

Department of Enterprise, Trade & Employment

Annual Report 2009

Mission (2008-2010)

Driving Ireland's competitiveness and productivity by creating the conditions where enterprise, entrepreneurship and innovation can flourish and quality employment opportunities are grown and maintained.

In pursuing this Mission the Department set itself a High Level Goal for each of the six strategic "pillars" of its Strategy, as follows:

Pillar	Goal
<i>Investing in Knowledge and its Application</i>	To improve our competitiveness by significantly enhancing our capacity to generate, protect and use new knowledge for economic and social gain
<i>Enterprise Development Policies in a Competitive High-Value Economy</i>	To enhance national competitiveness, innovation and enterprise capacity across the economy to underpin sustainable and balanced economic growth, new employment opportunities and dynamic export activity in both products and services and to further initiatives in the area of the all-island economy
<i>Skills Supply & Enhancement and Workforce Participation</i>	To pursue labour market policies which support enterprise development and promote the development of human capital by improving the skill levels of the workforce, thereby facilitating increased participation in and access to employment
<i>Better Business Regulation and the Consumer</i>	To ensure that the business regulatory system facilitates competition in the marketplace along with high standards of consumer protection and corporate governance
<i>Workplace Partnership and Employment Rights</i>	To foster good industrial relations and the partnership model, supported by an appropriate employment rights legislative and institutional framework
<i>Delivery of our Strategic Goals.</i>	To provide high level professional support, service and advice in facilitating the implementation of the Department's business goals, on a Value for Money basis, while continuing to be at the forefront of the modernisation agenda across the Civil and Public Service

Notable Achievements in 2009

PILLAR 1: Investing in Knowledge and its Application

- An assessment of progress made in implementing the Strategy for Science, Technology and Innovation SSTI 2006-2013 ‘Science, Technology and Innovation – Delivering the Smart Economy’ was published, which sets out key achievements under the SSTI and how investment has resulted in significant jobs growth. It outlines how strong linkages are being formed to ensure commercialisation of an increased flow of new ideas and knowledge to produce innovative products and services that are winning export markets and creating sustainable employment.
- The Department and our agencies actively contributed to the formulation of the recommendations of the Innovation Taskforce that was established by the Taoiseach in June 2009 to advise the Government on its strategy for positioning Ireland as an International Innovation Development Hub and to assist in making the Smart Economy a reality.
- In 2009, SFI-funded researchers were involved in 601 collaborations with industry, an increase of 50% on the 2008 figure. Encouragingly, these collaborations were with both Multinational Corporations and Small-Medium Enterprises.
- Through Enterprise Ireland, the Department provides support to entrepreneurs to ensure that emerging technologies and innovative business ideas become a commercial reality. In 2009, approved funding created 73 new high potential start-ups and, in addition, 13 prospective high potential start-ups in the ICT and life sciences sectors emerged from State-funded third-level research. These companies are expected to create more than 900 new jobs and achieve total sales of over €600 million in the next three years.

PILLAR 2: Enterprise Development Policies in a Competitive High-Value Economy

- Ireland remains the most FDI intensive economy in Europe. The 2009 IBM Global Location Trends Annual Report ranks Ireland as the number one destination globally for jobs by inward investment per capita.
- The Enterprise Stabilisation Fund was launched in 2009 as a 2-year scheme to support vulnerable but viable companies who were struggling as a result of the economic downturn. A total of 180 projects were supported under the Fund in 2009. Those companies were approved a total of €68m, with €58m paid out by year-end.
- A temporary Employment Subsidy Scheme was introduced to help employees maintain their jobs while at the same time assisting employers to retain their productive capacity. In order to qualify for support, enterprises must commit to retaining a multiple of the number of jobs for which they receive subsidies until the end of November 2010. There were 2 calls under the Scheme and as a result almost 1,700 enterprises were approved for support, with those companies committing to maintaining over 100,000 jobs to end November 2010.

- A detailed review of the range of the financial supports available from the CEBs to the micro-enterprise sector was completed in 2009 in conjunction with the CEBs and the CEB Central Coordination Unit within Enterprise Ireland. The purpose of the review was to ensure that the supports available are in line with the needs and demands of the micro-enterprise sector.

PILLAR 3: Skills Supply &, Enhancement and Workforce Participation

- The Department continued in 2009 to invest in the provision of learning opportunities to people in the workforce. It allocated over €134 million for the delivery of training activities for those in employment, including apprentices.
- The Skillnets Training Networks Programme continued to provide high levels of training for the employed in 2009 to a total of 40,427 participants across the country.
- Participation in FÁS training and employment programmes for the unemployed was increased to 154,000 in 2009 compared to 66,000 such beneficiaries in 2008. New initiatives including the Work Placement Programme and part time third-level education places were introduced.
- 26,000 persons were referred to FÁS under the National Employment Action Plan in 2009. Over 60% of the total number of referrals had left the Live Register by the end of 2009.

PILLAR 4 Better Business Regulation & the Consumer

- The Minister for Finance, in his Budget statement in October 2008, announced the merger of the National Consumer Agency and the Competition Authority. Work in preparing the necessary legislation to give effect to the merger continued throughout 2009. The legislation, in addition to merging both bodies, will also restate the Unfair Commercial Practices provisions of the Consumer Protection Act whilst restating and amending certain provisions of the Competition Acts to take into account the review of competition law and the work of the Media Mergers Advisory Group.
- Progress on the implementation of the Competition Authority Recommendations was noted by Government in March 2010 and a Government statement issued on 8 April 2010. At that time 40% of the Authority's recommendations made between 2000 and 2009 were implemented with a further 9% being processed.
- In the area of Company Law, significant amending legislation was successfully implemented during 2009. The Companies (Miscellaneous Provisions) Act 2009 responded to new business opportunities identified by the collective investment funds industry. The Act introduces a mechanism that will allow funds companies in prescribed jurisdictions migrate their registered offices to Ireland without firstly having to wind-up in their home jurisdiction. The enactment of the Companies (Amendment) Act 2009 increased disclosure requirements in the annual accounts of

banking companies regarding loans made to their directors and those connected with them.

PILLAR 5 Workplace Partnership and Employment Rights

- In 2009, the National Employment Rights Authority (NERA) participated in 35 seminars exchanging information with bodies both public and private including those involving employers, unions, citizens advice, educational, professional representation and others. NERA inspected over 8,860 employers in this period. Information is also provided through NERA's dedicated call centre that additionally includes a 24-hour information provision facility.
- Work continued in 2009 with relevant organisations to promote innovation and flexibility through partnership in the workplace including through the National Framework Committee for Work-Life Balance and the Workplace Innovation Fund.
- The economic downturn resulted in an unprecedented increase in the number of claims being submitted to the Insolvency and Redundancy Payment Sections in 2009. In 2009, 77,000 redundancy claims were lodged as against 40,600 in 2008; 50,664 redundancy claims were processed as against 29,802 in 2008, an increase of 70%. 21,411 insolvency claims were lodged in 2009 as against 12,028 in 2008, and 20,172 claims processed as against 9,704 in 2008, an increase of 108%.

PILLAR 6 Delivery of our Strategic Goals

- The Department continued to provide a high quality service to our Minister and five Ministers of State (including those newly appointed to the Department in May) throughout 2009, primarily through the provision of appropriate advice and briefing in support of Ministers in the exercise of their Departmental and Oireachtas responsibilities.
- The Department is continuing to develop eGovernment facilities to improve services to our customers. In 2009, the Department launched its new On-Line Export Licensing Application System (OELAS), which will allow exporters to submit their export licence applications online.
- The Implementation Group established to oversee implementation of the Action Plan derived to respond to the recommendations contained in the report of the Organisational Review Programme in 2008 met on a number of occasions in the second half of 2009. The Group considered information on the progress achieved in relation to the 38 individual Action Points in the 7 thematic areas identified in the Plan and commenced adaptation of the actions to take account of the reduced resources available to the Department.
- The Department continued to work across Government with colleagues and inputted to a wide range of initiatives that impacted on our stakeholders (e.g., the launch of the Smart Economy Framework, the work of various Cabinet Committees and Sub-Committees, progressing our EU agenda, etc).

PILLAR 1: Investing in Knowledge and its Application

High Level Goal

To improve our competitiveness by significantly enhancing our capacity to generate, protect and use new knowledge for economic and social gain.

Summary

The development of the “smart” or innovation-based economy is the key challenge facing Ireland as we lay the ground for economic recovery. Our enterprise and investment landscape must continually transform itself to stay competitive. Today the model we strive for, as the basis of our economic renewal, is the Smart Economy, built on the dual strengths of our innovation and entrepreneurship.

The Government has made a major commitment, through the substantial public investment in the Strategy for Science, Technology & Innovation (SSTI) 2006-2013 to making a transition to a Smart Economy. This whole-of-Government Strategy comprehends research, and the application and commercialisation of the fruits of that research, spread across many Government Departments. The SSTI is about competing in a highly competitive global market. We appreciate that nations with long-term competitiveness make significant investments in Research and Development (R&D).

Ireland’s investment in the smart economy continued to deliver tangible benefits during 2009. Over the last decade, investment through Science Foundation Ireland and the Programme for Research in Third Level Institutions has transformed our research infrastructure and companies from all

around the world now view Ireland as an attractive location for the performance of R&D. In 2009, 49% of investments won by the IDA were in Research Development and Innovation (RDI) and these exceeded €500m in value. This compares very favourably to the 2004 and 2005 values in the years immediately preceding the Strategy, which were €140m and €260m respectively. Science Foundation Ireland has been pivotal to this continued upward trajectory in high-quality jobs-wins, which is at the core of the smart economy.

IBM, Boston Scientific, Citi, Intel, Pfizer, Helsinn, HP, Paypal, Colgate-Palmolive, Alps Electric and SITA were some of the key RDI investors during 2009. Such significant investments contribute to embedding existing operations and helping secure future business from multinationals. Indeed, despite difficult global economic circumstances, it is extremely significant that many of the world’s leading companies continued to invest in Ireland in a wide array of activities, including high end manufacturing, global services and RDI.

One of the key areas of focus has been on measures that make a direct impact on job creation and the maintenance of jobs, or that can help enterprise achieve a competitive advantage. In this regard, Enterprise Ireland has been working

with indigenous enterprise business and supporting enterprises to start up, innovate, and to achieve exports at a global level. Funding was provided to support in-company R&D, to promote collaboration between industry and research organisations, and to encourage the commercialisation of the outputs of research. The investment in Innovation and Development proved to be a successful strategy; results have shown that during the recent difficult economic situation those enterprises that had undertaken investment in Research Development and Innovation had a better level of sales and exports and had smaller levels of decrease in

their employment numbers in relation to those that did not invest in R&D. Enterprise Ireland client companies account for 150,000 direct and a further 150,000 indirect jobs in the economy.

It is crucial that Ireland continues to derive the maximum possible commercial benefit from our STI investment and, during 2009, Enterprise Ireland continued to play a key role in the development and intensification of collaboration between industry and the research community and in leading the national effort to increase the quality and quantity of research outputs delivered to the marketplace.

	Objective	Strategic Actions
1.	<p>Lead and co-ordinate the whole-of-Government approach to implementation of the Strategy for Science, Technology and Innovation, 2006-2013 (SSTI).</p> <p>Ensure overall Cross-Departmental policy coherence in the implementation of the SSTI objectives.</p>	<p>During 2009, the Department continued to maximise use of the SSTI implementation structures to embed a coherent whole-of-government and cooperative inter-agency approach to the realisation of the goals of the Strategy. We continued to steer and coordinate implementation of the SSTI through the chairmanship of the Interdepartmental Committee on Science, Technology and Innovation (STI) and reported regularly to the Cabinet Committees on STI and Economic Renewal to enable those Committees to ensure that the environment for science, technological development and innovation is conducive to maintaining Ireland's competitiveness and to further developing Ireland's position as a dynamic, knowledge driven economy.</p> <p>SSTI Funding</p> <p>In light of the deterioration in Exchequer finances, the Cabinet Committee on STI, at its meeting in July 2009, agreed that the total financial envelope for Departments with responsibility for implementing the SSTI would be treated as a block during the 2010 Estimates process.</p> <p>The Department played a key, central role in formulating and presenting options for consideration by Government in the months preceding the Minister for Finance's budget announcement. The outcome was that a total allocation of €597 million was secured for SSTI Departments in 2010.</p> <p>In 2009, it was decided to establish a single funding stream for the SSTI to maximise the efficiency and focus of investment. The Government's intention in this regard was announced by the Minister for Finance in the context of Budget 2010.</p> <p>A single funding stream, comprising R&D funds totalling €421m, which are administered by the Department and its agencies, the Department of Education and Skills and the Department of Health and Children, was subsequently effected in early 2010. The Taoiseach subsequently announced that, in accordance with the objective of maximising the efficiency and focus of STI investment, responsibility for the Programme for Research in Third Level Institutions (PRTLTI) was being assigned to the Department.</p> <p>STI - Delivering the Smart Economy</p> <p>An assessment of progress made in implementing the SSTI was published in 2009. 'Science, Technology and Innovation – Delivering the Smart Economy' sets out key achievements under the SSTI and how investment has resulted in significant jobs growth. It outlines how strong linkages are being formed</p>

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		<p>to ensure commercialisation of an increased flow of new ideas and knowledge to produce innovative products and services that are winning export markets and creating sustainable employment. The Report is available in the publications section of the Department's website at www.deti.ie.</p> <p>Dublin City Of Science 2012 Following the decision of the European Science Open Forum Supervisory Board to select Dublin to host the European City of Science event in 2012, the Government approved the provision of funding for this event on a multi-annual basis in 2009. The City of Science event will provide a platform to showcase the best of Irish science and research across all disciplines; it will boost the international standing of Ireland as a leading centre for scientific and research excellence; and will provide a framework for a coordinated programme of international marketing activities involving IDA Ireland and Enterprise Ireland. It will also serve to promote science and science careers among prospective students and their parents.</p> <p>Innovation Taskforce The Innovation Taskforce (ITF) was established by the Taoiseach in June 2009 to advise the Government on its strategy for positioning Ireland as an International Innovation Development Hub and to assist in making the Smart Economy a reality. The Department and its agencies actively contributed to the formulation of the ITF's recommendations.</p> <p>The Taskforce's report, which was published in March 2010, contains many new ideas, as well as calling for a reinforcement and better alignment of existing efforts and programmes. It makes a wide range of recommendations, including in the areas of investment in research and development, the higher education sector, access to intellectual property, public procurement, tax and other incentives, convergence and other opportunities for transforming existing companies, infrastructure and marketing.</p> <p>The Government subsequently agreed that the Minister for Enterprise, Trade and Innovation would chair a High Level Implementation Committee to implement the recommendations in the ITF Report. This Committee, which comprises Secretaries General of Government Departments and distinguished private sector representatives, is continuing to meet regularly for the purpose of implementing the Report's recommendations.</p>

	Objective	Strategic Actions
		<p>Enterprise Feedback Group</p> <p>The Enterprise Feedback Group (EFG) was established by the then Minister in late 2008 to enable stakeholder representatives to have a sustained dialogue with the Interdepartmental Committee (IDC) on STI. The intention is to incorporate feedback from the EFG into the continuing development of policy and programmes for achievement of the targets in the SSTI.</p> <p>In June 2009 the Group submitted its first report. The submission recommended that the Government develop a two-year and a five-year focus for the SSTI in response to the current economic crisis. A number of immediate actions were taken in response to the Group's report:</p> <ul style="list-style-type: none"> • Growing industry-led applied research was emphasised by the group. The development of industry-led Competence Centres has been accelerated as a result. It was also agreed that SFI's remit would be expanded to include applied research and the appropriate enabling legislation progressed. • A review of the suitability of ownership and licensing arrangements for Intellectual Property arising from State funded research was conducted and the findings of that review, given impetus by the Innovation Taskforce, are being implemented by a group chaired by industrialist Jim Mountjoy. • Recommendations regarding procurement were referred to the Procurement Innovation Group, established in DETI in 2008, for implementation and monitoring. • Issues raised by the Group around skills and education and, in particular, recommendations to enhance the supply of science, technology, engineering and maths graduates provided further impetus to the roll out of Project Maths and the delivery of bonus points for higher-level leaving cert maths. <p>Technology Ireland</p> <p>The Technology Ireland forum continued to drive forward progress on the implementation of the enterprise dimension of the SSTI in a coordinated and coherent manner. Initiatives which the forum progressed during the year included:</p> <ul style="list-style-type: none"> • Strategies for increasing commercialisation of publicly funded research • Proposals to maximise the use of Intellectual Property (IP) • Review of the Technology Transfer system

	Objective	Strategic Actions
		<ul style="list-style-type: none"> • Competence Centres development and roll out • Key Budget Priorities • Options for increasing industry role in defining the goals of research centres. <p>Considerable progress was also made during the year in finalising a review of the supports available to encourage exploitation of Intellectual Property from publicly funded research. This review was commissioned by DETI and Forfás in response to concerns raised around the suitability and effectiveness of existing Intellectual Property arrangements. The Review was published in May 2010 and the Department moved to the implementation of the recommendations of this report which will, at the same time, tie in with the implementation of the IP recommendations in the Innovation Taskforce Report in 2010.</p>
2.	Foster excellence in research in Ireland and to develop and sustain Ireland as a location of choice for researchers and firms seeking to conduct world-class scientific research.	<p>Science Foundation Ireland (SFI)</p> <p>SFI continued in 2009 to focus on building world-class human capital in scientific and engineering research which, combined with the work of the other state agencies, in particular IDA Ireland, Enterprise Ireland, Forfás, the Higher Education Authority and Health Research Board, will build new sources of competitive advantage for industry. This will ensure that Ireland becomes a competitive location for knowledge-based enterprise with a view to sustaining competitiveness in the long-term.</p> <p>During 2009, SFI announced the establishment of seven new SFI funded Strategic Research Clusters (SRCs) and one new Centre for Science, Engineering and Technology (CSET). The research in these new centres/clusters focuses on strategic areas such as Systems Biology, Telecommunications, Molecular Therapeutics for Cancer and Financial Mathematics.</p> <p>These new investments bring the number of SFI funded research centres to 29 (10 CSETs and 19 SRCs), with which 179 distinct companies, both multi-national and indigenous, are engaged in formal partnerships.</p> <p>In 2009, SFI-funded researchers were involved in 601 collaborations with industry, an increase of 50% on the 2008 figure. Encouragingly, these collaborations were with both Multinational Corporations and Small-Medium Enterprises.</p> <p>In 2009, SFI funded researchers produced 4,057 scientific publications - a 26% increase in publication output by SFI researchers over 2008. This is contributing to Ireland's ascent</p>

	Objective	Strategic Actions
		<p>to membership of the top 20 nations for the quality of scientific output for the first time. In specific fields, Ireland's impact ranks even higher, indicating the particular strength of investment in specific disciplines. Ireland is ranked 3rd globally in terms of Immunology research and ranked 8th globally in Materials Science.</p> <p>SFI research groups are playing a key role in supplying highly skilled researchers to enterprise. In 2009, SFI-supported teams included 846 Post Doctoral Researchers (up from 688 in 2008) and 1,344 PhD Students (up from 1,156 in 2008).</p> <p>In 2009, SFI directly supported 3,225 research related jobs in the Higher Education sector, a 15% increase on the number supported in 2008.</p> <p>In addition, SFI award holders leveraged funding from other sources to support a further 3,225 researchers in the sector bringing the total engaged in active research to 6,450 individual team members. These research groups are an enabling infrastructure for enterprise in Ireland.</p> <p>Researcher Mobility The Researcher Mobility "Hosting Agreement" scheme continued to operate very successfully throughout 2009 with 364 Hosting Agreements issued to researchers, bringing the total number of Hosting Agreements processed to 810, and representing over 60 nationalities. A total of 19 Third level institutes and 4 private enterprise organisations have been accredited under the scheme up to the end of 2009. In addition, a Hosting Agreement Database and Extranet containing regularly-updated details of Third Country researchers and their dependants, has been regularly accessed by users from relevant key departments, such as Immigration authorities, Embassies and Consulates, thus expediting immigration procedures for Third Country researchers.</p>
3.	Work through Enterprise Ireland to enhance the capacity of indigenous enterprise to develop innovative products and services for competitive advantage by building R&D capacity within companies, linkages with the third-level research base and commercialisation support.	<p>In 2009, Enterprise Ireland focused on supporting short-term R&D activity within companies and on the commercialisation of third-level research to deliver innovative technologies, products and processes.</p> <p>Promoting R&D and innovation in companies Enterprise Ireland approved funding of almost €45 million to support R&D projects, enabling 52 companies to invest in excess of €2 million per year on R&D projects and 704 companies to invest over €100,000 per year, in 2009.</p> <p>In addition, the Innovation Voucher scheme assisted small</p>

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		<p>companies to acquire cost-effective R&D solutions from third-level institutions. A total of 492 Innovation Vouchers were redeemed in 2009, at a value of €2.4 million.</p> <p>Thirty companies participated in the Innovation Partnerships Programme, which offers financial support to a company and third-level research institution to collaborate on a research project.</p> <p>Developing new start-up companies In order to create jobs, contribute to export-led growth and the revitalisation of the economy, support is provided to entrepreneurs to ensure that emerging technologies and innovative business ideas become a commercial reality. In 2009, Enterprise Ireland approved funding which created 73 new high potential start-ups. In addition, 13 prospective high potential start-ups in the ICT and life sciences sectors emerged from State-funded third-level research. These companies are expected to create more than 900 new jobs and achieve total sales of over €600 million in the next three years.</p> <p>Driving industry-led R&D Competence Centres are collaborative entities involving Irish small and medium-sized enterprises, multinational companies and research institutions working together to overcome common research challenges. By the end of 2009, Enterprise Ireland had established the first five Competence Centres and a further two were at their initial research phase.</p> <p>During 2009, 127 companies were involved in seven industry-led research programmes across a number of sectors. These collaborative research programmes support medium-term 'shared agenda' research activity among companies that could not carry out such research on their own.</p> <p>Supporting business networks to promote R&D To stimulate innovation collaboration among industry and sector groups, three Networks were set up to promote innovative business practices in member companies and build collaborative links with researchers. These were the Irish Software Innovation Network, the Construction IT Alliance, and the Industry Research & Development Group.</p> <p>Converting research into commercial products and services Technology transfer offices have been put in place in Irish higher education institutions to assist the commercialisation of research. During 2009, 35 spinout companies were established,</p>

	Objective	Strategic Actions
		<p>and 95 commercially relevant technologies licensed to companies.</p> <p>In addition, Enterprise Ireland, through the Commercialisation Fund, approved support to 81 commercially focused research projects, involving a total funding commitment of €12.5 million.</p> <p>The Applied Research Enhancement programme supports the establishment of applied research centres in the Institutes of Technology. At the end of 2009, 17 research centres were located in 11 Institutes of Technology. Across these centres, 172 collaborative industrial research projects are either completed or ongoing since 2008.</p> <p>The new Business Partners programme was run in 2009 to bring together business people who have the skills to create new companies and research teams that have developed emerging commercially-viable technologies. In one year, 11 projects show the potential to develop into new companies.</p> <p>There are currently 21 Enterprise Ireland-supported campus incubation facilities and six specialist bio-incubation facilities in operation in Ireland. At the end of 2009, 264 companies were based in these centres, employing 1,014 people in a range of sectors including software, medical devices and digital media.</p>
4.	Promote and support the optimisation of Ireland's participation in EU and international research programmes.	<p>European Space Agency</p> <p>The total value of contracts placed by the European Space Agency (ESA) in Ireland in 2009 exceeded €9m, with Irish industry accounting for 80% of this return. The industrial contracts primarily support technology innovation, product development and qualification for the commercial space market and "spin out" into non-space markets. Of the 18 Irish companies securing ESA contracts in 2009, 2 represent first time entrants to the Space programme. In addition, 10 Irish research teams secured ESA contracts with an estimated value of €1.4m in 2009.</p> <p>Irish companies continue to exploit technologies and products developed with ESA support in the global market, with a total return to Irish industry estimated to be in excess of €20m per annum. The commercial leverage is expected to increase as companies progress from ESA-supported R&D phase to commercial exploitation phase.</p> <p>A key feature of the Irish industrial involvement is the</p>

	Objective	Strategic Actions
		<p>increasing leverage by Irish companies of Irish university-based research, including Science Foundation Ireland (SFI) and Enterprise Ireland (EI) supported research. In line with the recommendations of the Genesis Report, formal collaboration with SFI has been initiated to foster a strategic space research plan in Ireland with increased focus on industry-university collaboration.</p> <p>Framework Programme 7 The FP7 National Support Office, based in Enterprise Ireland, continued to assist public and private researchers and research teams optimise their participation in FP7.</p> <p>In the period from commencement of FP7 in December 2006 to October 2009, the overall Irish success rate in terms of the number of applications was 23.51%, which is ahead of the European Member State average of 21.68%. As a proportion of funding sought, funding secured by Irish applicants at 20.55% was in line with the EU average of 20.52%.</p> <p>Ireland's total drawdown from the European Union Framework Programme for Research, Technological Development and Demonstration in the period 2007 to 2009 was €156 million. The total funding approved in project calls during the same period expressed as a percentage of the budget available to participants, amounted to 1.24%, which was in line with the overall target set for Ireland for the period 2007-2013 (at €600 million and 1.25%).</p> <p>EU & International R&D The Department, with the assistance of Forfás and relevant agencies, continued to work with our EU partners in the development of the European Research Area including progressing initiatives relating to joint programming of national research programmes to address grand challenges, researcher careers and mobility, research infrastructures of strategic importance for Europe, better coordination of cooperation with third countries and initiatives to improve knowledge transfer. The Department also continued contacts with other countries, including India and China, to further develop bilateral R & D collaboration.</p>
5.	Develop intellectual property policy and legislation that meets our national requirements and international obligations and ensure that our legislation remains up to date	<p>Trade Marks A number of important consultation papers were prepared and issued in 2009. Views were sought on a number of matters including whether:</p> <ul style="list-style-type: none"> • Ireland should proceed with ratification of the Singapore

	Objective	Strategic Actions
	<p>in recognition of the importance of maintaining a modern intellectual property framework as a source of competitive advantage.</p> <p>Provide an efficient and effective system of intellectual property protection that encourages technological development and promotes enterprise.</p>	<p>Treaty,</p> <ul style="list-style-type: none"> domestic legislative provisions regarding relative grounds in the examination of trade mark applications should be amended. <p>Work continued on proposals to modernise the rules governing trade marks and designs. Ireland also actively participated in the development of an EU position on a proposed Anti-Counterfeiting Trade Agreement which is under negotiation internationally.</p> <p>Patents</p> <p>The Patent (Amendment) Rules 2009 were published bringing Ireland's patent system in line with international standards. Ireland took an active role in the ongoing European Union negotiations on the development of a single EU Patent and proposed patent jurisdiction system including a submission to the European Court of Justice.</p> <p>Copyright</p> <p>A number of Statutory Instruments dealing with copyright matters were made. These related to the notice of seizure to be given in relation to seizure of infringing copies, illicit recordings, protection-defeating devices or articles. Rules prescribing the procedures to be observed and the fees payable in relation to proceedings before the Controller were also finalised.</p> <p>Applications for Intellectual Property protection in the Patents Office continued their downward trend during 2009 with patents down 4.5% to 961 applications, national trade marks down 13.3% to 2,339 and international trade marks down 26.5% to 1,871. Industrial Design applications were down 36% to 44. These downward trends are similar across Europe and reflect the difficult economic climate during 2009. The Office continued its efforts to find greater efficiency and commenced a project to introduce email for the bulk of its correspondence with its customers.</p>
6.	<p>Promote and support research collaborations for the competitive advantage of the island of Ireland, through linking the research system to centres of excellence and fostering partnerships through involvement in EU collaborative research programmes.</p>	<p>The promotion and support of research collaborations for the competitive advantage of the island of Ireland continued throughout 2009. The US-Ireland R&D Partnership involves the governments of the United States of America, Ireland and Northern Ireland working together to advance scientific progress by awarding grants for research on a competitive basis in the thematic areas of Diabetes, Cystic Fibrosis, Nanotechnology and Sensors. The Partnership is helping to link scientists and engineers in partnerships across academia and industry to address crucial research questions in these</p>

	Objective	Strategic Actions
		<p>areas, foster the potential for new and existing technology companies, attract industry that could make an important contribution to the three economies and expand educational and career opportunities in science and engineering.</p> <p>In October 2009, the US Ambassador to Ireland, Mr Dan Rooney, hosted a reception to mark the first four successful projects, valued at €7m, approved for funding under the Partnership. This reception was attended by the Minister for Labour Affairs, Mr Dara Calleary T.D. and the Northern Ireland Minister for Employment and Learning, Sir Reg Empey, MLA. One of the tri-partite projects aims at helping key policymakers predict the impacts of future climate change, while another will concentrate on protecting public health by aiding authorities to provide early warning of contamination and enable preventative measures to be implemented. The third project focuses on economic development opportunities for telecommunications, medical, security and automotive sectors by investigating the development of energy efficient transistor devices. The fourth partnership is engaged in extensive genetic research on the complications associated with diabetes and has the potential to provide targets for the development of novel treatments.</p> <p>Charles Parsons Awards</p> <p>During 2009, and in line with its extended remit of Sustainable Energy/Energy Efficient Technologies, SFI assumed financial and administrative responsibility for the Charles Parsons Energy Research Awards. These awards, 7 in total, were transferred in late 2009 from the Department of Communications, Energy and Natural Resources. Two of Charles Parsons Awards recipients are based in Northern Ireland, in Queens University Belfast and University of Ulster respectively.</p>

PILLAR 2: Enterprise Development Policies in a Competitive High-Value Economy

High Level Goal

To enhance national competitiveness, innovation and enterprise capacity across the economy to underpin sustainable and balanced economic growth, new employment opportunities and dynamic export activity in both products and services and to further initiatives in the area of the all-island economy.

Summary

The challenge of the global economy in the 21st century, particularly in a small open economy like Ireland's, is to continually evolve the Irish business environment to ensure that both multinational and indigenous firms can flourish together. There is a constant need for Foreign Direct Investment (FDI) companies to transform their Irish operations into higher value activities and increase their strategic importance within their parent company. FDI companies contribute significantly to the Irish economy and have helped Ireland to maintain a positive trade balance so essential to economic growth.

A key component for success is the level of competitiveness within the economy. In recent years, Ireland has lost some of its competitive advantage over its main trading rivals in key markets and the challenge during 2009 was to take appropriate steps to reduce input costs for business. Likewise, there was a need to take steps to reduce capacity constraints within the economy that limited the financing available to business.

We have worked hard during 2009 in difficult conditions to meet those

challenges by building on the strengths within the economy. We have a well-established and well-deserved reputation for having a strong, multi-talented and capable workforce. Investment in infrastructure has led to significant improvements in our output capacity. Our regulatory environment is supportive of enterprise. We have a sound industrial base in leading industries, especially within the pharmaceutical, ICT and life science sectors. There are new opportunities arising from emerging technologies that we need to exploit and we will be seeking to establish a firm foothold in areas such as the "green economy" and building on previous successes in research and development. Likewise, there are a number of emerging markets that will provide opportunities for new and existing entrepreneurs to market their products.

We will continue to take the necessary steps to help Irish companies to get a foothold in new markets and to showcase the range of high quality products that we produce. Success in these endeavours will help to create the conditions from which sustainable employment opportunities will emerge.

	Objective	Strategic Actions
1.	<p>Accelerate improvements in national competitiveness and productivity, so that our economy continues to be one of the best places in Europe in which to do business, by devising, promoting and/or advocating policies, across the range of Government's spheres of influence, which drive innovation and productivity improvements at national, sector and firm level, so that competitiveness benchmarks achieve, if not surpass, the standards of the most advanced economies with which we compete.</p>	<p>Restoring competitiveness is one of the 3 main pillars of Government action for Ireland's medium-term plan for economic recovery. During 2009, Ireland saw a sustained and deep period of declining input costs for businesses in Ireland, driven, in part, by lower wage and energy costs.</p> <p>Ireland experienced the greatest falls in unit labour costs in the euro area. The European Commission has estimated a 5 per cent improvement in 2009 vis-à-vis the rest of the euro area, with significant gains also expected in 2010 - contributing to our recovery of international competitiveness.</p> <p>Overall, all categories of businesses benefited from significant energy price decreases in 2009 in both electricity and gas, resulting from regulated price reductions as well as reduced capacity payments to generators and other measures.</p> <p>The Consumer Price Index fell by 4.5% in 2009. The HICP – the harmonised European measure of inflation – fell by 1.7% in 2009, which was the biggest fall in the EU and compares with the average EU level rising by 1%. Irish prices have fallen to the 3rd lowest within the EU, and have moved below both the EU and Eurozone averages, which will help restore competitiveness. Irish prices are also now below those of some of our important trading partners, such as the UK and USA.</p>
2.	<p>Ensure that enterprise policy remains responsive to the changing economic environment.</p>	<p>Enterprise Policy</p> <p>In response to the global economic crisis, Enterprise Ireland refined its 2008-2010 strategy and refocused its efforts on strengthening and sustaining companies of strategic importance through a range of initiatives focused on the needs of their client base addressing short-term and medium- to long-term issues. The 2009 plan 'Irish Enterprise: Building for the Future' ran in parallel to Enterprise Ireland's existing strategy 'Transforming Irish Industry 2008-2010'.</p> <p>The priorities under this revised strategy were: access to finance; winning new sales; encouraging competitiveness; continuous innovation and R&D; and development of entrepreneurship. Initiatives taken by Enterprise Ireland included:</p> <ul style="list-style-type: none"> • The acceleration of internal processes to ensure approved funding is accessed more speedily,

	Objective	Strategic Actions
		<ul style="list-style-type: none"> • The establishment of a specialised unit to support client companies in dealing with financial restructuring, • The establishment of a specialised unit to help companies drive down costs and focus on lean processes, and • The redeployment of resources to work intensively with companies to help them retain existing customers and to identify new markets with a particular emphasis on key areas within the Eurozone. <p>Enterprise Stabilisation Fund The Enterprise Stabilisation Fund was launched in 2009 as a 2-year scheme to support vulnerable but viable companies who were facing difficulties as a result of the economic downturn. The scheme is operated as part of an Irish state aid scheme approved under the European Commission’s Temporary Framework on State Aid, introduced in December 2008, and is administered by Enterprise Ireland. A total of 180 projects were supported under the Fund in 2009. Those companies were approved a total of €68m, with €58m paid out by year end. The Fund continued in 2010.</p> <p>Employment Subsidy Scheme The Employment Subsidy Scheme (Temporary) was introduced to help employees maintain their jobs while at the same time assisting employers to retain their productive capacity. The scheme is also operated as part of the Irish scheme approved under the European Commission’s Temporary Framework on State aid. The scheme, which is managed by Enterprise Ireland, involves the payment of a subsidy to firms on condition that they retain an agreed number of jobs. In order to qualify for support, enterprises must commit to retaining a multiple of the number of jobs for which they receive subsidies until the end of November 2010.</p> <p>There have been 2 calls under the Scheme and as a result almost 1,700 enterprises were approved for support, with those companies committing to maintaining over 100,000 jobs to end November 2010.</p> <p>The role of the County and City Enterprise Boards (CEBs) is to provide support for the micro-enterprise sector in the start-up and expansion phases, to promote and develop indigenous micro-enterprise potential and to stimulate economic activity and entrepreneurship at local level. A</p>

	Objective	Strategic Actions
		<p>detailed review of the range of the financial supports available from the CEBs to that sector was completed in 2009 in conjunction with the CEBs and the CEB Central Coordination Unit within Enterprise Ireland. The purpose of the review was to ensure that the supports available are in line with the needs and demands of the micro-enterprise sector. A new range of financial supports to micro-enterprises (covering a wider range of costs associated with business) was brought into force in 2010.</p>
3.	<p>Work collaboratively with other Departments and stakeholders to ensure that Ireland maintains robust fiscal and low corporate and personal tax policies to incentivise enterprise and promote employment</p>	<p>The Department continued to work collaboratively with the Department of Finance and other stakeholders in order to ensure that Ireland remains an attractive location for both the development of indigenous Irish Enterprises and the attraction, retention and development of Inward Investment.</p> <p>In the December 2009 Budget, the Minister for Finance confirmed Ireland’s long-term commitment to maintaining its 12.5% corporation tax rate.</p> <p>A tax deduction for Intangible Assets was introduced in the April 2009 Supplementary Budget representing a significant improvement to Ireland’s international tax offering and encouraging the development of Ireland’s Smart Economy.</p> <p>The Start-Up Company Exemption, originally introduced in respect of genuine new businesses set-up during 2009 (through a company), was extended into 2010 encouraging both entrepreneurship and economic activity.</p> <p>The Income Levy, introduced with effect from 1 January 2009 and subsequently increased with effect from 1 May 2009, was a very broadly based revenue-raising measure.</p>
4.	<p>Ensure that environment policy takes into account competitiveness challenges and that enterprise policy has a greater focus on “eco-innovation” and assists Irish businesses to exploit the increasing opportunities arising from the fast growing international environmental goods and services sector.</p>	<p>The Department contributed to the development of national, EU and international climate change policies, ensuring that competitive concerns were adequately addressed. We were the lead Department in determining the carbon leakage rules under the Emissions Trading Scheme.</p> <p>The Department was also responsible for ensuring that draft implementing measures emanating from the Framework Directive on the eco-design of energy using products reflected Irish industries’ concerns.</p> <p>The report of the High Level Group on Green Enterprise “Developing the Green Economy in Ireland”, launched in</p>

	Objective	Strategic Actions
		<p>December 2009, set out the potential of the environmental goods and services sector for investment and job creation. A number of clear areas of action and opportunity were identified in the following areas: Green procurement; Renewable energy and providing energy efficiency; Green enterprise zones; World Class green Research & Development; Waste management; and Water and waste water treatment.</p> <p>The Department also facilitated the session Ireland the Innovation Island – Greentech at the Global Irish Economic Forum, September 2009.</p>
5.	Support enterprises realise their growth potential	<p>Going Global Fund The Enterprise Ireland Going Global Fund was launched in 2009 to help locally traded companies investigate the possibility of internationalising their business. It prioritises internationally traded services and offers support to successfully established businesses in Ireland who wish to explore opportunities to sell abroad.</p> <p>Growth Fund In recognition of the importance of promoting competitiveness in Irish industry, a €60m Growth Fund was designed to assist Enterprise Ireland’s small to medium sized clients achieve greater competitiveness by improving their export potential. In 2009, Enterprise Ireland approved 64 Growth Fund Projects to client companies totalling over €13.6m in direct support.</p> <p>Seed & Venture Capital The Venture Capital (VC) industry continued to be a focus for Enterprise Ireland in 2009. The total amount of investment available to companies under Enterprise Ireland’s 2007-2012 Seed & Venture Capital Programme reached €525 million in 2009, approximately a quarter of which was exchequer funded with the balance coming from national and international financial institutions such as pension funds. Total value of VC funds invested in 2009 was 53% up on 2008 (€52 million as against €34 million in 2008) and the total number of new companies invested in was up 47% on the year 2008 (25 as against 17 in 2008).</p> <p>Leadership4Growth Programme The Leadership4Growth Programme is aimed specifically at company CEOs, where there is the ambition and potential to achieve significant scale in their chosen markets. A total of 60 CEOs participated in the Leadership4Growth Management Development</p>

	Objective	Strategic Actions
		<p>Programme in 2009, while 80 senior sales people from client companies started the International Selling Programme, which assists exporting companies to develop medium and longer term international sales strategies. This programme is in its fourth year and its reach has been extended to companies across a wide range of sectors, which now includes International Services, Software, Technology, Engineering, Electronic, Life Sciences and Food.</p> <p>County and City Enterprise Boards The role of the County and City Enterprise Boards (CEBs) is to provide support for the micro-enterprise sector in the start-up and expansion phases, to promote and develop indigenous micro-enterprise potential and to stimulate economic activity and entrepreneurship at local level. During 2009, the Department facilitated the delivery of a range of supports to the micro-enterprise sector through the provision of over €20m to the CEB network for the development of micro-enterprises throughout the Country. In 2009, the CEBs provided direct financial assistance in the form of Capital Grants, Employment Grants and Feasibility Study Grants and non-financial assistance in the form of business advice, business information and management capability training and development programmes to the micro-enterprise sector.</p> <p>National Standards Authority of Ireland (NSAI) The NSAI has devised a programme to provide free read-only access to Irish adapted European and International standards. As part of this programme, NSAI plans to open new information centres in the coming years. NSAI also adopted 1,767 EU standards into Irish standards in 2009.</p> <p>The Department and NSAI continued to support the involvement of active participants in international standards expert groups (approximately 100 in 2009). As a member of the major European and international standards making bodies, NSAI provides Irish businesses with access to these groups allowing them to contribute to the direct development of standards, and also provides technical assistance where required.</p>
6.	Continue to attract high-quality Foreign Direct Investment (FDI) projects to Ireland and more firmly embed existing FDI companies in the Irish economy	<p>IDA Ireland Within the Irish economy, foreign direct investment (FDI) has been and will continue to be a catalyst for our national prosperity. Ireland remains the most FDI intensive economy in Europe. The 2009 IBM Global Location Trends Annual Report ranks Ireland as the number one</p>

	Objective	Strategic Actions
		<p>destination globally for jobs by inward investment per capita.</p> <p>In the current difficult economic circumstances, a vibrant and growing Foreign Direct Investment sector remains central to an economic recovery based on export-led growth and the development of the Smart Economy.</p> <p>FDI companies create hundreds of thousands of high-quality jobs, both for the employees of the investing company and in the firms that provide goods and services to them. In 2009, FDI companies employed 136,000 people and a further 100,000 were employed indirectly as a result of FDI. Exports from IDA-supported companies amounted to €110bn and account for 70% of all exports.</p> <p>Investments in Research, Development and Innovation (RD&I) play a significant role in building Ireland's Smart Economy and, in 2009, 49% of all IDA-supported investments were in RD&I. There have been significant advances in creating an environment that facilitates partnership between multinational companies operating in Ireland and academic institutions on research and commercialisation.</p> <p>The IDA's key figures for 2009 were:</p> <ul style="list-style-type: none"> • 125 foreign investments won. • 49% of investments included RD&I. • 69% of investments came from existing companies. • 11% increase on 2008 in the number of companies investing in Ireland for the first time. • €500m was invested in Research, Development & Innovation (RD&I). • 4,615 new jobs were created. • €110bn was the figure reached in exports from IDA client companies. <p>Ireland's ability to attract FDI is strongly influenced by our competitiveness. During 2009, the cost of doing business in Ireland became more competitive in a number of important areas. The cost of labour, energy, construction, services and rents all fell in 2009 which means that Ireland now offers a greatly enhanced competitive proposition to potential investors. Some of the main cost reductions in 2009 were:</p> <ul style="list-style-type: none"> • Construction tender levels are now 29% lower than

	Objective	Strategic Actions
		<p>their 2007 peak and have returned to 1999 levels,</p> <ul style="list-style-type: none"> • Office occupancy costs fell 30%, • The cost of private rental, on a national level, has fallen approximately 25% below its 2007 peak, • The cost of living fell by 4.5%, and • Ireland's relative unit wage costs (price and productivity) compared to the EU average have been forecast to improve by 10% by 2011. <p>Shannon Development Shannon Development is responsible for Foreign Direct Investment in the Shannon Free Zone and complements the work of the IDA and Enterprise Ireland through the provision of property solutions throughout the mid-west region. Shannon Development celebrated its 50th anniversary in 2009.</p> <p>Shannon Development set out their new strategy for future development based on seven key strategic projects for the period 2009-2013. Those projects are:</p> <ul style="list-style-type: none"> • Shannon Free Zone • Tourism and Production Development • Greater Limerick Area • Regional Growth Centres • Energy Cluster • Asset Development • Communications Infrastructure <p>This strategy aims at positioning Shannon Development to take maximum advantage of the inevitable upturn in the global economy by leveraging its assets and acting as a focus for regional development locally and nationally.</p> <p>Key developments during 2009 included:</p> <ul style="list-style-type: none"> • Shannon Development invested €15.5 million in support for Shannon Free Zone Companies, • R & D expenditure by Shannon Free Zone companies saw a 10% increase over the previous year to €48.6 million, and • The Shannon Free Zone employed 6,320 in 2009, making it one of the largest industrial zones outside Dublin.
7.	Promote the development of a strong entrepreneurial culture,	<p>Access to Credit During 2009 a key issue for SMEs was access to credit.</p>

	Objective	Strategic Actions
	<p>such that Ireland is recognised for the innovative quality of its entrepreneurs and acknowledged by entrepreneurs as a world-class environment in which to start and grow a business.</p>	<p>The Department worked, through the auspices of the Credit Supply Clearing Group, with industry representative bodies, the Department of Finance and other Government Departments and Agencies and the banking sector. Initiatives included the drafting of the Code of Practice on SME Lending overseen by the Financial Regulator and a series of eight regional meetings on small businesses experiences in relation to bank lending.</p> <p>To assist the cash-flow of SMEs the Government introduced a 15-day payment period by central Government Departments with effect from 15 June 2009. For DETI, in the last quarter of 2009, a total of 1,988 payments, representing 81% of all payments that quarter, were made within the 15-day payment period.</p> <p>High Potential Start-ups</p> <p>The flow of innovative high potential start-up enterprises into the economy is critical for future growth and job creation. In 2009, Enterprise Ireland supported 73 such companies (34 outside Dublin) across a range of knowledge-intensive sectors including life-sciences, biotechnology, medical devices and telecommunications, and a number of niche areas, such as compliance and risk management.</p> <p>County and City Enterprise Boards</p> <p>In addition to providing direct grant support and a range of business advice, mentoring and training services, the County and City Enterprise Boards (CEBs) continued to actively promote an entrepreneurial culture through their National Enterprise Awards scheme and, specifically within the education sector, through the National Student Enterprise Awards Scheme. They also targeted the promotion of female entrepreneurship through their Women in Business networks and organised the National Women's Enterprise Day.</p>

	Objective	Strategic Actions
8.	Ensure that Ireland achieves balanced regional economic growth.	<p>Enterprise Ireland (EI) contributes greatly towards balanced regional development through its programmes and its location.</p> <p>70% of EI client employment is in locations outside Dublin. The Community Enterprise Centre Scheme provides business space in a supportive environment for budding entrepreneurs and is a tangible and visible contribution to regional development.</p> <p>Enterprise Ireland is present in ten locations throughout the country and the establishment of their Regional Headquarters at Westpark in Shannon is further proof of the importance placed on balanced regional development by the agency.</p> <p>The Department has established a number of structures to help achieve this objective. The structure of the CEB Network lends itself to balanced regional development. The fact that the Boards operate at a local level throughout the country means that their interventions are targeted at assisting businesses in local communities.</p> <p>IDA is fully committed to securing a balance in regional development has 9 regional offices located throughout the country. One of the targets set in the Agency’s Strategy “<i>Horizon 2020</i>” is that in the period 2010 to 2014, 50% of projects will be located outside of Dublin and Cork.</p> <p>Shannon Development is the regional economic development agency for the mid-west region. Shannon Development has a focussed regional economic development role, complementary to that of the national agencies IDA Ireland and Enterprise Ireland, who also operate in the Mid-West region.</p>
9.	Review as necessary the current National Trade Policy Statement in the light of global and regional developments.	<p>Since the launch of the National Trade Policy Statement in 2005, major changes have taken place in the global economy that have affected every part of the Irish business sector, multinational and indigenous. Important new developments have emerged in the global marketplace for Irish exporters, in sectors such as clean technology, green enterprise and Next Generation Network-enabled business, and in particular geographic markets, both established and new.</p> <p>In <i>Building Ireland’s Smart Economy</i>, the Government committed to developing an action plan for improving</p>

	Objective	Strategic Actions
		<p>trade, tourism and investment links with new and fast-developing markets. In response, in November, the Department established a High Level Working Group, (comprising relevant Departments and Agencies to develop a new Strategy and Action Plan for Trade, Tourism and Investment. The Strategy will focus on high growth emerging markets such as China, as well as on our existing key trading partners. The aim is to bring further focus and coherence to Ireland's single-minded pursuit of our international economic and commercial interests.</p>
10.	<p>Maximise the benefits to Ireland's interests of the EU and World Trade Organisation trade systems.</p>	<p>The Doha Development Agenda Round of talks at the World Trade Organization continued, mostly at a technical level, during 2009, and the Department led Irish engagement. Towards the end of the year, the Minister for Trade & Commerce led the Irish interdepartmental delegation to the 7th WTO Ministerial Conference.</p> <p>As the likelihood of a breakthrough in the WTO talks lessened for 2009, our efforts to open or improve foreign markets became more focused on negotiations for ambitious bilateral free trade agreements (FTAs) between the EU and several third countries. These third countries, such as India, South Korea, Colombia, Peru, Singapore, and Canada, were selected on the basis of the significant opportunities that they offer for exporters in Ireland and other EU Member States. In October, the negotiations with South Korea came to a successful conclusion with the initialling of a free trade agreement, which is due to come into operation in mid 2011.</p> <p>There are many benefits for Ireland arising from the EU-Korea FTA, as it opens opportunities for Irish exporters of goods and services. Many of our top exports to South Korea, such as pharmaceuticals, electronics, medical devices and spirits, will benefit from the liberalisation in the FTA. Irish services exporters will gain from the removal of barriers in sectors such as financial, insurance, computer and other business services. Environmental services, which are an area for development under Irish strategies, will also be opened further to EU exporters.</p> <p>Since 2009, we have also concluded negotiations with Colombia, Peru and the Central America region. In the coming years, we will work to ensure that other ongoing bilateral trade negotiations, such as with Canada, India, Malaysia and Singapore also yield tangible benefits for Irish enterprises and so help to boost our exports.</p>

	Objective	Strategic Actions
		<p>Along with opening and enhancing markets, work continued over the course of the year to ensure that the existing markets for Irish enterprises operated fair trading environments, by working with our EU partners to tackle barriers and unfair competition and to enforce the rules of the WTO.</p>
11.	Facilitate Irish exporters in achieving maximum export sales for their products.	<p>The Department's Ministers led 17 separate trade missions abroad in the course of 2009, which were organised in conjunction with Enterprise Ireland (EI). In addition, the Department and EI participated in a large trade mission led by An Taoiseach to Japan; nine trade missions to countries in Europe and also missions to other countries - Saudi Arabia, Qatar, Russia, South Africa, China, Canada, UK and the United Arab Emirates.</p> <p>These trade missions facilitated Irish companies in initiating or developing relationships with current and potential partners in the various targeted markets. The range of markets chosen reflects both the need to provide support in important established markets, and to assist companies to further develop their export potential and to diversify by accessing emerging markets.</p> <p>New export sales of €693 million were recorded in 2009. While total export sales fell by 10 per cent to €12.9 billion, a number of key growth sectors, including software, internationally traded services and life sciences increased exports.</p> <p>With the weakening of sterling and the dollar against the euro and the fall off in domestic demand, Enterprise Ireland launched the Eurozone Initiative in 2009. This initiative, through its new market research programme, saw Enterprise Ireland working intensively with the top 100 clients in terms of Eurozone export potential, and the identification of a further 326 companies with Eurozone potential. The new market research programme is designed to assist Enterprise Ireland clients achieve a greater level of market diversification and reduce the level of dependency on the UK market by shifting the focus to the Eurozone and other markets.</p>
12.	Enhance Ireland's trading footprint in emerging markets.	<p>In 2009, the seventh session of the Russia/Ireland Joint Economic Commission (JEC) was held in Dublin. Progress was made on a range of trade related issues. This is one of five JECs the Department has established – the others are</p>

	Objective	Strategic Actions
		<p>with Saudi Arabia, China, the Republic of South Korea and Libya. JECs are formal Bilateral Inter Governmental fora set up to deal with trade development in all its aspects, mercantile and services. Their role is to further the development of economic and business cooperation, including scientific and technological cooperation, and to provide a forum for discussing issues of mutual interest and concern to both Ireland and the other countries. In addition the Department, with the assistance of Enterprise Ireland and the Department of Foreign Affairs, administers a JEC Fund, which promotes trade initiatives with these countries. The fund provides a highly cost effective interactive seed-fund for innovative projects between collaborative partners in the JEC countries concerned, at official, academic and research level.</p> <p>In 2009 there were a number of projects funded including; market research for Irish SMEs entering the Russian market; research and development co-operation between institutions in Ireland and Russia; funding of market research and awareness raising for the Chinese market and provision of market intelligence for Irish construction companies seeking business in the Gulf States.</p> <p>The Government's Asia Strategy, which ran for the ten years up to the end of 2009 and targeted eight specific countries - China, Russia, India, Vietnam, Singapore, South Korea, Thailand and Japan - was instrumental in developing Ireland's trade and other links with the key Asian economies. The success of the Asia Strategy has been striking. Exports to the eight countries have risen from €4 billion in 1999 to €9.6 billion in 2009, well ahead of the target of €9 billion. The number of Irish companies with a presence in these countries has risen five fold, from 54 to 272, well ahead of the target of 215. In order to develop and expand this engagement, the Department will ensure that the new Trade, Tourism and Investment Strategy being developed in response to the Smart economy framework, will build on the achievements of the Asia Strategy, The new strategy will be broader in reach than the Asia Strategy and will focus on key high growth emerging markets such as China, India, Japan, the Gulf States and Brazil, as well as on our existing key trading partners.</p> <p>Enterprise Ireland recognises that long-term growth for many of its clients will be measured by their success in the High Growth Markets of Brazil, Russia, India, China,</p>

	Objective	Strategic Actions
		<p>Japan and the Gulf. There were 18 Enterprise Ireland Trade Missions in 2009, of which 8 were to Japan, China, Hong Kong, Saudi Arabia, Qatar, the United Arab Emirates, South Africa and Russia.</p> <p>The Trade Missions were complemented by the participation of clients in the 22 Enterprise Ireland organised international trade fairs in 2009. In addition, Enterprise Ireland brought 598 international buyers to Ireland in 2009.</p> <p>Enterprise Ireland continued to identify and support the entry of appropriate clients to the selected markets of Brazil, Russia, India, China, the Gulf, and Japan. Of particular significance is the work that is already underway with the construction products and services sector in the Gulf States.</p> <p>Enterprise Ireland’s Market Research Programme provides grant aid for established companies planning a market research programme to develop new market opportunities.</p> <p>The Construction Services Market Development Scheme was established to support the internationalisation of construction-related professional services companies. Under the scheme, grant support was offered to companies towards the cost of investigating overseas markets. Ten construction services market development grants, totalling €3m, were awarded in 2009.</p>
13.	Contribute to the creation of a fully functioning EU Internal Market, through, among other things, the development of a single market in Services, the development of administrative cooperation mechanisms between EU Member States and the timely transposition of EU Directives.	<p>Directive on services in the Internal Market</p> <p>The Directive on services in the internal market (2006/123/EC)¹ was adopted in 2006 to create a genuine “single market” for commercial services and was a key provision of the Lisbon agenda. The Directive contains important provisions on administrative co-operation between Member States, provisions that are intended to generate trust and confidence between them as well as giving consumers and service providers the confidence to engage in cross-border transactions. It also contains important consumer protection provisions.</p> <p>A Consultation Document on the transposition of the Directive into Irish law was published on 4 August 2009 and a range of submissions were received. A draft Regulatory Impact Analysis (RIA) of the Directive was also published in 2009. Work on transposing the Directive,</p>

¹ OJ L 376, 27.12.2006

	Objective	Strategic Actions
		<p>including meetings of the EU Commission-chaired Expert Group in Brussels, continued in 2009 but the deadline for transposition, 28 December 2009, was not met.</p> <p>Administrative co-operation mechanisms The creation of administrative co-operation mechanisms by the European Commission, in co-operation with the Member States, to support the legislative basis of the Single Market has been an increasing feature of recent years. The informal problem-solving network, SOLVIT, was created in 2002 to solve cross-border problems that EU citizens or businesses are experiencing with the public administrations of other Member States. The problems must be associated with a denial of their Internal Market rights due to internal (or single) market law not being applied correctly. SOLVIT aims at providing a reasoned and reasonable response within 10 weeks, and the majority of cases are dealt with in this timeframe. The secondary benefit is that the likelihood of another citizen or business experiencing the same problem is significantly reduced, thereby improving the functioning of the Single Market. The Irish SOLVIT Centre is in the Department of Enterprise, Trade and Innovation.</p> <p>In 2009, the Irish SOLVIT Centre dealt with 157 cases, up from 94 in 2008. Of these, 27 were initiated by the Irish SOLVIT Centre and 130 by other SOLVIT Centres. The Centre handled a large number of additional problems and queries raised by citizens and businesses.</p> <p>The Internal Market Information (IMI) System is another administrative cooperation mechanism. IMI links up competent authorities in national administrations (e.g., bodies that regulate the professions) that are involved in managing/implementing free movement in the Single Market. A pilot IMI project dealing with the administrative cooperation provisions of the Services Directive began in 2009, initially targeting seven service sectors: architects, catering services, construction services, estate agents, travel agents, lawyers and veterinary surgeons.</p> <p>Transposition of EU Directives The primary responsibility for ensuring the correct application of internal market rules by Ireland lies with the Departments that are responsible for transposing and applying them, including this Department. It is in the interest of all Departments to ensure that the internal</p>

	Objective	Strategic Actions
		<p>market functions properly for the benefit of businesses and citizens. If internal market rules are not applied effectively and on time, their contribution to the EU's growth and competitiveness is adversely affected.</p> <p>The Department successfully transposed three (3) Directives into domestic law during the year. Ireland achieved a transposition deficit rating for Internal Market Directives of 0.8% in the Internal Market Scoreboard for July 2009 and 1% for December 2009. (A deficit rating of 1% means that 99% of Directives were transposed by the due date. A deficit rating of less than 1% means that more than 99% of Directives were transposed by the due date.)</p>
14.	Support international peace and security by controlling the export of strategic goods.	<p>Export Control</p> <p>The online export licence application system (OELAS) went live in January 2009 and by the end of the year the majority of exporters had transferred to the new system. This is an important addition to the range of online and e-commerce services provided by the Department to those that need to transact business with us.</p> <p>Council Regulation (EC) No.428/2009 of 5 May 2009 setting up a Community regime for the control of exports, transfer, brokering and transit of dual-use items came into force on 27 August 2009. In addition to consolidating the many prior amendments to the original Dual-Use Regulation (1334/2000), Regulation 428/2009 introduces new controls on brokering activities and goods transit. It was given further effect in Irish law by the Control of Exports (Dual Use Items) Order 2009, which was made under the Control of Exports Act 2008.</p> <p>The Control of Exports (Goods and Technology) Order was also made in 2009. It relates to the goods and technologies on what is commonly referred to as the EU Common Military List. Member States are required to control the export of the items on this list and the 2009 Order provides they can only be exported "under and in accordance with a licence". The Order repeals the Control of Exports Order 2005, which put in place controls on the export of military goods listed in the schedule to that Order, being goods listed on the EU Common Military List at that time.</p> <p>Directive 2009/43/EC simplifying terms and conditions of transfers of defence-related products within the Community was adopted on 6 May 2009. Its purpose is to simplify the rules and procedures applicable to the intra-Community</p>

	Objective	Strategic Actions
		<p>transfer of defence-related products “in order to ensure the proper functioning of the internal market”. Prior to the adoption of Directive 2009/43/EC, each Member State applied its own rules to the transfer of defence-related products within Europe. While the Directive provides that Member States may still impose individual licences in cases where that State considers their essential security interests require protection, the Directive establishes new types of general and global licences. Member States have to transpose the Directive into national law by 30 June 2011 at the latest and the Directive will apply from 30 June 2012. Preparatory work on drafting of national legislation to implement the Directive into Irish law commenced in 2009.</p> <p>Import Licensing Licensing Unit continued to implement rules governing the issue of import licences for goods subject to EU quantitative restrictions and surveillance measures.</p> <p>Imports of certain textile products originating in North Korea, Belarus and Uzbekistan and imports of iron and steel products continued to be subject to principal EU legislation as set out in relevant Council and Commission Regulations.</p> <p>Sanctions Trade Sanctions are used by the international community as a means of exerting influence on various issues of international concern. The Department plays a central role in implementing the EU measures which have been adopted concerning trade sanctions. In 2009, the Department made Statutory Instruments in relation to restrictive measures against Iran, Burma/Myanmar, and Certain Persons and Entities Associated with Usama Bin Laden, the Al-Qaida Network and the Taliban.</p> <p>International Dimension In order to ensure a robust and effective Irish export control system, the Department participated in meetings of EU Working Groups which shape EU export control policy and regulation. The Department also participated in meetings of international export control regimes, in particular the Wassenaar Arrangement.</p>
15.	Promote a favourable environment that optimises the benefits of the all-island economy for enterprises through	<p>InterTradeIreland The Department co-funds InterTradeIreland, one of the six North/South Implementation Bodies established by the Good Friday Agreement. During 2009, InterTradeIreland</p>

	Objective	Strategic Actions
	<p>North/South collaboration particularly in the areas of trade and business development.</p>	<p>attended two North South Ministerial Council meetings, in the Trade and Business Development format, where the Body presented a number of papers including progress on its activities and developments in North/South co-operation on research and development.</p> <p>InterTradeIreland's strategic objectives over the lifetime of its Corporate Plan, 2008-2010, are to generate business value through its North/South business programmes and to help improve the competitive environment on the island through co-operative policy research, reports and networks. During 2009, a total of 3,329 firms accessed InterTradeIreland's Information and Business Advice services, including the First Stop Shop, a new service launched in May 2009 which provided assistance and advice on cross-border issues to companies at various locations, North and South. A total of 461 firms participated on its programmes with a total of 211 jobs created.</p> <p>InterTradeIreland published a number of business and economic research publications in 2009, including Quarterly Business Monitor, A Gravity Model Approach to Estimating the Expected Volume of North/South Trade, Mapping Differences in Business Regulation on the Island of Ireland, Management Matters in Northern Ireland and the Republic of Ireland, Market Intelligence Reports and A Simple Guide to Cross-Border Trade.</p> <p>Interreg Enterprise Programme The Interreg IVA Programme (2007-2013) for Northern Ireland, the Border Region of Ireland and Western Scotland is a European Union supported Structural Funds programme. It supports strategic cross-border co-operation by encouraging innovation and competitiveness in enterprise and business development and tourism to address economic and social problems which exist from the existence of borders.</p> <p>In 2008, the Department and the Department of Enterprise, Trade and Investment (DETI) in Northern Ireland became Accountable Departments for the Enterprise Theme of the Programme.</p> <p>In 2009, the Department and the Department of Enterprise, Trade and Investment in Northern Ireland approved four enterprise themed projects for €8.747m in support.</p>

	Objective	Strategic Actions
16.	Continue to work in a co-ordinated cross-Departmental, cross-Government and cross-Agency manner to meet our Competitiveness and Enterprise objectives as outlined in this Statement of Strategy.	<p>DETI has established a County and City Enterprise Boards (CEBs) Central Coordination Unit in Enterprise Ireland which provides a range of strategic, administrative, financial and technical supports to the CEBs with the ultimate objective of enhancing the effectiveness and impact of the Boards on the development of micro-enterprises and of contributing to a greater level of consistency and best practice across the CEB network as a whole. This Unit has also enabled a greater cohesion between the activities of the CEBs and Enterprise Ireland at micro-enterprise level, as well as allowing the Department to better focus on strategic policy development in respect of the micro-enterprise sector.</p> <p>As well as working closely with their relevant local authorities and other development agencies, the CEBs are active participants on the County Development Boards of their relevant Local Authority. This structure of cross-representation creates a platform for the delivery of enterprise supports at the local and regional level.</p> <p>The High Level Working Group established in November 2009 to develop a new Strategy and Action Plan for Trade, Tourism and Investment, brought together all relevant Government Departments and Agencies to develop a new Strategy and Action Plan for Trade, Tourism and Investment. This process will ensure that the new strategy will promote enhanced co-ordination and co-operation across all three sectors i.e. trade, tourism and investment.</p>

PILLAR 3: Skills Supply &, Enhancement and Workforce Participation

High Level Goal

To pursue labour market policies which support enterprise development and promote the development of human capital by improving the skill levels of the workforce, thereby facilitating increased participation in and access to employment.

Summary

This high level goal encompasses the supply and demand side of the labour market and the policies being pursued by the Department to maximise human capital development and enterprise development. In 2009 decreases in economic growth and increases in unemployment have put significant pressures on the Exchequer and have made this high level goal extremely relevant to all citizens and employers.

The development of human capital through improving skill levels is key for economic growth. The Department through FÁS and Skillnets delivered a number of programmes aimed at developing the skill levels of the workforce. The Department continued in 2009 to invest in the provision of learning opportunities for people in employment, allocating over €134 million for the delivery of training activities including for apprentices, to allow them to participate in employment related up-skilling courses. Over €12 million was spent on the Competency Development Programme in 2009 to allow for the training of 9,784 participants, and the Skillnets Training Network Programme received €16.6 million from the National Training Fund.

As part of our policies to ensure that enterprises have the specialist skills they require to grow and develop, the Department maintained the green card and the intra-corporate transfer arrangements that apply under the work permit scheme. In light of the challenges in the domestic labour market, more stringent eligibility criteria for the granting of new work permits was implemented for prospective entrants to the work permit schemes with effect from 1 June 2009.

The Department has worked to ensure that all those of working age can participate in employment. The Department increased investment in schemes for the unemployed in 2009 with approximately 154,000 individuals participating in FÁS training and employment programmes compared to 66,000 in 2008.

Set out in the report under this Pillar are further details of how the Department in 2009 worked towards facilitating increased participation in and access to employment. However, the prevailing economic conditions meant it was not possible to increase Ireland's participation rate.

	Objective	Progress on Strategic Actions
1.	<p>Improve the skill levels of the workforce by striving to meet the Forfás Expert Group for Future Skills Needs' "National Skills Strategy" Report objectives.</p>	<p>The Department continued in 2009 to invest in the provision of learning opportunities for people in employment. It allocated over €134 million for the delivery of training activities including apprentices, to allow them to participate in employment-related upskilling courses.</p> <p>Over €12 million was invested in the Competency Development Programme (CDP) in 2009 to allow for the training of 9,784 participants. In addition, over €1million was spent to provide training for those employed in the Film & TV sector and a further €1.75 million for participants in training initiatives delivered through FÁS e-College and Sponsored training courses.</p> <p>FÁS facilitated the provision of training in literacy and numeracy to a record number of 2,407 trainees under the Workplace Basic Education Fund (WBEF) funded by the Department at a cost of almost €2.4 million.</p> <p>The Department and FÁS continued to work in 2009 with all relevant stakeholders to facilitate as many redundant apprentices as possible in progressing towards their final apprenticeship qualification. Within a total budget of €94 million a range of flexible measures were delivered to assist with this process. Under revised scheduling rules introduced in 2009 over 2,000 apprentices made redundant during an on-the-job training phase with an employer were allowed to progress to the next off-the-job training phase of their apprenticeship without first completing the outstanding on-the-job training.</p> <p>The total population of registered apprentices in 2009 was 21,412 of whom 6,383 were recorded as redundant, an increase of 3,275 from 2008 and caused in large part by the sharp downturn of activity in the construction sector. This also led to a decrease in new apprentice registrations: 1,535 in 2009 compared to 3,686 in 2008.</p> <p>Two new FÁS Strategic Alliance Initiatives were rolled out – the first is in the area of training low skilled/low qualified workers, while the second focuses on small and medium sized enterprise (SME) management development training.</p> <p>The Skillnets Training Networks Programme (TNP) received €16.6 million from the National Training Fund in 2009. This allocation, augmented by matching funds from</p>

	Objective	Progress on Strategic Actions
		<p>participating private sector companies, allowed the TNP to deliver a total of 200,245 training and upskilling days for 40,427 participants in employment across 103 networks.</p> <p>The Upskilling Co-ordination Group established in 2007 continued to develop joint co-operation and information exchanges between the relevant Government Departments and agencies. Its key purpose is to develop a more strategic approach to training and related policy development and to ensure that duplication in the provision of services is addressed.</p> <p>The TV series ‘Written Off 2’, which is promoted by the National Adult Literacy Agency, was supported by the Department by way of a grant of €400,000 and was broadcast on RTÉ from April 2009. The objective of this ongoing project is to promote awareness of the services that are available to develop literacy and numeracy skills and to encourage the accessing of these by those who are educationally and vocationally disadvantaged.</p> <p>The Department continued to work co-operatively with the Department of Education and Science and other relevant organisations, to ensure that developments and directions agreed at international level inform domestic training and education policies and practices. The Department also continued to co-operate with the National Qualifications Authority of Ireland to further develop and promote the National Framework of Qualifications.</p>
2.	Ensure that enterprises have the right skills available to them to grow and develop.	In early 2009, following a review of employment permit arrangements, existing arrangements to facilitate enterprises to avail of specialised skills under the green card system and the intra-corporate transfer arrangements were left in place. In light of the challenges presented in the domestic labour market, more stringent eligibility criteria for the granting of new work permits was implemented for prospective entrants to the work permit schemes with effect from 1 June 2009. The work permit scheme typically operates in lower skilled sectors that are generally available to enterprises from within the EEA.
3.	Increase participation in employment by all those of working age and to promote increased participation by women and older workers, including those who wish to continue in employment past 65, as well as by groups such	<p>Training and Employment Programmes</p> <p>Due to the substantial contraction in the Irish economy in 2009 it was not possible to increase Ireland’s employment participation rates. However, in response to rising unemployment levels, the Department in 2009, refocused its expenditure to provide increased resources for training and employment programmes for the unemployed. Between 2008 and 2009 this investment increased by</p>

	Objective	Progress on Strategic Actions
	<p>as the long-term unemployed, lone parents, people with disabilities and Travellers.</p>	<p>approximately €24.3 million to a total of €695.5 million. This increase in investment for training the unemployed, in addition to the provision of a greater number of courses of short duration, resulted in a significant capacity increase in the provision for the unemployed. In 2009, approximately 154,000 individuals participated in FÁS training and employment programmes for the unemployed. This compares to the 66,000 individuals who benefited from these courses in 2008. As part of the 2009 provision, the Department introduced new initiatives such as the Work Placement Programme and the provision of part time third level education places.</p> <p>All main stream provision can be accessed by older workers, the long term unemployed, lone parents, people with disabilities and members of the traveller community.</p> <p>Preventive Strategy</p> <p>The Preventive Strategy provides a systematic engagement of Employment Services staff with the unemployed. The focus is on early intervention with persons referred to FÁS by the Department of Social and Family Affairs for the purpose of assisting their integration into the labour market and to provide, where appropriate, the necessary skills to improve their employability.</p> <p>In 2009, 86,782 persons were referred to FÁS representing an increase of over 26,000 compared to the total number referred in 2009. Of these, 53,638 left the Live Register. FÁS continues to engage with the remainder.</p> <p>FÁS provides a series of services for those seeking employment. The main employment schemes are Community Employment and Job Initiative, which provide opportunities for work and training within local communities. In 2009 there were just over 24,900 places on these programmes.</p> <p>Social Inclusion</p> <p>A National Social Inclusion Directorate Monitoring Group was established in FÁS in 2009. The terms of reference for this group, which was previously the National Directorate Monitoring Group for the Vocational Training Strategy for people with disabilities, were considerably expanded to include the development, monitoring and implementation of a plan of actions agreed in the following social inclusion policies: The Traveller Strategy; the FÁS Equality for its Customers Policy; and the equality policy</p>

	Objective	Progress on Strategic Actions
		<p>in the FÁS Quality Assurance Procedures. The Group is also responsible for social inclusion cross-divisional responses to other frameworks and strategies, including the FÁS Youth Framework and Strategy for Older People accessing training and employment.</p> <p>A “Social Inclusion Model” to support socially disadvantaged groups who experience barriers to accessing training, education and ultimately the labour market was developed and tested with two groups of Lone Parents in the Dublin region. An interagency Steering Group Chaired by FÁS and comprising representatives from the then Department of Social and Family Affairs (DSFA), the Irish Vocational Education Association (IVEA) and Lone Parent representative groups – Treoir, One Family and OPEN was established to oversee the testing of this initiative. The approach involved the agencies working together to promote and recruit for the programme as well as providing information and supports for participants. The purpose of the programme is to facilitate participants to make informed, realistic choices about their training and education needs and to ultimately access the labour market. Initial indications are that the approach has been very successful with a significantly high percentage of Lone Parents who attended information sessions registering for current and future planned programmes.</p> <p>The Revised Wage Subsidy Scheme The operation of the FÁS-funded Wage Subsidy Scheme continued in 2009 to provide on-going incentives for employers and persons with disabilities to take up employment in the open labour market. The Employment Support Scheme for persons with disabilities also continued in 2009. In total, over 1,000 persons participated in employment as a result of these schemes in 2009.</p> <p>Funding for disability support and awareness-raising to assist the integration of people with a disability into the workforce continued to be provided in 2009 by the Department through the FÁS budget.</p> <p>Comprehensive Employment Strategy for people with Disabilities Discussions on the further advancement of an outline for a Comprehensive Employment Strategy for people with disabilities continued in 2009 with other Government Departments and state agencies. The aim of this strategy</p>

	Objective	Progress on Strategic Actions
		<p>is to address the diversity of circumstances, needs and abilities of people with disabilities, and to enhance the operation and effectiveness of the range of FÁS supports and services that are aimed at facilitating their increased participation in the open labour market. The strategy was further advanced in a Cross Sectoral Group led by the Departments of Education and Skills and Health and Children, and including representatives of the Department of Social Protection, FÁS and the HSE.</p> <p>European Social Fund A major review of the European Social Fund (ESF) Human Capital Operational Programme (HCIOP) 2007-13 took place in 2009. In response to markedly changed economic circumstances, revised proposals were agreed at an OP Monitoring Committee meeting held on 23rd June 2009 and were formally agreed by the European Commission in October 2009. The proposals sought to maximise the contribution from EU Structural Funds in the short to medium term to assist with the economic crisis by ensuring the earlier drawdown of ESF funds, so it was necessary, therefore, to reduce the overall forecast size of the OP spend to €906.70 million from €1.35 billion. The EU contribution to the ESF remains at €375.352 million. The titles of the two existing Priorities have changed to reflect the new economic reality and the proposed re-focused OP. Therefore, Priority I is now known as ‘Increasing Activation of the labour force’ and Priority II is now entitled ‘Increasing Participation and reducing Inequality in the labour force’.</p>
4.	Effectively participate in EU labour market policy discussions.	<p>The Department participated in EU discussions concerning labour market policy at Employment and Social Affairs (EPSCO) and Employment (EMCO) committees and related subgroups. In addition, the Department also provided significant input into the National Reform Programme for Ireland.</p> <p>Economic Growth The outlook for the economy has changed substantially. Gross Domestic Product (GDP) decreased by 7.6% and Gross National Product (GNP) by 10.7% in the fourth Quarter of 2009 when compared with the fourth Quarter of 2008.</p> <p>Labour Force As of Quarter 4 2009, the labour force (employed + unemployed persons) stood at 2,155,200, representing an</p>

	Objective	Progress on Strategic Actions
		<p>annual decrease of 69,100 or 3.1%. The decline in the size of the labour market is largely attributable to a decline in participation of 53,700.</p> <p>The overall participation rate continued to fall in 2009 declining from 62.9% of total persons over 15 years of age in Quarter 4 2008 to 61.2% in Quarter 4 2009.</p> <p>Employment Employment decreased significantly in 2009 with the numbers employed falling by 166,900, (-8.1%) in the year to Q4 2008. This decrease brought the total number in employment to 1,887,700. The overall employment rate (among persons aged 15-64) fell by -4.9% to 61.1%.</p> <p>The numbers in employment decreased in 9 of the 14 economic sectors, with minor increases being recorded in the remaining 5 sectors. The largest decline in employment was in the construction sector where the numbers employed fell by 79,600 (36.8%).</p> <p>Employment by Nationality Employment of non-Irish nationals accounted for just over 13.5% of total employment in Q4 2009. Non-Irish national employment decreased by -50,000 (-16.4%) in the year. The numbers of non-Irish nationals in employment decreased in most economic sectors with the largest decreases recorded in Construction, Wholesale and retail trade, repair of motor vehicles and motorcycles and Industry.</p> <p>Unemployment There were 267,400 persons unemployed (189,100 males and 78,400 females) in Quarter 4 of 2009. The unemployment rate increased by 7.6% to 12.4% in the year, which is comparable to the 1995 unemployment rate. The male unemployment rate was 15.7% and the female unemployment rate was 8.3%. There were 89,100 persons long-term unemployed, with the long-term unemployment rate increasing significantly to 4.1 %.</p> <p>European Social Fund (ESF) Fifteen of the seventeen envisaged activities within the Human Capital Operational Programme (HCIOP) 2007-2013 commenced during 2009. However, two remaining projects, which are transnational projects, are expected to commence in 2010. One project – Disability Training (Increasing Participation and Reducing Inequality in the</p>

	Objective	Progress on Strategic Actions
		<p>Labour Force Priority) is no longer funded under the HCI OP following a review of the OP in 2009.</p> <p>Re-prioritisation of interventions using the ESF was required to support policy objectives that are increasingly focused on the unemployed and jobseekers. The proposals sought to respond to the constraints on the public finances outlined above and to maximise the drawdown of ESF funds in a timely manner commensurate with the need to address the economic situation. The changes seek to ensure that the important economic and social objectives of the OP are met despite the changed socio-economic and budgetary circumstances.</p> <p>While these changes have implications for the financial allocations pertaining to certain activities within the OP, the overall strategic focus and objective of the OP remains unchanged and it continues to adhere to the priorities identified for it under the National Strategic Reference Framework (NSRF) for Ireland.</p> <p>Total expenditure for the HCI OP for the year 2009 amounted to €281.116 million. The ESF expenditure for the period was €115.305 million. To date €299.525 million (or 79.80%) of the total ESF allocation (€375.362 million) of funding for the lifetime of the Programme has been spent.</p> <p>FÁS Expenditure and activities</p> <p>The Department contributed to the identifying and development of responses to training and labour market priorities, notably through its input to the formulation of FÁS' Statement of Strategy 2006-2009. In response to a continually challenging economic climate and the growing number of unemployed within the labour force, the training, up-skilling and re-skilling of the country's workforce in highly relevant and emerging labour market sectors was a key focus. FÁS, in adapting its training portfolio to address the particular challenges presented by the downturn, played a vital role in delivering training and employment programmes and worked in close collaboration with industry to ensure that its services remained appropriate to the needs of employers.</p> <p>Approximately €1.010 billion was allocated towards FÁS training and employment activities in 2009. This represented a funding decrease of approximately 6.1% compared with the 2008 allocation. Around €415 million</p>

	Objective	Progress on Strategic Actions
		<p>was invested in training programmes during 2008. The resources were invested, in particular, towards providing additional skills training for those who were unemployed – many of whom would have lost their jobs as a direct result of the continuing economic downturn. This included the introduction of short full-time courses across a range of disciplines to meet the immediate training needs of redundant skilled and qualified persons to add to their skills sets in order to return to employment.</p> <p>Investment also continued into upskilling those in employment. Almost 10,000 company-specific training interventions under the Competency Development Programme were delivered in 2009 to workers at all levels, helping to ensure that the Irish workforce remained competitive in the marketplace when the economic upturn arrives. In addition, nearly 15,000 apprentices completed a phase of off-the-job training.</p> <p>Resources were also invested in the provision of training programmes designed to assist the long-term unemployed, socially excluded, and women in gaining access to the labour market and to improve their prospects of obtaining or returning to employment.</p> <p>Overall, nearly 77,000 people seeking employment completed a FÁS training programme during 2009.</p> <p>Over €435 million was committed in 2009 in respect of the provision of employment programmes. These included the Job Initiative Programme which provides full-time employment for people who are over 35 and unemployed for 5 years or more; the Community Employment Programme which helps the long-term unemployed to re-enter the workforce by breaking their experience of unemployment through a return to work routine; and the Supported Employment Programme: an active labour market initiative to assist jobseekers with a disability to find employment in the open labour market. Just over 36,000 persons participated in an employment programme in 2009, representing a rise of about 10% on the previous year.</p> <p>The Department holds regular meetings with FÁS to review progress and ensure that, where necessary, adjustments to strategy and funding are made in line with</p>

	Objective	Progress on Strategic Actions
		<p>changing priorities. Expenditure and activity are monitored on an ongoing basis with in-depth reviews of specific schemes carried out where necessary.</p> <p>Work continued on a Value for Money review of the FÁS Competency Development Programme, a mechanism designed to raise the skill levels of targeted employees in specific sectors.</p> <p>In 2008 the Department announced that a Review would take place into all labour market programmes funded by it including those delivered by FÁS. The Review would examine all existing programmes in the context of their efficiency and effectiveness and future labour market policy challenges including the National Skills Strategy. Work on the Review continued in 2009.</p> <p>In December 2008 the then Tánaiste announced that an internal value for money review into the FÁS Science Challenge Initiative would be carried out. Following the Review's report and recommendations, and in light of the sharp economic downturn and the need for FÁS to focus on its core training initiatives for the growing numbers of unemployed, the Tánaiste, in May 2009, directed that the Initiative be wound down once all its existing financial commitments had been met.</p> <p>On 24 April 2009 the then Tánaiste approved the appointment of Mr Paul O'Toole as Director General of FÁS in succession to Mr Eddie Sullivan who had carried out that role on an interim basis.</p> <p>During 2009 legislation to amend the Labour Services Act, 1987 was prepared to provide for a stronger governance and accountability structure within FÁS. The amending legislation, the Labour Services (Amendment) Act 2009, which included a provision for the Director General to be accountable to the Oireachtas and provided protection for "whistleblower" members of staff who report serious wrongdoing in the organisation, was enacted on 9 December 2009. The Act was due to commence on 20 January 2010 at which time a new, smaller Board of FÁS comprising 11 members, including the Director General of FÁS, was scheduled to be appointed.</p> <p>FÁS has adopted the Code of Practice for the Governance of State Bodies as updated in May 2009, and has taken steps to ensure compliance with the Code in all aspects of</p>

	Objective	Progress on Strategic Actions
		its operation. Over the last two years, and in the wake of reports by the Comptroller and Auditor General (C&AG) on FÁS Advertising & Promotion and on Governance issues, FÁS has clarified its procedures and strengthened its internal controls, including its audit and procurement functions.
5.	Promote active North/South cooperation and coordination on labour market issues.	<p>In 2009, FÁS participated in the Wider Horizons Programme (WHP). This programme targets socially and economically disadvantaged people aged between 18 and 28. The programme aims to enhance employment opportunities by providing vocational training, work experience and personal development training both at home and overseas. In 2009, a total of 608 young people participated in the Wider Horizons Programme across 29 projects. Participants on the programme were from the Nationalist and Unionist communities in the North and disadvantaged communities both near the Border and in Dublin.</p> <p>The EURES Cross Border Partnership hosted the fourth annual FÁS/Northern Ireland Department of Education and Learning (DEL) Conference in Enniskillen on 17th June 2009. The Conference, led by Directors from both organisations was attended by over 30 delegates representing Management from both Bodies, proved most successful in continuing to build relationships between both organisations.</p> <p>The EURES Cross Border Partnership also provided an information “Bus Along The Border” event over a week long period in March 2009, stopping in 8 towns including Letterkenny and Strabane. The Letterkenny event was scheduled to coincide with the Donegal Enterprise week.</p>
6.	Work together with other Divisions within the Department and with other Departments and agencies to achieve our objectives.	The Department played an active part in engaging with other Departments and also agencies in responding to the increase in unemployment. This involved actively participating in the Cabinet Committee on Economic Renewal and its support structures to provide an input into the Government’s labour market activation policies.

PILLAR 4 Better Business Regulation & the Consumer

High Level Goal

To ensure that the business regulatory system facilitates competition in the marketplace with high standards of consumer protection and corporate governance.

During 2009 the Department continued to advance a business regulatory environment supportive of a competitive marketplace, minimising regulatory burdens while ensuring a high level of consumer protection. Work on reducing administrative burdens for business progressed in the areas of Company Law, Employment Law and Health & Safety Law. Administrative burdens in this area were measured and subsequently validated by business members of the High Level Group on Business Regulation.

Following on from the Forfás analysis in 2008 on the differential cost of doing business in the Republic of Ireland compared to Northern Ireland and the UK, the Competition Authority published its study of the retail import/distribution sector in June 2009. This report was commissioned by the Tánaiste and Minister for Enterprise

Trade and Employment to determine how competition is working in this area. The report identified factors that contribute to higher retail prices in the Republic of Ireland. Its findings will inform forthcoming consumer and competition policy in this area.

In the area of Company Law, significant amending legislation was successfully implemented during 2009. The Companies (Miscellaneous Provisions) Act 2009 responded to new business opportunities identified by the collective investment funds industry. The Act introduces a mechanism that will allow funds companies in prescribed jurisdictions migrate their registered offices to Ireland without firstly having to wind-up in their home jurisdiction. The enactment of the Companies (Amendment) Act 2009 increased disclosure requirements in the annual accounts of banking companies regarding loans made to their directors

and those connected with them. Work also progressed during 2009 on the Companies Consolidation and Reform Bill.

In relation to Company Law European Directives, the Directive on Shareholders Rights and amendments to the Annual and Consolidated Accounts Directive were successfully transposed during 2009. In addition, work progressed on amendments to the

Prospectus Directive, the Statutory Audits Directive and on a Commission proposal for a European Private Company (SPE). The SPE Regulation aims to make it easier for European Small- and Medium-Sized Enterprises (SMEs) to conduct cross-border business by providing them with a European legal form based on common company law principles and adapted to the specific needs of SMEs.

	Objective	Progress on Strategic Actions
1.	<p>Reduce the administrative burden on the business sector in the Department's range of policy responsibilities and to promote best practice in minimising the administrative burdens on business across Government Departments and Agencies.</p>	<p>The High Level Group on Business Regulation has progressed thirty business red tape issues, and continues to drive the implementation of solutions to a further thirty-eight. A strong focus of the Group is the establishment and support of cross-Government projects aimed at reducing duplication of data requests on business. Three key examples of this are the facilitation by Revenue of the use of eSignatures for companies wishing to file electronically with the Companies Registration Office, the development of the capacity to receive accounts in XBRL (eXtensible Business Reporting Language) format, and the agreement that the CSO will use Revenue data, via an agreed common business identifier, to reduce the need to survey businesses directly.</p> <p>The High Level Group also considered the progress of the Risk-Based Enforcement Working Group, which has been convened by the Department to share best practice and develop opportunities for cooperation between inspection and enforcement agencies. The Working Group committed to develop a critical path of steps towards more effective enforcement practice, based on data sharing, leading to improved risk-analysis and more accurate targeting of non-compliant businesses. The High Level Group believes that this work will lead to greater efficiencies for the relevant agencies as well as a reduction in administrative burdens for compliant firms.</p> <p>Administrative Burdens in Company Law, Employment Law and Health & Safety Law were measured and were subsequently validated by business members of the High Level Group. To date, the High Level Group has reported €20 million of savings for business, annually.</p> <p>In parallel, the Inter-Departmental Group of Departmental representatives vetted and prioritised all relevant legislation impacting on business, under their responsibility, to identify the highest priority Information Obligations for subsequent measurement.</p>

	Objective	Progress on Strategic Actions
2.	Support the regulatory bodies dealing with competition, consumer protection and company law (Competition Authority, National Consumer Agency, Office of the Director of Corporate Enforcement, Companies Registration Office, Registry of Friendly Societies, Irish Auditing and Accounting Standards Authority and Irish Takeover Panel) and ensure appropriate and effective accountability for their work.	Financial resources are allocated annually to the regulatory bodies charged with responsibility for enforcing competition, consumer protection and company law. During 2009 the funding of these Offices and Agencies, to cover their operating costs, continued to be monitored in accordance with their governing legislation and best corporate governance procedures.
3.	Promote strong competitive markets across all sectors of the economy.	<p>Competition Authority Recommendations</p> <p>Competition policy can play a vital role in improving the competitiveness of an economy but particularly so in a small open economy such as Ireland. The rebuilding of Ireland’s cost competitiveness is a key element in the restoring of its economic stability.</p> <p>Acting on the commitment contained in <i>Building Ireland’s Smart Economy</i> to “publish a whole-of-government response to recommendations contained in Competition Authority reports within nine months of their publication”, during 2009, based on their impact on competitiveness, a prioritised list of 21 Competition Authority recommendations was drawn up by the Department, in conjunction with the Competition Authority and the NCC.</p> <p>Progress on the implementation of the Competition Authority Recommendations was noted by Government in March 2010 and a Government statement issued on 8 April 2010. At that time 40% of the Authority’s recommendations made between 2000 and 2009 were implemented with a further 9% being processed.</p> <p>Study of the Retail Related Import/ Distribution Sector</p> <p>The Tánaiste and then Minister for Enterprise, Trade and Employment, Ms. Mary Coughlan T.D. requested the Competition Authority to carry out a study of the retail related import/distribution sector and to report to her by 30th April 2009.</p> <p>This request was made in the context of a 2008 Forfás report on the cost of running retail operations in Ireland in which Forfás recommended that a review of competition in the retail related import/distribution</p>

	Objective	Progress on Strategic Actions
		<p>sector should be undertaken and that the review should assess whether the lack of competition is inhibiting the benefits of sterling weaknesses being passed on in lower prices to consumer.</p> <p>The Authority's report, published in June 2009, focused on the grocery, clothing and pharmaceutical sectors. The Authority found that suppliers often charge retailers in the Republic of Ireland more than their Northern Ireland counterparts. However, the report also showed that increasingly price-sensitive consumers were shopping differently and forcing retailers and their suppliers to react and lower their prices.</p> <p>A retailer's decision to react and reduce prices depends on the level of competition in the retail sector and the retailer's ability to change suppliers or negotiate prices with their suppliers. Other factors that contribute to higher retail prices in the Republic of Ireland are the high cost of doing business, the planning laws, higher disposable incomes and incomplete exchange rate pass-through.</p>
4.	Promote and protect consumer interests in line with best international practice	<p>Sales Law Review Group</p> <p>The Sales Law Review Group was established in November 2008 under the chairmanship of Professor Robert Clark to review the legislation governing the sale of goods and supply of services and to make recommendations for its modernisation and reform. The principal statutes under review are the Sale of Goods Act 1893 and the Sale of Goods and Supply of Services Act 1980. The Review Group's terms of reference also required it to examine the provisions of the proposed EU Directive on Consumer Rights and to assess their implications for Irish consumer rights and law. A position paper on the proposed Directive prepared by the Review Group was published in June 2009. The Review Group is expected to complete its work in 2010.</p> <p>Proposed Directive on Consumer Rights</p> <p>The proposal for a Directive on Consumer Rights published in October 2008 brings together in updated and consolidated form four existing Directives on (i) doorstep selling, (ii) distance sales, (iii) the sale of consumer goods and guarantees and (iv) unfair contract terms.</p>

	Objective	Progress on Strategic Actions
		<p>The aim of the proposed Directive is to contribute to the better functioning of the business-to-consumer internal market and to achieve a high level of consumer protection by fully harmonising the key aspects of consumer contracts relevant to the internal market. The Directive’s full harmonisation basis would preclude member states from maintaining or introducing national legislative provisions that go beyond those in the Directive. The four existing Directives that the proposal aims to replace are minimum harmonisation instruments that permit Member States to implement additional protections.</p> <p>The proposed Directive was the subject of detailed consideration by the Working Party on Consumer Protection and Information in 2009 over a total of twenty-seven meeting days.</p> <p>Code of Practice for Grocery Goods Undertakings The Renewed Programme for Government contains a specific commitment to “implement a Code of Practice for doing business in the Grocery Goods sector to develop a fair trading relationship between retailers and their suppliers” and “to review progress of the Code and if necessary to put in place a mandatory code”.</p> <p>It is intended to give effect to this commitment by including a specific provision in the legislation currently being prepared to merge the National Consumer Agency and the Competition Authority, which will allow for the introduction of a statutory Code of Conduct in the grocery goods sector.</p> <p>Merger of the National Consumer Agency and the Competition Authority The Minister for Finance, in his Budget statement in October 2008, announced the merger of the National Consumer Agency and the Competition Authority. Work in preparing the necessary legislation to give effect to the merger continued throughout 2009. The legislation, in addition to merging both bodies, will also restate the Unfair Commercial Practices provisions of the Consumer Protection Act whilst restating and amending certain provisions of the Competition Acts to take into account the review of competition law and the work of the Media Mergers Advisory Group.</p>

	Objective	Progress on Strategic Actions
		<p>Transfer/Assimilation of the Consumer Information Function of IFSRA to NCA</p> <p>In June 2009, the Government announced its intention to establish a single fully integrated regulatory institution for the financial services sector, namely the Central Bank Commission. As part of this decision, the Government decided to reassign the consumer information and education roles of the Financial Regulator (the Irish Financial Services Regulatory Authority – IFSRA) to the National Consumer Agency (NCA). Pending the enactment of the necessary legislation to establish the Commission and to reassign the said consumer roles, an agreement was signed to effect the transfer of responsibility on an administrative basis.</p> <p>Legal Metrology</p> <p>During 2009, the Legal Metrology Service of the National Standards Authority of Ireland (NSAI) successfully implemented an Authorised Verifier Scheme, incorporating the approval of 16 new verification operators. Maintaining the accuracy of national measurement standards is critical to ensuring consumer confidence and inspections were carried out in almost 7,000 premises and vehicles nationwide.</p>
5.	Monitor and aid the Personal Injuries Assessment Board in fulfilling its mission	<p>The Personal Injuries Assessment Board (PIAB), established in April 2004, trades as InjuriesBoard.ie. It handled almost 26,000 personal injury claims in 2009 and made more than 8,600 assessments. The total value of awards made in 2009 was €200m. Estimated direct savings in 2009, when compared to those under the litigation system, were just over €44m.</p> <p>The average timeframe for completing the claims process (from the date of respondents consenting to PIAB assessing the claim) was less than 7 months, which compares very favourably with the average of 36 months that it used to take to process such claims through the Courts: all cases were assessed within the statutory timeframe of nine months.</p> <p>The Board derives its main income from fees of €1,050 and €50, which it charges to respondents and claimants respectively. It continued to operate on a self-funding basis in 2009.</p> <p>During 2009 the Department supported the Board in its</p>

	Objective	Progress on Strategic Actions
		mission to ensure that it can continue to deliver these benefits to consumers and society.
6.	Secure the enactment by 2010 of a Companies Consolidation and Reform Act	<p>To accelerate the drafting process on the General Scheme of the Companies Consolidation and Reform Bill which began in December 2007, two legal researchers were recruited by the Department and commenced work in January 2009. During 2009, considerable progress was made on the complex work involved in preparing drafts of the constituent Parts of the Bill which correspond to Pillar A of the General Scheme, representing the law which will be applicable to the private company limited by shares (the most common company type in Ireland). This work also took place against the background of the two new Companies Acts that were introduced onto the statute book during 2009. The relevant provisions of these two Acts will be reflected in the Companies Consolidation and Reform Bill.</p> <p>It is envisaged that drafting of Pillar A will be complete by the end of 2010. With regard to Pillar B (this deals with other corporate forms, such as public limited companies (PLCs)), this is expected to be completed by the end of 2011. Accordingly, it is anticipated that the Bill in its entirety could be published in early 2012.</p>
7.	Contribute to the development of a flexible legislative framework for the corporate vehicles used by the financial services industry.	<p>Two amending Companies Acts were enacted in 2009. Both of these contain provisions which impact on the financial services industry.</p> <p>The Companies (Amendment) Act 2009 increases the disclosures required in the annual accounts of banking companies about loans made to their directors and those connected with them. This measure was introduced in light of events in the banking sector and complements the more detailed amendments made by the Financial Regulator to the conditions it attaches to its banking licences.</p> <p>The Companies (Miscellaneous Provisions) Act 2009 responded to new business opportunities identified by the collective investment funds industry by introducing a mechanism that will allow funds companies in prescribed jurisdictions migrate their registered offices to Ireland without firstly having to wind up in their home jurisdiction. These funds will be supervised and regulated by the Financial Regulator. A parallel mechanism for the outward migration of funds is also</p>

	Objective	Progress on Strategic Actions
		<p>provided for. Both the inward and outward migrating mechanisms were commenced in 2010 when six jurisdictions were prescribed for these purposes.</p> <p>In addition to these initiatives, the Department responded to a request from the funds industry by clarifying the treatment of listed investment funds companies in the Regulations transposing amendments to the EU's accounting and auditing Directives.</p>
8.	Ensure Ireland's full engagement with the ongoing EU company law agenda.	<p>Amendments to the Annual and Consolidated Accounts Directive 2006/46/EC</p> <p>Directive 2006/46/EC of the European Parliament and of the Council, of 14 June 2006 was transposed by S.I. No. 450 of 2009 on 18 November 2009. This amends Council Directives 78/660/EEC on the annual accounts of certain types of companies, 83/349/EEC on consolidated accounts, 86/635/EEC on the annual accounts and consolidated accounts of banks and other financial institutions and 91/674/EEC on the annual accounts and consolidated accounts of insurance undertakings. The Regulations will further enhance confidence in the financial statements and annual reports published by EU companies by requiring them to provide more reliable and complete information to shareholders and other stakeholders.</p> <p>Commission Decision 2008/627/EC of 29 July 2008 was transposed by S.I. No. 229 of 2009 with effect from 26 June 2009. This provides for a transitional period in respect of the registration requirements in respect of auditors and audit entities from third countries. The arrangements provided for in the Regulations apply for financial years starting during the period from 29 June 2008 to 1 July 2010.</p> <p>This Directive was transposed with effect from 6 August 2009 following detailed consultation with a broad range of stakeholders on an ongoing basis between 2008 and 2009.</p> <p>The Directive introduces minimum standards to ensure that shareholders of listed companies, whose shares are traded on a regulated market, have timely access to the relevant information ahead of the General Meeting and simple means to vote at a distance. It also introduces minimum standards for the right to ask questions, put items on the General Meeting agenda and table resolutions, as well as measures to facilitate the</p>

	Objective	Progress on Strategic Actions
		<p>appointment of proxies.</p> <p>European Private Company (SPE) The European Commission published a proposal for a European Private Company, to be known by its Latin name, Societas Privata Europaea (SPE), on 27 June 2008. The primary purpose of the proposal, which takes the form of an EU Regulation, is to make it easier for European SMEs to conduct cross-border business by providing them with a European legal form based on common company law principles and adapted to the specific needs of SMEs. The possibility of operating in various Member States according to the same corporate rules was expected to significantly reduce compliance costs, which arise both from the creation and operation of companies in other Member States.</p> <p>Negotiations on the draft proposal in Council, which commenced under the French Presidency in July 2008, continued during 2009 under the Czech and Swedish Presidencies. A compromise proposal submitted to the Competitiveness Council of Ministers on 4 December 2009 by the Swedish Presidency failed to secure the necessary unanimity at the Council. The SPE proposal remains blocked in the Council. The main problem issues relate to location of seat, minimum capital and worker participation.</p> <p>Amendments to the Prospectus Directive The Prospectus Directive 2003/71/EC sets out harmonised requirements for the drawing up, approval and distribution of the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market. A prospectus is a disclosure document containing all the necessary information to enable investors to make a correct assessment of the assets and liabilities, financial position, profit and losses, and prospects of the issuer and of the rights derived from securities being offered to the public or admitted to trading.</p> <p>The aim of the Directive, which updates/upgrades existing legislation in this area, is to enhance investor protection through the production of high quality prospectuses, and to improve the efficiency of the internal market through the issue of a single approved prospectus, which will be valid throughout the EU. The Directive was transposed into Irish law with effect from</p>

	Objective	Progress on Strategic Actions
		<p>1 July 2005.</p> <p>Article 31 of the Prospectus Directive requires the Commission to assess the application of the Directive five years after its entry into force and to present, where appropriate, proposals for its review. Having carried out its review, the Commission published proposals for amending the Directive in September 2009. These were subsequently considered at Council and agreement was reached on a range of amendments to the Directive at the Competitiveness Council of Ministers in December 2009. The main aim of the amendments is to reduce unjustified burdensome requirements for issuers while ensuring that investor protection is not compromised.</p> <p>Statutory Audits Directive</p> <p>Work progressed during 2009 on implementing Directive 2006/43/EC of the European Parliament and of the Council of 17 May 2006 on statutory audits of annual accounts and consolidated accounts, amending Council Directives 78/660/EEC and 83/349/EEC and repealing Council Directive 84/253/EEC (8th Directive). The Directive provides for the reinforcement and harmonisation of the statutory audit function throughout the EU and sets out principles for public supervision in all Member States along with a requirement for external quality assurance and clarifies the duties of statutory auditors.</p> <p>The Commission Recommendation (2008/362/EC) (6 May 2008) on Quality Assurance (of Statutory Audits) was the subject of an extensive consultation by the Department during 2009. This Recommendation provides guidance for implementing independent quality assurance systems for those auditors and audit firms engaged in the audits of Public Interest Entities.</p>
9.	Review the regulatory frameworks for friendly societies and industrial and provident societies and make whatever changes are necessary or desirable the lifetime of this Statement of Strategy.	A consultation process began in 2009 based around the publication of a consultation paper entitled “Co-operative Societies: Consultation Paper on the Industrial and Provident Societies Acts 1893-2005”. This process produced informative feedback from a wide range of interests, identifying practical difficulties with the current legislative system and indicating the need for modernisation of the current arrangements. Progress is being made on the preparation of draft legislation to amend a number of the provisions of the Industrial and Provident Societies Acts.

	Objective	Progress on Strategic Actions
		<p>Further progress was made on the review of the regulatory framework for friendly societies. This included consultation with relevant other public authorities in relation to meeting the prudential supervisory needs of friendly societies providing financial services.</p>
10.	<p>Co-ordinate cross-Departmental and cross-Agency efforts to meet our Better Regulation objective. Our Strategic Actions in relation to Consumers and Competition will also entail co-operation with other Departments.</p>	<p>The Department provides the secretariat to the High Level Group on Business Regulation, which acts as a clearing house for cross-Government red tape issues identified by business. Additionally, the Department has responsibility for coordinating the cross-Government measurement and reduction project to deliver on the Government's target to reduce administrative burdens on business by 25%. To this end, the Department Chairs an Inter-Departmental Group of officials which coordinates and drives progress on this project. Furthermore, and as detailed earlier in this “chapter”, the Department has convened a group of inspection and enforcement agencies falling under the remit of a broad spectrum of Departments, and Chairs regular meetings of this Group to share best-practice and to develop concrete proposals for cross-agency cooperation.</p>

PILLAR 5 Workplace Partnership and Employment Rights

High Level Goal

To foster good industrial relations and the partnership model, supported by an appropriate employment rights legislative and institutional framework.

The changed operating environment for business during 2009 gave rise to higher levels of industrial unrest than had been evident since the mid-1980s. It was a challenging year for many workplaces in Ireland and the Department and its various dispute resolution bodies worked strongly to minimise the potential for disruption of industrial relations.

Unprecedented volumes of claims and cases were received by these bodies, putting a strain on their capacity to meet delivery targets. 1,571 cases were referred to the Labour Relations Commission's Conciliation Service, almost 1,200 cases were referred to the Labour Court and over 5,500 claims were received by the Employment Appeals Tribunal. In relation to the redundancy and insolvency payments, redundancy claims lodged almost doubled to 77,000 compared to 40,600 in 2008, with 21,411 insolvency claims lodged in 2009 as against 12,028 in 2008. During the year, the Department reallocated resources and refined processes internally to deal with these increased levels of claims.

In the employment rights arena, the Department introduced measures to make more efficient use of resources to ensure that businesses operated fairly despite the economic conditions that applied throughout the year. As well as educating business about their responsibilities by hosting a range of

information seminars the Department, through the National Employment Rights Authority (NERA), conducted focused inspection activities, including carrying out more joint inspections with Revenue and / or the Department of Social and Family Affairs.

The levels of activity in these areas gave added impetus to the need to modernise and strengthen employment legislation. To this end, the Department advanced the Employment Law Compliance Bill 2008 through the Dáil Second Stage with a view to progressing the Bill to enactment in 2010, and published the Industrial Relations (Amendment) Bill 2009 and the Employment Agency Regulation Bill 2009.

While reduced levels of business activity was a contributor to 2009 recording the lowest absolute and relative levels of workplace fatalities ever in Ireland, the Department also played a key role by supporting the highest ever number of inspections and enforcement actions by the Health and Safety Authority and helping to increase the efficiency of its inspection activities, particularly through the introduction of an IT-driven inspection management system. These initiatives were supplemented by work in preparing draft Regulations on chemicals aimed at improving safety for workers and reducing the administrative burden on business in this area.

	Objective	Progress on Strategic Actions
1.	Continue to be active participants in the Social Partnership process.	Throughout 2009, the Department supported the Social Partnership process through engagement in national level negotiations, participation in Social Partnership structures including monitoring and reporting arrangements, bilateral contacts with the employers and trade union pillars and development of policy initiatives and legislative commitments arising under Towards 2016 and Towards 2016 – Review and Transitional Agreement.
2.	Promote social dialogue at national and enterprise levels.	<p>Work continued in 2009 with relevant organisations to promote innovation and flexibility through partnership in the workplace including through the National Framework Committee for Work-Life Balance and the Workplace Innovation Fund.</p> <p>In the area of employee representation, the Department participated in the review process, chaired by the Department of the Taoiseach, to consider the legal and other steps necessary to enable the mechanisms that had been established under previous agreements to operate as they had been intended. This process also considered the Government's commitment to bring forward legislative proposals to prohibit the victimisation of trade union members and to prohibit the incentivisation of persons not to be members of a trade union.</p>
3.	Promote and support a stable industrial relations climate including effective dispute resolution.	<p>The Department continued to resource and support the industrial relations dispute resolution and prevention bodies.</p> <p>In December 2009, the Tánaiste and the Minister for Labour Affairs published the independent report into the industrial relations dispute between the Technical Engineering and Electrical Union and Employers in the electrical contracting industry that had resulted in a nationwide strike in July 2009. The report was commissioned under Section 38 (2) of the Industrial Relations Act 1990. The report focused attention on the areas to be addressed to improve relationships between all the parties in the electrical contracting sector.</p>
4.	Ensure that the Department is in a position to maintain consistency of outcomes and a capacity to deliver on commitments made in partnership negotiations and to take the lead role insofar as social partnership negotiations concern Employment Rights legislation and	During 2009, the Department progressed the key legislative commitments in the area of employment rights and industrial relations, engaging with stakeholders on issues arising in the course of the fulfilment of such commitments.

	Objective	Progress on Strategic Actions
	compliance.	
5.	Deliver on specific commitments regarding Employment Law.	<p>Employment Law Compliance Bill 2008 Dáil Second Stage passed without a division on 12 March 2009. Following extensive engagement with national representatives of employees and employers and other interests, significant amendments to the Bill are proposed by the Minister who is presently formally consulting his Government colleagues about progressing the Bill to enactment in 2010.</p> <p>Industrial Relations (Amendment) Bill In August 2009, the Industrial Relations (Amendment) Bill was published. The Bill aims to modernise and strengthen the existing arrangements for the making of Employment Regulation Orders and Registered Employment Agreements and to provide for their more effective operation.</p> <p>Employment Agency Regulation Bill 2009 In July 2009, the Minister published the Employment Agency Regulation Bill. The Bill provides that employment agencies offering a service in the State will require to be licensed in Ireland or in another EEA Member State. The Bill also provides for an Advisory Committee to prepare a Code of Practice to guide behaviour in the sector.</p>
6.	Familiarise employees and employers regarding employee entitlements and employer obligations under Irish employment legislation with particular emphasis on the most vulnerable employees across all sectors of the economy.	<p>The National Employment Rights Authority (NERA) promotes and safeguards the employment rights of workers through the provision of information, the enforcement of employment legislation in the workplace and, where necessary, by bringing legal proceedings in respect of offences detected.</p> <p>In 2009, NERA participated in 35 seminars exchanging information with bodies both public and private including those involving employers, unions, citizens advice, educational, professional representation and others. NERA inspected over 8,860 employers in this period. Information is also provided through NERA's dedicated call centre that additionally includes a 24-hour information provision facility.</p>

	Objective	Progress on Strategic Actions
7.	Advise on all relevant occupational health and safety policy issues and to advocate adherence to Government policy on occupational Health and Safety.	In 2009, the Health and Safety Authority (HSA) worked to a published Programme of Work (a requirement of the Safety, Health and Welfare at Work Act 2005) prepared in consultation with the Department and approved by the Minister. The implementation of the Programme was monitored by the Department during the year.
8.	Monitor, support and evaluate the activity of the HSA and liaise with the Authority on resource issues.	The Health and Safety Authority (HSA) reports annually on its activities. The Department maintained regular, ongoing communication with the HSA on resource issues, both financial and staff in support of the HSA's mandate, and in 2009, the HSA achieved a saving of €277k on its Grant allocation.
9.	Advocate for safer workplaces, reduce the rate of occupational illnesses and accidents and continue to make workplace health and safety law simple and easy to use.	<p>2009 saw the highest ever number of inspections and enforcement actions by the Health and Safety Authority (HSA). The focus on occupational health issues was increased during inspections – with particular emphasis on noise, vibration, bullying, stress, manual handling and first aid.</p> <p>Statistically, occupational fatalities and reported injuries have continually fallen over the last number of years. In terms of fatalities, 2009 had the lowest in absolute and relative terms that Ireland has ever had. While some of this decrease can be explained by the decline in economic activity, the fatality rate has been steadily decreasing, and investment in the HSA's inspection management systems has helped it to be more efficient and to use its resources more effectively.</p> <p>Health and safety legislation is constantly being reviewed to ensure that it is easily understood. In 2009, the Department continued its involvement in the ongoing exercise to reduce the administrative burden on business. Health and safety legislation is one of the areas under review.</p>
10.	Introduce a Chemicals Regulation and Enforcement Act aimed at ensuring maximum compliance with "REACH" (Registration, Evaluation, Authorisation and Restriction of Chemicals) requirements.	The Chemicals Act 2008 (No. 13 of 2008), which was commenced on 15 July 2008, provides the legal basis for the implementation and enforcement of several EU Regulations concerning chemicals, including REACH, Detergents and the Import & Export of Dangerous Chemicals under the Rotterdam Convention. Co-operation between the various competent authorities named in the Act is an important provision of the Act, as it aims at optimising the use of state resources and minimising the cost to industry associated with showing compliance. Progress was made in 2009 in developing

	Objective	Progress on Strategic Actions
		<p>memoranda of understanding between the Health and Safety Authority and the other competent authorities, which should provide the basis for greater co-operation. Awareness-raising of industry by the Health and Safety Authority in particular, in the context of its remit under the Act, should help in achieving maximum compliance.</p>
11.	<p>Ensure that employees receive their statutory redundancy and insolvency entitlements.</p>	<p>The economic downturn resulted in an unprecedented increase in the number of claims being submitted to the Insolvency and Redundancy Payment Sections in 2009. In 2009, 77,000 redundancy claims were lodged as against 40,600 in 2008; 50,664 redundancy claims were processed as against 29,802 in 2008, an increase of 70%. 21,411 insolvency claims were lodged in 2009 as against 12,028 in 2008, and 20,172 claims processed as against 9,704 in 2008, an increase of 108%. The claims processing times deteriorated under both Schemes as a result of the huge levels of claims and average processing times extended to 18 weeks for Insolvency claims and 32 weeks for redundancy claims.</p> <p>Remedial action taken by the Department in 2009 to address the claims backlog included the temporary reassignment of staff from other areas of the Department to those areas, the prioritisation of the Department's overtime budget to tackle the backlog outside normal working hours and the establishment of a special call handling facility to deal with the huge volume of telephone calls from employees and employers. Despite increased levels of productivity, the processing times continued to prove challenging against the sheer volume of incoming claims.</p>
12.	<p>Co-ordinate cross-Departmental and cross-Agency efforts, as appropriate, to meet a number of the foregoing objectives in co-operation with other Departments.</p>	<p>During 2009, the Department chaired an Inter-Departmental/Agency Chemicals Group, which aims at ensuring good communications and co-ordination among the various Departments and Agencies with a role under the Chemicals Act 2008. The Act itself provides for the putting in place of co-operation arrangements between competent authorities. Divisional staff also participated in various inter-Departmental groups on labour market and economic renewal issues.</p>

PILLAR 6 Delivery of our Strategic Goals.

High Level Goal

To provide high-level professional support, service and advice in facilitating the implementation of the Department's business goals, on a Value for Money basis, while continuing to be at the forefront of the modernisation agenda across the Civil and Public Service.

2009 was a year where the Department had to continue to adapt to the changing economic environment. In particular, restrictions on recruitment, allied to the introduction of schemes aimed at encouraging staff to depart either permanently (the Incentivised Scheme for Early Retirement) or temporarily (Special Civil Service Incentive Career Break scheme) and the huge increase in demand in some areas of the Department, such as in relation to Redundancy and Insolvency payments, presented significant challenges. The Department responded to these situations by prioritising needs and reallocating staff to those areas that were experiencing the most acute demands. We also considered and made appropriate responses to the recommendations made in the Report of the Special Group on Public Service Numbers and Expenditure (the McCarthy Report) in relation to the work of the Department and our Agencies. The implementation of the Action Plan arising out of the Organisational Review Programme Review that had been conducted in 2008 was also a contributor to our priority-setting.

At the same time, the pressure on financial resources meant that greater efficiencies were required, and delivered, across the Department to ensure that we continued to meet our targets. Good progress was made in

implementing change and modernisation in the Department, particularly through our HR and ICT strategies. The latter being key in facilitating more economical ways of doing business, such as through the introduction of video-conferencing facilities in our main offices and delivering greater self-sufficiency in ICT delivery. We also maintained good progress on achieving value for money in procurement and were very successful in implementing energy saving programmes in our main offices, with savings of up to 21% realised on the previous year.

In tandem with these measures, the Department also ensured that we met our obligations in a range of areas, including health and safety and Freedom of Information (FOI). In addition, all of our activities were implemented in accordance with principles of best practice and Quality Customer Service. In addition, our internal control systems were reviewed and appropriate assurance provided to the Secretary General as Accounting Officer.

	Objective	Progress on Strategic Actions
1.	Support the Minister and Ministers of State in the delivery of Government Policy.	The Department continued to provide a high quality service to our Minister and five Ministers of State (including those newly appointed to the Department in May) throughout 2009, primarily through the provision of appropriate advice and briefing in support of Ministers in the exercise of their Departmental and Oireachtas responsibilities.
2.	Deliver the highest quality service to our customers.	<p>All service standards established in our Customer Service Charter were achieved in 2009 and work on updating the Department's Customer Complaints Procedure commenced.</p> <p>The Department is committed to the ongoing monitoring of the changing needs of our customer base. To this end, work commenced in 2009 on the drafting of a new Customer Service Charter for the Department.</p> <p>The Department is also committed to the ongoing development of our website as an important conduit of information to all our customers, including those with disabilities. The website received a total of 1,784,197 visits in 2009. This represented an increase of some 20.86% on 2008 levels of website traffic.</p> <p>The Department is continuing to develop eGovernment facilities to improve services to our customers. In 2009, the Department launched its new On-Line Export Licensing Application System (OELAS), which will allow exporters to submit their export licence applications online.</p>
3.	Provide high quality support to the workings / deliberations of the Department's Management Board.	During 2009, the Department's Management Board received briefing and reports on a wide variety of issues relating to the work of the Department which helped it to perform its primary function of providing advice to the Minister and the Secretary General on both policy and operational issues impacting on the Department and its many stakeholders. The Board, comprising the Secretary-General, Assistant Secretaries, the CEO of Forfás and the Head of the Management Support Unit, ordinarily meets on a fortnightly basis and on other occasions as the agenda requires.

	Objective	Progress on Strategic Actions
4.	Ensure that Cross-Departmental and Cross-Divisional issues are considered across the different Divisions of the Department.	As outlined in the individual “pillar” reports, the Department proactively engages in many issues which impact on our stakeholders which in some areas are not directly part of the Departments remit. Examples would include: driving the competitiveness agenda, enterprise tax policy, the whole-of-Government approach to the Strategy on Science, Technology and Innovation, better business and employment rights regulation, etc. During 2009, the Department continued to collaborate on developing a corporate position on key issues affecting our stakeholders and advocating for these across Government.
5.	Report on the implementation of this Statement of Strategy.	Detail on implementation of the 2008-2010 Strategy is contained in this and in our 2008 Annual Report – the primary means by which we update all stakeholders on progress with Strategy implementation.
6.	Ensure that appropriate actions are taken by management throughout the organisation to identify and manage effectively the risks to which the organisation may be exposed.	The Department continued to implement its Risk Management Policy during 2009. The Management Board mandated the Management Support Unit to review the policy during the year – work which was carried forward into 2010.
7.	Ensure transparency in the use of public funds allocated to the Department and its Agencies.	The Department published its Annual Output Statement for 2009, detailing the key Programme Areas on which its budget would be spent, along with the high-level goals and performance targets for each of the Programme Areas. The Statement also outlined the extent to which performance targets for 2008 were met. The Tánaiste presented the Annual Output Statement to the Select Committee on Enterprise, Trade and Employment on 16 th June 2009, as part of the Committee’s consideration of the Department’s 2009 Estimate. It is available on the Publications section of the Department’s website at: www.deti.ie .
8.	Ensure that Departmental expenditure is incurred, monitored and recorded in accordance with established public financial procedures and seek improvements in Value for Money in the administration of the Department’s affairs.	Expenditure and administrative efficiencies across the Department and its Agencies were closely monitored in 2009 and were reported on regularly to the Department’s Management Board, the Tánaiste and the Department of Finance. The Comptroller and Auditor General’s Annual Report and Appropriation Accounts for 2008 were published in September 2009 and no issues were identified in respect of the Department’s Appropriation Account.
9.	Pursue value for money through efficient purchasing practices	The Business Services Unit of the Department purchases goods and services under contracts that have been put in place by the NPS (National Procurement Service) of the Office of Public Works to avail of best price, value for money and also to free up staff resources. Electricity is

	Objective	Progress on Strategic Actions
		<p>currently purchased through an OPW initiative whereby a group of Government Departments and Offices purchase centrally and avail of a 5% discount.</p> <p>In addition, over the last 2 years, contracts have been put in place for the Department and its Offices to draw down from, as and when required, thereby freeing up resources by having just one contract in place. In placing contracts, the Department adheres to EU Public Procurement Regulations, Department of Finance guidelines and policies and the 2009 Department publication "Buying Innovation - The 10 Step Guide to Smart procurement and SME Access to Public Contracts."</p>
10.	Provide a risk-based internal audit service, which gives assurance to management on the systems of control.	<p>The Department's Internal Audit Unit (IAU) continues to provide an assurance to the Accounting Officer on the adequacy of the internal control systems of the Department and those Offices directly within the remit of the Department. In this regard, a programme of activity is drawn up each year, and is reviewed and monitored by the Departmental Audit Committee.</p> <p>During 2009, a number of audits were carried out in respect of the Department's internal control systems. The programme of work completed in 2009 enabled the IAU to provide assurance to the Accounting Officer regarding signature of the Statement on Internal Financial Control, which accompanies the annual Appropriation Account.</p> <p>IAU also fulfilled the Department's responsibilities to the European Commission for a programme of audit activity to be undertaken across organisations in receipt of funding from the European Social Fund (ESF) and European Regional Development Fund (ERDF), in investment areas managed by the Department.</p>
11.	Ensure that the Department has the necessary human resources equipped with the skill sets needed to deliver our business goals; who are effectively managed and developed through the operation of the PMDS (Performance Management & Development System and the greater devolution of day-to-day HR matters to line managers; and who are provided with an environment in which equality of opportunity is respected and	<p>Staffing levels across the Department and its Offices were kept under continuous review within the constraints imposed by the moratorium on recruitment and promotions, introduced in March, 2009. Personnel Unit responded appropriately to staffing needs and ensured that resources were deployed in accordance with emerging priorities.</p> <p>Significant progress was achieved in 27 of the 26 actions set out under the HR Strategy 2008-2010, implementation of which will lead to greater devolution of responsibility for day-to-day HR management to line managers. Implementation will also contribute to the development of a more strategic role for human</p>

	Objective	Progress on Strategic Actions
	fostered.	<p>resources management within the Department and advance best practice across the range of HR activities.</p> <p>A high level of compliance with the Performance Management and Development System (PMDS) was achieved in 2009. As part of this system, the Department continued to invest in the training and development of its staff. In 2009, €458,000 was spent on targeted in-service training and further education of staff. The Department sought to maximise its investment in training in 2009 through increased use of in-house expertise in the delivery of training and the delivery of customised training by 3rd level institutions.</p> <p>The proportion of female staff in the PO and equivalent grades at the end of 2009 was unchanged from the position (29%) at the end of 2008. The proportion of female staff in the AP and equivalent grades declined from 33% at the end of 2008 to 30% at the end of 2009. The introduction of the Incentivised Scheme of Early Retirement, in May 2009, and the moratorium on recruitment and promotions in March 2009, limited the potential for achieving enhanced gender balance during 2009.</p>
12.	Provide appropriate Information & Communications Technologies (ICT) that enable our clients to access the information and services necessary to do their jobs utilising a secure ICT infrastructure that delivers data at appropriate levels of confidentiality, integrity and availability.	<p>A number of improvements were made to the ICT network infrastructure throughout 2009 which provide additional resilience or economies, including:</p> <ul style="list-style-type: none"> • Windows Active Directory infrastructure was installed to improve the management and security of Windows servers. • Implementation of new backup technology, including tape encryption commenced. • A new server room was commissioned in our head office building with fire suppression and power generator to increase network resilience. • Videoconferencing facilities were installed in eight of the Department's offices (Kildare Street, Earlsfort Centre and Parnell Square in Dublin, Carlow, Cork, Kilkenny, Shannon and Sligo), facilitating improved communications and travel savings.
13.	Ensure access to appropriate ICT skills and resources.	<p>We continue to provide ICT training to staff to improve skills needed on the job. In response to changing demand levels, in 2009 we commenced a review of ICT training, identifying the skills needed, the gaps in those skills and the training needed to bring staff members up to the required skill levels. We enhanced Microsoft Windows management skills through the addition of</p>

	Objective	Progress on Strategic Actions
		skilled staff in this area through redeployment.
14.	In order to ensure that technology serves the business needs of each area of the Department and its Offices, projects will be delivered by ICT Unit in partnership with business units through improved project governance arrangements including the adoption of Project Management as a management methodology.	<p>The Department has continued to embed formal project management methodologies into IT projects, and all IT projects must be approved by an ICT Steering Committee to comply with good corporate governance practice. All ICT staff receive formal project management training when joining the ICT Unit. During the year, in response to Government policy on eGovernment, the Department developed a comprehensive document on eGovernment setting out current services and future plans.</p> <p>87 out of 108 strategic actions in the ICT Strategy were in progress or complete by end 2009, with many of the remainder in abeyance due to changes in priorities or circumstances.</p> <p>Major project initiatives during the year included:</p> <ul style="list-style-type: none"> • Development of an enhanced Employment Permits Management System commenced, which will improve efficiency of processing and provide enhanced management reporting. • The contract for support of the Redundancy and Insolvency systems, which included improvements to more closely integrate both systems, was awarded. The hardware and software supporting the Redundancy system as well as a number of business systems were also upgraded.
15.	Maximise Value for Money from existing and future technology investments.	<p>The Department carried out a major review of ICT resource utilisation in response to Department of Finance Circular 02/09 on corporate governance and greater self-sufficiency in ICT delivery. A number of initiatives were identified for cost savings and increased self-reliance, some of which have already been implemented (a new ICT trainer was appointed, upskilling of staff has commenced, and the diversity of technologies supported has begun to be rationalised), while work is in hand to deliver others.</p> <p>An internal ICT trainer has been redeployed to the ICT Unit which will give rise to ongoing savings, as well as facilitating greater flexibility in training options.</p> <p>A review and consolidation of software licences led to significant savings in potential compliance costs as well as actual savings of €36,000 per annum.</p>
16.	Incorporate best environmental	Automated systems have been put in place which shut

	Objective	Progress on Strategic Actions
	practices into our ICT operations.	<p>down personal computers each evening, and staff are encouraged to switch off systems at other times when not in use.</p> <p>A new Kildare Street server room was commissioned with improved environmental controls.</p> <p>Improved power management of ICT equipment has contributed towards a 9% decrease in energy consumption in three main buildings (Earlsfort, Kildare Street and Davitt House).</p>
17.	Maintain a healthy and safe working environment for both our staff and visitors to the Department's offices.	<p>The Department, in conjunction with Senior Management of the Offices of the Department, revamped the Department's main Health and Safety Committee and introduced local House Health and Safety Committees to deal with Health and Safety issues in each building and in each Office of the Department. Each building and each Office of the Department has put in place its own Health and Safety personnel, e.g., First Aiders, Floor Marshals, etc.</p> <p>The Department provided health and safety specific training for its health and safety personnel in First Aid, Floor Marshalling, Adult CPR/AED and Office Safety.</p> <p>During 2009, the Department continued to implement the recommendations of the Report from Corporate Risk Strategies Ltd throughout the Department and its Offices. The drafting of a new Safety Statement for the Department and its Offices for submission to the Management Board of the Department commenced in 2009. Work was also carried out in 2009 on drafting specific health and safety circulars in consultation with Personnel Unit on such issues as use of cars on official business and a smoking policy for the Department, including a policy and intoxicating liquor and on drugs.</p> <p>A number of health and safety risk assessments were carried out throughout the Department and its Offices during 2009 and the resulting recommendations were fully implemented.</p>
18.	To manage all our offices in an accessible energy efficient manner.	<p>The Department, in cooperation with the OPW, is in the process of setting up energy teams in all of the Department's buildings and Offices in order to achieve the energy saving targets set out in the National Climate Change Strategy.</p>

	Objective	Progress on Strategic Actions
		Average energy savings totalling 13.52% were achieved in 2009 in five of our buildings participating in the OPW energy saving initiative, with the highest saving being 21.76% in our headquarters building in Kildare Street.
19.	Enhance the management effectiveness and transparency of our business, including the provision of high-quality information under Freedom of Information (FOI) and other instruments, and to provide effective ongoing communication throughout the Department.	<p>During 2009, a total of 124 FOI Requests were made to the Department under the Freedom of Information Acts. This represented an increase of 46% on 2008 case figures. All of these requests were processed within the prescribed statutory time limits (i.e. 20 working days).</p> <p>In 2009, suitable primary legislation to amend the <i>Third Schedule</i> of the FOI Act (<i>Section 32 – Non Disclosure Provisions</i>) in order to bring certain secrecy provisions within the scope of the FOI Act could not be identified. The Department will continue to explore legislative options in 2010 in order to facilitate this proposed amendment to the FOI Act.</p> <p>Work also commenced on the development of a new <i>Communications Strategy</i> for the Department.</p>
20.	Promote and support the rolling programme of Change and Modernisation within the Department to drive the better delivery of services to our many stakeholders and to continue to advance all areas of the modernisation process in a spirit of partnership.	<p>Pending agreement on a successor pay Agreement under Towards 2016, the Department and its Agencies continued to progress their longer-term modernisation actions, outside the formalities of the Towards 2016 structures. The main focus of attention for the Department on the modernisation agenda in 2009 were measures identified in the Organisational Review Programme and which are reported upon under Objective 21 below.</p> <p>The Partnership Committee met 5 times during 2009 and dealt with a wide range of issues raised by staff of the Department. In addition, the Committee monitored the implementation of the Great Place to Work Action Plan; considered presentations on the work of the ICT Users' Group and the Equality Group; contributed to the development of the new Staff Suggestion Scheme; and considered a presentation on sickness absence rates in the Department.</p>
21.	Continually monitor the capacity of the Department to meet the changing demands in serving our wide customer base.	The Implementation Group established to oversee implementation of the Action Plan to respond to the recommendations contained in the report of the Organisational Review Programme in 2008 met on a number of occasions in the second half of 2009. The Group considered information on the progress achieved in relation to the 38 individual Action Points in the 7

	Objective	Progress on Strategic Actions
		<p>thematic areas identified in the Plan and commenced adaptation of the actions to take account of the reduced resources available to the Department.</p> <p>The Report of the Special Group on Public Service Numbers and Expenditure (the McCarthy Report) made a number of recommendations relating to the work of the Department and its Agencies. The Department evaluated the potential impact of all proposals on enterprise support / development with a view to feeding into the deliberative process on the McCarthy Report and the subsequent budgetary decisions taken by Government.</p> <p>Many of the HR-related recommendations in the Report of the Task Force on the Public Services have been implemented in the Department for some time and others were introduced via our HR Strategy 2008-2010. For example, as indicated at Objective 11 above, staff are assigned and redeployed in accordance with business priorities and this happened to a significant extent in 2009. Also, the Performance Management Development System (PMDS) was consistently monitored in 2009 and in depth information on ratings distributions was provided to senior management. Under the HR Strategy, a Pilot mentoring programme was launched in 2009; this echoes a TPS recommendation on leveraging talent. Progress was achieved during 2009 on other HR Strategy deliverables which also accord with TPS objectives such as a pilot training course in the management of underperformance; groundwork on developing guidelines for the management of underperformance; research on appropriate workforce planning techniques.</p>
22.	Relocate approximately 250 Departmental staff and functions to Carlow within the timeframe set by Government and plan the logistics of the move so as to ensure the continued smooth operation of the Department's activities.	An advance move, involving the location of some 100 staff to temporary premises in Carlow, was completed in 2007. Further decentralisation of staff to Carlow will await the outcome of the central review of the Decentralisation Programme which is scheduled to take place in 2011.
23.	Finalise and monitor implementation of the Department's Data Strategy to underpin the statistical evidence supporting policy decisions.	<p>Work on developing a Data Strategy for the Department was progressed during 2009 but was not concluded due to the prioritisation of other work in the Business Unit concerned.</p> <p>The Business Regulation Unit was asked to consider the options for developing a Unique Business Identifier.</p>

	Objective	Progress on Strategic Actions
		Revenue and the CSO are currently working to match their databases so that administrative data held by Revenue can be used by the CSO, reducing the need for surveys of business. Following this, and learning from the experience of this project, further steps will then be considered.
24.	Ensure that the policies of this Department are considered in the preparation of Cross-Departmental initiatives and programmes.	The Department continued to work across Government with colleagues and inputted to a wide range of initiatives that impacted on our stakeholders (e.g., the launch of the Smart Economy Framework, the work of various Cabinet Committee and Sub-Committees, progressing our EU agenda, etc).
25.	Seek to influence EU policies and initiatives in accordance with the Department's strategies in the policy fields coming within the Department's remit.	In collaboration with our Permanent Representation in Brussels we continued to co-ordinate and prepare policy inputs in EU negotiations to influence the outcomes on EU legislative and non-legislative measures. In the context of the EU Competitiveness Council we focused on a range of policy and legislative issues including: review of Industrial Policy, EU Small Business Act, Single Market Review, post Lisbon Strategy – Europe 2020, Internal Market, Better Regulation, Research and Development and Intellectual Property issues.

Appendix 1

Estimate (or Budget of the Department for 2009 including provisional outturn for 2008).

ENTERPRISE, TRADE AND EMPLOYMENT

I. Estimate of the amount required in the year ending 31 December 2009 for the salaries and expenses of the Office of the Minister for Enterprise, Trade and Employment, including certain services administered by that Office, for the payment of certain subsidies, grants and a grant-in-aid, and for the payment of certain grants under cash-limited schemes.

(a) by way of current year provision

One thousand, four hundred and sixty-nine million, three hundred and eighty-seven thousand euro

(€1,469,387,000)

(b) by way of the application for capital supply services of unspent appropriations, the surrender of which may be deferred under Section 91 of the Finance Act 2004.

Eighteen million, three hundred and twenty-six thousand euro

(€18,326,000)

II. Subheads under which this Vote will be accounted for by the Office of the Minister for Enterprise, Trade and Employment.

	2008 Provisional Outturn			2009 Estimate			Change 2009 over 2008
	Current	Capital	Total	Current	Capital	Total	
ADMINISTRATION	€000	€000	€000	€000	€000	€000	%
A.1 - SALARIES, WAGES AND ALLOWANCES	35,554	-	35,554	36,040	-	36,040	1%
A.2 - TRAVEL AND SUBSISTENCE	1,575	-	1,575	1,246	-	1,246	-21%
A.3 - INCIDENTAL EXPENSES	1,549	-	1,549	1,348	-	1,348	-13%
A.4 - POSTAL AND TELECOMMUNICATIONS SERVICES	1,252	-	1,252	840	-	840	-33%
A.5 - OFFICE MACHINERY AND OTHER OFFICE SUPPLIES AND RELATED SERVICES	5,253	-	5,253	4,819	-	4,819	-8%
A.6 - OFFICE PREMISES EXPENSES	1,677	-	1,677	1,566	-	1,566	-7%
A.7 - CONSULTANCY SERVICES	547	-	547	155	-	155	-72%

A.8 -	ADVERTISING AND PUBLICITY	250	-	250	351	-	351	40%
A.9 -	OFFICE OF THE DIRECTOR OF CORPORATE ENFORCEMENT	4,324	-	4,324	5,535	-	5,535	28%
A.10 -	LABOUR COURT	2,983	-	2,983	3,115	-	3,115	4%
A.11 -	NATIONAL EMPLOYMENT RIGHTS AUTHORITY	9,593	-	9,593	8,731	-	8,731	-9%
A.12 -	VALUE FOR MONEY AND POLICY REVIEWS	165	-	165	100	-	100	-39%
<i>Subtotal:-</i>		64,722	-	64,722	63,846	-	63,846	-1%
ENTERPRISE DEVELOPMENT, SCIENCE AND TECHNOLOGY								
B.1 -	FORFÁS - GRANT FOR ADMINISTRATION AND GENERAL EXPENSES	36,033	-	36,033	36,527	-	36,527	1%
B.2 -	INTERTRADEIRELAND	2,386	4,150	6,536	2,499	6,000	8,499	30%
C.1 -	ADMINISTRATION AND GENERAL EXPENSES	44,099	-	44,099	41,877	-	41,877	-5%
C.2 -	IDA IRELAND - GRANTS TO INDUSTRY	-	75,120	75,120	-	70,364	70,364	-6%
C.3 -	IDA IRELAND - GRANT FOR BUILDING OPERATIONS	-	3,400	3,400	-	3,230	3,230	-5%
D.1 -	ENTERPRISE IRELAND - GRANT FOR ADMINISTRATION AND GENERAL EXPENSES	100,218	-	100,218	94,476	-	94,476	-6%
D.2 -	ENTERPRISE IRELAND - GRANT TO INDUSTRY	7,570	48,800	56,370	7,746	92,400	100,146	78%
D.3 -	ENTERPRISE IRELAND - GRANT FOR CAPITAL EXPENDITURE	-	3,400	3,400	-	2,400	2,400	-29%
E.1 -	SHANNON FREE AIRPORT DEVELOPMENT COMPANY LIMITED - GRANT FOR ADMINISTRATION AND GENERAL EXPENSES	102	-	102	2	-	2	-98%
E.2 -	SHANNON FREE AIRPORT DEVELOPMENT COMPANY LIMITED - GRANTS TO INDUSTRY	-	1,289	1,289	-	700	700	-46%
F. -	SCIENCE, TECHNOLOGY AND INNOVATION PROGRAMMES	24,581	280,378	304,959	21,674	289,292	310,966	2%

		2008 Provisional Outturn			2009 Estimate			Change
		Current	Capital	Total	Current	Capital	Total	2009 over 2008
		€000	€000	€000	€000	€000	€000	%
ENTERPRISE DEVELOPMENT, SCIENCE AND TECHNOLOGY - continued								
G. -	COUNTY ENTERPRISE DEVELOPMENT	13,642	17,537	31,179	13,583	14,229	27,812	-11%
H.1 -	MONITORING AND EVALUATION OF EU PROGRAMMES	3	-	3	100	-	100	-
H.2 -	INTERREG ENTERPRISE DEVELOPMENT	-	-	-	-	2,000	2,000	-
I. -	NATIONAL STANDARDS AUTHORITY OF							

IRELAND - GRANT FOR ADMINISTRATION							
AND GENERAL EXPENSES	8,237	550	8,787	7,965	276	8,241	-6%
<i>Subtotal:-</i>	<i>236,871</i>	<i>434,624</i>	<i>671,495</i>	<i>226,449</i>	<i>480,891</i>	<i>707,340</i>	<i>5%</i>
LABOUR FORCE DEVELOPMENT							
K.1 - FÁS ADMINISTRATION AND GENERAL EXPENSES	149,754	-	149,754	150,111	-	150,111	-
K.2 - FÁS TRAINING AND INTEGRATION SUPPORTS	98,485	-	98,485	108,245	-	108,245	10%
K.3 - FÁS EMPLOYMENT PROGRAMMES	434,550	-	434,550	440,669	-	440,669	1%
K.4 - FÁS CAPITAL	-	16,000	16,000	-	7,500	7,500	-53%
L. - GRANT TO IRISH NATIONAL ORGANISATION							
M.1 - FOR THE UNEMPLOYED (a) OPERATIONAL PROGRAMME FOR HUMAN RESOURCES DEVELOPMENT - TECHNICAL ASSISTANCE	52	-	52	52	-	52	-
M.2 - LEONARDO PROGRAMME TECHNICAL SUPPORT FOR COMMUNITY INITIATIVES MATCHING FUNDING FOR COMMUNITY INITIATIVES	502	-	502	1,653	-	1,653	229%
- COMMUNITY DEVELOPMENT PARTNERSHIPS	140	-	140	140	-	140	-
- COMMUNITY DEVELOPMENT PARTNERSHIPS	496	-	496	-	-	-	-
- EQUAL COMMUNITY INITIATIVE	40	-	40	-	-	-	-
- DEVELOPMENT PARTNERSHIPS	2,469	-	2,469	-	-	-	-
<i>Subtotal:-</i>	<i>686,488</i>	<i>16,000</i>	<i>702,488</i>	<i>700,870</i>	<i>7,500</i>	<i>708,370</i>	<i>-</i>
EMPLOYMENT RIGHTS AND INDUSTRIAL RELATIONS							
N. - LABOUR RELATIONS COMMISSION - GRANT							
O.1 - FOR ADMINISTRATION AND GENERAL EXPENSES GRANTS FOR TRADE UNION EDUCATION	5,921	-	5,921	6,286	-	6,286	6%
O.2 - AND ADVISORY SERVICES (a) WORK PLACE INNOVATION FUND PROMOTION	1,511	-	1,511	1,200	-	1,200	-21%
P. - OF PARTNERSHIP TRADE UNION AMALGAMATIONS	418	-	418	805	-	805	93%
- TRADE UNION AMALGAMATIONS	50	-	50	50	-	50	-
<i>Subtotal:-</i>	<i>7,900</i>	<i>-</i>	<i>7,900</i>	<i>8,341</i>	<i>-</i>	<i>8,341</i>	<i>6%</i>
COMMERCE, CONSUMERS AND COMPETITION							
Q. - GRANT TO THE COMPETITION AUTHORITY	5,957	-	5,957	5,568	-	5,568	-7%
R.1 - NATIONAL CONSUMER AGENCY - GRANT FOR ADMINISTRATION AND GENERAL EXPENSES	7,605	-	7,605	8,588	-	8,588	13%
R.2 - CONSUMER SUPPORT	68	-	68	68	-	68	-
S.1 - COMPANIES REGISTRATION OFFICE AND							

	REGISTRY OF FRIENDLY SOCIETIES - GRANT FOR ADMINISTRATION AND GENERAL EXPENSES	9,808	-	9,808	8,912	-	8,912	-9%
S.2 -	IRISH AUDITING AND ACCOUNTING SUPERVISORY AUTHORITY (GRANT-IN-AID)	1,220	-	1,220	1,532	-	1,532	26%
	<i>Subtotal:-</i>	<i>24,658</i>	<i>-</i>	<i>24,658</i>	<i>24,668</i>	<i>-</i>	<i>24,668</i>	<i>0%</i>

(a) *Cash limited subhead.*

		2008 Provisional Outturn			2009 Estimate			Change
		Current	Capital	Total	Current	Capital	Total	2009 over 2008
		€000	€000	€000	€000	€000	€000	%
HEALTH AND SAFETY								
T. -	HEALTH AND SAFETY AUTHORITY - GRANT FOR ADMINISTRATION AND GENERAL EXPENSES	23,940	-	23,940	22,638	-	22,638	-5%
	<i>Subtotal:-</i>	<i>23,940</i>	<i>-</i>	<i>23,940</i>	<i>22,638</i>	<i>-</i>	<i>22,638</i>	<i>-5%</i>
OTHER SERVICES								
U. -	RESEARCH INCLUDING MANPOWER SURVEYS	145	-	145	235	-	235	62%
V. -	NATIONAL FRAMEWORK COMMITTEE FOR WORK / LIFE BALANCE POLICIES	153	-	153	175	-	175	14%
W. -	SUBSCRIPTIONS TO INTERNATIONAL ORGANISATIONS, ETC.	16,193	-	16,193	17,330	-	17,330	7%
X.1 -	COMMISSIONS, COMMITTEES AND SPECIAL INQUIRIES	507	-	507	702	-	702	38%
X.2 -	MISCELLANEOUS PAYMENTS	809	-	809	2,327	-	2,327	188%
X.3 -	SUPERANNUATION AND PENSIONS FOR MEMBERS OF THE LABOUR COURT, THE RESTRICTIVE PRACTICES COMMISSION AND THE COMPETITION AUTHORITY	527	-	527	708	-	708	34%
X.4 -	EXPORT CREDIT INSURANCE - REFUND TO THE EXCHEQUER	60	-	60	17	-	17	-72%
	<i>Subtotal:-</i>	<i>18,394</i>	<i>-</i>	<i>18,394</i>	<i>21,494</i>	<i>-</i>	<i>21,494</i>	<i>17%</i>
	<i>Gross Total:-</i>	<i>1,062,973</i>	<i>450,624</i>	<i>1,513,597</i>	<i>1,068,306</i>	<i>488,391</i>	<i>1,556,697</i>	<i>3%</i>
<i>Deduct :-</i>								
Y. -	APPROPRIATIONS-IN-AID	79,287	570	79,857	87,230	80	87,310	9%
	<i>Net Total:-</i>	<i>983,686</i>	<i>450,054</i>	<i>1,433,740</i>	<i>981,076</i>	<i>488,311</i>	<i>1,469,387</i>	<i>2%</i>

Net Increase (€000)

35,647

Exchequer pay and pensions included in above net total
....

336,998

325,979	-3%
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Associated Public Service employees and pensioners
....

7,412

7,481	1%
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Subheads under which it is intended to apply the amount of €18.236 million in unspent 2008 appropriations to capital supply services.

	2008 Provisional Outturn	2009 Estimate	Change 2009 over 2008
	€000	€000	%
<i>Application of Deferred Surrender</i>			
B.2 - INTERTRADEIRELAND	1,200	-	-
ENTERPRISE IRELAND - GRANT TO			
D.2 - INDUSTRY	-	3,500	-
D.3 - ENTERPRISE IRELAND - GRANT FOR			
CAPITAL EXPENDITURE	2,000	-	-
F. - SCIENCE, TECHNOLOGY AND INNOVATION			
PROGRAMMES	-	6,000	-
G. - COUNTY ENTERPRISE DEVELOPMENT	-	6,000	-
NATIONAL STANDARDS AUTHORITY OF			
I. - IRELAND -			
GRANT FOR ADMINISTRATION AND	-	326	-
GENERAL EXPENSES			
K.4 - FÁS CAPITAL	-	2,500	-
	3,200	18,326	-

Estimate of Income and Expenditure of the National Training Fund ^(a)

	2008 Provisional Outturn	2009 Estimate	Change
	Current	Current	2009 over 2008
	€000	€000	%
Income :			
Income from contributions	413,000	392,000	-5%
Income from investments	6,200	6,000	-3%
ESF Receipts	-	7,000	-
Total Income :-	419,200	405,000	-3%
Expenditure :			
Training people in employment (FAS and Skillsnets) ...	191,698	122,064	-36%
FÁS - Training people for employment	195,816	248,558	27%
FÁS - Skills Analysis Unit	383	379	-1%
FÁS - Workplace Education Fund	3,110	3,005	-3%
IDA Ireland - Training Grants to Industry	2,500	2,500	-
Enterprise Ireland - Training Grants to Industry	3,000	2,950	-2%
SFADCo. - Training Grants to Industry	39	255	-
Continuing Professional Development Pilot (IEI)	450	300	-33%
Expert Group on Future Skills Needs (Forfás)	535	637	-
Technical Support Unit (In Company Training)	707	-	-
Other Training Supports	797	835	5%
Total Expenditure :-	399,035	381,483	-4%
Excess of Income over Expenditure	20,165	23,517	17%
Amount of Fund Surplus as at 31 December 2008 (Projected)	181,161		
Amount of Fund Surplus as at 31 December 2009 (Projected)		204,678	

(a) Expenditure under the National Training Fund is allocated to organisations that operate schemes to raise the skills of those in employment or to provide training to those who wish to acquire skills for the purpose of taking up employment, or to provide information in relation to existing, or likely future, requirements for skills in the economy. The NTF allocation to FÁS supplements activities funded by Exchequer subheads K1-K3.

Appendix 2

Report on Compliance with the Provisions of the Prompt Payment of Accounts Act

During 2009, 23 invoices incurred penalty interest of €878.43. The breakdown of this amount is as follows:

- 8 invoices where payment was up to 30 days overdue, resulting in interest of €157.40.
- 6 invoices where payment was between 31 and 60 days overdue, resulting in interest of €80.15.
- 9 invoices where payment was more than 60 days overdue, resulting in interest of €640.88

In accordance with S.I. No. 388, interest is only paid when the amount due is over €5.

The corresponding figure for 2008 was 43 late payments, attracting prompt payment interest of €2,405.33.

Report on Compliance with Government Decision of 19 May 2009 implementing the 15 day payment requirement to suppliers by Government Departments.

Period Covered: 1 July 2009 to 31 December 2009

Details	Number	Value (€)
Number of payments made within 15 days	3,687	101,623,438.70
Number of payments made within 16 days to 30 days	564	1,353,017.16

Appendix 3

Report on Regulatory Impact Analysis (RIAs) carried out by the Department in 2009

Allow use of US Generally Accepted Accounting Principles (US GAAP) or other accounting standards

A RIA was prepared on the options available to legislate for the use of US GAAP or other accounting standards. The full text of the RIA is available on the Department's website.

The objective of the legislation was to provide for US listed parent companies incorporating in Ireland to prepare their individual parent company and group accounts using US GAAP instead of Irish GAAP or IFRS for a maximum of four financial years after its incorporation, or to end by 31 December 2015. The objective was also to provide for the making of Regulations in the future, if necessary, to allow parent companies without a listing on a regulated market in the EEA to prepare their accounts in accordance with other specified accounting standards. Legislation was enacted in 2009 to give effect to both objectives by means of the Companies (Miscellaneous Provisions) Act 2009 (No 45 of 2009).

The purpose of the legislation was to facilitate the orderly transition to Irish GAAP or EU IFRS by US corporations who were considering moving/had recently moved their holding companies to Ireland by allowing them to continue to prepare their accounts in accordance with US GAAP on a transitional basis for a limited period of time.

The provisions sought to remove costs that would arise for companies in preparing their accounts using Irish GAAP or IFRS in the short term.

Appendix 4

Legislation Enacted in 2009

The Companies (Amendment) Act 2009 (No 20 of 2009)

The Companies (Amendment) Act 2009 came into effect on 12th July 2009 and was introduced in response to events in the financial services sector. The Act improves the transparency of loans made by companies that are banks to their directors and to persons connected with them. In addition the Act contains a number of measures to improve the powers of the Director of Corporate Enforcement in his efforts to enforce compliance with company law whether the company being investigated is a bank or not. It also amended some existing provisions relating to Irish registered non-resident companies to meet EU Commission concerns.

The Companies (Miscellaneous Provisions) Act 2009 (No 45 of 2009)

The Companies (Miscellaneous Provisions) Act 2009 introduced some important new provisions into the Companies Acts and includes a number of initiatives introduced as a response to new business opportunities identified by industry.

These measures include allowing certain companies continue on a temporary basis to use US Generally Accepted Accounting Principles (US GAAP) in the preparation of their accounts. The Act also introduces a mechanism to allow certain types of collective investment fund to migrate their activities into and out of Ireland without firstly having to wind up in their current jurisdictions. In addition it provides for the recognition, by order of the Minister, of Stock Exchanges outside the State on which overseas market purchase of own shares can be made by companies. It limits potential costs to the Exchequer of certain types of investigations into the affairs of a company. Finally, it provides for continuity of membership by directors of committees of enquiry established by the Irish Auditing and Accounting Supervisory Authority (IAASA). The Act was signed into law by the President on 23rd December 2009.

Appendix 5

Statutory Instruments made during 2009

S.I. No. 13 of 2009

Companies (Auditing and Accounting) Act 2003 (Commencement) Order 2009

This Order fixes 27 January 2009 as the date on which section 36 of the Act comes into operation. This provision allows for statutory backing for disciplinary procedures of prescribed accountancy bodies.

S.I. No. 20 of 2009

Copyright and Related Rights (Proceedings before the Controller) Rules 2009

The purpose of these Rules is to prescribe the procedures to be observed and the fees payable in relation to proceedings before the Controller of Patents, Designs and Trade Marks under the Copyright and Related Rights Act 2000 (No 28 of 2000).

S.I. No. 169 of 2009

European Communities (Restrictive Measures against Certain Persons and Entities Associated with Usama Bin Laden, The Al-Qaida Network and the Taliban) (Amendment) Regulations 2009

The effect of these Regulations is to amend the Statutory Instrument that provided for penalties for infringements of Council Regulation (EC) No. 881 of 2002 which introduced measures against certain persons and entities associated with Usama bin Laden, the Al-Qaida Network and the Taliban

S.I. No. 181 of 2009

European Communities (Restrictive Measures) (Burma/Myanmar) Regulations 2009

The effect of these Regulations is to provide for penalties for infringements of Council Regulation (EC) No. 194/2008 concerning the further renewal of certain restrictive measures which include, a ban on technical assistance and the provision of finance relating to military activities and the sale, supply, transfer or export of equipment that might be used for internal repression in respect of Burma/Myanmar and to repeal European Communities (Restrictive Measures) (Burma/Myanmar) Regulations 2006 (S.I. No. 473 of 2006).

The Patent (Amendment) Rules 2009 (SI no. 194 of 2009)

The Patent (Amendment) Rules 2009 arise from amendments to primary legislation specifically the enactment of the Patents (Amendment) Act, 2006. Certain rules changes were necessary for the commencement of some sections of the Patents (Amendment) Act 2006, in particular, the provisions relating to the Patent Law Treaty. In addition, in making these amendments, the Intellectual Property Unit availed of this opportunity to review the Patents Rules generally and to make necessary amendments and additions. The Patent (Amendment) Rules 2009 make 34 amendments to the existing Patent Rules 1992, as well as seven new fees and two changes to the existing schedule of fees. The consent and signature of the Minister of Finance was required for fees chargeable in respect of proceedings before the Controller of Patents, Designs and Trade Marks and the Minister for Enterprise Trade and Employment Mary Coughlan T.D. signed the Patent (Amendment) Rules on Thursday 21st of May 2009.

The Patents (Amendment) Act 2006 (Certain Provisions) (Commencement) Order 2009 (SI No 196 of 2009)

Certain rules changes were necessary for the commencement of some sections of the Patents (Amendment) Act 2006, in particular, the provisions relating to the Patent Law Treaty. These sections were commenced by the Patents (Amendment) Act 2006 (Certain Provisions) Order 2009 which was signed by the Minister for Enterprise Trade and Employment Mary Coughlan T.D. on Thursday 21st of May 2009.

S.I. No. 229 of 2009

European Communities (Transitional Period Measures in Respect of Third Country Auditors) Regulations 2009

These Regulations give effect to Commission Decision 2008/627/EC of 29 July 2008 and provide for a transitional period in respect of the registration requirements set out at Article 45 of Directive 2006/43/EC of the European Parliament and of the Council of 17 May 2006 in respect of auditors and audit entities from the third countries listed at the Annex to the Commission Decision.

The third country auditors and audit entities in question are those non-EU auditors and audit entities who audit companies incorporated outside of the European Community where transferable securities are admitted to trading on a market regulated within the Community. The stipulated information for registration is provided to the competent authorities in Member States who are required to record this and ensure that the public is informed about certain of its specific aspects. The arrangements provided for in the Regulations apply for financial years starting on 29 June 2008 and ending on 1 July 2010. The Regulations were implemented with effect from 26 June 2009.

S.I. No. 302 of 2009

Companies Act 1963 (Alteration Of Eighth Schedule) Order 2009

This Order alters the Eighth Schedule to the Companies Act 1963 by substituting Part 1 of the Schedule. The Order revokes the Companies (Fees) (No 4) Order 2005 (S.I. No. 737 of 2005 and the Companies (Fees) Order 2006 (S. I. No. 502 of 2006).

S.I. No. 303 of 2009

Investment Funds, Companies And Miscellaneous Provisions Act 2005 (Commencement) Order 2009

This Order fixes 1 September 2009 as the date on which sections 59 and 60 of the Act comes into operation. These provisions allow for the reservation of a company name for a specified period of time prior to incorporation.

S.I. No. 304 of 2009

Companies (Fees) Order 2009

This Order provides for filing fees where certain documents are filed electronically or in paper form with the Registrar of Companies.

S.I. No. 305 of 2009

Control of Exports (Goods and Technology) Order 2009

The effect of this Order is to enable the Minister for Enterprise, Trade and Employment to control the export of the goods indicated in the Schedule to this Order. The Order repeals S.I. No. 884 of 2005.

S.I. No. 306 of 2009

Customs-Free Airport (Extension of Laws) Regulations 2009

The effect of these Regulations is to extend the provisions of the Control of Exports (Goods and Technology) Order 2009 (S.I. No. 305 of 2009) to the Customs-free Airport.

S.I. No. 316 of 2009

Shareholders' Rights (Directive 2007/36/Ec) Regulations 2009

These Regulations give effect to the provisions of Directive 2007/36/EC of the European Parliament and of the Council of 11th July 2007 on the exercise of certain rights of shareholders attaching to voting shares in relation to general meetings of companies which have their registered office in the State and whose shares are admitted to trading on a regulated market situated or operating within a Member State. The Regulations amend several sections of the Companies Act 1963 dealing with the subject matter of the Directive, the effect of which is to enhance some existing rights contained in Irish company law and provide for some new rights in this area.

S.I. No. 335 of 2009

Investment Funds, Companies and Miscellaneous Provisions Act 2005 (Commencement) Order 2009

This Order fixes the 23rd day of August 2009 as the day on which section 69 of the Investment Funds, Companies and Miscellaneous Provisions Act 2005 comes into operation. Section 69 designates the Irish Auditing and Accounting Supervisory Authority as a competent authority under section 21(3) of the Companies Act 1990, which deals with the security of information obtained during statutory investigations undertaken by the Office of the Director of Corporate Enforcement. As a competent authority, IAASA will be able to receive confidential information arising from the exercise by the ODCE of its statutory investigative powers.

S.I. No. 433 of 2009

European Communities (European Cooperative Society) Regulations 2009

These Regulations give effect to Council Regulation (EC) No. 1435/2003 of 22 July 2003 on the Statute for a European Cooperative Society (SCE). The Council Regulation provides for the establishment of a European Cooperative Society to be known as an "SCE". The objective of the Statute is to facilitate cross-border activities by cooperative entities. Employee involvement in SCE's was provided for separately under EU Directive 2003/72/EC which was transposed by S.I. No. 259/2007.

S.I. No. 440 of 2009

Copyright and Related Rights Act 2000 (Notice of Seizure) Regulations 2009

These Regulations prescribe the form of the notice, to be given at the time of seizure, to the owner, occupier or person in charge of the place where infringing copies, illicit recordings, protection-defeating devices or articles associated with making infringing copies or illicit recordings, as the case may be, are seized under Section 133 or Section 257 of the Copyright and Related Rights Act 2000 (No 28 of 2000).

S.I. No. 443 of 2009

Control of Exports (Dual Use Items) Order 2009

The effect of this Order is to provide for penalties for infringements of Council Regulation (EC) No. 428/2009 of 5 May, 2009, setting up a Community regime for the control of exports, transfer, brokering and transit of dual-use items, and to extend brokering and transit controls to certain dual-use items if they are to be used in connection with Weapons of Mass Destruction. The Order also provides that the Minister may prohibit or impose an authorisation requirement on the export of certain dual-use items for reasons of public security or human rights considerations.

The Order revokes the European Communities (Control of Exports of Dual-Use Items) Regulations 2000 (S.I. No. 317 of 2000).

S.I. No. 446 of 2009

European Communities (Aerosol Dispensers) (Amendment) Regulations 2009

The European Communities (Aerosol Dispensers) Regulations 1977 lays down provisions for the manufacture, filling, marketing and labelling of aerosol dispensers. The purpose of the amending Regulations, which implement Commission Directive 2008/47/EC, is to adapt technical specifications and labelling requirements to technical progress.

S.I. No. 450 of 2009

European Communities (Directive 2006/46/EC) Regulations 2009

These Regulations give effect to Directive 2006/46/EC of the European Parliament and of the Council, of 14 June 2006 amending Council Directives 78/660/EEC on the annual accounts of certain types of companies, 83/349/EEC on consolidated accounts, 86/635/EEC on the annual accounts and consolidated accounts of banks and other financial institutions and 91/674/EEC on the annual accounts and consolidated accounts of insurance undertakings. The principal requirements of the Directive are obligations to disclose off balance sheet arrangements, related party transactions and (for companies with securities admitted to trading on a regulated EEA market i.e. listed companies) the preparation and publication of a corporate governance statement including a description of the internal control and risk management system. These Regulations were implemented with effect from 18 November 2009.

S.I. No. 478 of 2009

Organisation of Working Time (Exemption of Civil Protection Services) (Amendment) Regulations 2009

The purpose of these Regulations is to make a minor technical amendment to the Organisation of Working Time (Exemption of Civil Protection Services) Regulations 1998 (S.I. No. 52 of 1998) to take into account the change of name of the “Irish Marine Emergency Service” to the “Irish Coast Guard” so that the references in the Regulations now refer to its new name, i.e. the “Irish Coast Guard”, as well as to other persons carrying out an activity in support of the emergency service of the Irish Coast Guard.

S.I. No. 482 of 2009

European Communities (Restrictive Measures) (Iran) (Amendment) Regulations 2009

The effect of these Regulations is to amend the Statutory Instruments that provided for penalties for infringements of Council Regulation (EC) No. 423/2007 of 19 April 2007. The Council Regulation introduced restrictions on the export of goods and technology which could contribute to Iran's enrichment-related, reprocessing, or heavy water-related activities, or to the development of nuclear weapon delivery systems. It also bans the provision of technical assistance, brokering services and investment related to, and the procurement of, such goods and technology from Iran. The amendments, which give effect to Council Regulation (EC) No. 1110/2008 provide for further prohibitions on the sale, supply or transfer of certain items that could contribute to the proliferation of sensitive nuclear activities or to the development of nuclear weapon delivery systems.

S.I. No. 555 of 2009

Competition Act 2002 (Section 34(11) (Commission for Taxi Regulation) Order 2009

This Order adds the Commission for Taxi Regulation to the list of statutory bodies with whom the Competition Authority is required to enter into a co-operation agreement.

Appendix 6

Labour Market Data

Table 1 Labour Market Data 2003-2009

Total (000's)	2003	2004	2005	2006	2007	2008	2009
Labour force	1,912.7	1,982.1	2,078.1	2,162.4	2,239.9	2,222.7	2,155.2
Employed	1,827.1	1,896.4	1,985.7	2,072.1	2,138.9	2,052.0	1,887.7
Full time	1,522.3	1,580.1	1,645.2	1,724.1	1,754.4	1,660.5	1,468.3
Part time	304.7	316.3	340.6	348.0	384.5	391.5	419.5
Unemployed	85.7	85.8	92.3	90.3	101.0	170.6	267.4
Long Term Unemployed	26.3	28.8	27.6	27.1	27.7	40.5	89.1
Males (000's)	2003	2004	2005	2006	2007	2008	2009
Labour force	1,114.9	1,149.9	1,202.9	1,248.2	1,277.7	1,263.1	1,205.3
Employed	1,061.6	1,096.9	1,148.0	1,193.1	1,214.1	1,145.3	1,016.2
Full time	995.0	1,031.7	1,072.9	1,116.9	1,128.7	1,052.1	898.3
Part time	66.6	65.2	75.1	76.2	85.4	93.2	117.8
Unemployed	53.3	53.0	54.9	55.1	63.6	117.8	189.1
Long Term Unemployed	19.6	21.3	20.7	19.9	20.6	31.4	68.8
Females (000's)	2003	2004	2005	2006	2007	2008	2009
Labour force	797.8	832.3	875.1	914.2	962.3	959.6	949.9
Employed	765.5	799.5	837.7	879.0	924.8	906.7	871.6
Full time	527.3	548.3	572.3	607.2	625.7	608.4	569.9
Part time	238.1	251.1	265.5	271.8	299.1	298.3	301.6
Unemployed	32.4	32.8	37.4	35.2	37.5	52.9	78.4
Long Term Unemployed	6.7	7.5	7.0	7.1	7.1	9.1	20.3
Rate (%)	2003	2004	2005	2006	2007	2008	2009
Employment	65.6%	66.6%	67.8%	68.8%	69.0%	65.8%	61.1%
Female Employment	55.7%	57.1%	58.3%	59.6%	60.8%	59.0%	57%
Unemployment	4.5%	4.3%	4.4%	4.2%	4.5%	7.7%	12.4%
Long-term unemployment	1.4%	1.5%	1.3%	1.3%	1.2%	1.8%	4.1%

APPENDIX 7

Ireland's Trade Performance

<i>Ireland's Trade Performance 2004-2009</i>									
<i>Year</i>	<i>Merchandise €bn</i>			<i>Services €bn</i>			<i>Total Imports €bn</i>	<i>Total Exports €bn</i>	<i>Overall Surplus €bn</i>
	<i>Imports</i>	<i>Exports</i>	<i>Surplus</i>	<i>Imports</i>	<i>Exports</i>	<i>Deficit</i>			
2004	51.105	84.409	33.304	52.625	42.424	-10.201	103.730	126.833	23.103
yearly change	12.44%	2.75%		9.30%	13.66%		10.85%	6.40%	
2006	60.857	86.772	25.915	63.867	57.069	-6.798	124.724	143.841	19.117
yearly change	5.90%	0.05%		11.03%	18.35%		8.47%	6.59%	
2007	63.486	89.226	25.740	69.081	67.960	-1.121	132.567	157.186	24.619
yearly change	4.32%	2.83%		8.16%	19.08%		6.29%	9.28%	
2008	57.585	86.394	28.809	75.617	67.947	-7.670	133.202	154.341	21.139
yearly change	-9.29%	-3.17%		9.46%	-0.02%		0.48%	-1.81%	
2009	45.061	84.239	39.178	75.049	66.634	-8.415	120.11	150.873	30.763
yearly change	-21.75%	-2.49%		-0.75%	-1.93%		-9.83%	-2.25%	

Source: Central Statistics Office (CSO), Merchandise: Mar 2010 Release, Services: Balance of Payments Mar 2010 release

APPENDIX 8

Offices and Bodies of the Department

Companies Registration Office

Parnell House, 14 Parnell Square, Dublin 1.
Telephone: 01-804 5200, Lo-call: 1890-220226
Fax: 01-804 5222
Website: www.cro.ie
Email: info@cro.ie

The Companies Registration Office is the central depository of public statutory information on Irish companies. Its main functions include the incorporation of companies; the registration of business names, of charges on companies, of other post-incorporation documents and of changes in business name particulars. The office has an extensive enforcement programme in respect of the filing of returns.

Competition Authority

Parnell House, 14 Parnell Square, Dublin 1.
Telephone: 01-804 5400, Lo-call: 1890 220 224
Fax: 01 804 5401
Website: www.tca.ie
E-mail: info@tca.ie

The function of the Competition Authority is to promote greater competition in all sectors of the economy by tackling anti-competitive practices and by increasing awareness of such practices. As of 1st January 2003, the Authority assumed responsibility for examining and deciding upon mergers and acquisitions notified under the Competition Act 2002.

County and City Enterprise Boards

The 35 County and City Enterprise Boards (CEBs) were established to provide support for small businesses ('micro-enterprises') with 10 employees or less, at local level. CEBs provide direct grant-support to new and existing enterprises and promote entrepreneurship, capacity-building and women-in-business at local level, to micro enterprises in the commercial sphere. A list of the 35 CEBs is available at www.enterpriseboards.ie.

Department of Enterprise, Trade and Employment

23 Kildare Street, Dublin 2,
Telephone: 01-631 2121, Lo-call: 1890-220 222
Fax: 01-631 2827
Website: www.entemp.ie
E-mail: webmaster@entemp.ie

Earlsfort Centre, Lower Hatch Street, Dublin 2
Telephone: 01-631 2121, Lo-call: 1890-220 222
Fax: 01-631 2827
Website: www.entemp.ie
E-mail: webmaster@entemp.ie

Davitt House, 65a Adelaide Road, Dublin 2
Telephone: 01-631 2121, Lo-call: 1890-220 222
Fax: 01-631 3267
Website: www.entemp.ie
E-mail: webmaster@entemp.ie

Enterprise Ireland

The Plaza, EastPoint Business Park, Dublin 3.
Telephone: 01-727 2000
Website: www.enterprise-ireland.com
E-mail: info@enterprise-ireland.com

Enterprise Ireland is the government agency responsible for the development and promotion of the indigenous business sector. Its mission is to accelerate the development of world-class Irish companies to achieve strong positions in global markets resulting in increased national and regional prosperity. Enterprise Ireland brings together the key marketing, technology, enterprise development, business training and science and innovation initiatives through which the Government supports the growth of Irish industry.

Employment Appeals Tribunal

Davitt House, 65A Adelaide Road, Dublin 2.
Telephone: 01-631 2121, Lo-call: 1890 220 222
Fax: 01-631 3266
Website: www.eatribunal.ie
E-mail: eat@entemp.ie

The Employment Appeals Tribunal is an independent body established to provide a speedy, inexpensive and relatively informal means for adjudication of disputes on employment rights under the various legislation that come within the Tribunal's scope. The Tribunal's goal is that customers using the service will be satisfied overall with the service they have received.

FÁS

27-33 Upper Baggot Street, Dublin 4.
Telephone: 01-607 0500
Fax: 01-607 0608
Website: www.fas.ie

As the National Training and Employment Authority, FÁS anticipates the needs of, and responds to, a constantly changing labour market. Through a regional network of 66 offices and 20 training centres, FÁS operates training and employment programmes; provides a recruitment service to jobseekers and employers, an advisory service for industry, and supports community-based enterprises.

Forfás

Wilton Park House, Wilton Place, Dublin 2.
Telephone: 01-607 3000
Fax: 01-607 3030
Website: www.forfas.ie,
E-mail: info@forfas.ie

Forfás is the national policy and advisory body for enterprise, trade, science, technology and innovation.

Health and Safety Authority

Metropolitan Building, James Joyce Street, Dublin 1.
Telephone: 01-614 7000, Lo-call: 1890-289 389
Fax: 01-614 7020
Website: www.hsa.ie
Email: wcu@hsa.ie

The Health and Safety Authority has responsibility for the administration and enforcement of the occupational, safety and health and the chemicals regulatory framework provided for in the Chemicals Act 2008 and certain other legislation. It provides information, advice and guidance for employers, workers, the self-employed and others to whom occupational safety and health legislation applies or is of relevance.

[IDA Ireland](#)

Wilton Park House, Wilton Place, Dublin 2.

Telephone: 01-603 4000

Website: www.idaireland.com

E-mail: idaireland@ida.ie

IDA Ireland is responsible for the attraction to and development of overseas industry within Ireland.

[InjuriesBoard.ie](#)

P.O. BOX 8, Clonakilty, Co. Cork

Telephone: 1890-829 121

Fax: 1890-829 122

Website: www.injuriesboard.ie

E-mail: enquiries@injuriesboard.ie

The Personal Injuries Assessment Board, or InjuriesBoard.ie, is a statutory body that provides independent assessment of personal injury compensation for victims of Workplace, Motor and Public Liability accidents. This assessment is provided without the need for the majority of current litigation costs, such as Solicitors, Barristers and Experts' fees, associated with such claims. In exceptional cases legal / expert fees may apply and InjuriesBoard.ie examines each case on its own merits.

[InterTradeIreland](#)

The Old Gasworks Business Park, Kilmorey Street, Newry, Co. Down, BT34 2DE.

Telephone: 048-3083 4100

Fax: 048-3083 4155

Website: www.intertradeireland.com

Email: info@intertradeireland.com

InterTradeIreland is the Trade and Business Development Body established under the British-Irish Agreement Act, 1999. It is one of six North/South Implementation Bodies arising from the Good Friday Agreement of 1998. InterTradeIreland's mission for the period 2008-2010 is to enhance the global competitiveness of both jurisdictions for mutual benefit, through cooperative business, policy and research programmes, partnerships and networks. InterTradeIreland is co-funded by the Department of Enterprise, Trade and Employment and the Department of Enterprise, Trade and Investment in the North on a two-thirds, one-third basis respectively.

Irish Auditing and Accounting Supervisory Authority

Willow House, Millennium Park, Naas, Co. Kildare.

Telephone: 045-983 600

Fax: 045-983 601

Website: www.iaasa.ie

E-mail: info@iaasa.ie

The Irish Auditing and Accounting Supervisory Authority has four principal objectives; to supervise how the prescribed accountancy bodies regulate and monitor their members; to promote adherence to high professional standards in the auditing and accountancy profession; to monitor whether the accounts of certain classes of companies and other undertakings comply with the Companies Acts; and to act as a specialist source of advice to the Minister on auditing and accounting matters.

Labour Court

Tom Johnson House, Haddington Rd, Dublin 4.

Telephone: 01- 613 6666, Lo-call: 1890-220 228

Fax: 01-613 6667

Website: www.labourcourt.ie

E-mail: info@labourcourt.ie

The Labour Court was established under the Industrial Relations Act 1946. It provides a free, comprehensive service for the investigation and resolution of disputes in the areas of industrial relations and statutory employment rights. In addition, the Court makes Employment Regulation Orders setting legally enforceable minimum rates of pay and conditions of employment in those sectors covered by Joint Labour Committees. The Court also registers employment agreements: the effect of registration is to make the provisions of an agreement legally enforceable.

Labour Relations Commission

Tom Johnson House, Haddington Road, Dublin 4.

Telephone: 01-613 6700, Lo-call: 1890-220 227

Fax: 01-613 6701

Website: www.lrc.ie

E-mail: info@lrc.ie

The Labour Relations Commission, established under the Industrial Relations Act 1990, has overall responsibility for promoting the improvement of industrial relations, and does so by providing a range of services including a Conciliation Service, a Rights Commissioner Service and an Advisory Services Division.

National Consumer Agency

4 Harcourt Road, Dublin 2.

Telephone: 01-402 5555

Press Queries: 01-475 1444

Consumer Helpline Lo-call: 1890-432 432

Corporate Queries: 01-402 5500

Fax: 01-402 5501

Consumer Website: www.consumerconnect.ie

Corporate Website: www.nca.ie

The aim of the National Consumer Agency is to defend consumer interests and to embed a robust consumer culture in Ireland. Its mandate includes advocacy, research, information, enforcement, education and awareness. The Agency enforces a wide range of consumer protection laws, including laws on deceptive trading practices (these include unfair, misleading and aggressive commercial practices), consumer credit, package travel, unfair contract terms, timeshare, food labelling, textile labelling, unit pricing and price displays.

National Employment Rights Authority

O'Brien Road, Carlow.

Telephone: 059-917 8800, Lo-call: 1890 808 090

Fax: 059-917 8912

Website: www.employmentrights.ie

The role of the National Employment Rights Authority (NERA) is to foster and enforce a national culture of employment rights compliance in the State. NERA undertakes a range of functions, including the provision of impartial information to employers and employees, an inspection function, and a prosecution and enforcement service. Its primary objective is to work with employers to seek compliance with the

legislation and rectification of any breaches identified, including redress for individual(s) concerned and payment of any arrears due to employees.

National Standards Authority of Ireland

1 Swift Square, Santry, Dublin 9.

Telephone: 01-807 3800

Fax: 01-807 3838

Website: www.nsai.ie

E-mail: nsai@nsai.ie

The primary functions of the National Standards Authority of Ireland are the development and publication of standards, the provision of a comprehensive product and management system certification service, Agrément certification of building and civil engineering products and Legal Metrology for the establishment of confidence in trade measurements. The NSAI, through the National Metrology Laboratory, develops and disseminates national measurement standards in accordance with the International System of Units.

Office of The Director Of Corporate Enforcement

16 Parnell Square, Dublin 1.

Telephone: 01-858 5800, Lo-call: 1890-315 015

Fax: 01-858 5801

Website: www.odce.ie

E-mail: info@odce.ie.

The mission of the Office of the Director of Corporate Enforcement is to improve the compliance environment for corporate activity in the Irish economy. The functions of the Director of Corporate Enforcement include encouraging compliance with the Companies Acts, investigating suspected offences under the Acts and initiating civil and summary criminal proceedings in the Courts. The Director has a general supervisory role in respect of liquidators and receivers.

Office of The Registrar Of Friendly Societies

Parnell House, 14 Parnell Square, Dublin 1.

Telephone: 01-804 5499, Lo-call: 1890-220 225

Fax: 01-804 5498

The Office of the Registrar of Friendly Societies is a statutory independent office responsible for the registration and general regulation of friendly societies, trade unions and industrial and provident societies (co-operatives).

Patents Office

Government Buildings, Hebron Road, Kilkenny
Telephone: 056-772 0111, Lo-call: 1890-220 223
Fax: 056-772 0100, Lo-call Fax: 1890-220 120
Website: www.patentsoffice.ie
E-mail: patlib@entemp.ie

The Patents Office is responsible for the grant of patents for inventions and for the registration of trademarks and designs. The Controller also has functions in relations to the adjudication of certain copyright disputes.

Rights Commissioner Service

Tom Johnson House, Haddington Road,
Telephone: 01-613 6700, Lo-call: 1890-220 227
Fax (01) 613 6701
Website: www.lrc.ie
Email: rightscomm@lrc.ie

The Rights Commissioner Service is a service of the Labour Relations Commission. The Service investigates disputes, grievances and claims that individuals or small groups of workers make under certain legislation.

Science Foundation Ireland

Wilton Park House, Wilton Place, Dublin 2.
Telephone: 01-607 3200
Fax: 01-607 3201
Website: www.sfi.ie
Email: info-at-sfi.ie

Science Foundation Ireland (SFI) provides grants to scientific researchers and research teams in Ireland's higher education institutions who are most likely to generate new knowledge, leading edge technologies and competitive enterprises in the fields of science and engineering. The SFI research awards underpin three broad areas; namely Biotechnology, Information and Communications Technology, and Sustainable Energy/Energy-efficient technologies. The SFI awards are based on a rigorous peer review process where research excellence and strategic relevance to Irish enterprise needs are the determining factors.

Shannon Development

Town Centre, Shannon, Co. Clare.

Telephone: 061-361 555

Fax: 061-361 903

Website: www.shannondevelopment.ie

Shannon Development is a Government-owned regional development company dedicated to promoting and developing the Shannon Region of Ireland. Its business is regional economic development – a complex process embracing all sectors of activity and utilising multiple processes to achieve the vision of a world-class region. Shannon Development concentrates its efforts on delivering results in four key areas that can have significant economic impact locally, regionally and nationally, i.e., strategic or “Flagship” Projects, Shannon Free Zone, Tourism Development and Property Development.