

**30<sup>th</sup> Session of the Human Rights Council (14 September-2 October 2015)**

**Panel: Annual discussion on the integration of a gender perspective throughout the work of the Human Rights Council and that of its mechanisms – with a focus on gender parity**

**Statement of Ireland  
15 September**

Ireland aligns itself with the statement delivered on behalf of the European Union and would like to add the following.

(High Commissioner) Mr President, distinguished panellists,

Just as in all other fields, the equal participation of women from all communities at every decision-making level in human rights bodies is essential for their proper functioning. It assists in ensuring that the Treaty Bodies, the Human Rights Council and its mechanisms benefit from a range of perspectives.

For our part, Ireland actively promotes the inclusion of women at all levels of decision-making, both domestically and internationally. In line with UN Security Council Resolution 1325, we have launched our Second National Action Plan on Women, Peace and Security, which works to increase the participation of women at every level of decision-making in conflict resolution and peace processes in Ireland, Northern Ireland and overseas.

Domestically and following an initiative of our National Women's Strategy for 2007-2016, Ireland's Department of Justice and Equality in 2013 published a report, "Towards Gender Parity in Decision-Making in Ireland". This report identified the barriers women face to access higher ranks of decision-making and issued policy recommendations to achieve gender equality in Ireland.

Ireland welcomes this timely discussion at the Council and would like to ask the expert panellists a number of questions:

- Could the panel provide examples of good practice to improve the representation of women from different communities, such as geographic, ethnic, socio-economic, and LGBTI, at high office? Can you elaborate on what you see as the greatest challenge in this respect?
- The "Towards Gender Parity" report previously referred to found that at least in an Irish context the devaluation of female characteristics for positions of authority is a barrier to the appointment of women to senior posts. Could the panel suggest measures to involve men in re-evaluating the characteristics we consider necessary and valuable to holding high office?

Thank you