

## **The Marine Institute's Commitment to Compliance under Section 42 of the Irish Human Rights and Equality Act 2014**

### **Confirmation of Commitment**

The Marine Institute is committed to fulfilling its obligations under Section 42 of the Irish [Human Rights and Equality Act 2014](#). This requires a public body, in the performance of its functions, to have regard to the need to:

- (a) eliminate discrimination,
- (b) promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and
- (c) protect the human rights of its members, staff and the persons to whom it provides services.

### **Implementation Approach**

We apply the three-step model:

1. *Assess* – Identify equality and human rights issues relevant to our functions
2. *Address* – Implement policies and practices to respond to these issues
3. *Report* – Share progress through annual and other organisation reporting and stakeholder engagement

### **Assessment**

In devising the Marine Institute's strategic plan *Ocean Knowledge that Informs and Inspires* (2023-2027), the organisation had regard to the protection of the human rights of employees and service users.

The strategic plan specifically notes that the Institute's contribution to society is enabled through governance structures, with a focus on fairness, transparency, inclusion, ethical conduct, compliance, responsible and fair procurement, and value for money for the State and public.

Within the strategic priority *Empowering our people to deliver excellence*, the Institute's strategic plan also identifies a commitment to a diversity of workplace, and investment in structures that provide equal access and opportunity to all. A specific strategic initiative was identified, being the enablement of the Marine Institute Equality, Diversity and Inclusion Group to advance equality of opportunity for all, with specific actions focusing on gender equality.

The strategic plan is published on the Marine Institute website [www.marine.ie](http://www.marine.ie).

### **Proactive Measures, Key Actions and 2024 Reporting**

The Marine Institute integrates human rights and equality issues into every aspect of how it performs its mandated functions on an ongoing basis. The Institute ensures accessible data, information and services, and has operational structures that eliminate discrimination and ensure equity in how it operate.

The development of the Marine Institute Equality, Diversity & Inclusion (EDI) Strategy and Action Plan (including Gender Equality Plan) 2024-2027, during 2024, also considered and assessed equality and human rights duties and devised specific actions which will be enacted and measured. This Strategy and action plan is available on the Institute website : [marine-edi-strategy.pdf](#).

Other developments and actions in 2024 in relation to addressing equality and human rights issues include:

- Continuing to advance the Equality, Diversity, and Inclusion Programme, celebrating difference, understanding and removing barriers, promoting and fostering equality of treatment and opportunity
- An extremely active Equality, Diversity and Inclusion group which seeks to ensure representation from all staff grades, roles, backgrounds, Service Groups, and Marine Institute sites
- Continuing to adopt a consultative approach to communicating and assessing human rights and equality issues, for example, in implementing policies, assessing action plans and agreeing work plans
- Devising training and development plans for those working with us
- Preparation of gender pay gap reporting and analysis of trends and drivers of same

The Marine Institute 2024 annual report also provides a broader update on the Marine Institute's governance structures which enable a contribution to society with a focus on fairness, transparency, inclusion, ethical conduct, compliance, responsible and fair procurement, and value for money for the state and public. The report can be obtained on the Marine Institute website.

[Annual Reports | Marine Institute](#)

The Marine Institute Gender Pay Gap report is also available at [mi-gender-pay-gap-report-2024.pdf](#).