



Submission to inform the new National Women's Strategy 2017-2020

1. Introduction

Founded in 2002, the Immigrant Council of Ireland – Independent Law Centre (Immigrant Council) is the leading voice in securing improved rights and protections in the area of immigration, citizenship and anti-racism in Ireland. It offers support, advice and information, while also achieving positive change through strategic legal action and engagement with lawmakers to make immigration laws fit for purpose. Access to justice is the cornerstone of all of the Immigrant Council's work. It is committed to supporting individuals and families often at a vulnerable stage in their life, including victims of human trafficking and stateless persons.

It is of course important to acknowledge some positive developments in the years since the National Women's Strategy 2007-2016:

- Ireland's signature of the Council of Europe Convention on Combating and Preventing Violence against Women and Domestic Violence, and action plan for its ratification
- The adoption of Ireland's Second national strategy on Domestic, Sexual and Gender-based Violence, 2016 – 2021 which includes an action to "develop appropriate, evidence based, targeted interventions in domestic, sexual and gender-based violence in communities of particular vulnerability, including migrants, Traveller and Roma women and people with substance misuse difficulties.
- The publication of the Domestic Violence Bill and commitment to adopt consolidated legislation by the end of 2016.
- The establishment of the Garda National Protective Services Bureau, with a Human Trafficking Investigation and Coordination Unit and specialist remit in domestic violence.
- The publication of the Criminal Justice (Victims of Crime) Bill 2016

There is a particular focus in this submission on the guiding principles of the CEDAW; non-discrimination and equality. There is also particular attention aimed at issues related to violence against women, human trafficking and gender policies in the immigration and international protection processes, all of which are key issues arising in the Immigrant Council's services.

2. Violence against women

Migrant women may experience additional barriers to accessing support and safety in situations of domestic violence due to their immigration status including limitations on accessing financial support and housing. The legal uncertainties faced by migrant women are often used as further methods of control by abusers who may threaten or refuse to permit or cooperate in renewing or regularising a woman's immigration status, where it is dependent on the abuser's status. As one victim of domestic violence described, "*He's the EU national, he has all the power*".¹ Women commonly return to their aggressors for fear of being sent away from Ireland, of losing access to their children and of destitution. The Immigrant Council welcomed the publication in 2012 of Immigration Guidelines detailing how persons whose immigration status is dependent on the perpetrator of domestic violence can obtain independent status. However, these provisions need to be strengthened by being placed on a legislative basis and through ensuring that victims of domestic violence are given every opportunity to remedy their situation, that no administrative barriers (such as prohibitive cost, processing delay, or lack of

¹ http://www.movinglives.org/Stories/Domestic_Violence/

clarity on immigration status) are imposed, and that the immigration permission granted allows full access to the labour market.

In their 2015 Annual Report, Women's Aid highlighted that 390 of the 9,308 callers to the National Freephone Helpline that year identified that they were migrant women, Traveller women and women with disabilities. Of those, 87% were migrant women. Nearly a quarter (27%) of the new women they saw in their One to One Service were migrant women.²

There is no assurance of access to safe emergency accommodation for victims who exit a situation of domestic violence. The Housing Circular 41/2012³, issued by the Department of the Environment, Community and Local Government in 2012 sets out where applications for social housing supports from non-Irish nationals will be accepted. It provides for joint applications from spouses/civil partners, one of whom is an Irish citizen. However, where the couple separate, the non-Irish spouse/partner is no longer entitled to apply for housing. This can leave victims of domestic violence with no access to social housing supports. Similar difficulties arise for other categories of migrant not envisaged by the circular, including victims of trafficking. In the absence of alternatives, many migrant victims of domestic violence are being housed in direct provision centres which have repeatedly been deemed unsuitable for victims of gender-based violence.⁴ Adapting the statutory definition of homelessness to include victims of domestic violence could also help in recognising the urgent and difficult situations many women find themselves in when seeking safety from violence.⁵

The establishment, as in other jurisdictions, of a scheme for the provision of emergency welfare benefits and safe emergency accommodation for migrant victims of domestic violence whilst their applications are under consideration is required, together with the provision of specialised support services for migrant women. As in all domestic violence situations, the burden lies with the victim. Further deficiencies relate to the few concrete mechanisms currently in place to encourage the reporting of gender-based violence and the lack of awareness of the situation for migrant victims.⁶

Also required are better data collection structures relating to domestic, sexual and gender based violence. We need an updated comprehensive study on the level of sexual violence in Ireland, and for this data to give clear breakdowns of who is the most vulnerable to this kind of abuse. While the inclusion of ethnicity in the Pulse system is a step forward, all Governmental agencies including the Gardaí and Tusla must have a data collection system that gives an accurate reflection of who is experiencing gender based violence in Ireland. Civil society organisations (CSOs) working in these areas, including the Immigrant Council should be consulted for to help provide statistics and expert input. This should help address the variations found in State vs NGO identified numbers of trafficking victims in US TIP reports, for example. Vulnerable groups too often get left out of the picture as they fear self-identifying i.e. undocumented and victims of trafficking.

We would recommend referral to Articles 7.2 and 7.3 and 11 of the Council of Europe Convention on preventing and combating violence against women and domestic violence as they refer to inter-agency cooperation and liaising with human rights and CSOs.

Recommendations:

- Ensure that migrant victims of domestic violence and victims of trafficking have access to safe emergency accommodation, essential welfare benefits to meet basic needs and social housing.
- Institute improved data collection structures relating to domestic, sexual and gender based violence, which collect disaggregated data including ethnicity.

² Women's Aid Impact Report 2015, p.25, https://www.womensaid.ie/download/pdf/womens_aid_impact_report_2015.pdf

³ <http://www.housing.gov.ie/sites/default/files/migrated-files/en/Publications/DevelopmentandHousing/Housing/FileDownload%2C29412%2Cen.pdf>

⁴ Free Legal Advice Centres (2009) "One Size Doesn't Fit All: A Legal Analysis of the Direct Provision and Dispersal System in Ireland, 10 years on".

⁵ Safe Ireland, *Report on the Impact of the Habitual Residence Condition on Women seeking protection and safety for themselves and their children from a domestic violence perpetrator*, 2013.

⁶ Akidwa, *Understanding Gender based violence: An African Perspective*, March 2008. Available at <http://akidwa.ie//subs/Submission%20on%20Understanding%20Gender%20Based%20Violence.pdf>

3. Trafficking in human beings

Trafficking for sexual exploitation remains the main form of trafficking in Ireland, a gendered phenomenon which affects women disproportionately. It should therefore be specifically addressed in the National Women's Strategy. Ireland's second National Action Plan to Prevent and Combat Trafficking in Human Beings in Ireland was published in October 2016, with a commitment to "carry out a fundamental review of our formal identification process for victims of human trafficking". The current system of identification represents an inadequate transposition of the EU Trafficking Directive, and has been criticised by international monitoring bodies⁷, and the Irish High Court.⁸ Ensuring the timely implementation of the National Action Plan, particularly the review and the introduction of an identification system which is in line with Ireland's international obligations, could form an important part of the National Women's Strategy.

The current policy limits the right to formal identification solely to undocumented third country nationals (TCN). Thus it excludes the vast majority of victims who are either EU nationals or asylum seekers. This means that victims of trafficking who exercise their right to seek international protection are excluded from the benefit of immigration status and access to the labour market and education, while they are in the asylum process. Similarly EU nationals who are victims of trafficking face difficulties in accessing social benefits where they cannot provide evidence to exercise their EU Treaty rights because of the failure to formally identify them. This has a significant restriction on women's equality, recovery and active citizenship.

Comprehensive legislation pertaining to the protection and assistance to all victims of trafficking is needed, where immigration provisions take a secondary position and are invoked where relevant. The Immigrant Council recommends the involvement of independent parties in the assessment process for identification, such as a multi-disciplinary panel. (Presently, only high-ranking officers of An Garda Síochána can identify.) In the continued absence of such legislation, a clear and comprehensive policy document is essential.

The Immigrant Council calls for a stronger commitment to the establishment of an independent national rapporteur in Ireland which is recognised as the international best practice approach. At present, the Anti Human Trafficking Unit (AHTU) fulfils the required role of a "national rapporteur or equivalent mechanism" for the purposes of the EU requirements, and furthermore AHTU has asserted that they rely on assessments provided by international monitoring reports. The appointment of a national rapporteur who would evaluate all anti-trafficking policies and legislation to measure their effectiveness, collate real data and report directly to the Parliament, would increase the effective implementation of the NAP.

There is an urgent need to develop a comprehensive policy document with regard to assistance and protection of victims. Such a framework is presently absent, with the exception of Administrative Immigration Arrangements for undocumented TCN. We have been calling for such for a number of years, especially in the absence of any primary legislation that stipulates the rights of victims to any assistance they require.

There remains insufficient data however, for the identification of the number of victims trafficked into Ireland for various kinds of exploitation and sham marriage and the existing policy on identification of such victims further restrict the data collection process. Improvement is required in this area for the development of evidence based policies, planning service provision and identifying gaps in services.

Therefore the current procedure for identification of victims of trafficking must be reviewed and revamped. This well-established problem is fundamental to, and has a significant impact on, the rest of the anti-trafficking measures pertaining to victims' protection.

Early legal intervention and comprehensive legal aid

The Immigrant Council is of the view that immediate access to legal advice and intervention is critical to ensuring that all victims of trafficking are fully informed of their rights and obligations at the earliest possible opportunity

⁷ Eg. GRETA Committee, OSCE, CEDAW Committee.

⁸ *P. -v- Chief Superintendent Garda National Immigration Bureau & others*

and are able to make an informed choice regarding the multiple issues they are facing in relation to immigration, family safety, investigation, compensation, repatriation and others. It would be significant if the new National Women's Strategy reinforced this.

Currently the Legal Aid Board – through its Refugee Legal Service – provides “*legal services on certain matters to persons identified by the Garda National Immigration Bureau as ‘potential victims’ of human trafficking under the Criminal Law (Human Trafficking) Act 2008*”. In other words, a potential victim of trafficking is required to present herself/himself to An Garda Síochána and provide at least basic details of their identity and situation to them before they are eligible for legal assistance. Furthermore, the services offered to ‘potential victims’ of human trafficking are currently limited to legal advice only.⁹

The fact that victims of trafficking can only access State funded legal advice in Ireland after having been identified by the immigration police as ‘potential victims’ fails to observe the State’s obligations under EU and international human rights law. The current procedures are not in line with Article 12(2) of *Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims*, for example, as they fail to ensure that victims of trafficking in human beings have access without delay to legal counselling, and, in accordance with the role of victims in the relevant justice system, to legal representation, including for the purpose of claiming compensation. Additionally, Article 15(2) of the Council of Europe Convention provides for the right to free legal assistance and legal aid for victims in relation to compensation and legal redress, while Article 6(2)(b) of the United Nations Trafficking Protocol makes provisions for assistance enabling the views and concerns of the trafficked person to be presented and considered.

The Immigrant Council notes that commitment to a gender-sensitive approach to the protection and assistance of victims of trafficking is required and should be promoted in the National Women's Strategy in order to ensure that any actions undertaken reflect an acknowledgement of the apparently gendered nature of human trafficking and in particular the overwhelming presence of women among victims who have been sexually exploited.

The Immigrant Council would strongly call for the application of this commitment to the appropriate accommodation of female victims. Direct provision accommodation administered by the Reception and Integration Agency (RIA), was originally conceived as a short term accommodation for individuals seeking international protection. The selection of RIA centres, which are mixed gender, is unsatisfactory due to concerns regarding safety, privacy, re-victimisation, children and young people's safety, accessibility for pimps and traffickers, the propositioning of female residents for prostitution, the sexualisation of younger residents and other considerations. The housing of vulnerable female victims, who have been subjected to sexual violations as part of the trafficking crime, in RIA accommodation has been widely criticised by many civil society organisations in Ireland.¹⁰ Nevertheless, the State responded that the system of RIA accommodation would continue and that ‘*arguments made in relation to general allegations about, for example grooming and prostitution have not been substantiated*’.

The Immigrant Council endorses the decentralised combined principle of accommodation, where detected victims can avail of a range of accommodation types such as shelters or specifically rented units, using a small

⁹ It must be noted that for victim of an alleged sexual offence, the State legal aid could amount to legal representation if the prior sexual history of the victim is brought up by the accused during the trial, and this is extended to victims of human trafficking.

¹⁰ Extract from the joint NGO (9) submission to NAP 2009: “The Government’s provision of accommodation for trafficked persons in Reception and Integration Agency direct provision hostels for asylum seekers is completely inadequate. This option does not provide victims with the security and access to appropriate services they require. Furthermore, the lack of privacy and stability of the system is not appropriate for victims of trafficking and especially for those who are traumatized.” Free Legal Advice Centres (2009) *One Size Doesn't Fit All: A legal Analysis of the Direct Provision and Dispersal System in Ireland, 10 years on*, highlights serious shortcomings in the system and at p.12 states that the care for residents has been contracted out to private operators, and the quality of care varies largely across the board. It “needs substantial overhaul in order to meet the international human rights standards to which the state has committed itself before the community of nations”. African and Migrant Women Network AkiDwa (2010) “*Am Only Saying It Now: Experiences of Women Seeking Asylum in Ireland*” and also Ruhama: *Proposal on Safe Accommodation for Trafficked Victims* (Suggestions for Interim period until Support Structures Envisaged under the Immigration Bill 2007 are in Place) are informative.

portion of the capacity of housing providers who specialise in supported safe housing for vulnerable women and young people. This approach offers more flexibility in accommodating victims with different profiles, i.e. single women, women with children and aged out minors. It also offers a better guarantee of confidentiality, security and privacy and it better protects against the phenomenon known as ‘contamination of testimonies’, which occurs when potential witnesses are placed together after having been subjected to similar abuse. The Immigrant Council further notes that Ireland lacks any particular commitment to victims of trafficking with special needs, as identified in the EU Directive 2011/36/EU, where those needs derive, in particular, from pregnancy, ill health, disability, mental or psychological disorder, or due to a serious psychological, physical or sexual violence they have suffered. The Immigrant Council recommends that special attention is designated to these cases and that they are ear-marked for special services and concessions as the needs of the victim dictate, in line with EU law.

While the reduction of demand for all forms of trafficking is important, the Immigrant Council believes efforts should be proportionate to the number of victims exploited in different contexts, as well as their gender profile. It should be reasonable to expect that efforts and resources to address demand for the more often occurring forms of trafficking and especially those that cause serious trauma and lasting harm to the victims, such as trafficking for sexual exploitation, are a matter of priority. Such an approach should be endorsed by the National Women’s Strategy.

Any measures to reduce demand for sex trafficking should target men, in view of the highly gendered representation of men and women in human trafficking. Reports indicate that younger men, including the potential buyers among them, could be successfully targeted, since greater empathy and sensitivity towards the sellers has been observed among a younger male population¹¹. Prostitution is based on, and maintains gender and other inequalities in society, and is directly linked to human trafficking and organised crime. Legislation legalising or regulating prostitution has shown negative effects in several countries in terms of trafficking, crime and exploitation, monitoring of the commercial sex industry and the health and safety of persons in prostitution. It has not shown an improvement in access to social protection and services or in the reduction of stigma and discrimination against those engaging in prostitution. Legislation criminalising the purchase of sex, on the other hand, has been shown to reduce demand for both prostitution and trafficking.¹²

In response to unanimous recommendations from the Oireachtas Justice Committee Review of the future direction of prostitution regulation, the Minister for Justice has included in the Criminal Justice (Sexual Offences) Bill 2015 provisions discouraging sex buyers with an aim to reduce the demand for sexual exploitation, in line with the UN Protocol of 2000. The Immigrant Council supports this approach and acknowledges that it will be a positive step in Ireland’s attempts to tackle the expanding sex trade, and the law’s adoption and implementation should remain a priority. This legislation will also recognise the special needs of people with mental or intellectual disabilities and illnesses.

Alongside the legislation must be a consent education campaign including information about prostitution and trafficking along the lines “you can’t buy consent”. Again, refer to Council of Europe Convention on preventing and combating violence against women and domestic violence, Articles 13 and 12.4.

Recommendation

- Review and revamp the current procedure for identification of victims of trafficking.
- Place provision for the assistance and protection of victims on a legislative basis.
- Recommend the establishment of an independent national rapporteur on anti-trafficking.
- Explicit recognition of the specific needs of victims of trafficking and clear, supported pathways for victims of trafficking.
- Make an explicit commitment to a gender-sensitive approach to assistance and protection of victims in any future anti-trafficking documents.

¹¹ Yonkova N. and Keegan E., *Stop Traffic! Tackling demand for Sexual Services of Trafficked Women and Girls*, ISEC, (2014). <http://www.stoptraffick.ie/wp-content/uploads/2013/03/STOP-TRAFFICK-full-report.pdf>

¹² *Ibid.*

- Recommend the cessation of the use of direct provision for accommodation of victims of trafficking for sexual exploitation.

4. Gender policies in the immigration and asylum processes and additional inequalities and discrimination experienced by migrant women

The integration area of work within Immigrant Council focuses on family reunification, educational integration, citizenship, diversity and combatting racism. The lack of access to permanent residency, family reunification and employment for migrant women act as barriers to integration and need to be recognised and overcome.

Racism and discrimination

Migrant women are subject to additional inequalities and discrimination that are triggered by factors like real or perceived ethnicity, nationality or religion affiliation. Migrant women are especially vulnerable to intersection of discrimination and violence that is based on their gender, ethnicity and/or religion. Especially women who are identified by their skin colour or clothing as belonging to real or perceived communities are particularly vulnerable to racism and discrimination. Two areas of a particular concern are: discrimination in employment and racist violence. It would be especially welcome if the Strategy addressed these areas explicitly.

Discrimination occurs both in access to vocational training and employment and in the workplace. Due to lack of data, it is difficult to grasp how the intersecting grounds of gender and ethnicity/religion play a role in discrimination experiences. However, some studies¹³ offer evidence of the discrimination faced by migrant women while accessing employment and further in a workplace. Despite the presence of a legislative framework related to discrimination in the labour, there is evidence that it is not consistently applied and it lacks a strong safeguarding mechanism to protect migrant women from discrimination while searching for employment. Furthermore, the lack of diversity management policies and practices in a workplace creates a prospect for discrimination of migrant women while in employment.

It is reported¹⁴ that racist violence and harassment is on the rise in Ireland and it affects women and men equally, however, women suffer from verbal abuse and physical violence that is mixed up with racist and sexist motivations. Women in marginalised communities suffer higher degrees of violence and harassment than men. The recent research by the Immigrant Council on Muslim communities in Dublin¹⁵ found that Muslim women are three times more likely to suffer from verbal abuse and physical violence in public spaces than Muslim men. The lack of hate crime legislation makes it particularly difficult for victims of racist violence and harassment to access justice and further protections. Racist incidents that are of a low level of harm e.g. verbal harassment, spitting or pulling a head scarf off the victims head are in many cases not investigated due to lack of a legal framework that would address those instances. Proactive integration policies, programmes and procedures to prevent racist attacks and promote positive community experiences with a gender lens should be encouraged.

We would recommend referral to articles 59-61 in the Council of Europe Convention on preventing and combating violence against women and domestic violence for further reference.

Migrant workers, family dependents, security of status and access to citizenship

The Immigrant Council calls for the new National Women's Strategy to continue to recognise the practical and specific policy requirements of migrant women and to ensure their participation in every aspect of public and political life. Access for immigrants to institutions, as well as to public and private goods and services, on an equal basis to national citizens and in a non-discriminatory way, is recognised by the Hague Programme as an indispensable foundation for better integration.¹⁶ Mainstreaming integration policies at all levels of government and public services is an important consideration in public policy formation and implementation is also endorsed.

¹³ G. Kingston, F. McGinnity, P. J. (2013), O'Connell Discrimination in the Irish Labour Market: Nationality, Ethnicity and the Recession, UCD Geary Institute Discussion Papers

J. Carr (2016), Islamophobia in Dublin: Experiences and how to respond, Immigrant Council of Ireland

¹⁴ Reports of Racism in Ireland July-December 2015, ENAR Ireland <http://enarireland.org/enar-irelands-july-december-2015-ireport-ie-reports-of-racism-in-ireland-published/>

New campaign urges witnesses to report racism, <http://www.rte.ie/news/2016/0809/807965-racism-ireland/>

¹⁵ J. Carr (2016), Islamophobia in Dublin: Experiences and how to respond, Immigrant Council of Ireland.

¹⁶ European Council in Brussels, November 2004. Council of European Union document 14776/04.

Developing clear goals, indicators and evaluation mechanisms are necessary to adjust policy, evaluate progress on integration and to make the exchange of information more effective.

A primary objective of the National Women's Strategy 2007-2016 was to address the gender pay gap. The majority of low-paid workers in precarious and casual employment are women, many of them migrant women. Undocumented women and victims of domestic violence or human trafficking who have not been granted permission to work continue to face severe exploitation. The ILO Domestic Workers Convention 2011 (No.189) was ratified by Ireland in 2015; however the Immigrant Council calls for greater protections for female migrant workers in the reform of immigration legislation. A voluntary code of practice under the Industrial Relations Act 1990 does not offer adequate safeguards.

In addition to those issues highlighted in earlier sections regarding family reunification, domestic violence and trafficking, the immigration system continues to maintain certain categories of dependent family members, such as for example the spouses of work permit holders. These categories of immigrants have essentially extended visitor's rights and are not eligible to access any state funded services, undertake training and employment or engage in any business. Dependent immigration status may last for periods of more than five years and longer, unless it is possible to change immigration status due to changes in circumstances and/or Irish citizenship is granted on a discretionary basis. The situation of dependence of one spouse on another, which more often than not makes women dependent on their husbands, has the potential to distort the family relation and establish a position of dominance and control detrimental to migrant women in domestic violence situations. Long-term residence is currently only available to work permit holders and their spouses or dependents and is granted at the discretion of the Minister for Justice. Where granted to spouses or dependents, they will be granted permission only on a Stamp 3 basis, which does not exempt them from employment permit requirements. The Dependent/Partner/Spouse Employment Permits apply only to spouses and dependents of Critical Skills/ Green Card Employment Permit holders and Researchers.

The fees for naturalisation (Irish citizenship) applications, at €950, are not set at a 'reasonable level' as required by the European Convention on Nationality. These fees, among the highest in the world, present an obstacle to naturalisation. There are no fee exemptions provided for certain categories of applicant, including, individuals with a disability, one-parent families (approximately 86% of one-parent families are headed by a mother) or victims of domestic violence. The fees and lack of waivers disproportionately affect women.

Migration crisis

In respect of the current international migration crisis, it is now reported that for the first time since the beginning of the refugee and migrant crisis in Europe, women and children on the move outnumber adult men. While in 2015 about 70% of the population on the move were men, women and children now make up nearly 60% of refugees and other migrants crossing into Europe. This also means that more women and children risk and lose their lives in the Mediterranean Sea and on the land routes to Europe. Of more than 360 persons who died in the Mediterranean in January 2016, one third were women and children.

Female migration is not a new phenomenon but it is increasing, as is female refugees' and migrants' vulnerability to human trafficking, exploitation, discrimination and abuse. Single women travelling alone or with children, pregnant and nursing women, adolescent girls and elderly women are among those who are particularly at risk and require a coordinated and effective protection response. Human rights organisations, including the United Nations High Commissioner for Refugees (UNHCR) and women's rights organisations, have called for immediate action from governments, humanitarian actors and EU institutions to improve their response to refugee and migrant women and children's needs. Barriers to safe transit and to lawful access to the territory of the EU have resulted in the tragic loss of life of thousands of refugee and migrant women. The Immigrant Council calls for regular migration routes to Ireland to ensure safe and legal passage for all migrants and to prevent the risk of human trafficking and exploitation.

Recommendations:

- Gender sensitive diversity management policies should be mainstreamed in workplaces.
- Additional mechanism protecting migrant women from discrimination while accessing employment

should be introduced.

- Expedite the development of effective hate crime legislation.
- Address the gender pay gap that affects large numbers of migrant women due to their disproportionately high representation in low paid jobs.
- End the dependent immigration status, which often renders migrant women dependent on their spouses for extended periods of time, as this is detrimental for the integration of migrant women and potentially dangerous in situations of domestic violence.
- Reduce fees for Irish citizenship applications and introduce fee waivers for particular categories of applicant, including persons with disabilities, one-parent families and victims of domestic violence.
- Establish regular migration routes to Ireland to ensure safe and legal passage for all migrants and to prevent the risk of human trafficking and exploitation, which primarily affect women and girls.

5. List of concluding recommendations

Violence against women recommendations:

- Ensure that migrant victims of domestic violence and victims of trafficking have access to safe emergency accommodation, essential welfare benefits to meet basic needs and social housing.
- Institute improved data collection structures relating to domestic, sexual and gender based violence, which collect disaggregated data including ethnicity.

Trafficking recommendations:

- Review and revamp the current procedure for identification of victims of trafficking.
- Place provision for the assistance and protection of victims on a legislative basis.
- Recommend the establishment of an independent national rapporteur on anti-trafficking.
- Explicit recognition of the specific needs of victims of trafficking and clear, supported pathways for victims of trafficking.
- Make an explicit commitment to a gender-sensitive approach to assistance and protection of victims in any future anti-trafficking documents.
- Recommend the cessation of the use of direct provision for accommodation of victims of trafficking for sexual exploitation.

Gender-proofing immigration and asylum procedures:

- Gender sensitive diversity management policies should be mainstreamed in workplaces.
- Additional mechanism protecting migrant women from discrimination while accessing employment should be introduced.
- Expedite the development of effective hate crime legislation.
- Address the gender pay gap that affects large numbers of migrant women due to their disproportionately high representation in low paid jobs.
- End the dependent immigration status, which often renders migrant women dependent on their spouses for extended periods of time, as this is detrimental for the integration of migrant women and potentially dangerous in situations of domestic violence.
- Reduce fees for Irish citizenship applications and introduce fee waivers for particular categories of applicant, including persons with disabilities, one-parent families and victims of domestic violence.
- Establish regular migration routes to Ireland to ensure safe and legal passage for all migrants and to prevent the risk of human trafficking and exploitation, which primarily affect women and girls.