cross-Government approach and sharing of information.

The promotion to increase awareness of the legislative amendment to introduce mandatory safety training and wearing of suitable PPE for all terrain vehicles (ATVs) or quad bikes continued throughout 2022 in advance of the legislation coming online in November 2023. Other promotional campaigns during the year focused on the safe use of chainsaws and farmer health and wellbeing resources developed with the assistance of the Farm Safety Partnership Advisory Committee of the HSA.

Transitional Protocol: Good Practice Guidance for Continuing to Prevent The Spread of Covid-19.

In January 2022 the Government announced the easing of COVID-19 related public health restrictions. In order to assist businesses, the Transitional Protocol: *Good Practice Guidance for Continuing to Prevent the Spread of COVID-19* was produced. This was a revision of the Work Safely Protocol, and reflected the lessons learned during the pandemic and placed a greater emphasis on guidance and best practice to support the safe return to physical attendance in the workplace.

Better Pay and Conditions, More Secure Jobs:

Workers' Rights.

In 2022 the Department delivered several new employment rights for all workers:

- *The Payment of Wages (Amendment) (Tips and Gratuities) Act 2022* came into effect on 1st December 2022 and provides clarity on the meaning of tips, gratuities, and service charges. The Act places tips and gratuities outside the scope of a person's contractual wages
- *The Sick Leave Act 2022* will come into effect on 1 January 2023, Workers will be entitled to up to 3 days of employer-paid sick leave in 2023 rising to 10 days by 2026, paid at 70% of gross salary up to a cap of €110 per day.
- A new permanent public holiday was established in celebration of Imbolc/St. Brigid's Day.
- The Right to Request Remote Work for all workers was integrated into the Work Life Balance and Miscellaneous Provisions Bill. This will give all employees a right to request remote working.
- *The European Union (Transparent and Predictable Working Conditions) Regulations 2022 (S.I. 686 of 2022)*, which transpose Directive 2019/1152 on Transparent and Predictable Working Conditions in the EU, were signed on 16 December 2022.
- *European Union (Posting of Workers) (Amendment) Regulations 2022 concerning posted drivers (S.I. 320/2022)* which transpose the Employment and WRC aspects of Directive 2020/1057 were signed on the 13 June 2022.

Redundancy and Insolvency Policy.

The Redundancy Payments (Amendment) Act 2022 was commenced in April 2022 and ensured that employees made redundant, having been laid off for a period during COVID-19 restrictions, will receive the same total statutory payment on redundancy as if they had not been laid off during the pandemic. In 2022, the COVID-Related Lay-Off Payment (CRLP) was paid to 3,114 people, at a cost of €1.16 million.

Making Remote Work – National Remote Work Strategy.

The Remote Work Interdepartmental Group continues to meet to coordinate remote working policy across Government including the '*Making Remote Work - National Remote Work Strategy*'. All 15 actions outlined in the Strategy have been delivered including legislating for the right of all workers to request remote working through the Work Life Balance and Miscellaneous Provisions Bill, the development of a Code of Practice on the Right to Disconnect and the development of the National Hub Network and ConnectedHubs.ie platform.

Low Pay Commission.

In 2022 the Low Pay Commission recommended progressing to a living wage through a gradual adjustment to the minimum wage. They recommended setting the living wage at a fixed threshold of 60% of the hourly median wage. Following receipt of the Commission's report the Department initiated a public consultation on the phasing in of a living wage and established an Interdepartmental Working Group to consider the Commission's recommendations. In November 2022 Government announced the introduction of a statutory National Living Wage for all employees which will be in place by 2026. It was agreed by Government that the National Living Wage will have no regional or sectoral variations and will be set at 60% of hourly median wages. The living wage will be achieved through incremental changes to the National Minimum Wage over a four-year period unless otherwise agreed by Government on the advice of the Low Pay Commission.

During 2022 the Department also represented Ireland at negotiations on the proposal for a directive on adequate minimum wages. In October 2022 Directive (EU) 2022/2041 on adequate minimum wages in the European Union was published.

Industrial Relations:

Industrial Relations Environment.

There was a total of 5,256 days lost due to industrial disputes in 2022, an increase of 2,201 compared with 2021 (when 3,055 days were lost). The 2022 figures may be considered in the context of the days lost in 2020 and 2019, with 21,704 and 37,000 days lost due to industrial disputes, respectively.

Labour Court.

During 2022, the Labour Court received 1,138 appeals and referrals, almost double the number of referrals (578) received in 2021. The Court scheduled 1,485 hearings. This compared to 1,266 hearings in 2021. Hearings scheduled in the year included hearings of appeals received in previous years as well as those rescheduled following postponements or adjournment of the first hearing. A number of scheduled hearings were settled or withdrawn by the parties before the scheduled hearing took place. Hearings convened in a virtual courtroom made up 30% of all hearings in 2022.

In 2022, the Court issued 471 recommendations/determinations/decisions. In addition, it investigated 69 appeals/referrals that were ultimately settled prior to the issue of a decision by the Court. A total of 294 appeals to the Court were withdrawn after the parties had been allocated a hearing date. There were 447 requests for postponement of scheduled hearings.

Workplace Relations Commission (WRC).

In 2022, the Information and Customer Service Unit of the WRC dealt with 59,782 calls and 7,515 emails seeking information on employment rights, equality, industrial relations, and employment permits. In addition, the WRC website workplacerelations.ie had over 4.16 million web views. The Inspection service completed a total of 3,943 workplace inspections resulting in €1,405,126 in unpaid wages recovered during 2022. The Adjudication service of the WRC received 12,790 specific complaints in 2022. The Adjudication Service held 4,251 hearings in 2022, an increase of 28% over the previous year. WRC Conciliation and mediation services continued to meet demand and resolved almost 90% of disputes referred for resolution – including having its proposals in relation to the extension of the public service *Building Momentum* agreement accepted by all parties. The WRC mediation service witnessed an increase of 30% in terms of parties agreeing to mediation and settlements reached at mediation.

High-Level Group on Collective Bargaining.

This Group was formed by the then Tánaiste in consultation with the employee and employer participants of the Labour Employer Economic Forum (LEEF) in March 2021. An independent Chair, Professor Michael Doherty, was appointed on agreement with the employee and employer representatives to facilitate the process. The Group met on 11 occasions. A public consultation seeking views on proposals was held in May/June 2022. The Final Report of the High-Level Group was published in October 2022. The Department will now formulate proposals for implementation in consultation with the social partners.

Gender Equality:

Balance For Better Business.

Balance for Better Business was launched in 2018 to improve gender balance in senior leadership in Ireland. The fifth Annual Report of the Balance for Better Business Review Group was launched by the Tánaiste in November 2022. The report shows that Irish businesses have made significant progress in achieving gender balance at Board level over the past year. In 2022, the percentage of women on the Boards of ISEQ20 companies rose to 36%, far exceeding the 30% target set for the end of 2022 as well as the 33% target set for the end of 2023. For other listed companies, the percentage of women on Boards is now 26%, exceeding the 22% target set for the end of 2022 and up 16 percentage points since 2018.

Construction Contracts Adjudication.

There is a statutory and robust adjudication process in place to swiftly resolve payment disputes that arise in the Construction Sector. The Construction Contracts Act, 2013 applies to construction contracts that have been entered into since July 2016. During 2022 there were 90 applications made to the Chairperson of the Construction Contracts Adjudication Panel, Mr Bernard Gogarty, for the appointment of an Adjudicator under section 6(4) of the Construction Contracts Act, 2013.

In June, the Chairperson convened Forums with the Panel Members and the broader Stakeholder organisations. Discussions were held on various topics that arise from the implementation of the legislation and the Code of Practice and it is expected that work will continue on those matters. The Chairperson submitted the sixth Annual Report on the implementation of the Construction Contracts Act, 2013 to Minister English and this report is available on the Department's website.



Strategic Goal 3: Enhance our business regulatory environment and Ireland's attractiveness as a place to do business.

Legislative Developments:

Companies Corporate Enforcement Authority Act 2021.

The Programme for Government committed to establishing the Office of the Director of Corporate Enforcement (ODCE) to be a stand-alone statutory body. The Companies (Corporate Enforcement Authority) Act 2021, was (save for section 35), commenced on 6 July 2022 and the Corporate Enforcement Authority was established on 7 July 2022.

This Act establishes the ODCE as a statutory and independent agency entitled the Corporate Enforcement Authority (CEA). The CEA has been provided with more autonomy and additional resources to investigate suspected wrongdoing and to pursue breaches of company law.

In preparation for the CEA's establishment the Department approved an additional 17 civil servants to be assigned to it in accordance with the Director of Corporate Enforcement's assessment of the CEA's resourcing requirements. The CEA's full-time Garda complement is increasing from 7 to sixteen officers. Recruitment of additional Gardaí is underway and on November 8, 2022, 5 new Detective Gardaí became CEA officers. This increased complement will enable the agency to take on a greater volume

of criminal investigative work. A Memorandum of Understanding (MoU) between the ODCE and An Garda Síochána was agreed and signed in June 2022. The MoU provides for ongoing co-operation between the two bodies to ensure both organisations work effectively to fulfil their respective independent statutory obligations.

In advance of the Authority's establishment the Department had already increased the ODCE's budget by €1 million or 20% over previous levels. Budget 2022 increased the ODCE's allocation by a further €1.6 million, to €7.75 million, representing a total budgetary increase of 44% to the ODCE in preparation for the establishment of the new Authority.

Companies (Miscellaneous Provisions) (Covid-19) Act 2020.

The *Companies (Miscellaneous Provisions) (COVID-19) Act 2020*, which was signed into law on 1 August 2020, makes temporary amendments to the *Companies Act 2014 and the Industrial and Providence Societies Act 1893*, to address issues arising because of COVID-19. It ensures that 240,000 companies and 950 industrial and provident societies in Ireland can hold their Annual general Meetings and general meetings by electronic means. It also makes provision in respect of business solvency by increasing the period of examinership to 150 days

and increasing the threshold at which a company is deemed unable to pay its debts to €50,000.

The amendments applied for an interim period, initially up to 31 December 2020. On 26 April 2022 the Government approved the fourth extension of the temporary provision up to 31 December 2022. On 6 December 2022 the Government approved the fifth extension of the following measures up to 31 December 2023:

- Increased financial threshold for initiating a winding up from €10,000 for a single creditor and €20,000 for two or more creditors, to €50,000 in respect of each;
- Providing companies and co-operatives with the ability to hold virtual general and creditor meetings.

Consumer Rights Act 2022.

The *Consumer Rights Act 2022* came into force in November 2022 and represents the largest reform of consumer rights law in over 40 years. The Act updates and consolidates domestic consumer rights law and gives consumers new protections in relation to digital content as well as digital and non-digital services. Its purpose is to ensure that consumers have stronger and clearer rights and remedies when buying goods and services and to create clearer rules for businesses in relation to transparency, redress and consumer information and cancellation rights.

The Act significantly strengthens the enforcement powers of the agencies responsible for safeguarding consumer rights such as the Competition and Consumer Protection Commission (CCPC) and the Commission for Communications Regulation (ComReg).

Personal Injuries Resolution Board Act 2022.

The Programme for Government committed to enhancing and reforming the role of the Personal Injuries Assessment Board (PIAB), with the overarching aim to have more cases resolved through the PIAB system. The *Personal Injuries Resolution Board Bill 2022* was signed into law by the President on 13 December 2022. The Act amends the *Personal Injuries Assessment Board Act 2003-2019* to facilitate an increase in the number of personal injury claims that may be resolved through an enhanced Resolution Board without recourse to litigation. The Act also amends the *Personal Injuries Assessment Board Act 2003-2019* to provide that the Personal Injuries Resolution Board will:

- offer mediation as a means of resolving a claim,
- have additional time to assess claims where an injury is yet to settle rather than releasing to litigation,
- seek proof of identity on application and disclose information to An Garda Síochána to reduce fraud,
- deepen its analysis and public information roles.

Co-operative Societies Bill 2022.

A public consultation was conducted in early 2022 to inform the finalisation of the General Scheme of the Co-operative Societies Bill. The General Scheme published in November 2022 introduces a modern legal framework which will place the co-operative model on a more favourable clear legal basis, thereby creating a level playing field with companies and encouraging consideration of the co-operative model as an attractive formation option for entrepreneurs and also for social and community activities. Government approval was received in November to commence drafting of the Bill. Pre-legislative scrutiny of the proposed legislation by the Joint Oireachtas Committee on Enterprise, Trade and Employment commenced in December 2022.

EU Directives/Regulations:

Regulation Establishing A Single Market Emergency Instrument and Repealing Regulation (EC) 2679/98.

The proposed Regulation was published in September 2022. The objective is to provide a strong, agile governance structure, as well as a targeted toolbox, to ensure the smooth functioning of the Single Market in any future type of crisis. The Department undertook a public consultation on the proposal during 2022 and represented Ireland's position at EU working parties during the early stages of negotiations.

The EU Chips Act.

The *EU Chips Act* was proposed by the European Commission in February 2022. The aim of the Regulation is to strengthen the European semiconductor ecosystem, to increase the EU's security of supply of semiconductors and to develop new markets for cutting-edge European technologies.

The Department undertook extensive stakeholder consultation on the proposal throughout 2022 and represented Ireland's position at the Competitiveness and Growth (Industry) Working Party in the Council of the European Union throughout the process of developing the final General Approach which was adopted by the Competitiveness Council in December 2022.

Digital Markets Act (DMA).

The *Digital Markets Act (DMA) (Regulation (EU) 2022/1925)* entered into force in November 2022. It will apply to large businesses providing digital services that are designated as "gatekeepers" and regulates certain practices by them to ensure a higher degree of competition in the European digital markets.

The Department was actively engaged with the proposal throughout 2022, representing Ireland's position at EU working parties. It received input from stakeholders across government, industry, and civil society. Implementation of the Regulation in Ireland will take place over the course of 2023.

The Data Act.

The EU published its proposal for the Data Act Regulation in February 2022 as a key pillar of the EU's Data Strategy. Together, the Data Act and previously agreed Data Governance Act initiatives are intended to unlock the economic and societal potential of data and technologies.

The Data Act aims to create a coordinated approach to using data across sectors and clarifies who can create value from data and under which conditions. The Department undertook a public consultation on the draft as part of its stakeholder engagement leading to the development of Ireland's position for negotiations at the EU working party. Views were received from stakeholders across government, industry and civil society. Negotiations at EU Council Working Party are ongoing.

Artificial Intelligence Act.

The EU proposal for a regulation known as *The Artificial Intelligence Act* was published in April 2021 and sets out harmonised rules for the development, placement on the market and use of AI systems in the Union. It follows a proportionate risk-based approach where certain particularly harmful AI practices are prohibited as contravening Union values, while specific restrictions and safeguards are proposed in relation to certain high-risk areas.

The regulation aims to ensure the protection of fundamental rights and user safety, as well as trust in the development and uptake of AI, thereby enhancing EU investment and innovation. A general approach was reached at EU Council in December 2022 and trilogue negotiations will commence in 2023.

Artificial Intelligence Liability Directive.

The European Commission published its proposals for an *Artificial Intelligence Liability Directive* on the 28 September 2022. Negotiations at EU Council Working Party have been taking place since October 2022 with a first reading of the draft directive now complete.

The proposal aims to improve the functioning of the internal market by laying down uniform rules for certain aspects of non-contractual civil liability for damage caused with the involvement of AI systems. The Department commenced a public consultation on this important draft directive in December 2022 seeking the views of stakeholders which closes in January 2023.

Regulation for Geographical Indication Protection for Craft and Industrial Products.

A Regulation establishing geographical indication (GI) protection for craft and industrial products was published by the European Commission in April 2022. GIs establish intellectual property rights for products whose qualities, reputation or other characteristic are specifically linked to its geographical origin. The Department carried out a public consultation on the proposal in 2022 and represented Ireland's position at Council working parties throughout the process of negotiating the final General Approach which was adopted by the Competitiveness Council in December 2022. The General Approach will proceed to Trilogue negotiations in 2023.

Revision of EU Industrial Design Acquis.

In November 2022, the European Commission published a reform package on industrial design protection, consisting of a Directive and a Regulation amending existing EU legislation on industrial designs. The reform package aims to modernise existing EU design legislation, provide for greater

harmonisation of Member States laws and procedures, and to streamline the EU unitary design right, making it more accessible and efficient for business. Negotiations on the proposed Directive and Regulation will take place in the Council Working Party on Intellectual Property throughout 2023.

European Union (Artist's Resale Right) (Amendment) Regulations 2022 (S.I. No 375 of 2022).

The *Artist's Resale Right* allows creators of original works of visual and plastic art, through a system of royalty payments, to benefit from resales of those works when they are sold through the professional art market. These Regulations, which came into effect in July 2022, further amend the *European Communities (Artist's Resale Right) Regulations 2006*.

Directive on Preventive Restructuring Frameworks, Insolvency and Discharge of Debt.

The Directive (EU) 2019/1023 of the European Parliament and Council, which was adopted in June 2019, seeks to harmonise aspects of national insolvency laws both for companies and for individuals. It is focused on a 'preventive' restructuring framework, second chance/fresh start for 'entrepreneurs' and enhancing the efficiency of restructuring and insolvency. The European Union (Preventive Restructuring) Regulations 2022 transposing the corporate insolvency elements of the Preventive Restructuring Directive were signed in July 2022.

Directive on the use of Digital Tools and Processes in Company Law.

The European Commission signalled its intention to publish a further proposal in Q1 2023, on foot of a public consultation held between December 2021 and April 2022, which will expand the use of digital tools and processes in company law.

The Mobility Directive as Regards Cross-Border Conversions, Mergers and Divisions.

Directive (EU) 2019/2121 amends *Directive (EU) 2017/1132* as regards cross-border conversions, mergers and divisions was adopted on 27 November 2019. The Department launched a public consultation on Member State options in August 2020.

The Directive aims to facilitate company mobility within the EU by providing harmonised rules, legal certainty, and common procedures in assessing cross-border mergers and introduces rules for cross-border conversions and divisions whilst offering appropriate safeguards for citizens, such as employees, creditors, and minority shareholders.

The Directive has a transposition deadline of 31 January 2023.

The Department submitted Draft Regulations to the Office of Parliamentary Counsel for settlement in December 2021.

Corporate Sustainability Reporting Directive.

Directive (EU) 2022/2464 amending the *Audit Regulation (EU) No 537/2014*, *Transparency Directive 2004/109/EC*, *Audit Directive 2006/43/EC*, and *Accounting Directive 2013/34/EU* was adopted in December 2022. An objective of one of the European Green Deal's actions it aims to significantly enhance the disclosure by companies on environmental, social, human rights and governance matters.

Companies in scope include all large companies and large public interest entities (banks, insurance undertakings, listed companies on a main market in the EU) and listed SMEs (except listed micro-enterprises). Companies will report annually in the management/director's report according to mandatory standards entitled European Sustainability Reporting Standards (ESRS) to be developed by the European

Financial Reporting Advisory Group (EFRAG). Transposition is due on 6 July 2024 with some aspects to be implemented by 1 January 2024.

Proposal for EU Directive on Corporate Sustainability Due Diligence.

This proposal intends to create legally binding obligations on companies to address potential adverse environmental and human rights impacts arising from their own operations, their subsidiaries' operations, and their chain of activities. Following publication of the proposal in February 2022, negotiations proceeded at Member state level throughout the year, culminating in a general approach being agreed at Competitiveness Council in December 2022. A final Directive is expected to be agreed by end 2023, following negotiations with the European Parliament.

Directive of the European Parliament and of The Council Harmonising Certain Aspects of Insolvency Law.

The Proposal for a *Directive of the European Parliament and of the Council harmonising certain aspects of insolvency law (2022/0408)* was published in December 2022. The aim of this Proposal is to harmonise insolvency rules, with the primary objective of making them more efficient and effective with a view to facilitating more cross border investment. It forms part of the wider EU Capital Markets Union initiative which is designed to further financial and economic integration across the EU. In 2022, the Department worked with the Departments of Justice and Finance to review the Proposal and prepare for negotiation which will take place in 2023.

Directive of the European Parliament and of the Council on Multiple-Vote Share Structures in Companies That Seek the Admission to Trading of Their Shares on an SME Growth Market.

In December 2022 the European Commission put forward measures to further develop the EU's Capital Markets Union which is designed to further financial and economic integration across the EU. This proposal for a Directive on Multiple-vote share *Structures in Companies that seek the Admission to Trading of their Shares on an SME Growth Market* is part of the Commission's Listing Act package, a set of measures designed to simplify and improve listing rules, in particular for SMEs, without jeopardising investor protection and market integrity. In 2022, the Department worked with the Department of Finance to review the Proposal and prepare for negotiation which will take place during 2023.

Directive on Public Country-by-Country Reporting of Tax Information.

Directive (EU) 2021/2101 amending *Directive (EU) 2013/34* as regards disclosure of tax information by certain undertakings and branches was adopted in November 2021. The Directive requires multinational enterprises (whether headquartered in the EU or outside with a base, subsidiary, or a branch in the EU) and standalone entities with a consolidated revenue over €750 million for each of the last two consecutive financial years to publish corporate tax payment information (including details as to revenues, number of employees and amount of tax paid). Transposition is due on 22 June 2023. The Department submitted Draft Regulations to the Office of Parliamentary Counsel for settlement in November 2022.

Transposition of ECN+ Directive Through Competition (Amendment) Act 2022.

The Directive was transposed through primary legislation in June 2022. This important development provides that Competent Authorities may enforce competition law through ‘administrative sanctions’ i.e., not having to go through the courts system. To ensure a coherent approach to competition law, the Act puts in place a single regime for breaches of both EU and national law. The legislation provides that the Competition and Consumer Protection Commissions (CCPC) and ComReg (which is also a designated ‘Competent Authority’) can establish a separate panel of adjudication officers to decide upon penalties for breaches of the law on foot of investigations carried out by either body.

The European Union (Requirements to Indicate Product Prices) (Amendment) Regulations 2022.

The purpose of the price indication Regulations, which came into force in November 2022, is to tighten up the rules on sales advertising and to prevent businesses from misleading consumers when communicating price reductions and ensure that discount claims are transparent and genuine. Any advertised price reduction now must include the previous price of the product. In addition, the product must have been available at that earlier price during the preceding 30 days.

Transposition of EU Directive on Representative Actions.

In March 2022 the Minister referred the *General Scheme of the Representative Actions for the Protection of the Collective Interests of Consumers Bill, 2022* to the Joint Committee on Enterprise, Trade and Employment with a request to commence pre-legislative scrutiny. The legislation will permit a third party (unconnected to a legal action) to represent a group of consumers who have been harmed. The transposition deadline was 25 December 2022. The Joint Committee’s Pre-Legislative Scrutiny Report was received on the 2 December 2022. It is anticipated that the Bill will be published in early 2023.

The Action Plan for Insurance Reform sets out 66 actions to bring down costs for consumers and business; introduce more competition into the market; prevent fraud and reduce the burden on business, community and voluntary organisations.

Government published the first implementation report of the Action Plan in 2021, showing 50% of actions have been implemented in the first six months of the plan, including that the Personal Injuries Guidelines have been given effect.

Domestic Developments:

Implementation of The SME Test.

The SME Test is a regulatory impact assessment tool that encourages policymakers across Government to consider the impact that any new regulations or laws will have on SMEs. In 2022 this Department established a cross-Government network to provide training and support to Departments on the application of the test. By the end of 2022 six Government Departments had applied the test, thereby exceeding the target agreed under the National Recovery and Resilience Plan.

Action Plan for Insurance Reform.

The Cabinet Committee Subgroup on Insurance Reform chaired by An Tánaiste and Minister for Enterprise, Trade and Employment Leo Varadkar TD published the third implementation report of the Action Plan for Insurance Reform in November 2022. The Plan set out 66 actions across Government to make Ireland’s insurance sector more competitive and consumer-friendly, supporting enterprise and job creation. The report showed that approximately 90% of actions in the Plan have been completed with the remaining initiated.

Responsible Business.

Responsible business issues are becoming increasingly important for enterprises, and this has had a growing impact on various workstreams across the Department. Policy initiatives are being rolled out nationally and internationally on a wide range of interrelated issues under this area. A Contact Group for Responsible Business was established this year to promote a coherent, consistent, and coordinated approach across the Department.

Secretariat Support:

Company Law Review Group.

The Company Law Review Group (CLRG) is a statutory expert advisory group charged with advising the Minister on company law. It operates from a 2-year work programme, determined by the Minister, and the secretariat is provided by the Department.

The 2018-2022 membership concluded its term in May 2022, and a new membership was appointed by the Tánaiste in September whose term will continue until May 2026. The CLRG's 2022-2024 Work Programme was also approved by the Minister. In May 2022 the Group submitted its report on certain company law issues under the Companies Act 2014 relating to corporate governance to the Minister. The Department subsequently commenced its analysis of the CLRG's recommendations. Work also continued in the Corporate Insolvency Committee on the topic on 'Self-Administered Liquidations' as part of a suite of post pandemic measures. This topic forms one of many key areas included in the proposal for a Directive published by the European Commission in December 2022 on harmonising certain aspects of substantive law on insolvency proceedings.

Productivity Council.

The National Competitiveness and Productivity Council (NCPC) reports to the Taoiseach and the Government, through the Minister for Enterprise, Trade and Employment, on key competitiveness issues facing the Irish

economy and offers recommendations on policy actions required to enhance Ireland's competitive position. Research, analysis, and the secretariat role for the NCPC is undertaken by the Department, which places a high priority on ensuring that the key enterprise competitiveness issues are identified and prioritised for action across the government system. Ireland is currently ranked 11th according to the Institute for Management Development's World Competitiveness Ranking 2022 report.

In 2022 the council published five bulletins on issues pertaining to Ireland's national competitiveness performance. Ireland's Competitiveness Challenge 2022 was published in September 2022 and identifies the key competitiveness and productivity challenges facing the Irish economy and makes recommendations to Government on how to address them. The report identified four broad medium and long-term strategic challenges and made recommendations to boost broad based productivity growth; enhance labour market performance; support infrastructure investment for a better future; and manage the costs of doing business.

Expert Group on Future Skills Needs.

The Expert Group on Future Skills Needs (EGFSN), advises Government on future skills requirements and associated labour market issues that impact on the national potential for enterprise and employment growth. The Department provides the secretariat for the Group.

In 2022, the EGFSN completed a preliminary study in response to the National AI Strategy, *AI Here for Good*. The resulting report, *AI Skills: A Preliminary Assessment of the Skills Needed for the Deployment, Management and Regulation of Artificial Intelligence* was published by the EGFSN in June 2022. The study contains recommendations on the high-level, technical skills needed by developers and experts, and considers skills needed in the public sector, by educators, and the public, so that society as a whole can have the trust and confidence to embrace the opportunities of AI. A two-year implementation process was also set up to ensure that the report's actions are implemented. In 2022 the EGFSN has also been engaging with the Organisation for Economic Co-operation and Development, as it undertakes a review of Ireland's National Skills Strategy, as commissioned by the Department of Further and Higher Education, Research, Innovation and Science.

In addition to new studies commenced in 2022 on Biopharma Skills and Skills for International Financial Services, the EGFSN focused on the implementation of recommendations from other completed studies. In 2022 this included the areas of Logistics and Supply Chain Skills and Skills for Zero Carbon, and Design Skills. The final meeting of the Design Skills Implementation Group with the official support of the EGFSN Secretariat took place in February 2022, marking the successful conclusion of the formal two-year implementation period for the EGFSN's 2020 report, *Together for Design*.



Strategic Goal 4:

Deepen and extend Ireland's global business and trade in a fair and sustainable manner supportive of high labour standards and grow further the all-island economy.

Trade:

Trade and Investment Strategy.

In April 2022, Government published the Trade and Investment Strategy 2022-2026, *Value for Ireland, Values for the World*. The Strategy sets out our principled and holistic approach to trade policy, the goal of which is to see Ireland grow sustainably, diversify export markets, address climate issues, and provide for Ireland's continued economic wellbeing. The Trade and Investment Council (a cross-government and cross-agency body) will oversee implementation of the Strategy, which outlines seven priority actions aimed at advancing Ireland's trade and investment goals, diversifying markets, and strengthening supply chains:

1. Support Ireland's Economic and Trade 'Ecosystem'
2. Review and refresh the Local Market Teams
3. Positioning Ireland within Global Value Chains and Supply Chains
4. Communicating Ireland's Interests as a Trading Nation
5. Maximising Ireland's return from EU Free Trade Agreements
6. Team Ireland - Trade Mission Week
7. Reaping the Benefits of the EU Single Market

The implementation of the Strategy and action plan will support Ireland in realising its trade and investment goals, increase exports sustainably, deepen and extend our trade relationships, grow quality employment and reinforce our economy.

Trade Promotion.

Each year, the Department works closely with its agencies, Enterprise Ireland, and IDA Ireland, on a programme of Ministerial led trade and investment promotion missions. In 2022 trade and investment missions were led at Tánaiste and Ministerial level to the US, Portugal, Mexico, Spain, France, Netherlands, Germany, the UK, Singapore, and Denmark. These Trade Missions focused on promoting the innovative capabilities and competitive offerings of Irish companies to international buyers in sectors including internationally traded services, fintech, high-tech construction, engineering, ICT and lifesciences.

In the context of the implementation of the *Trade and Investment Strategy*, a review of the operation of Local Market Teams (LMTs) was completed during 2022, in close collaboration with the Department of Foreign Affairs and other partners in Team Ireland. The review, which was approved by the Trade and

Investment Council in December 2022, includes a set of recommendations which will assist the work of LMTs in their in-market activities, and will also strengthen the structures for central guidance and support from Departmental and agency headquarters.

Trade Agreements.

The Department was fully engaged with the European Commission, on behalf of Ireland, in EU trade negotiations in 2022. On the 30 June, the EU and New Zealand announced the successful conclusion of negotiations for a Free Trade Agreement.

Once in force, the Agreement will eliminate tariffs on EU exports to New Zealand, recognise Rules of Origin on EU products and ensure non-discriminatory treatment of EU investors in New Zealand.

Negotiations for an *EU-Australia* Free Trade Agreement continued in 2022. Based on the European Commission's 2018 impact statement, it is estimated that FTAs with Australia and New Zealand will together generate an increase in EU GDP of €4.9 billion annually.

Negotiations on an *EU-India* Free Trade Agreement were relaunched in 2022, along with separate agreements on investment protection and on geographic indications. The EU and India have also agreed to form a Trade and Technology Council.

The *EU-Chile* Association Agreement was politically concluded on the 9 December 2022, with a number of improvements achieved including, removal of annual increments on beef Tariff Rate Quotas (TRQs), increased protections for agri-food Geographic Indicators and a liberalisation for some important food stuffs such as cheese, with the EU gaining increased market access to Chile's natural mineral reserves.

Negotiations on a *Free Trade Agreement with Indonesia* also continued in 2022.

Comprehensive Economic and Trade Agreement (CETA).

On November 11, 2022, the Supreme Court ruled, by a 4 to 3 majority, that the Constitution of Ireland precludes the Government and Dáil Éireann from ratifying CETA as Irish law now stands. The Supreme Court also ruled by a 6-1 majority that CETA could be ratified by the Oireachtas if certain changes are made to domestic legislation specifically the *Arbitration Act of 2010*.

The Department is now examining the judgement in detail, along with legal advisors, to assess the potential implications. However, it is important to note that CETA remains provisionally applied, by the EU and Canada, as it has been since 21 September 2017. CETA has been ratified by 17 of the 27 EU Member States, most recently by Germany in December 2022.

World Trade Organisation (WTO) Ministerial Conference.

The WTO's 12th Ministerial Conference (MC12) took place on 12-17 June 2022 in Geneva. Ireland was represented by the Tánaiste and Minister for Enterprise, Trade & Employment, Leo Varadkar TD. At MC12, Ministers agreed on a number of important declarations and decisions on issues such as WTO reform, trade and health, food security, fisheries subsidies, an extension of the moratorium on customs duties on e-commerce transactions, and an intellectual property agreement to enable developing countries to produce vaccines (the TRIPS waiver).

EU Legislative Agenda on Trade.

In 2022, a Council mandate was approved to begin trilogue negotiations with the European Parliament on a Commission proposal for an updated Regulation for the *EU's Generalised Scheme of Preferences* (GSP). The scheme offers easier access to the EU market for goods exported from developing countries by eliminating or reducing import tariffs unilaterally (on a non-reciprocal basis). Ireland actively supported the EU's GSP Scheme in Council discussions as a fundamental development tool that substantially assists beneficiary countries. It is hoped that the Regulation will be agreed in the first half of 2023.

In June 2022, Ireland outlined its priorities for the *Review of Trade and Sustainable Development (TSD)* to the European Commission which identified policy priorities and key action points to enhance the contribution of EU trade agreements (FTAs) in protecting the environment and labour rights worldwide. Ireland's submission

underlined the positive role that trade can make to sustainable development; the need for EU FTAs to reinforce international environmental, labour, and human rights standards, particularly the Paris Agreement and core ILO principles; to support a stronger role for civil society in the monitoring of the implementation of FTAs; and to prioritise a cooperative and incentive-based approach to the resolution of TSD issues in FTAs. Ireland also actively contributed to the European Council Conclusions on the TSD Review.

Finally, in November 2022, Member States reached agreement at EU Council level regarding the Commission's *Anti-Coercion Instrument* proposal which was published in December 2021. The proposed Instrument is in response to the use of economic coercion by third countries to force EU Member States or the Union as a whole to adopt or refrain from adopting a particular policy or act. The Council compromise secures many of Ireland's requirements regarding the file, including strengthening Member State involvement in decision making and reducing the number of EU response measures to align more closely with the existing Trade Enforcement Regulation. The file is now subject to trilogue discussions with the European Parliament as co-legislators.

Trade and Technology Council.

The EU-US Trade and Technology Council (TTC) was established during the EU-US Summit on 15 June 2021 and serves as a forum for the US and EU to coordinate approaches to key global trade, economic, and technology issues. The TTC met on two occasions in 2022, firstly on 15/16 May in Paris and later in Maryland in the US on 5 December 2022.

Following the meeting of the TTC on 15/16 May 2022 in Paris, a Joint Statement was issued which reaffirmed the close partnership between the EU and US and setting out a series of concrete deliverables and results including:

- Continued support to Ukraine through intense cooperation on sanctions and export controls against Russia.
- Promote the responsible use of technologies, including by working together on policies, standards, and technology governance.
- Expanding cooperation on secure supply chains, by advancing the resilience of transatlantic supply chains in key sectors, such as rare earth magnets, solar panels supply chains and semiconductor value chains.
- Establishment of a Trade and Labour Dialogue with social partner stakeholders.

Some of the key deliverables included in the joint statement issued following the meeting on 5 December include:

- First Joint Roadmap on Evaluation and Measurement Tools for Trustworthy Artificial Intelligence and Risk Management (AI Roadmap).
- Collaboration on future standards for Megawatt Charging Systems (MCS) for heavy-duty vehicles.
- EU and US will implement an early warning mechanism to address and mitigate semiconductor supply chain disruptions in a cooperative way.
- Establishment of Transatlantic Initiative on Sustainable Trade aimed at enhancing EU-US collaboration on trade and environmental sustainability.

Trade Licensing and Control.

The Department continued to rigorously implement EU and national Export Controls, whose purpose is to support security and protect human rights. In 2021¹ the Department issued 714 export licences, authorising exports value at €2.2 billion.

The Department completed the drafting of the *Control of Exports Bill*, in conjunction with the Office of Parliamentary Council. The Bill will ensure that Ireland continues to operate a robust system for regulating the export of controlled goods.

The Department also contributed to the work of the Export Control Working Group, established under the auspices of the EU-US Trade and Technology Council.

The Department is a National Competent Authority for EU Sanctions, in support of international law and human rights. During 2022 the Department was responsible for implementing the trade measures in the nine packages of sanctions adopted by the EU in response to Russia's war against Ukraine. These trade sanctions were unprecedented in their breadth and sophistication and the Department worked closely with the Office of the Revenue Commissioners to ensure they were fully implemented. The Minister enacted 31 Statutory Instruments, drafted by the Department, to give full legal effect in Ireland to amendments to other EU sanctions regimes. The Department also carried out outreach and compliance visits with exporters in 2022, with an increase on 2021's activities, as pandemic restrictions eased.

1. Data for 2022 will be published in the Annual Report under the Control of Exports Act 2008 for 2022, which will be brought to Government in the Summer.

Investment Screening.

The Department completed the drafting of the *Screening of Third Country Transactions Bill*, with the Office of Parliamentary Council. In September 2022 the Bill successfully completed Second Stage in Dáil Éireann. This Bill will provide the Government with powers to protect security or public order from hostile actors using ownership of, or influence over, businesses and assets to harm the State.

In line with Ireland's obligations under the EU Investment Screening Regulation, the Department is the National Contact Point for cooperation with the European Commission, and with Member States on investment screening matters. In this capacity the Department reviewed 428 screening notifications received from other Member States.

Throughout 2022, the Department engaged in extensive consultation with the European Commission and EU Member States, as well as with the UK and US, on a range of Investment Screening issues. This engagement has been a vital component in developing Ireland's domestic investment screening policy, and in designing a screening mechanism tailored to Ireland's needs. The Department also contributed to the work of the Investment Screening Working Group, established under the auspices of the EU-US Trade and Technology Council.

EU Engagement:

EU Council Meetings.

In 2022 the Tánaiste and Ministers of State represented Ireland's interests at the EU Trade, Competitiveness and EPSCO Councils.

During 2022 Ministers Troy and Calleary represented Ireland's interests at the Competitiveness (Internal Market and Industry) Councils which considered a wide range of issues including EU's strategic dependencies, critical raw materials, industrial ecosystem, and corporate reporting responsibilities and the *European Chips Act*, which agreed the General Approach at the December 2022 Competitiveness Council.

Ministers Troy, English and the Minister for Children, Equality, Disability, Integration and Youth Roderic O'Gorman represented Ireland at the Employment and Social Affairs Councils (EPSCO).

The Foreign Affairs Council (Trade) met on six occasions during 2022. Items for discussion included Russia's illegal war in Ukraine, ongoing developments at the World Trade Organisation, EU-US trade relations and the ongoing bilateral negotiations and implementation of free trade agreements.

An Informal Meeting of Trade Ministers was held in Marseilles in February and formal Trade Councils were held in June in Luxembourg and on 12-17 June in Geneva. The latter Trade Council was convened to coincide with the 12th WTO Ministerial Conference (MC12). The Czech Presidency convened an Informal Meeting of Trade Ministers in Prague in October with a formal meeting of Trade Ministers took place in Brussels in November 2022.

In keeping with the Department's EU Oireachtas Scrutiny obligations, the Department informed the Oireachtas on 27 EU proposals across a range of policy issues, as well as meeting its obligation to submit two six-monthly reports on EU developments.

EU Single Market in Services.

Throughout 2022, the Department continued its engagement at EU level, including with the European Commission and with other Member States, in representing Ireland at relevant EU Working Groups and Committees on Single Market issues.

We worked with likeminded member states and the European Commission to identify and remove barriers to the cross-border provision of services in the EU Single Market, including through the Single Market Enforcement Taskforce during 2022. Work continued to ensure ongoing compliance with the Services Directive and to enhance Ireland's administrative capacity to implement, enforce and improve the Single Market in Services.

The Department continued to manage the Irish Point of Single Contact website. This is an information and assistance resource for EU services providers seeking to provide services in Ireland to facilitate the free movement of services within the Single Market. The Department also managed Ireland's contribution to other EU networks, including the SOLVIT Centre and the Internal Market Information System. SOLVIT is an informal problem-solving network launched by the European Commission in 2002. It was established to resolve certain types of problems experienced by EU citizens or businesses with public administrations in EU Member States. The Irish SOLVIT Centre again scored well in the most recent Commission Annual Report on the performance of national centres.

International Labour Organisation.

The Department leads on Ireland's engagement with the International Labour Organisation (ILO), a specialist UN agency. National positions on the ILO Governing Body and International Labour Conference (ILC) agendas are coordinated through an Interdepartmental Group, which brings together Departments with policy responsibility for items on the ILO's wide-ranging agenda. A key feature of the work of the Group is the involvement of employer and employee representative organisations, to reflect the fact that the ILO is a tripartite organisation. On 10 June, the ILC adopted a Resolution to add 'a safe and healthy working environment' as the fifth fundamental principle and right at work.

In April 2022, in collaboration with the National University of Ireland and the ILO, the Tánaiste delivered the biennial Edward Phelan lecture on the theme of *The Future of Work in a Post-COVID World*.

In December 2022, the Department completed the ratification process for ILO Convention No.190 on the elimination of violence and harassment in the world of work which was then formally deposited in the ILO in Geneva in January 2023. The ratification of this Convention is listed as an action in the Implementation Plan of the Third National Strategy on Domestic, Sexual & Gender-Based Violence.

Ireland/UK and Shared Island Engagement:

Brexit.

The Department and its agencies have continued to support businesses in the post-Brexit trading environment, providing financial supports as well as advice, as signposted on gov.ie/brexit. The Department continues to work with colleagues across Government to help to address matters arising from Brexit, including on the Northern Ireland Protocol.

In addition, a significant development in 2021 was the establishment of NSAI Certification UK Ltd as a vehicle to provide Irish businesses with access to UKCA (UK Conformity Assessed) certification, initially for the Construction and Medical Device

products. NSAI Certification UK Ltd applied for accreditation in the UK to offer Irish construction product manufacturers UKCA marking. This will be a mandatory requirement for access to the UK market from 1 January 2023.

Ireland/Wales Forum.

In October 2022 the Minister for Trade Promotion and Digital Transformation took part in the Ireland Wales Forum, which was hosted in Dublin and Cork. This event was co-chaired by the Minister for Foreign Affairs Simon Coveney and First Minister for Wales Mark Drakeford. It followed from the inaugural Forum which took place in 2021. The Forum provides an opportunity to develop relationships, exchange policy perspectives, share learning and build cooperation in areas for which the Welsh Government has devolved responsibility. It also serves to strengthen the broader Ireland-Wales bilateral relationship.

At the meeting, Minister Calleary and the Welsh Minister for Economy Vaughan Gething discussed areas for trade co-operation and approaches to regional enterprise development with a view to increasing co-operation between Ireland and Wales. They also met with a range of regional economic development stakeholders based locally in Cork.

InterTradeIreland.

InterTradeIreland's (ITI) key responsibility is the promotion of trade and business on an all-island and cross-border basis. The Department's funding for ITI in 2022 was more than €11.5 million. During the year the Agency sought new opportunities for North South trade, supported development of clusters and networks across the island, and continued to help cross border traders to adapt to the post-Brexit trading environment.

A key highlight of ITI's 2022 outputs was its Brexit Advisory Service. This service offers supports designed to help businesses with a range of issues including support to navigate the new trading relationship and to help them navigate their way through post COVID-19, rising costs and inflationary pressures. In 2022, a total of 216 Brexit Vouchers and 414 Business Solutions applications were received. The total combined spend on these supports for 2022 was approximately €2 million. In 2023 ITI will expand the Brexit Advisory Service into a new, technology-enabled cross-border Trade Information Service.

Shared Island.

Established in October 2020, the Shared Island initiative aims to utilise the Good Friday Agreement to improve cooperation, connection, and mutual understanding on the island of Ireland. The initiative involves working with the Northern Ireland Executive and the British Government to address strategic challenges faced on the island, by further developing the all-island economy, and investing in the Northwest and border regions. The Shared Island Unit (SIU) in the Department of the Taoiseach acts as a driver and coordinator of this whole of Government initiative.

The Department continued to work closely with the SIU over the course of 2022 to explore opportunities to support the all-island economy through the initiative. It will continue to engage with the SIU and relevant stakeholders in the development of proposals under the fund in 2023.



Strategic Goal 5:

Advance the green transition in enterprise, honouring our climate action commitments.

Green Transition for Enterprise:

In 2022 the Department was closely involved in the development of the Climate Action Plan 2023, reflecting the Department's responsibility for its own Sectoral Emissions Ceilings for Industry and the Commercial Built Environment emissions, as well as significant implications for businesses across a wide range of sectoral measures, such as in Transport. Under the Climate Action and Low Carbon Development (Amendment) Act 2021, the Minister for Enterprise, Trade and Employment has responsibility to reduce industry on-site emissions (manufacturing, including cement and alumina) by 20% by 2025 and 35% by 2030, and to reduce emissions from the heating of commercial buildings by 20% by 2025 and 45% by 2030. Climate Action Plan 2023 and the measures contained therein represent a significant increase in the Government's ambitions for industry and all enterprises.

In 2022 the Department engaged across Government on relevant climate action matters to ensure that policy decisions fully considered the implications for business in Ireland, particularly energy intensive businesses, and to ensure Ireland maintains and improves its attractiveness as a location for these sectors. Significant policy engagement in 2022 included inputting to the Commission on the

Regulation of Utilities proposals on grid tariffs, the design of renewable energy auctions, the Department Environment, Climate and Communication's review of electricity and gas security of supply, implementation of demand reduction measures under REPowerEU regulations, and some of the measures required to provide enterprises relief from sudden, large increases in their energy costs.

Climate action is a core element of the Department's White Paper on Enterprise and embedded in the strategies of the enterprise agencies. The nine Regional Development Plans aim to address the imperative for enterprises to digitalise and contribute to a carbon neutral economy.

Enterprise Ireland launched an international campaign 'Ready for a Green Future' which promoted Irish green innovators and showcased many world-leading Irish green innovators who are solving complex technical challenges and delivering sustainable and low carbon solutions to make renewable energy viable; reduce energy waste in our cities with smart technology; reduce agricultural waste, and; make construction cleaner.

The Green Transition Fund was launched in June 2022. The €55 million fund is part of the National Recovery and Resilience Plan and grants aid to projects

to accelerate decarbonisation of the enterprise sector. The funding addresses the imperative for decarbonisation across all enterprises. The Green Transition Fund comprises:

- The Climate Planning Fund for Business, which will give businesses funding to come up with a personalised plan to identify how best to remove reliance on fossil fuels in their business.
- The Enterprise Emissions Reduction Investment Fund, which will give manufacturing businesses funding to invest in carbon neutral heating processes, smart metering and energy monitoring, and research and development.

The programmes will run over the next five years.

Climate Toolkit 4 Business.

The Tánaiste and the Minister for Environment, Climate and Communications, Eamon Ryan TD, launched an online toolkit in December 2021. Its objective is to make it easier for all businesses to get started in addressing their climate impact and to improve their resilience and help them to thrive in a low carbon economy. The Department continued to update and promote the Toolkit throughout 2022, through social media campaigns, presentations at events and webinars.

Green For Micro.

The aim of the LEOs Green for Micro Programme is to help small businesses prepare for the low carbon, resource efficient economy of the future through the provision of tailored expertise and advice on how to drive sustainability, improve resource efficiency and reduce environmental footprint.

Data Centres.

In July 2022, the Department published a revised policy statement on data centres, its revision designed to ensure that the decarbonisation and digitalisation of Ireland's economy and society are complimentary and in harmony with environmental policy. The principles for sustainable data centre development outlined in the Policy Statement provide clear guidance for planning, decision makers and system operators as to the Government's priority for sustainable future developments, ensuring that data centres in Ireland contribute positively towards the green and digital transformation in our society and economy.

EU Developments.

The *EU Ecodesign Directive* is intended to improve the energy efficiency of energy related products on the market by setting higher energy efficiency standards and encourage consumers to be more responsible about their energy use. More product groups have been added under the Directive.

The Sustainable Energy Authority of Ireland (SEAI) acts as the Market Surveillance Authority for these regulations and the Department engages with implementation and enforcement of these measures through the Energy Labelling and Ecodesign Regulations

Implementation Group (ELERIG). In December 2022, the Tánaiste signed *S.I. No. 671/2022 - European Union (Ecodesign Requirements for Certain Energy - Related Products) (Amendment) Regulations 2022* to give effect to an order delegating market surveillance powers to the Sustainable Energy Authority of Ireland.

The European Commission's proposed Ecodesign for Sustainable Products Regulation aims to reduce the environmental impact of the products we use by extending the existing Ecodesign framework to apply to a wider range of products and to take account of additional criteria. In August 2022 the Department undertook a public consultation and continued to consult widely, to inform our input to negotiations at European level to make sustainable products the norm.

DETE Economic Appraisal Model and Climate Pilot

The Department also conducted a pilot project to assess the feasibility of integrating the climate consequences of enterprise funding into the DETE Economic Appraisal Model at project level. This project is part of our commitment to incorporate measurement of climate-related impacts into grant decisions by the enterprise agencies. The enterprise development agencies (EI and IDA) are engaging with their existing client base to assess how best to support them in pursuing investments that address environmental sustainability.

Public Sector Climate Obligations.

As well as setting policy, the Department is also committed to becoming more sustainable across its buildings and practices. The Sustainable Energy

Authority of Ireland's Annual Report 2021 on Public Sector Energy Efficiency performance shows that the Department has delivered 63% in energy savings since the baseline year (2009). This is in excess of the initial 33% target set for public bodies. The Department is now working to deliver the 2030 target of 50%.

The Department's *Green Month* was held in between March and April 2022 and included initiatives such as seed distribution and cycling challenges (real and virtual) for all staff as well as webinars and "How to" sessions on energy conservation and biodiversity actions, in the workplace, at home and in our local communities. During 2022 a feasibility study was carried out on the potential to install solar panels on the roof of the Department's Kildare Street headquarters. This was approved and installation will take place in 2023. In late 2022 the Department worked closely with the Department of the Environment, Climate and Communications and other public bodies in relation to the development of its Climate Action Mandate and this will be published in 2023.

The Department of Public Expenditure and *Reform Circular 20/2019* requires that each Department must report annually on its green public procurement (GPP). The template in Appendix 3 includes the eight priority sectors listed in the Environmental Protection Agency's 2014 Green Procurement Guidance for the Public Sector and shows the total value of contracts (over €25,000) issued by this Department in 2022.



Strategic Goal 6:

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

Finance:

Budget 2023.

The Revised Estimates Volume for 2022, published by the Department of Public Expenditure and Reform in December 2021, provided the Department with a gross allocation of €903.825 million for use in 2022. The Estimate also provided for the carryover of €79.66 million in unspent 2021 capital appropriations for use by the Department in 2022.

The Department had a subsequent Supplementary Estimate which was approved by the Dáil in December 2022. The Supplementary Estimate increased the allocation to the DETE Vote by €654.5 million to €1.558 billion. The additional funding provided was to allow the Department to meet the cost of funding payments under the Temporary Business Energy Support Scheme and also to meet the cost of increases under the extended Building Momentum pay agreement which were due in 2022.

Aside from the additional money secured in the Supplementary, the funding allocated to the Department in 2022 allowed it to support its Offices and Agencies, ensure that they were sufficiently resourced to carry out their mandates, deliver on its suite of enterprise development and innovation capital programmes, continue its policy development and legislative initiatives in

areas such as enterprise development, innovation, regulation, competition, consumer protection, employment rights.

Public Spending Review.

The Department published a review of the COVID-19 Online Retail Scheme (ORS) under the Public Spending Review 2022 process. The scheme was designed to enable Irish-owned retailers to enhance their digital capability and to develop a more competitive online offer that would provide an increase in their customer base and build a more resilient business. This review examined the rationale for the scheme behind state funding in the retail sector and assessed the efficacy of the scheme in achieving its objectives. It also explored how the ORS is aligned with enterprise policy and the outputs and impacts of the scheme.

ISSCOP Certification for Statistical Outputs.

The Department achieved certification under the Irish Statistical System Code of Practice (ISSCOP) for two of its primary statistical outputs, the Annual Employment Survey, and the Annual Business Survey of Economic Impact. ISSCOP certification gives users a very high level of assurance as to the quality and independence of the statistics produced and gives certainty to data providers as to the security and confidentiality of the data used by the

Department. It also means the data can be accessed on the CSO PXStat system.

Quantifying Industrial Strategies.

The Department engaged with OECD “Quantifying Industrial Strategies” project that aims at measuring industrial policy expenditures across OECD countries. The project started in 2021 and it is expected to be completed in Q2 2023. It will produce an analytical report and country notes for each of the participating countries. The Department collected quantitative and qualitative data from several Departments and Agencies and provided inputs to the project.

AI-Powered Analysis of CRO Records – Pilot Project.

The Department, working in collaboration with the Companies Registration Office (CRO), also undertook a pilot project to extract data from annual reports held by the CRO. The aim of the project is to build a rich, structured database of company performance for evidence-based policy analysis. The team worked with IBM to use its AI-powered document analysis platform to demonstrate the feasibility of bulk extraction of data from annual report PDFs and has secured access to the technology to develop the project on a pilot basis initially. This work is ongoing and will be completed in the second half of 2023.

People Strategy 2021-2024:

People Strategy 2021-2024.

In 2022 the Department's HR Unit implemented important actions under the Department's People Strategy. The three core goals of the People Strategy are: to be an Employer of Choice; to develop a Resilient Workforce that can withstand future changes and challenges; and to be an Inclusive Workplace that supports equality of opportunity for all staff.

Equality, Diversity & Inclusion.

In February 2022 the Department applied for Equality, Diversity & Inclusion (ED&I) accreditation through the Irish Centre for Diversity. An all-staff survey on ED&I issues was conducted and an Equality, Diversity & Inclusion Statement was published. This sets out how the Department works to ensure ED&I as an employer and a public body and will act as an important starting point for the development of an ED&I Strategy in 2023.

Gender Pay Gap Reporting.

The Gender Pay Gap Information Act 2021 Regulations require organisations with more than 250 employees to report on the hourly gender pay gap in their organisation across a range of metrics. In December 2022, the Department published its first Gender Pay Gap report based on data as of 24 June 2022.

The Department had a total of 965 employees, 58% are female and 42% are male, at time of reporting. The gender pay gap is 10.56% and the percentage of female employees within the upper remuneration quartile is 48.35%.

This places a strong emphasis on the Department's continued commitment to provide an open and inclusive workplace where all employees are treated fairly and have equal access to opportunities for career development. It is important to note that the Department pays all employees in line with Civil Service pay scales. These pay scales are applied equally to both women and men in accordance with the relevant grade and incremental point relating to service.

The Department continuously strives to further close the pay gap between men and women, promoting career opportunities for all and introducing blended working to ensure work-life balance initiatives.

Blended Working Policy.

As part of the Department's commitment to being an Employer of Choice, the DETE Blended Working Policy was launched in June 2022, informed by the central Civil Service policy framework. The policy facilitated the majority of staff to avail of working up to three days per week remotely. A September survey indicated 94% of staff regularly working remotely, managers satisfied that their teams are meeting business objectives and needs. A further survey and review of the policy will be carried out in the first half of 2023.

Actions under Connected Teams (an engagement action plan developed during lockdown) were driven by a cross-Departmental implementation group and involved actively promoting initiatives to improve remote working such as, the continuation of the peer2peer network linking new recruits with longer

serving members of staff, expansion of on-demand training and how-to videos on our intranet, review of induction processes in light of blended working, expansion of the buddy system to include staff on transfer and the delivery of customised workshops for senior management

Workforce Planning.

Our workforce plan (WFP) process for 2022 continued to operate in a disrupted landscape where the legacy effects of the pandemic has impacted heavily on our work, the business environment and our Department and people. The impact of the Ukrainian war has also required a significant response from the Department.

Numbers serving in the Department increased to 933.06 full-time equivalents at the end of 2022, an increase from 921.9 full-time equivalents at the end of 2021.

Throughout 2022, natural attrition, additional resources and promotional opportunities accounted for a significant 'churn' of staff during the year:

- 166 New entrants,
- 102 Exits, including 40 retirements,
- 55 Internal transfers,
- 45 Promotions.

The Department developed its strategic workforce planning arrangements to better align with the business planning and Estimates process. In response to extensive engagements across business units in 2022, HR developed plans to recruit and develop the Department's workforce.

In terms of recruitment, regular engagement with the Public Appointments Service (PAS) was undertaken to recruit general grades and some specialist posts. Through effective use of our recruitment license, the HR Unit managed talent pipeline challenges to support the teams across the Department to deliver critical and priority objectives. Recruiting specific skills for the new Corporate Enforcement Authority² (CEA) ensured that the CEA was adequately resourced on establishment in July 2022. Targeted recruitment for the Inspection Services in the Workplace Relations Commission provided the required talent for both the Cork and the North-West regions.

The Department also continued working to ensure adequate support for staffing in its nine agencies and assignments to the State Boards under its aegis. Over 100 requests were processed to deal with the filling of vacancies and establishment of new posts for State Agencies in 2022, while six PAS campaigns were undertaken to fill 24 vacancies arising on the State Boards under the Department's remit.

To help assist the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) respond to Ireland's assistance for those impacted by the war in Ukraine five staff were redeployed in 2022. Three of these staff remain in DCEDIY on extended secondments providing a valuable public service.

The Department continues to support staff members with disabilities. The Department conducts an annual Disability Census Survey and in the most recent survey 7.01% of staff members disclosed having a disability. In 2022 the Department offered seven-month placements to

two graduates with disabilities under the Willing Able Mentoring (WAM) project. Both graduates were eligible to participate in the new permanent pathway confined competition run by PAS in 2022 and following success will commence permanent positions in the Department in 2023. The Department also participated in the Oireachtas Work Learning scheme (OWL) for the first time in 2022. An OWL graduate was recruited through this programme and commenced employment as a Services Officer in a permanent part-time capacity within the Business Services Unit of the Department in May 2022.

Learning and Development.

The lifting of all COVID-19 restrictions in Q1, 2022 saw a return of some in-person training. 904 (93%) staff engaged with one of the 451 courses that were offered by both the Learning & Career Development Unit and OneLearning throughout 2022.

Our in-house training offering continued to expand. 16 Information Sessions and 17 Lunch and Learns were held throughout the year. The sessions covered a range of topics from Drafting the General Scheme of a Bill to Autism Awareness and ED&I. The introduction of recording these sessions and making them available internally after the sessions has proved popular with staff and provides a valuable resource to new entrants to the Department.

The Department also funded 49 staff in 3rd level academic courses in 2022 across a range of courses in disciplines aligned to the Department's strategic priorities such as Applied Employment Law, Legislative Drafting, Financial Management, Business Administration, Human Resource Management and Governance.

Our Mentoring Programme continued to act as a significant tool to support staff growth and development with a total of 37 people taking part. A new tender for Executive Coaching was secured with a total of 17 leaders being accepted onto the upcoming programme.

We also updated our Induction Programme for new entrants, creating a suite of online modules to be completed in the new entrant's own time. The modules contain videos from relevant Units across the Department and allows a new entrant to complete their induction at their own pace. Every quarter, new entrants are then invited to an in-person Networking event. This year, new entrants were invited on a tour of the historic Kildare Street building, hosted in collaboration with colleagues from across the Department.

Civil Service Employee Engagement Survey.

Results of the third Civil Service Employee Engagement Survey were published in 2021, with the Department acting on the most challenging results. These actions were taken in 2022 to respond to the survey findings and dovetailed with the People Strategy. They included the introduction of DETE 'iLabs' as part of Innovation Week, consulting staff on Equality, Diversity and Inclusion, enacting our Blended Working policy and improving our Career Development support offering to staff.

2. The Corporate Enforcement Authority was established on 7 July 2022 (formerly the Office of the Director of Corporate Enforcement).

SDGS Engagements and Contributions.

Consistent with our commitment to contribute to progressing the UN Sustainable Development Goals (SDGs), the Department provided inputs on the ten SDG targets that it is leading on. The Department has also been involved in the promotion of the 2023 edition of the SDG Champion Programme and has provided inputs towards the draft of the SDG Second National Implementation Plan 2022-2024, which has been prepared by the SDG Interdepartmental Working Group and then published by Government.

Communications:

In 2022 a Corporate Communications Unit was established bringing together our internal and external communications functions with our Freedom of Information, Customer Services, Irish Language and Data Protection Units.

Customer Services/FOI/Irish Language.

The Department ensured that the commitments made in relation to the provision of customer services under the Department's *Customer Charter and Action Plan 2022-2024* were implemented, ensuring services were fully accessible and personal information was protected. In addition, our Enterprise Information Centre merged with our Business Supports Unit, streamlining customers' calls to the Department.

The Department also ensured that commitments made in relation to the provision of services in the Irish language were delivered, while implementing the new provisions introduced under Section 10A of the 2021 *Official Languages (Amendment) Act*. In 2022 the Department received and processed 313 Freedom of Information requests.

External Communications.

While in-person events returned in 2022 following the lifting of COVID-19 restrictions, the Department's digital channels remained key means of stakeholder communication. The Department's LinkedIn page continued to see strong engagement ending the year with 73,392 followers, an increase of 30%. Posts on the Department's LinkedIn page received over 4.8 million impressions during the year.

The Department's Twitter account (@DeptEnterprise) also grew as followers increased by almost 2,000 from 30,850, to 32,837 with tweets receiving over 18.7 million impressions. Engagement on both platforms was primarily around energy supports for business, new employee rights such as statutory sick pay, the right to request remote work, the introduction of the living wage, the National Minimum Wage, Work Safely and the Disruptive Technologies Innovation Fund.

The corporate website recorded over 3.1 million pageviews with the most popular topics including employment permits, the Small Companies Administrative Rescue Process (SCARP), energy supports, remote working, trade sanctions and the Disruptive Technologies Innovation Fund (DTIF). The Enterprise Newsletter recorded an increase of almost a third in its subscriber levels to just under 3,000.

The Department also ran a number of multiplatform paid campaigns, including highlighting supports available to business affected by rising energy costs and the practical steps they could undertake to reduce their energy usage; the introduction of the *Companies (Rescue Process for Small and Micro Companies) Act 2021*; remote working; and the *Payment of Wages (Amendment) (Tips and Gratuities) Act 2022*.

Internal Communications.

The Department's intranet homepage was redesigned in order to promote the most useful and popular features and introduce a more vibrant news area and discussion forum. Over 370 news stories were published during the year providing a mix of social, wellbeing and business news and campaigns for staff, including: Innovation Week; promotion of the Irish language; the roll-out of the nine Regional Enterprise Plans; and the Blended Working Policy.

Upgrading ICT:

Using Technology for Effective Service Delivery and Efficiency.

During 2022 the Department's ICT service commenced a programme of upgrading a number of significant legacy applications. These include the Labour Court, Export Licensing and Employment Permits services. The services will be moved to cloud-based platforms which will enable the Department to deliver modern, responsive customer facing services coupled with efficient back-office case management systems. Development work will continue during 2023. In addition, new systems were rolled out in the Companies Registration Office and the Workplace Relations Commission, and a number of improvements and upgrades were made to systems in the Intellectual Property Office of Ireland. The Department also carried out a major upgrade of its financial systems to ensure that those systems can continue to operate with full support. The Department also continued a programme of service developments to further support remote and hybrid working. A number of meeting facilities were upgraded, in particular to support hybrid meetings.

During the year, the Department continued a programme of cyber defence and response readiness. A review of the Department's cyber posture was

completed, taking as a baseline lessons learned from recent cyber incidents in other public bodies. This review identified a number of areas for further improvement, in addition to an already strong body of cyber defence measures which were in place. These further areas for improvement were implemented during the year. The Department will continue to assess and build on these cyber defence measures in response to the ongoing high level of activity by threat actors in the cyber space. The Department's ICT team also continued to support a robust service for all of its staff and provided ongoing coordination with Government structures for emergency planning and response.

eDocs.

During 2022, the Department continued its transition to a new electronic document and records management system called eDocs. The eDocs application will help to enhance the Department's record management arrangements and will also reduce the need for paper files and will aid the further "greening" of the Department over time. During 2022 the eDocs project was rolled out to our Offices including the Companies Registration Office, the Intellectual Property office of Ireland, the Labour Court, the Registry of Friendly Societies, the Register of Beneficial ownership, and the Workplace Relations Commission.

Corporate Governance:

The Department's Governance Framework was reviewed and updated in December 2022. A Compliance Framework is also in place and provides an overview of all compliance assurance activity in the Department.

Risk Management.

The Department's Risk Management Committee met four times throughout 2022 to review compliance with the Risk Management Policy for the Department. A number of risk training sessions, delivered internally, was provided to staff in the Department.

General Data Protection Regulation.

In 2022, the Department and its offices received 48 Subject Access Requests, and these were processed in accordance with the provisions of the General Data Protection Regulation (GDPR) and Data Protection Acts 1988 to 2018. This represents an increase of almost 30% on the previous year.

Internal Audit.

Internal Audit reviewed and revised its annual work plan in 2022 and remained focused on strategic risks whilst adopting its audit programme to address new and emerging risks.

The following audit reports were presented to the Audit Committee during the year:

- Review of the Systems of Internal Control 2021
- Enterprise Ireland - Liaison and Governance
- Local Enterprise Offices - Liaison and Governance
- Review of Transposition of EU Directives in the Department
- National Standards Authority of Ireland – Liaison and Governance
- Review of Trade Regulation and Investment Screening
- Review of Business Continuity Planning in the Department and its offices

As part of Internal Audit's advisory role, an appraisal was undertaken to reflect on the Department's response to COVID-19 and to identify opportunities to drive further transformation across the Department in the event of future such contingencies.

Buildings Management:

Hybrid Working.

During 2022, the Department maintained a strong focus on the health and safety of its staff, regardless of whether they were working from home or in the Department's buildings. Staff were fully informed of the importance of ensuring the remote work environment was fit for purpose and complied with standards required to ensure their health and safety whilst working remotely. In supporting staff, the Department undertook a programme of actions which included health and safety information sessions and webinars, specific health and safety training and remote workstation assessments for staff.

In February 2022 the Department oversaw the safe transition of staff in greater numbers back into the Department's buildings and featured: numerous information sessions; a desk booking app investigation and testing; and introductory videos. In addition, the Department also ensured regular updates to our Work Safely Protocol. This work complimented the work of HR colleagues in developing the Department's formal blended Working Policy which was launched in June 2022. Following the launch of the policy, Business Services Unit conducted 26 information sessions across the Department and its offices.

Building Upgrades.

While COVID-19 restrictions severely curtailed the staff presence within buildings during 2021 and in the earlier part of 2022 it gave opportunities to continue modernising and upgrading areas across several buildings. During 2022 certain open plan accommodation areas were upgraded to optimise desk capacity. In addition, storage and file records rooms were refurbished and repurposed to provide agile spaces to support hybrid working and collaboration spaces.

Wider Public Service Obligations:

Periodic Critical Reviews.

The Code of Practice for the Governance of State Bodies 2016 includes a requirement that Periodic Critical Reviews (PCRs) of Government Agencies should be carried out every five years. Preparatory work was undertaken in respect of a PCR of the Competition and Consumer Protection Commission. The review is scheduled to take place in early 2023.

Human Rights & Equality Commission Act, 2014.

In line with our obligations under the Irish Human Rights & Equality Commission Act, 2014, the Department is committed to proofing its wider policies, procedures, and services across its business areas to ensure the Department complies with its requirements in human rights and equality. In 2022, the Department's Disability Consultative Committee (DCC) met three times virtually and members were circulated regularly with emails throughout the year to provide information on relevant workshops and seminars held during 2022.

Appendix 1:

Bills Enacted in 2022.

Competition (Amendment) Act 2022 was enacted 29 June 2022.

Sick Leave Act 2022 (No 24 of 2022) was enacted on 20 July 2022.

Payment of Wages (Amendment) (Tips and Gratuities) Act 2022
(No 23 of 2022) was enacted on 20 July 2022.

Consumer Rights Act 2022 was enacted 7 November 2022.

Credit Guarantee (Amendment) Act 2022 was enacted 2 December 2022.

Personal Injuries Resolution Board Bill 2022 was enacted 13 December 2022.

Appendix 2:

Statutory Instruments made in 2022.	
S.I. No. 13/2022	European Union (Appliances Burning Gaseous Fuels) (Amendment) Regulations 2022
S.I. No. 14/2022	European Union (Low Voltage Electrical Equipment) (Amendment) Regulations 2022
S.I. No. 15/2022	European Communities (Safety of Toys) (Amendment) (No.3) Regulations
S.I. No. 50 of 2022	Organisation of Working Time (COVID-19 Commemoration) Regulations 2022
S.I. No. 110 of 2022	Employment Regulation Order (Contract Cleaning Industry Joint Labour Committee) 2022
S.I. No. 124 of 2022	Personal Injuries Assessment Board (Fees) (Amendment) Regulations 2022
S.I. No. 128 of 2022	European Union (Restrictive Measures Concerning the Central African Republic) Regulations 2022
S.I. No. 129 of 2022	European Union (Restrictive Measures Concerning the Democratic Republic of the Congo) Regulations 2022
S.I. No. 130 of 2022	European Union (Restrictive Measures Concerning Venezuela) Regulations 2022
S.I. No. 131 of 2022	European Union (Restrictive Measures Concerning Syria) Regulations 2022
S.I. No. 132 of 2022	European Union (Restrictive Measures Against Serious Human Rights Violations and Abuses) Regulations 2022
S.I. No. 219 of 2022	Industrial and Provident Societies Act 1893 (Section 14A (1)) (COVID-19) Order Companies Act 2014 (Sec12A(1)) (COVID-19) Order 2022
S.I. No. 220 of 2022	European Union (Restrictive Measures Against Serious Human Rights Violations & Abuses) (No. 2) Regulations 2022
S.I. No. 242 of 2022	European Union (Restrictive Measures Concerning the Central African Republic) (No. 2) Regulations 2022
S.I. No. 243 of 2022	European Union (Restrictive Measures Concerning Nicaragua) Regulations 2022
S.I. No. 244 of 2022	European Union (Restrictive Measures Concerning Syria) (No. 2) Regulations 2022
S.I. No. 245 of 2022	European Union (Restrictive Measures Concerning Tunisia) Regulations 2022
S.I. No. 246 of 2022	European Union (Restrictive Measures Concerning Zimbabwe) Regulations 2022
S.I. No. 247 of 2022	European Union (Restrictive Measures Concerning the Democratic Republic of the Congo) (No. 2) Regulations 2022
S.I. No. 248 of 2022	European Union (Posting of Workers) (Amendment) Regulations 2022

Statutory Instruments made in 2022.	
S.I. No. 320 of 2022	European Union (Equipment for Use of Potentially Explosive Atmospheres) (Amendment) Regulations 2022
S.I. No. 322 of 2022	European Union (Lifts and Safety Components for Lifts Equipment) (Amendment) Regulations 2022
S.I. No. 323 of 2022	European Union (Pressure Equipment) (Amendment) Regulations 2022
S.I. No. 324 of 2022	European Union (Personal Protective Equipment) (Amendment) Regulations 2022
S.I. No. 325 of 2022	European Union (Restrictive Measures Concerning Iran) Regulations 2022
S.I. No. 338 of 2022	European Union (Restrictive Measures Concerning the Democratic People's Republic of Korea) Regulations 2022
S.I. No. 339 of 2022	European Union (Restrictive Measures Concerning South Sudan) Regulations 2022
S.I. No. 340 of 2022	European Union (Safety of Toys) (Amendment) (No 2) Regulations 2022
S.I. No. 348 of 2022	European Union (Artist's Resale Right) (Amendment) Regulations 2022
S.I. No. 375 of 2022	European Union (Preventive Restructuring) Regulations 2022
S.I. No. 380 of 2022	European Union (Preventive Restructuring) Regulations 2022
S.I. No. 457 of 2022	Employment Regulation Order (Early Years' Service No. 1 Joint Labour Committee) 2022
S.I. No. 458 of 2022	Employment Regulation Order (Early Years' Service No.21 Joint Labour Committee) 2022
S.I. No. 501 of 2022	European Union (Restrictive Measures Concerning Syria) (No.3) Regulations 2022
S.I. No. 502 of 2022	European Union (Restrictive Measures Concerning the Democratic Republic of the Congo) (No. 3) Regulations 2022
S.I. No. 503 of 2022	European Union (Restrictive Measures Concerning Iran) (No.2) Regulations 2022
S.I. No. 504 of 2022	European Union (Restrictive Measures Concerning the Republic Of Guinea-Bissau) Regulations 2022
S.I. No. 505 of 2022	European Union (Restrictive Measures Concerning the Democratic People's Republic of Korea) (No. 2) Regulations 2022
S.I. No. 506 of 2022	European Union (Restrictive Measures Concerning Tunisia) (No.2) Regulations 2022
S.I. No. 543 of 2022	Payment of Wages (Amendment) (Tips and Gratuities) Act 2022 (Commencement) Order 2022
S.I. No. 544 of 2022	Payment of Wages Act 1991 (Application of Sections 4B to 4F) Regulations 2022
S.I. No. 545 of 2022	Payment of Wages Act 1991 (Display of Notices) Regulations 2022

Statutory Instruments made in 2022.	
S.I. No. 596 of 2022	Consumer Rights Act 2022 (Commencement) Order 2022
S.I. No. 597 of 2022	European Union (Requirement to Indicate Product Prices) (Amendment) Regulations 2022
S.I. No. 606 of 2022	Sick Leave Act 2022 (Commencement) Order 2022
S.I. No. 607 of 2022	Sick Leave Act 2022 (Prescribed Daily Rate of Payment) Regulations 2022
S.I. No. 622 of 2022	European Union (Safety of Toys) (Amendment) (No 4) Regulations 2022
S.I. No. 631 of 2022	European Union (Restrictive Measures Concerning the Central African Republic) (No. 3) Regulations 2022
S.I. No. 632 of 2022	European Union (Restrictive Measures Concerning Nicaragua) (No. 2) Regulations 2022
S.I. No. 633 of 2022	European Union (Restrictive Measures Concerning Iran) (No.3) Regulations 2022
S.I. No. 634 of 2022	European Union (Restrictive Measures Concerning the Democratic People's Republic of Korea) (No. 3) Regulations 2022
S.I. No. 635 of 2022	European Union (Restrictive Measures Against the Proliferation and Use of Chemical Weapons) Regulations 2022
S.I. No. 641 of 2022	Ukraine Credit Guarantee Scheme 2022
S.I. No. 642 of 2022	Credit Guarantee (Amendment) Act 2022
S.I. No. 646 of 2022	Companies Act 2014 (Disqualification and Restriction Undertakings) Regulations 2022
S.I. No. 648 of 2022	Companies Act 2014 (Section 12A (1)) (COVID-19) (No. 2) Order 2022
S.I. No. 649 of 2022	Industrial and Provident Societies Act 1893 (Section 14A (1)) (COVID-19) (No. 2) Order 2022
S.I. No. 671 of 2022	European Union (Ecodesign Requirements for Certain Energy – Related Products) (Amendment) Regulations 2022
S.I. No. 686 of 2022	European Union (Transparent and Predictable Working Conditions) Regulations 2022
S.I. No. 696 of 2022	European Union (Restrictive Measures Concerning Guinea) Regulations 2022
S.I. No. 697 of 2022	European Union (Restrictive Measures Concerning Burundi) Regulations 2022
S.I. No. 698 of 2022	European Union (Restrictive Measures Concerning Tunisia) (No. 3) Regulations 2022
S.I. No. 699 of 2022	European Union (Restrictive Measures Concerning Venezuela) (No. 2) Regulations 2022
S.I. No. 700 of 2022	European Union (Restrictive Measures Concerning the Democratic Republic of the Congo) (No. 4) Regulations 2022

Appendix 3:

Green Public Procurement.				
Reference year 2022	Total number of contracts signed over €25,000 by priority sector	Total value of contracts signed over €25,000 by priority sector. All values should be VAT exclusive.	Total number of contracts signed over €25,000 by priority sector which have incorporated GPP	Total value of contracts signed over €25,000 by priority sector which have incorporated GPP. All values should be VAT exclusive.
Priority Sector *				
Energy-related Products	1	€38,911	Nil	Nil
Food & Catering Services	Nil	Nil	Nil	Nil
Heating Equipment	Nil	Nil	Nil	Nil
ICT Products	4	€1,717,136	2	€1,612,000
ICT Services	3	€1,098,823	Nil	Nil
Indoor Cleaning Services	2	€170,578	1	€136,400
Indoor & Outdoor Lighting	Nil	Nil	Nil	Nil
Office Building Design, Construction & Management	Nil	Nil	Nil	Nil
Paper Products & Printing Services	Nil	Nil	Nil	Nil
Textiles Products & Services	Nil	Nil	Nil	Nil
Transport	Nil	Nil	Nil	Nil
Totals	10	€3,025,448	3	€1,748,400
Other Sectors**				
Professional Services	Nil	Nil	Nil	Nil
Training	Nil	Nil	Nil	Nil
Laboratory Equipment	Nil	Nil	Nil	Nil
Facilities Management	Nil	Nil	Nil	Nil
Media	Nil	Nil	Nil	Nil
Furniture	Nil	Nil	Nil	Nil
Research	1	€100,000	Nil	Nil
Marketing	Nil	Nil	Nil	Nil
Licensing	1	€30,500	Nil	Nil
Veterinary & Farming	Nil	Nil	Nil	Nil
Other (please add other categories where relevant)	Nil	Nil	Nil	Nil
Totals	12	€3,155,948	3	€1,748,400
* Eleven sectors for which GPP criteria have been developed by the EPA, based on common EU criteria with adaptations to reflect the Irish market and procurement practices				
** Any other sectors which are not covered by EPA GPP criteria. Examples listed here based on 2020 and 2021 reporting by govt. departments but please add others where relevant				

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