



Comhairle Contae Thiobraid Árann
Tipperary County Council

Tipperary County Council

Implementing the Public Sector Equality & Human Rights Duty

Assessment of Equality and Human Rights Issues

&

Evidence Book

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1 Introduction

This assessment of equality and human rights issues has been undertaken in compliance with Section 42 of the Irish Human Rights and Equality Commission Act 2014¹, and in alignment with guidance issued by the Irish Human Rights and Equality Commission².

The purpose of the assessment is to identify the equality and human rights issues facing the identified groups for the Duty that have relevance for the functions and purpose of Tipperary County Council. It is not an assessment of the performance of Tipperary County Council in regard to its work and its initiatives to address equality and human rights concerns.

This assessment has been undertaken in an evidence-based and participative manner. It is based on a review of relevant local and national policy strategies, national research, international research and submissions to human rights bodies. It draws from the knowledge and experience of representative associations of the identified groups and of Tipperary County Council staff.

The identified groups for the Duty are those covered by the grounds of gender (gender expression, gender identity and sex characteristics), civil status, family status (including lone parents and carers), age, disability (broadly defined to include all impairment groups and certain medical conditions), sexual orientation, race (encompassing ethnicity, nationality and skin colour), religion (different religious backgrounds or outlook including not having a religious belief), membership of the Traveller community, and socio-economic status (those at risk of or experiencing poverty and exclusion). They include those at the intersections of these grounds, and rights holders under the various human rights instruments relevant to the functions of the public body.

The equality and human rights issues that face the identified groups relate to the:

- **Situation** of the group in terms of their access to resources and any particular disadvantage they experience.
- **Experience** of the group in terms of the quality of their interaction with employers and service providers and with the wider society.
- **Identity** of the group in terms of how they chose to give expression to their identity and the specific needs that arise from their identity.

Tipperary County Council functions are:

¹ [Section 42](#), Irish Human Rights and Equality Commission Act 2014.

² Irish Human Rights and Equality Commission (2024) [Implementing the Public Sector Equality and Human Rights Duty: Guidance for public bodies second edition](#).



- People management
- Service provision
- Corporate activities, including procurement and funding
- Planning and regulation
- Local development
- Policy and research

The four values that motivate our commitment to equality and human rights and our ambition in implementing the Duty, are used as a framework to set out this assessment of the equality and human rights issues, the values of: respect; inclusivity; voice; and social sustainability.

The issues identified in this assessment are relevant across all the identified groups for the Duty, unless otherwise stated. In some instances, specific examples are given for particular groups where national data indicate: a unique experience for that group in regard to the issue(s); or that the group(s) experience a significant or persistent inequality or discrimination or human rights violation in regard to the issue(s).

Addressing these equality and human rights issues is to contribute to the elimination of racism, classism, ableism, homophobia, transphobia, sectarianism, sexism, and ageism.

2. Assessment of Equality and Human Rights Issues

Respect *is about dignity and valuing intrinsic human worth, and fairness and treating people equally. It involves building trust and is rooted in empathy, impartiality, and compassion, and in being ethical and non-judgemental.*

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Discrimination³ experienced by the identified groups, both individual and institutional, in recruitment and/or in the workplace.* In particular, the data point to:
 - high levels of discrimination, in recruitment, for: lone parents, Black and minority ethnic people including Travellers and Roma; disabled people; older people; and LGBTIQ+ people, in particular trans people, and including the ground of religion.
 - high levels of in-work discrimination including in promotion, career opportunities and pay, for: women; disabled people; Black and minority ethnic people; and trans people.
 - high levels of pregnancy-related discrimination experienced by women at work.
 - discriminatory job advertising.
- *Discrimination⁴ experienced by the identified groups, both individual and institutional, when trying to access and/or participate in public and/or private services:* In particular, the data point to:

³ As defined under the Employment Equality Acts.

⁴ As defined under the Equal Status Acts.



- high levels of discrimination, when accessing services, for: lone parents; Black and minority ethnic people including Travellers and Roma; trans people; and disabled people, and including the ground of religion.
- *Discrimination⁵ experienced by the identified groups, both individual and institutional, in relation to housing.* In particular, the data point to:
 - high levels of discrimination, when seeking to access housing, for: lone parents; disabled people; trans people; young people; and Black and minority ethnic people including Travellers and Roma.
- *Identity-based harassment and sexual harassment⁶ in the workplace and/or in accessing goods and services, which creates unwelcoming, intimidating, hostile, degrading or offensive environments for the identified groups.* In particular, the data point to:
 - high levels of sexual harassment experienced by women in the workplace.
 - high levels of identity-based harassment experienced by Travellers and LGBTIQ+ people at work, and including the ground of religion.
- *Prejudice, stigma, stereotyping and stereotypical representation of the identified groups.* In particular, the data point to:
 - stereotyping of women, LGBTIQ+ people, Travellers, and older people.
- *Lack of safety and not feeling safe in public spaces.* In particular, the data point to:
 - racist abuse of migrants.
 - hostility to LGBTIQ+ people from others in homeless services.
 - fear of violence and abuse among older people and among LGBTIQ+ people, in particular in public places and when showing public affection.
 - gender-based violence and fear of such violence for women, including domestic violence.
- *Invisibility for diversity and people hiding their identity in the workspace and public spaces for fear of discrimination or harassment.* In particular, the data point to:
 - Travellers, LGBTIQ+ people and in particular trans people, and people with hidden disabilities feeling they have to hide their identity.
 - failure to create work and service provision environments that are welcoming to, open about, and safe for diversity across the identified groups.
 - lack of equality data.
- *Isolation experienced by the identified groups.* In particular, the data point to:
 - lack of integration and interactions with the majority community for migrants and for Roma.
 - issues for Travellers and Roma in engaging with neighbours and their local community.
 - issues for LGBTIQ+ people, in coming out and in living in rural areas and in workplaces.
 - issues for older people and disabled people living alone.
 - rural isolation experienced across the identified groups.

⁵ As defined under the Equal Status Acts.

⁶ As defined under the Employment Equality Acts and the Equal Status Acts.



- *Lack of knowledge, understanding and/or capacity of employers and service providers to prevent and address issues of discrimination, and harassment and sexual harassment.*
- *Lack of fair procedures to respond to and resolve issues of discrimination, harassment and sexual harassment that arise and failure to adequately apply such procedures when such issues arise.*
- *Significant under-reporting of discrimination in employment and/or service provision by the identified groups.*

Inclusivity is about recognising and valuing diversity, appreciating the benefits and opportunities that flow from diversity, and understanding and responding to the practical implications of diversity. It involves being flexible, accessible, and accommodating the specific needs that arise from diversity.

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Failure to make reasonable accommodation with adaptations for diversity to address the specific needs that arise from diversity, to enable access for the identified groups to, and their participation in, services.* In particular, the data point to:
 - lack of service provision procedures to identify and meet the specific needs of the identified groups and failure to provide information on any such procedures in place.
 - failure to identify, understand and adapt for specific needs in the provision of homeless services.
 - issues of accessibility in the Choice Based Letting system and other relevant digital online systems used.
 - failure to make reasonable accommodation for disabled people in the provision of services.
 - lack of adaptation of accommodation in housing provision for disabled people.
 - lack of adaptation in service provision to respond to the specific needs that arise from cultural diversity.
 - lack of culturally appropriate provision for Travellers in housing provision.
- *Failure to make reasonable accommodation with adaptations for diversity to address the specific needs that arise from diversity, in the recruitment process and to enable access for the identified groups to, and their participation in employment.* In particular, the data point to:
 - lack of recruitment/workplace procedures to identify and meet the specific needs of the identified groups and failure to provide information on any such procedures in place.
 - mandatory retirement ages at work and lack of gradual and flexible retirement options.
 - lack of provision for work-life balance and flexible working arrangements in the workplace, and, in particular, failure to encourage take up by men where these are available.
 - lack of gender-neutral facilities.
 - failure to make reasonable accommodation for disabled people at work.

- *Lack of supports to meet specific needs of the identified groups.* In particular, the data point to:
 - lack of supports for independent living for older people and disabled people.
 - lack of the particular supports and services required by disabled people and by older people to engage in employment and in accessing services.
 - lack of recognition and support to preserve and give expression to Traveller culture and identity.
 - difficulty for trans people in obtaining official documents that reflect their gender identity can create problems in accessing services including housing.
- *Lack of universal design and inaccessible physical infrastructure, transport, and public buildings and public spaces.*
- *Inaccessible communication that do not reach or engage the identified groups due to formats and channels, and to content and language.* In particular, the data point to:
 - failure to take account of language diversity in providing translation and interpretation, including Irish Sign Language.
 - failure to take account of literacy barriers.
 - inaccessible websites.
 - inaccessible communication materials.
 - lack of outreach to the identified groups.
- *Lack of recognition for intersectionality and failure to address the specific needs that arise.*
- *Lack of understanding of diversity and capacity among employers and service providers to respond to diversity and the specific needs that arise from diversity.*

Voice is about empowerment, having a say in decision-making, and accountability. It involves collaboration and partnership, participation in decision-making structures and consultation processes, and support to enable a meaningful engagement in such structures and processes.

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Lack of opportunities for the identified groups to have a say, participate in consultations and be heard in decision-making processes.* In particular, the data point to:
 - lack of structures and systems in place to enable people to have a say.
 - barriers in the design and functioning of the structures and systems in place for the identified groups to make their contribution.
 - lack of information made available and supports provided for representatives of identified groups to enable them to participate effectively and be heard through the structures and systems in place.
 - fears among the identified groups about participating and any exposure to negative treatment that might result.
 - failure to track the engagement of identified groups in public consultations and to establish their particular perspectives.
- *Limited presence of people from the identified groups in decision-making positions.*



- *Lack of feedback from and follow-up to participation by the identified groups in consultation and participative processes and structures.*
- *Lack of representation for people from the identified groups in public and political life.* In particular the data point to:
 - under-representation of women in elected positions.
 - lack of presence of Black and minority ethnic people, including Travellers and Roma in elected positions.
 - barriers to voter registration among migrants.
 - low levels of participation of 'naturalised/non-Irish citizens', Travellers and Roma as electoral candidates.
 - negative abuse experienced by people from the identified groups when participating in public life, leading to fears and to withdrawal.
- *Lack of recognition and support for the representative and advocacy role of civil society organisations of the identified groups.*

Social Sustainability *is about planning for, distributing, and enabling access to resources, such as employment, income, accommodation, education and health, with a view to addressing disadvantage, ensuring quality of life, and achieving sustainable and resilient communities.*

The equality and human rights issues to be addressed in implementing the Duty, relevant to this value, are:

- *Unemployment, precarious work and under-employment among the identified groups.* In particular, the data point to:
 - low levels of labour market participation for: young people, Black and minority ethnic people including Travellers and Roma, disabled people, older people, and lone parents.
 - under-employment of women, including reduced hours and part-time working, due to impact of caring responsibilities and lack of access to childcare supports.
 - under-employment of migrants due to lack of recognition for qualifications and lack of representation of minority ethnic groups across the public sector.
 - precarious employment for women, and lone parents.
 - lack of access to decent work for women, lone parents, young people, Black and minority ethnic groups including Travellers and Roma, and disabled people.
 - lack of employment and training-related networks and connections for Travellers, to assist them to access employment.
- *Lack of access to promotion and career progression opportunities for the identified groups.* In particular, the data point to:
 - higher rates of in-work promotion-related discrimination and lack of career progression for women, disabled people, Black and minority ethnic people, and older people.
 - negative impact of caring responsibilities and limits on promotion and other career opportunities, for women.
- *Low incomes and income inequality.* In particular the data point to:



- low pay on the socio-economic status ground, and for women and people with disabilities.
- pay and pension gaps, in particular for women and for Black and minority ethnic employees.
- failure to address the additional costs of disability.
- *Homelessness and risk of homelessness across the identified groups.* In particular, the data point to:
 - over-representation of people experiencing poverty, lone parents, Black and minority ethnic people including Travellers and Roma, LGBTIQ+ people, young people, men, disabled people, and people from minority religions.
 - issues in the application of the HRC and Circular 41/2012, in particular for Roma.
- *Housing disadvantage and housing insecurity across the identified groups.* In particular, the data point to:
 - high levels of social housing need for disabled people, young people, Black and minority ethnic people including Roma and Travellers, and lone parents.
 - overcrowding experienced among Black and minority ethnic people including Travellers and Roma, disabled people, lone parents, young people, and people on rent supplement.
 - poor living conditions experienced by Black and minority ethnic people including Roma and Travellers, older people, women and lone parents.
 - lack of provision of Traveller-specific accommodation.
 - failure by private sector landlords to fulfil legal requirements with regard to the letting process and the property rented.
- *Poverty, including at-risk of poverty, consistent poverty and enforced deprivation, across the identified groups.* In particular, the data point to:
 - area-based disadvantage, urban and rural, alongside pockets of disadvantage in more affluent areas.
- *Lack of participation in and engagement with arts and culture, as consumers and as producers, experienced across the identified groups.* In particular, the data point to:
 - barriers to participation and engagement experienced across the identified groups.
 - barriers to advancing careers within the arts, in particular for women.
- *Lack of participation in and engagement with sport among the identified groups.* In particular, the data point to:
 - issues for disabled people.
- *Lack of transport available to the identified groups.* In particular, the data point to:
 - this issue for Black and minority ethnic people, older people, and disabled people.
 - this issue for the identified groups in rural areas.
 - lack of adequate and accessible information to make use of transport systems.
- *Lack of access to information in order to make informed choices.* In particular, the data point to:
 - issues for older people in accessing services.
- *Digital inequality in digital constraints and digital exclusion experienced by the identified groups.* In particular, the data point to:



- digital constraints due to lack of skills or digital literacy, in particular for older people, people living in poverty, and people with literacy issues.
- digital exclusion due to cost of and/or access to devices and/or broadband, for people living in poverty, Travellers, and disabled people.
- *Lack of opportunity for people from the identified groups due to limited autonomy.* In particular, the data point to:
 - issues for disabled people in congregated settings and older people in nursing homes.
 - lack of support and provision for assisted decision making for disabled people.
 - issues for young people who have to live in the family home for lack of access to their own accommodation.
 - financial dependence, in particular of young people.
- *Lack of access to funding opportunities for the identified groups and for their representative associations.*
- *Failure to adequately implement national policy strategies targeting the identified groups at local level.*

3. Maintaining the Assessment

This assessment and its evidence base will be made publicly available on the Tipperary County Council website as required by the Duty.

The assessment and its evidence base will be updated on an ongoing basis by the Duty working group to ensure that new research is included and to incorporate learning about further issues or new dimensions to the issues from our ongoing implementation of the Duty.

The assessment and its evidence base will be reviewed and updated by the Duty working group in the lead up to the preparation of any corporate plan. This is to ensure that the most up-to-date data and information is informing our assessment of equality and human rights issues.

4. Evidence Base for the Assessment

This assessment of equality and human rights is evidence-based in drawing from:

- National policy strategies;
- National research;
- International research; and
- Submissions to human rights bodies.

Equality and human rights issues that face the identified groups are drawn from this evidence base that relate to the:

- **Situation** of the group in terms of their access to resources and any particular disadvantage they experience.



- **Experience** of the group in terms of the quality of their interaction with employers and service providers and with the wider society.
- **Identity** of the group in terms of how they chose to give expression to their identity and the specific needs that arise from their identity.

A. Local and National Policy Strategies

The [County Tipperary Local Economic and Community Plan](#) 2024-2029 identifies issues of situation and identity for a number of groups.

In relation to **situation**:

- Increasing challenges relating to inflation, housing, sustainable work, and public service provision undermine commitment to the 'public good'.
- People with disabilities are less than half as likely to work as in the general population (22 per cent compared to 53 per cent) and less than half as likely to have access to a car or van (eight per cent compared to twenty per cent).
- Youth unemployment remains stubbornly high, and young people have poor access to vibrant climate action and technology-related activities despite their known interest in these areas.
- Six EDs with a total population of 20,962 were classified as 'Disadvantaged': Roscrea (-10.92), Farranrory (-11.48), Clonmel West Urban (-11.56), Littleton (-12.25), Carrick-on-Suir Urban (-15.10), and Tipperary East Urban (-17.30). Pockets of disadvantage across Co. Tipperary are concealed at the ED level. Continuing concentration of disadvantage in some geographic regions and among particular communities.
- 1,121 households were recorded on the county housing list in 2021, having been approved for social housing support. Nearly 218 households reported as homeless as of April 2022. The lack of sufficient, stable, and sustained provision of affordable housing poses a significant challenge, particularly in relation to retaining young people in their home communities.
- The age dependency ratio is 53.9 per cent in the county, higher than the ratio recorded in the Mid-West or South- East and higher than the national figure of 49.3 per cent. This has implications for service provision for these more vulnerable groups in the county, with one in every two persons not being of working age.
- Sustained connectivity challenges between urban and rural locations outside of main commuter lines. There are gaps in arts and culture services and facilities for younger people and, more generally, for residents in different areas of the county.
- Ongoing issues of equal and diverse representation in decision-making roles.

In relation to **identity**:

- Literacy and language barriers were cited as challenges in applying for health and housing support.

The Tipperary County Council strategy, [Diverse Tipperary: An Integration Strategy](#) 2023-2025 identifies issues of for minority ethnic groups.

In relation to **situation**:



- While most migrants are integrating well into life in Tipperary, some are falling behind and many migrants are vulnerable to economic and social exclusion.
- Migrants are more likely than Irish people to hit glass-ceilings with respect to the progression of their careers, and several are not employed in the sectors in which they are qualified.
- Many participants were working, although the non-recognition of foreign skills, experience and qualifications has forced many to retrain, with some others giving up hope of securing employment.
- A significant number of negative housing issues were reported by participants in the interviews and focus groups. These covered a range of topics. Some participants felt that recent increases in house prices had pushed home ownership beyond their reach and as such they would now be forced to rent permanently. Others reported overcrowding, while some detailed the difficulties in moving and then being forced to move again. Other issues that emerged included extensive delays in County Council house repairs.
- Migrant populations are under-represented in many facets of life, including civil society and political structures.
- Approximately a third of respondents were registered to vote or had voted, less than one third of respondents reported voting in the last local elections.
- It was widely agreed that public transport was wholly inadequate. This was unfortunate as a host of other issues were apparent relating to private transport. Respondents reported significant health issues requiring transport to distant hospitals, as well as the difficulties attending routine ante-natal clinics. The lack of transport also impacted work opportunities, with participants reporting walking up to 12km to work and back. The lack of transport also impacted access to traditional foodstuffs.

In relation to **experience**:

- Racism, xenophobia and prejudice are features of Irish life, and migrants, particularly Roma and those who have come from Africa and Asia, have been on the receiving end of attitudes and behaviours that run counter to the norms and principles of integration.
- Over 70 respondents to the Survey reported the following: 13.2% discrimination in Housing from a property owner; 19.1% experienced discrimination from a public body; 23.6% experienced racist name calling/verbal abuse in the previous year. 26.5% experienced suspicion or hostility.
- Limited integration appears to be occurring between immigrants and the native Tipperary population. Migrants largely appear to mix within their own cultural groups. A host of reasons were put forward to account for this including language barriers, a lack of transport and long working hours. Some parents were concerned about traditions and culture being lost in an assimilation process.

In relation to **identity**:

- The migrant population in Tipperary is highly diverse in terms of nationality, ethnicity and religious belief and non-belief.
- A lack of English language skills was felt to be a barrier to a range of activities from integrating into communities and finding one's way about, to accessing healthcare



services. Although some migrants reported learning English with the help of a notebook to record new words, many more recent migrants reported a host of barriers to taking up lessons. Some participants suggested that more multi-lingual staff should be available in Council Offices, while others were concerned that a current vacancy for their interpreter might not be filled.

The [Tipperary Roma Health and Accommodation Project report of interviews with 57 Roma Families \(2023\)](#) by Gina Miyagawa, identifies issues of situation and experience for Roma.

In relation to **situation**:

- 64% of the Roma families/individuals interviewed to date are homeless, with a further 66% at risk of becoming homeless and a further 14% not knowing if and when it will happen.
- 80% of Roma families live in insecure accommodations, with 70% sharing their house/apartment with at least one individual or one family (57%) who is currently homeless. 43% are sharing their house with two other families.
- 70% of the accommodations of the families interviewed are damp with visible black mould on the walls. 82% of those interviewed have only one bathroom and one toilet in the house, with up to 8-10 people sharing one bathroom or toilet.
- 35% have been issued an eviction notice while the remaining 53% have been told to move out but they cannot secure a rental accommodation. 9% of families can no longer afford to pay their rent.
- 39% are the official tenants while the remaining 61% are couch surfing or living with family members in severely overcrowded accommodations. Of those only 34% have rental agreements/contracts, while 21% are squatting in unsuitable accommodations.
- 21% of those interviewed so far have been accepted on the housing list and awarded a HAP package, however, none of the families are able to secure accommodation under the HAP scheme.
- 8% of those families have applied for social housing four or five times before they got accepted on the housing list, while 2% have applied three times. 52% of the remaining families have never applied for social housing. Of those families accepted on the housing list 31% are waiting for a year or more, 15% are waiting for four years, 23% are waiting for five years or more and 31% are on the housing list for less than a year.
- 88% of those interviewed feel their current living conditions negatively impact their everyday health, causing them to experience depression, anxiety and severe stress.
- 69% of those interviewed are in employment with 51% full-time, 47% part-time and 2% cash in hand.
- 58% of families are in receipt of some form of social protection payment. Of those 27% are on Job Seeker Allowance as they lost their jobs during Covid-19. 24% Disability Allowance, 24% receive Carers Allowance, 8% are in receipt of Family Income Supplement, 5% are on TUS Scheme, 5% are on Supplementary Welfare Allowance, and 5% are receiving One Single Family Allowance.

In relation to **experience**:

- 1% of the households interviewed felt discriminated against when they were seeking homeless accommodation, 16% while seeking privately rented accommodation, 8% landlord refused to accept HAP, 9% while seeking social housing, 24% while seeking employment, 16% in the workplace, 8% when accessing social protection services, 4% when accessing a health service, 11% when accessing a GP.
- 20% of people have experienced racism from their neighbours, 19% from their landlord, 2% from staff in social housing, 6% when engaging with a health care provider, 19% in the workplace, 15% in public spaces and 18% in shops.

The [National Policy Framework for Children and Young People 2023-2028](#) identifies issues of situation and experience for children and young people.

In relation to **situation**:

- 15.2% of 0-17 years old are at risk of poverty, 7.5% experience consistent poverty, and 19.9% of 0-17 years old experience deprivation (SILC 2022).
- 1,733 families with 3,594 children accessed emergency accommodation in April 2023.
- While there are many good policy commitments and strategies serving children and young people in Ireland, implementation can be more difficult and fragmented.
- Children will bear the brunt of climate change, and climate change will make existing inequalities worse.

In relation to **experience**:

- Traveller and Roma children face systemic discrimination and disadvantage.
- Younger people appear to be losing faith in democratic systems, as evidenced by measures of trust in government – their interests are not well represented in our democracies, and they have expressed deep concern about intergenerational inequality.
- Children raised issues with the extent to which their voice was heard, and their views taken seriously.

In relation to **identity**:

- Groups of children who may face additional challenges include those with a disability; with mental health challenges; living in or at risk of poverty including homelessness; who are members of the Traveller or Roma communities; who are members of the LGBTI+ community; who have suffered abuse or neglect; seeking international protection; from minority ethnic backgrounds; migrant children and young people; living in a single parent household; living in Care or Aftercare; who are young carers; living in a household with substance misuse; or with a family member in prison.

The [National LGBTI Inclusion Strategy 2019-2021](#) identifies issues of situation, experience and identity for LGBTI people.

In relation to **situation**:

- Many of the issues which prevent LGBTI+ people from achieving their full potential in Irish society are structural in nature.
- LGBTI+ adults reported that significant barriers to workplace inclusion still persist for LGBTI+ employees.

- Mainstream services need to adapt to ensure that they are inclusive of LGBTI+ service users and that LGBTI+ people are confident that their needs will be addressed by these services.

In relation to **experience**:

- The highest rates of discrimination were reported by people who identify as LGBTI+ (33.2%), followed by persons from non-white ethnic backgrounds (33.1%), unemployed (30.2%) and non-Irish (26.7%) (CSO).
- LGBTI+ people continue to experience unacceptable levels of harassment and discrimination in some workplaces.
- The need for increased and non-stereotypical representation of LGBTI+ identities arose as a consistent theme throughout the consultation process.
- LGBTI+ people do not always feel safe in the public space.

In relation to **identity**:

- Being able to work in an environment where a person can be fully open about their sexuality and gender identity and bringing their authentic self without fear of discrimination was rated the most important issue by respondents in the first 'Burning Issues' survey of LGBT people carried out by the National LGBT Federation in 2009.
- Difficulties coming out in the workplace, particularly for transgender people.
- Gender-segregated spaces, such as single-sex schools, toilets and changing facilities, for transgender and non-binary young people.
- Older people, migrants, Travellers, people with disabilities, and prisoners among the LGBTI+ community are at higher risk of multiple discrimination and marginalisation.

The [Arts Council Equality, Human Rights & Diversity Policy & Strategy](#) 2019-2022 identifies issues of situation and experience for a number of groups.

In relation to **situation**:

- There is a need to ensure recipients and beneficiaries of awards and funding programmes better reflect the population profile of contemporary Ireland, inclusive of the most disadvantaged groups.

In relation to **experience**:

- As evidenced by movements such as Waking the Feminists, Sounding the Feminists and Fair Plé, women artists across a range of artistic disciplines continue to encounter serious impediments to advancing their careers and repertoire in a way that equates with their male peers.
- The Arts Council are deeply aware that, within the arts in Ireland, many inequities still exist and that there is a substantial number of people who continue to experience barriers to engaging with and participating in the arts because of their socio-economic background, their ethnicity or religion, their sexual orientation or gender identity, their family status, their age, their membership of the Traveller Community, or through lack of accommodation of a disability.

B. National Research



The ESRI and IHREC report (2017) [Who Experiences Discrimination in Ireland: Evidence from the QNHS Equality Modules](#) identifies issues of situation and experience for a number of groups.

In relation to **situation**:

- Discrimination in recruitment may mean certain groups are systematically assigned lower quality jobs or remain unemployed. Discrimination in the workplace may lead to lower pay and promotions, lower job satisfaction and a higher risk of redundancy.
- The higher levels of discrimination found in housing when compared to other services signals yet another negative consequence of the severe pressures associated with a housing stock that is inadequate to meet demand. High rents and inadequate stock may have particular consequences for disadvantaged groups, and further research could identify those groups most at risk of housing discrimination.
- Unfair treatment can have damaging effects on self-esteem, well-being and health.

In relation to **experience**:

- 6.7% of women, compared to 4% of men, felt that they had been discriminated against at work. Rates of perceived discrimination in accessing private services, are higher for women than for men (5.2% vs 4.2%).
- More than 12% of lone parents report discrimination while searching for work compared to 6.3% of those who are single with no children and 3.9% of those who are cohabiting with children. 'Never married lone parents' report significantly higher levels of discrimination (5.9%) in accessing public services, compared to those who are single and childless, cohabiting and childless, or married with children. Lone parents experience higher levels of discrimination in access to housing, than two-parent families. 'Never-married lone parents' reported the highest rate of discrimination (10.3%) in accessing private services, significantly higher than those who were single or formerly married without children, married without children and married or cohabiting with children.
- Black respondents were over three times more likely to report discrimination in the workplace than White Irish respondents. 8.5%, 10%, and 13.8%, respectively, of White Non-Irish, Asian and Black/Other reported discrimination in the workplace. Rates of discrimination (when looking for work) were significantly higher among Black/Other ethnic groups (16.5%) compared to Asian and White Irish (7.5%) and White Non-Irish (5.4%). Black respondents are three times more likely to report discrimination than White Irish in accessing public services. Nearly 10% of the Black/Other ethnicity group report discrimination in public services, compared to 3.2 and 3.6% of White Irish and White Non-Irish groups respectively. Compared to White Irish, Black respondents are almost five times more likely to report discrimination in accessing private services, such as shops, banks and housing. 18.5% of Black/Other and 15.7% of Asian ethnic groups report private service-related discrimination, compared to 4.1% of White Irish and 5.6% of White Non-Irish ethnic groups.
- 12% of older workers (45-64 years) report that they have experienced discrimination in seeking work and they are much more likely to indicate discrimination in seeking employment, than younger workers (5%).

- People with a disability experience higher rates of discrimination than non-disabled people: in the workplace (9% vs 5%), while seeking work (15.5% vs 7%), when accessing private services (7% vs 4%) and when accessing public services (7% vs 3%).
- Compared to non-Travellers: Travellers almost 10 times more likely to report discrimination when seeking employment; over 22 times more likely to report discrimination in accessing private services; and 38 times more likely to report discrimination in accessing shops, pubs, restaurants.

The ESRI and IHREC report (2018) [Discrimination and Inequality in Housing in Ireland](#) by Grotti, R. et al. identifies issues of situation, experience and identity for a number of groups.

In relation to **situation**⁷:

- Lone parents are one of the groups found to be at higher risk of experiencing disadvantage across multiple housing dimensions (discrimination in accessing accommodation, quality of accommodation (including for example over-crowding), and risk of becoming homeless). 60% of homeless family units (defined as either a couple with or without children or a single parent with children) are lone mother families (a group which comprises only 16% of family units in the State). Families headed by a lone father are relatively uncommon, but this small group also faces a lower risk of homelessness than lone mothers. Lone parents experience higher levels of housing deprivation and environmental deprivation. The latter finding is due to their concentration in Local Authority housing. Lone Parents are more likely to be living in Social Housing.
- People with a disability are one of the groups found to be at higher risk of experiencing disadvantage across multiple housing dimensions (discrimination in accessing accommodation, quality of accommodation (including for example over-crowding), and risk of becoming homeless): they experience high levels of housing and environmental deprivation, and are particularly over-represented among the homeless population: more than one-in-four homeless people have a disability and the prevalence of people with a disability is twice as high among the homeless as among the population in general. People with a disability are more likely to be living in Social Housing.
- Ethnic minorities/non-EU nationals are one of the groups found to be at higher risk of experiencing disadvantage across multiple housing dimensions (discrimination in accessing accommodation, quality of accommodation (including for example over-crowding), and risk of becoming homeless). Non Irish Nationals make up 13% of the normally resident Irish population, but account for 25% of usually resident homeless people Non-Irish nationals and ethnic minorities are highly concentrated in the Private Rented Sector
- Travellers are the most at risk of being homeless and are significantly over-represented in the homeless population (9% are homeless yet they only make up 1% of the population). In 2016, 56% of Travellers were faced with over-crowding compared to just

⁷ Three objective measures of housing quality are used: housing deprivation (e.g. accommodation is damp/dark, has no central heating), environmental deprivation (e.g. pollution, crime, vandalism), and over-crowding



9% of non-Travellers. Travellers are also over-represented in social housing (48% of Traveller households).

- Women are more likely than men to experience environmental deprivation, while men are most likely to be homeless. The adult homeless population is disproportionately male - the sex-ratio for the homeless population aged 15 or older is approximately 60:40 compared to a ratio closer to 49:51 in the overall population.
- Young people (people under 30) are more likely to experience housing and environmental deprivation, to be living in over-crowded settings and to experience a higher risk of homelessness. The groups most at-risk of homelessness are young adults, in particular men aged 20-39, and very young children (aged 0-4). Young people are highly concentrated in the Private Rented Sector.
- Protestants, Muslims and Orthodox Christians are more at risk of homelessness. Muslims are particularly over-represented, constituting almost 6% of the homeless but only 1% of the total population.
- Comparing the outcomes of those in receipt of Rent Supplement, to others in the private rented sector, Rent Supplement claimants emerge as more likely to experience housing deprivation and over-crowding. Those in Local Authority housing are twice as likely as owner-occupiers to report housing deprivation, environmental deprivation and over-crowding compared to owner- occupiers.
- Only 24% of Traveller households had access to the internet compared to 82% of non-Traveller households.

In relation to **experience**:

- Lone parents experience higher levels of discrimination in access to housing, than two-parent families.
- Disabled people experience high levels of housing-related discrimination - people with a disability are twice as likely to report discrimination when accessing housing.
- Black people and people of other ethnic groups are more likely to report housing-related discrimination than white non-Irish nationals.
- Travellers experience the highest levels of housing-related discrimination (across equality groups): they are almost ten times as likely to report discrimination in access to housing as the White Irish population.
- Young people (those under 30) experience higher levels of discrimination in access to housing. The Age Group from 18 to 34 are six times more likely to report housing discrimination compared to those over the age of 65.
- Low educated, unemployed and inactive individuals are more likely to experience discrimination in access to housing. Individuals with lower secondary education or lower are twice as likely to report discrimination as individuals with a higher level of education. Local Authority renters were four times more likely to report discrimination in accessing housing than homeowners; and private renters were 4.6 times as likely to report discrimination as homeowners.

In relation to **identity**:



- While much of the disadvantage experienced by certain equality groups, e.g. the disabled, lone parents, migrants and ethnic minorities, occurs via the pathway of low income, nevertheless significant differences in outcomes remain even when income is held constant.

The public attitudes to diversity survey (2023) <https://www.gov.ie/en/press-release/ba395-new-survey-examines-people-in-irelands-attitudes-to-diversity/> identifies issues of experience for a number of groups.

In relation to **experience**:

- When asked about how comfortable or uncomfortable they would be with people from the different groups living 'next door' to them, among the groups who scored below the average were: a person who is a Traveller, scored 7.1, and a person who is Roma, scored 7.1. 53% said would be comfortable with a person from the Traveller or Roma community living next door, 16% of people said they would be uncomfortable.
- When asked about how uncomfortable or comfortable they would feel if one of their children was in a love relationship with a person from the different equality groups: among the groups scoring less than 8 out of 10 were: person with an intellectual disability: 7.9, an asylum seeker: 7.9, a Muslim: 7.9, a person who is bisexual: 7.7, a person with mental health difficulties: 7.0, a non-binary person: 7.0, a transgender person: 6.9, a person who is Roma: 6.4, a Traveller: 6.3.
- When asked that when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications, which characteristics would put a candidate at a disadvantage:
 - There was widespread agreement that Travellers and Roma and people with a disability would be put at a disadvantage. Approximately two out of three people agreed that these groups would experience discrimination.
 - There were lower levels of agreement that people were discriminated against based on age, migrant status, race, nationality or ethnic origin or an address in a deprived area (40-50%).
 - Approximately a third of people thought people would be at a disadvantage because of their gender, a strong working class accent or family status.
 - Finally, socio-economic background, sexual orientation, living in social housing, religious belief and civil status were only seen as a potential issue by a quarter or fewer people.

The NESC report (2021): [Digital Inclusion in Ireland: Connectivity, Devices & Skills](#), identifies issues of situation and experience across a number of groups.

In relation to **situation**:

- The key dimensions of digital exclusion are connectivity, access to devices, skills, and the confidence to engage with ICT.
- In Ireland, broadband connection rates and speeds are below average for those in lower-income quintiles, and for those depending on welfare payments.



- Among older people, while 86 per cent of those aged 50–69 years had home internet in 2018, only 38 per cent aged 80+ did; 30 per cent of those over 50 and living alone did not have home internet. There is also a group of people aged over 50 who use the internet but are solely reliant on internet access external to their homes, comprising 3 per cent of those in this age bracket.
- The CSO survey data indicates that many households in the lower income quintiles had either no broadband or mobile broadband only.
- Gaps in access to devices (such as desktops, tablets) are also evident; Irish people on low incomes are more likely to own older and second-hand devices, to have internet access only on their smartphone, and to have limits on the amount of data they can use.
- The unemployed, those with lower education, lone-parent households, and the lower income quintiles less likely to own ICT devices, use computer software, download apps, use internet banking, or interact with government online.
- While 60 per cent of those aged 70–79 years have access to a smartphone/tablet, only 30 per cent of those aged 80+ do.
- People with disabilities can need accessible devices, which are not always available.
- Digital competency requires continuous learning. There are gaps in skills and confidence among those using ICT.
- In Ireland, skills are lower among older people, and those on lower incomes.
- Challenges are also encountered by those with poor literacy.
- Eurobarometer data also shows that Irish people who do not feel sufficiently digitally skilled are more likely to be older, poorer, less educated and living in rural areas. Older Irish people have much lower levels of digital skills than their counterparts in other EU countries. For example, 33 per cent of Irish people aged 65–74 had never used the internet in 2019.

In relation to **experience**:

- Less than one third of those with low levels of education had interacted with government via the internet in 2019, compared to over 80 per cent of those with third-level education. Those with literacy problems and non-native- English speakers struggle to use online public services.
- Those who use ICT less are more likely to fall foul of online misinformation and scams.
- Groups which face difficulties accessing services online—due to lack of connection, devices, skills and motivation—need other ‘channels’ to access them, for example traditional channels such as face-to face and telephone.

The Central Statistics Office (2022) [Survey on Income and Living Conditions](#) identifies issues of situation on the socio-economic status ground.

In relation to **situation**:

- 13% of the population are at risk of poverty (an increase of 2% from 2021).
- 5.3% of people were living in consistent poverty (up from 4% in 2021).
- 19% of people aged 65 and over in Ireland are at risk of poverty (up significantly from 11.9% in 2021)
- 1 in 3 unemployed persons are at risk of poverty.

- 17.7% of the population were defined as living in enforced deprivation, i.e. experienced two or more of the eleven types of deprivation, compared with 13.8% in 2021.

The ESRI report (2024) [Poverty, Income Inequality and Living Standards in Ireland, Fourth Annual Report](#) by Roantree, S. et al., identifies issues of situation on the socio-economic status ground.

In relation to **situation**:

- Rates of material deprivation have risen across the population as a whole for the second year in a row. The share of individuals unable to afford two or more items from a list of ten essentials has increased from 13.2 per cent in 2021 to 16.3 per cent in 2023, with over half of those renting from an approved housing body, local authority or receiving Housing Assistance Payment (HAP) reporting being unable to do so.
- Rates of material deprivation have increased for children, with a fifth of those aged 0–17 experiencing material deprivation compared to one in ten for those aged 65+.
- The latest data from the Survey of Incomes and Living Conditions (SILC) show inflation has left average real disposable income lower than it was two years earlier.
- Rates of income poverty have increased for children on an After Housing Cost basis in recent years – reversing the decline experienced over the late 2010s – with those for the other age groups stable or falling.
- There are also large differences by housing tenure, with renters – in particular those renting from a Local Authority or with the support of HAP – experiencing much higher rates of income poverty and material deprivation than those who own their own home.
- Those born outside of the EU face particularly high rates of income poverty and material deprivation, about twice the rate of those born in Ireland.
- Income poverty and deprivation have a depressing effect on civic participation (formal and informal volunteering and political participation). Civic participation is lower among the youngest and oldest age groups, migrants from the EU and outside the EU. A purely economic explanation suggests that participation requires material resources which are less available to those in poverty. Sociological explanations have additionally identified the role of social stigma, lack of community-level resources, lower educational and social capital, and time poverty among the barriers to civic participation. The relationship between income poverty/deprivation and civic participation is somewhat weaker for the non-EU cohort than for those born in Ireland.
- Social participation measured through frequency of face-to-face or other contact with family and friends, is found to be significantly lower among those who are deprived or who are income-poor compared to other groups. Income poverty is not associated with the frequency of social contact once other factors are taken into account. However, those who are deprived have significantly fewer contacts.
- Income inequality in a society is found to undermine social trust and civic participation and can also limit the opportunities for individuals belonging to different social groups to interact and pursue common goals.

In relation to **experience**:



- Levels of life satisfaction are strongly associated with income poverty and even more so with material deprivation. The relationship between poverty and life satisfaction is similar for most groups; however, we find that deprivation has a stronger effect on satisfaction for those aged 35–55 and 55–64 years compared to the older age group. There is also a somewhat stronger association between income poverty and life satisfaction for men.

The Irish Congress of Trade Unions (2019) [Survey with 1,300 union members on their experience of sexual harassment and sexual assault in the workplace](#) identifies issues of experience for women.

In relation to **experience**:

- High incidence of sexual harassment in the workplace, with the perpetrator most likely to be a male (in 82% of incidents) colleague or manager (72% of the responses to the survey were from women).
- Few incidents of sexual harassment are reported to the employer, with 81% not reporting the incident to their employer. The fear of a negative impact on their career or of not being believed or taken seriously are the most common reasons.
- In terms of impact of the sexual harassment: 41% avoid certain work situations; 30% felt less confident at work; 18% felt it had a negative impact on their performance at work; 26% felt it had a negative impact on their mental health; 10% felt it had a negative impact on their physical health; 16% wanted to leave their job as a result but were unable due to financial or other factors; and 6% said it had caused them to change their role or leave their job.

The One Family: [facts and figures regarding lone parents in Ireland](#) identifies issues of situation and experience for lone parents.

In relation to **situation**:

- 58.7% (down 2.4% in 2019) of lone parents were participating in the labour market in Q2 2020. This compares with participation rates of 76.3% (down 1.9%) for the adult members of couples with children, and 49.4% (down 1.1%) for the adult members of couples without children. Lone parents are much more likely to be employed on temporary contracts and in precarious employment, than adults in two-parent families.
- 73.7% of lone parents report having difficulties in making ends meet. Lone parents are more than twice as likely to be at risk of poverty compared to two-parent households: 22.8% vs 9.1%. Households with one adult with children aged under 18 continue to have the highest consistent poverty rate among household types, at 13.1%.
- One-parent families are disproportionately affected by homelessness. Despite making up just 20% of families in Ireland, one-parent families make up over 56% of homeless families. In February 2024 there were 1994 families experiencing homelessness.

In relation to **experience**:

- Lone parents may experience bias from employers, including assumptions about their availability and reliability. Many employers fail to provide flexible work arrangements, making it difficult for lone parents to balance work and childcare.

The ESRI and IHREC Report (2019) [Caring and Unpaid Work in Ireland](#) by Russell, H., Grotti, R., McGinnity, F., and Privalko, I., identifies issues of situation for women and carers.

In relation to **situation**:

- Gendered allocation of unpaid work (caring, housework and other work in the home) is a key component to gender inequality for women, in employment, pay, poverty and lifetime income.
- 45% of women and 29% of men provide care for others on a daily basis (childcare and/or adult care).
- Women perform an average of 7.2 hours more hours of care work per week than men.
- Overall, 55% of those regularly providing care are in employment: 45% in the case of women and 72% in the case of men.
- The average time spent on care across the whole population is 16 hours per week; 10.6 hours for men and 21.3 hours for women.
- High demand for caring in Ireland, with relatively low State involvement in support for caring. Supports for caring are comparatively low; combining paid work and caring remains challenging; and policies to encourage men to take on caring responsibilities are underdeveloped.
- Half of those carrying out unpaid care work are juggling these responsibilities with employment, and women are overrepresented in the cohort of employees who avail of reduced hours in order to facilitate care and unpaid work.
- Employer policies are crucial in allowing individuals to combine work and care; previous research has shown that men's access to flexible working arrangements is low.
- Caring responsibilities are a key component of gender inequality in the labour market, in terms of access to employment, hours of work, promotion prospects, wages and working conditions.

The Focus Ireland and BelongTo report (2020) [A Qualitative Study of LGBTIQ+ Youth Homelessness in Ireland](#) by Quilty, A. and Norris, M. identifies issues of situation, experience and identity for LGBTIQ+ people.

In relation to **situation**:

- There is a strong consensus in the international research that LGBTIQ+ youth face significant risks of homelessness and are overrepresented in the population of homeless young people.

In relation to **experience**:

- There are triggers of homelessness that are specific to LGBTIQ+ youth, such as coming out and/or transitioning (there was significant evidence to link the process/act of coming out within intimate family spheres with subsequent homelessness).
- LGBTIQ+ young people living in rural areas and from some minority ethnic and religious backgrounds are at particularly high risk of becoming homeless when they come out or transition.



- The LGBTQI+ community is often subject to homophobia and transphobia by other users of homeless services, and this acts as a deterrent to LGBTQI+ people using these services.

In relation to **identity**:

- There is a dearth of research on the specific experiences and needs of young Irish LGBTQI+ people who are experiencing homelessness.

The GLEN, BeLonGTo and HSE report (2016) [LGBTIreland Report: national study of the mental health and wellbeing of lesbian, gay, bisexual, transgender and intersex people in Ireland](#) identified issues of situation, experience and identity for LGBTI people.

In relation to situation:

- Transgender (32.9%) and intersex participants (42.1%) were more likely than gay males (21.7%), lesbian/gay females (24.4%) and bisexuals (28.8%) to report that their mental health had worsened in the past five years.
- Participants aged 14-18 years (48%) were more likely to report that their mental health had worsened in the past 5 years compared to the other age groups (19-25: 25.4%; 26-35: 18.8%; 36-45: 19.9%; 46+: 15.7%).

In relation to **experience**:

- The most frequently reported negative experience was being verbally hurt due to being LGBTI, with 75.2% of participants having experienced this at some point in their life, with 29.4% of the events having occurred within the past year.
- Approximately 20% of participants experienced physical attacks due to being LGBTI.
- Recent meta-analysis of workplace discrimination among LGB individuals from 1992 to 2009 shows that workplace discrimination and bullying has not abated significantly, with one study (2012) reporting that 25% of participants experienced discrimination.
- Research that does exist highlights employment as an area of life which causes significant difficulties for transgender people in terms of experiencing discrimination, with many employers inadequately prepared to address issues of gender identity or expression.
- In one study, approximately 17% (17.4%) had experienced LGBTI bullying and one in five (21.3%) had witnessed LGBTI bullying in their workplace. Just over 6% of the working sample (6.4%) reported that they missed or skipped work to avoid receiving negative treatment due to being LGBTI. While 82.5% of the sample had never thought about leaving work due to the negative treatment they received because they are LGBTI, 13% did consider leaving work and 4.5% actually did leave work due to negative treatment.
- In another study, negative experiences and bullying (in the workplace) related to their gender identity, was higher for transgender and intersex people than for lesbian, gay and bisexual respondents: though high for both at 36% and 24% respectively. In the same study, 25% of intersex respondents and 12.5% of transgender respondents skipped work in order to avoid negative treatment due to their identity. 9.4% of transgender participants reported leaving employment due to negative treatment about their gender identity, from colleagues.



- One study, involving a systematic review of literature on the careers and workplace experiences of LGBT workers, noted that the context of a large proportion of participants' experiences of the workplace was rooted in the fear and experience of prejudice at work as a consequence of being LGBT.
- Research shows that experiences of bullying and harassment in the workplace can result in LGBT employees' avoidance of colleagues and contribute to the decision to change jobs.
- Participants felt unsafe or very unsafe when showing public affection (53%) or holding hands with their partner (47.1%).

In relation to **identity**:

- Approximately 3.1% of participants had not told anyone they were LGBTI.
- Almost half of the transgender respondents in one Irish study, said they would feel unsafe or very unsafe to express their gender identity publicly.
- Some participants described fears related to anti-LGBTI behaviour, such as abuse or harassment that makes it more difficult to come out. For many participants, the use of negative language and discussion around LGBTI people is something that makes it harder to come out.
- Many participants commented on the need to change the culture from one where LGBTI identity and issues are regarded or treated as a taboo subject, to a culture of openness where being LGBTI is spoken about and addressed freely and openly.
- Findings in one study suggest that there may be misinformation in the public domain about sexual orientation and gender identity.

The Age Action Ireland study (2022): Reframing Ageing: the State of Ageing in Ireland identifies issues of situation, experience and identity for older people.

In relation to **situation**:

- Ageism in the labour market makes it hard for older people to access work. A person in their 60s who is unemployed is more likely than not to be long-term unemployed. Most people in their 70s are not in paid work. Some persons in their 80s are economically active, involved in voluntary activities, and/or on boards of management.
- Access to information (in particular online) is a key barrier to older people's access to services. 41% of 'older households' do not have internet access. 25% of those aged 60-74 and 56% of those aged 75+ do not use the internet. Of those aged 60-74 who are online, 43% have digital skills below a basic level. 65% of those aged 65+ are either not using the internet or have below basic level digital skills.
- Digital exclusion: older people are particularly vulnerable to digital exclusion which can exacerbate their social isolation and impact on their ability to access services and supports (lengthy and over-complicated online application and registration systems and procedures is also a barrier). older people are less likely to be able to access training courses to support their acquisition of digital skills, or enjoy the benefits of learning about using digital technologies from their peers. Where people don't have a device at



home, skills learnt on courses were not built on or sustained because participants had no way to apply the skills at home.

- Many older people are living in substandard/unsuitable housing: at least 48% do not have adequate housing as defined by UN standards (the largest issue being the poor energy rating of their homes); an estimated 20% cannot afford home maintenance/repairs; 13.3% live in housing with a leaking roof/ damp walls, floors/ rotting windows; and an estimated 10% have an unmet housing adaptation need in regard to disability.
- Almost all those in their 70s want to “age in place” in the communities where they have built their lives. Retaining personal independence and avoiding abuse becomes a concern for many in their 80s, including independent living at home or maintaining autonomy in a care setting.
- Older people’s activities can be severely curtailed by the loss of their ability to drive and this isolation from services and community activities is significantly exacerbated for older people in rural areas where there are no/inadequate local transport links: nearly 50% of women aged 65+ in rural areas, and 28% of men, have unmet transport needs.

In relation to **experience**:

- Ageist stereotypes persist in society. Many people and institutions wrongly assume that the number of years a person has lived can reliably predict their health status, preferences, ambitions or capabilities.
- The number of older people taking no action in regard to incidents of discrimination increased from 52% in 2004, to 79% in 2019

In relation to **identity**:

- Mandatory retirement at age 65 persists in many employment contracts and is upheld by the law, however, many people in this age range want the opportunity to continue in employment.

The Threshold and Alone study (2023) [Double Deficit: Older and Ageing Persons in the Irish Private Rental Sector](#) identifies issues of situation for older people.

In relation to **situation**:

- As it currently operates, Ireland’s private rented sector is not an appropriate tenure choice for many older and ageing people, particularly those within the older and more infirm old age cohort. Examination of the sector indicates considerable deficits in meeting the needs of older renters, particularly in terms of accommodation choice, affordability, suitability, quality and security, as well as undermining the personal agency of older and ageing people in respect of their accommodation.

The National Youth Council of Ireland (2024). [State of our Nation: A report into the lives of Irish 18-29 year-olds](#) identifies issues of situation and identity for young people.

In relation to **situation**:

- There is general dissatisfaction felt amongst young people in relation to their ‘current home’. 52% of 18 to 29-year-olds live with their parents/ family with this figure being



highly correlated to age; reaching 74% among 18 to 22-year-olds, 45% amongst 23 to 26-year-olds, and 26% amongst 27 to 29-year-olds. 34% of 18 to 29-year-olds have never moved out of home, with the highest amongst 18 to 22-year-olds for whom 52% have never moved out of home.

- 17% state unemployment as a key issue. In particular, 18 to 22-year-olds appear to be more concerned about unemployment.
- The cost of living is having a significant impact on this generation. In terms of the daily spending, 1 in 4 (25%) are having at least some 'difficulty coping' with rising prices, with 43% outlining that they are 'somewhat coping'.

In relation to **identity**:

- Compared with young men, young women reported worse mental and financial wellbeing, lower satisfaction with pay and conditions, were coping worse with the cost-of-living, are more likely to have made cutbacks in spending and to feel they are worse off than their parents' generation.
- Concern about unemployment also peaks amongst 'non-white' young people in Ireland, with 26% outlining unemployment as a key issue.
- Young people with a disability tend to be more dissatisfied with 'promotion opportunities' in their workplace; 70% are dissatisfied with this compared to average of 57%.

The ESRI report (2015) [Educational and Employment Experiences of People with a Disability in Ireland: an analysis of the National Disability Survey](#), by Watson, D., Banks, J., and Lyons, S. identifies issues of situation, experience and identity for disabled people.

In relation to **situation**:

- Only 29% of working age disabled people who had early onset disability, were in employment. Young adults with a disability more likely to be in employment: 43% of those aged 18-34 vs 21% aged 45+. Of those not in work, 47% would be interested in a job if circumstances were right. 85% were equally likely to be in employment at some point and also have left employment because of disability.
- People with hearing disability and those with learning disability were most likely to be employed and employment was lowest for people with mobility, dexterity, pain disability and emotional, psychological and mental health disabilities.

In relation to **experience**:

- Barriers to participation in employment: lack of reasonable accommodation to address specific needs (e.g. aids/ technology; flexible work arrangements etc.); fear of losing needed social protection benefits; for some disabled people, the main barrier was getting first job; some had to leave employment because of impact of disability.

In relation to **identity**:

- Disabled working age people reported that they require the following accommodations in order to fully participate in employment: flexible work arrangements such as reduced

hours (46%); modified job tasks (29%); accessibility modifications (32%); and a wage subsidy (24%).

The National Disability Authority (2023) [Final Review of Progress on Indicators of the National Disability Inclusion Strategy](#) identifies issues of situation for disabled people.

In relation to **situation**:

- The proportion of disabled staff working in public sector organisations increased from 3.1% in 2020 to 3.6% in 2021. While this increase is to be welcomed there is a lot of work to be done to achieve the 2025 new minimum target of 6%.
- Available data illustrates that the disability employment gap between people with and without a disability increased from 39.8% in 2014 to 41.3% in 2021.
- For people in employment, those not receiving disability payments earn about three times more than those who are receiving disability payments.
- The Social Inclusion Monitor, using 2019 SILC data, finds that those at most risk of poverty in 2019 were individuals who were not at work due to permanent illness or disability (37.5%).
- Many persons with disabilities incur additional costs, and must spend more to achieve the same standard of living as persons without disabilities. The Department of Social Protection's 2021 'Cost of Disability Study' found that there was an annual average additional cost of disability ranging from €11,734 to €16,284, depending on a person's degree of impairment.
- Disabled people living in congregated settings were more likely to experience a poorer quality of life when compared to their peers living in small community-based settings. While, transitioning disabled people from congregated settings to living self-directed lives within the community is a goal of government policy, the number of annual transitions into the community generally failed to reach proposed annual targets.
- The situation of people with a disability under the age of 65 living in nursing homes, due to lack of support options available in the community, is an issue of concern noted by the Ombudsman's Office.
- The number of households with a person with a disability requiring social housing has reduced in recent years. However, the reductions in overall social housing waiting list numbers have been far greater. This has resulted in an increase in the share of households with a social housing need that have a person with disability.
- A 2017 national survey on attitudes towards disabilities found that disabled respondents were significantly less likely than those without a disability to: access the internet (66% vs. 88%), own a mobile phone (85% vs. 96%).
- A higher proportion of disabled people (49%) than person without a disability (37%) never participate in the social activities of a club, society or association.

In relation to **experience**:

- Persons with disabilities continue to experience higher levels of discrimination across many areas of life. A study found that 24.1% of adults with a disability reported discrimination compared to 16.7% of those without. 18.3% of persons with a disability reported they had experienced discrimination accessing services compared to 10.9% of



persons without a disability. This gap was narrower when considering workplace discrimination, with 12.3% of adults with a disability experiencing discrimination in the workplace and/or while looking for work compared to 9.0% of those without a disability.

- Employment and/or service provision discrimination, against persons with a disability, accounted for the highest number of information queries to IHREC in 2021. Also, 31.8% of all cases to the WRC under the ESA and EEA, in 2021, related to disability.

In relation to **identity**:

- The Irish Sign Language Act 2017, recognises the right of ISL users to use ISL and places a statutory duty on all public bodies to provide ISL users with free interpretation when availing of or seeking to access statutory entitlements and services. There are gaps in the operationalisation of the ISL Act and in knowledge and understanding of the responsibilities of public bodies under the Act.
- Comprehensive, nationwide approach to planning and building control would create consistency and certainty and make building, based on a Universal Design approach, more attractive to developers. There is no national database that monitors UD (Universal Design) in housing, and using UD is not mandatory, resulting in potential access issues for disabled people in public buildings and housing.
- A review, although based on engagement with a small number of public bodies, found that there was low awareness, enforcement and understanding among public bodies of their obligations under Section 25 of the Disability Act, particularly of the obligation to bring public buildings into compliance with the Building Regulations, Part M 2010 by 2022.
- There is large variance in levels of compliance with the EU Web Accessibility Directive across public sector websites and mobile apps in Ireland.
- Having more robust equality data will benefit the disability sector.

The ESRI and IHREC report (2018) [Ethnicity and Nationality in the Irish Labour Market](#) by McGinnity, F., Grotti, R., Groarke, S., and Coughlan, S. identifies issues of situation and experience for Black and minority ethnic people.

In relation to **situation**:

- Despite having the same education, experience, and labour market skills, some minority ethnic groups have poorer outcomes in the labour market, due to discrimination.

In relation to **experience**:

- 20% of Black non-Irish nationals, compared to 6% of White Irish, report discrimination when seeking work.

The Pavee Point Traveller and Roma Centre paper (2021) [The Traveller Community and Homelessness: Advocacy Paper](#). Identifies issues of situation, experience and identity for Travellers.

In relation to **situation**:



- The 2018 Irish Human Rights and Equality Commission report, Discrimination and Inequality in Housing in Ireland states that ‘members of the Traveller Community are the most at risk of being homeless’.
- Census 2016 data indicate that Travellers are significantly over-represented in the homeless population: they comprised 9% of those who were homeless on census night, with an overall 7.5% of all Travellers being counted as homeless (this despite Travellers only representing 1% of the total population).
- Using the European definition of homelessness (European Typology of Homelessness and housing exclusion-ETHOS which factors in overcrowding/ living on side of road with no amenities as de facto (hidden) homelessness, as many as 39% of Travellers are homeless (compared to 6% of the general population).
- Lack of delivery of Traveller-specific accommodation coupled with the lack of provision for affordable housing /over-reliance on the private sector was effectively pushing Traveller families into homelessness.
- Among the pathways, factors and reasons for the disproportionate number of Travellers experiencing homelessness, research to date and the work of Pavee Point has highlighted and indicated the impacts of site evictions.
- CBL system is completely inappropriate and inaccessible for the majority of Travellers, greatly reducing their chances of securing Local Authority accommodation, given digital inequality and educational disadvantage.

In relation to **experience**:

- The 2018 Irish Human Rights and Equality Commission report found that Travellers experienced the highest levels of racism and discrimination in relation to accommodation, with Travellers almost ten times as likely to report discrimination in access to housing as the general population.
- Among the pathways, factors and reasons for the disproportionate number of Travellers experiencing homelessness, research to date and the work of Pavee Point has highlighted and indicated the impacts of racism and discrimination.

In relation to **identity**:

- Among pathways, factors and reasons for the disproportionate number of Travellers experiencing homelessness, research to date and the work of Pavee Point has highlighted and indicated the impacts of lack of culturally appropriate accommodation and lack of accommodation for larger family sizes.
- Gaps in equality data, and the need for ethnic equality monitoring, including the introduction of a standardised ethnic identifier in line with the census.

The Pavee Point and Department of Justice and Equality (2018) [Roma in Ireland: A national needs assessment](#) identifies issues of situation, experience and identity for Roma.

In relation to **situation**:

- 16.7% of respondents of working age reported that they are in employment, with a number of barriers to their ability to access employment such as: high levels of discrimination; language and literacy barriers; denied a PPS Number (19.8% of



respondents reported that they did not have a PPS number). In practice the lack of access to employment for Roma, combined with issues in having appropriate documentation make it very hard for many Roma to fulfil the requirements of the right to reside and habitual residence.

- Many Roma are living in housing situations of extreme deprivation and hardship, including: 44.8% living in overcrowded conditions; sub-standard accommodation (12.4% did not have a kitchen, 9.6% did not have a cooker, and 13.5% did not have a fridge). Insecurity of tenure is an issue with 36.6% of respondents reporting that they did not have a tenancy agreement. 46% of Roma have been homeless at some stage. 6.6% of respondents reported that they were homeless.
- Up to 20% of respondents stated that they are experiencing poverty that would be considered extreme. More broadly, a very high proportion of respondents reported a lack of income and resources, with nearly half of respondents reporting that they did not always have enough food and fuel.
- 71.2% of respondents reported that they have difficulty reading English forms and 66% said they had difficulty filling in English forms.
- Application of the Habitual Residency Condition and interpretation by local authorities of the Departmental Circular 41/2012, prevents Roma accessing state-funded supports and homeless services/accommodation. 39% of Roma did not know if they had established a 'right to reside' indicating a high degree of confusion and lack of information about this issue among the community.

In relation to **experience**:

- Respondents reported feeling discriminated against at both an institutional and individual level.
- The highest rates of perceived discrimination were reported in accessing accommodation (93%) and social protection (84.3%). When in accommodation, 66.3% of the respondents reported feeling discriminated against by a landlord or local authority.
- Respondents reported feeling discriminated against in getting hired or getting a job.
- Discrimination was experienced directly through being identifiable as Roma, sometimes by association with others wearing 'traditional' Roma dress and sometimes because of skin colour or looking 'non-Irish'.
- 81.1% of respondents reported experiencing racism and verbal abuse in public spaces with women being identified as particularly vulnerable.

In relation to **identity**:

- Across all services language and communication between Roma and service providers emerged as an issue. The findings show that there is a wide diversity of languages spoken among Roma in Ireland, with the majority of people speaking Romani as their first language. Roma often have to rely on their children or another family member to interpret for them with service providers, which can be inappropriate when sensitive and/or confidential matters need to be discussed.

The ESRI report (2017). [A Social Portrait of Travellers in Ireland](#), by Watson D., Kenny O., & McGinnity F., identifies issues of situation and experience for Travellers.



In relation to **situation**:

- The labour market participation rate was 61% for Travellers and 79% per cent for non-Travellers; just 11% of Travellers were in employment, compared to 66% of non-Travellers and Travellers were more likely to be engaged in home duties than non-Travellers (24% vs 10%).
- 12% of Travellers were unable to work due to illness or disability compared to 5% of non-Travellers.
- Travellers living in trailers/mobile homes experience more severe living conditions: they are more likely to lack central heating (13%), piped water (19%) and sewerage facilities (29%), and to be experiencing overcrowding (84%).
- 53% of Travellers living in standard accommodation experience overcrowding and 74% lack internet access, and 91% for Travellers in a trailer/mobile home.

In relation to **experience**:

- Travellers face exceptionally strong levels of prejudice.
- Other barriers that operate within the labour market include direct discrimination and generalised prejudice.

The St Stephen's Green Trust report (2021). [Mincéir Misl'er a Tom Tober – Travellers in the Mainstream Labour Market: Situation, Experience and Identity](#) by Mullen, R., Kelly, B., and Crowley, N., identifies issues of situation, experience and identity for Travellers.

In relation to **situation**:

- An identified barrier to Travellers access to employment is a lack of family and community networks and connectors to get a foothold into employment. Such networks and connectors are more readily available to non-Travellers

In relation to **experience**:

- Travellers in employment report experiencing microaggressions as well as more direct identity-based harassment by other colleagues in the workplace

In relation to **identity**:

- Travellers often feel compelled to hide their ethnic identity in the workplace and in schools and colleges, due to fears of racism, discrimination and social exclusion

C. International Research

The European Disability Forum report (2023) [European Human Rights Report Issue 7 The Right to Work; the Employment Situation of Persons with a Disability in Europe](#) identifies issues of situation for disabled people.

In relation to **situation**:

- The disability employment gap increased from 39.8% to 41.3% between 2014 and 2021.
- EU-level data shows that only 51.3% of working age persons with disabilities in the European Union are employed, compared to 75.6% of persons without disabilities. The employment rate of persons with disabilities is lowest in Ireland (32.6%) and Greece.



The European Union Agency for Fundamental Rights report (2014). [Being Trans in the European Union Comparative analysis of EU LGBT survey data](#) identifies issues of experience and identity of trans people.

In relation to **experience**:

- More than half of all respondents (54 %) say that in the year preceding the survey they have felt personally discriminated against or harassed because of being perceived as trans. With regard to Irish respondents, 61% of respondents stated that they felt discriminated against or harassed.
- Over one in three trans respondents have felt discriminated against because of being trans when looking for a job (37 %) and slightly over a quarter report discrimination when at work (27 %) in the 12 months preceding the survey. With regard to Irish respondents, 50% stated they had experienced discrimination when seeking employment and 20% that they had experienced discrimination in work.
- One in five (20 %) trans respondents who looked for a house or apartment to rent or buy in the year preceding the survey said they felt personally discriminated against because of being trans.
- Difficulty obtaining official documents that reflect their gender identity can create problems in accessing housing.
- More generally, over three in five trans respondents did not report the incident of discrimination because they were convinced that nothing would happen or change, and half of them because they thought it was not worth reporting it.
- Hate-motivated incidents take place almost as often indoors as outdoors, while hate-motivated harassment occurs slightly more often in indoor public spaces. Of all outdoor locations, trans respondents most often mention incidents in a street, square, car park or other public place. Of all indoor locations, hate-motivated violence happened most often at home, whereas hate-motivated harassment happened most often at the workplace.
- Problems in access to public facilities in buildings such as toilets and to public places.
- Stereotypes and ignorance about the reality of the daily lives and rights of trans persons perpetuate negative public attitudes and maltreatment of varying intensity; from idiotic jokes and offensive language to serious harassment and exclusion.

In relation to **identity**:

- Of all trans respondents, 46% indicate that they often or always hide or disguise their trans background at work.

D. Submissions to Human Rights Bodies

The IHREC submission (2021) [Ireland and the International Covenant on Economic, Social and Cultural Rights: Submission to the UN Committee](#) for the List of Issues on Ireland's Fourth Periodic Report identifies issues of situation, experience and identity for a number of groups.

In relation to **situation**:



- Women, lone parents, young people, migrants, ethnic minorities, including Travellers, and disabled persons experience significant barriers in meeting their right to decent work.
- Ireland continues to have amongst the lowest employment rates for disabled persons in the EU (32.2% compared to 50.6% in the EU in 2017). Over 33% of people who are unable to work due to illness or disability are at risk of poverty.
- Women are significantly over-represented amongst employees who avail of reduced hours in order to facilitate the combination of care and paid work, contributing to gender inequality in the labour market.
- The gender pay gap is approximately 14% and the gender pensions gap is approximately 38%.
- Disabled people are significantly over-represented among the homeless population, with more than one in-four homeless people having a disability.
- 38% of those living in local authority housing experience housing deprivation and 28% of local authority houses are overcrowded.
- The 'consistent' poverty rate was 5% in 2020, the 'at risk of poverty' rate was 13.2% and 15.6% of the population experienced enforced deprivation.

In relation to **experience**:

- Significant barriers to the enjoyment of equal rights for disabled persons remain, pointing to structural and institutional ableism across Irish society. Disabled persons experience significant marginalisation and discrimination in housing.
- There is persistent and overt racism against Travellers in Ireland. Travellers continue to experience systemic discrimination in employment, education, health, and housing, with many living in poverty. The analysis additionally highlights that Irish Travellers continue to experience high rates of housing discrimination and racism in accessing housing.
- Travellers and Black people experience particularly high rates of labour market discrimination, both when seeking work and in the workplace. Minority ethnic women in Ireland face cumulative discrimination, including in relation to pay and promotion.
- Stereotypical attitudes towards the role of women.

In relation to **identity**:

- There is a challenge to preserve and develop Traveller culture and identity.
- Need to recognise intersectionality and layers of discrimination experienced by Traveller women, migrant women and disabled women.
- Racism is experienced in different ways and to different degrees, often intersecting on multiple grounds of discrimination, including religion, age, disability, gender, sexual orientation and socioeconomic status.

The IHREC (2017) [Submission to the United Nations Committee on the Elimination of Discrimination Against Women on Ireland's combined sixth and seventh periodic reports, IHREC, 2017](#) identifies issues of situation, experience and identity for women.

In relation to **situation**:



- Women are concentrated in part-time and low paid work, and women are concentrated at middle management in the civil service.
- Women with a disability are less likely than men with a disability to be active in the labour market and, when in employment, women in this group are more likely to be working on a part-time basis, due to caring responsibilities.
- 81.2% of Traveller women are unemployed.
- Migrant women workers face barriers accessing the right to work.
- Care work remains gendered, with women in the majority of care roles.
- There is a gender pay gap of 14% and a gender pension gap of 38%
- Homelessness is increasingly gendered with growing numbers of women and families presenting as homeless, often triggered by domestic violence.
- Women in Ireland do not enjoy equal treatment in sport.
- While women's political representation has increased in parliament and local government, it remains below EU averages. Barriers to female political participation identified by a parliamentary committee examining women's participation in politics, namely childcare, cash, confidence, culture and candidate selection procedures.

In relation to **experience**:

- Pregnancy-related workplace discrimination with job offers rescinded, reduced hours, negative impact on performance rating, and lack of promotion.
- Gender-based violence or the threat of this present barriers to women's full participation in society (employment, education, public spaces, political participation).
- Stereotyping, traditional gender roles and prejudice impact adversely on women's lives.

In relation to **identity**:

- Discrimination of women based on sex and gender is inextricably linked with other factors that affect women, such as race, ethnicity, religion or belief, health, status, age, class, caste and sexual orientation and gender identity.

The IHREC submission (October 2019) [Ireland and the Convention on Racial Discrimination, Submission to the United Nations Committee on Racial Discrimination on Ireland's Combined Fifth to Ninth Periodic Report](#), identifies issue of situation, experience and identity for Black and minority ethnic people.

In relation to **situation**:

- Only 10.1% of Traveller women and 12.6% of Traveller men list their principal economic status as 'at work' in 2016. Black people also experience particularly high rates of labour market discrimination and disadvantage in Ireland. The employment rate of 'African nationals' is 45%, compared to an average of 70% for other minority national groups. The employment rate of African women is 38%, 17% below the average female employment rate in Ireland.
- There is a lack of representation of people from minority ethnic groups across the public sector.



- The application of Circular 41/2012 to EEA and non-EEA nationals' access to social housing and homeless services could amount to discrimination on the ground of race, where it is being unlawfully applied.
- The Habitual Residence Condition is an extra qualifying condition requiring applicants to demonstrate a connection to Ireland to access a range of social welfare benefits, and state-funded supports including- social housing, homeless accommodation, employment-related schemes and supports.
- 'Non-EU nationals' are more likely to experience housing deprivation than 'Irish nationals' (1.7 times as likely).
- 'Non-EU nationals' are more likely to live in overcrowded accommodation compared to Irish nationals, even when they are within the same income group (2.5 times as likely).
- People whose nationality is other than Irish are significantly overrepresented among the homeless population.
- Travellers face high levels of discrimination, overcrowding, and higher risks of homelessness. In the area of housing, provision by local authorities of culturally appropriate accommodation for Travellers has been characterised by discrimination and inertia. The lack of provision of Traveller-specific accommodation, the persistent underspend of the Traveller accommodation budget, the conditions of many Traveller accommodation sites.
- Discrimination against Roma in accessing accommodation, severe overcrowding, poor quality accommodation, a lack of security of tenure, homelessness, and lack of access to social housing and rent supplement within the Roma community. Approximately 77% of Roma who participated in the study lived in private rented accommodation, 45% said they did not have enough beds in their accommodation, and 24% lived in households of eight or more people. Thirty-seven per cent of respondents reported that they did not have a tenancy agreement, 7% of respondents were homeless, and 46% reported having been homeless at some stage of their lives.
- 13% of the population ordinarily resident in the State were of nationalities other than Irish and over 18 years of age and therefore eligible to register to vote in local elections, but this group accounted for only 5% of people on the electoral register. Possible barriers to registering to vote include access to information about voting rights and the complexity of the registration process, including electoral registration forms. Fifty-three 'naturalised/non-Irish citizen' candidates contested the 2019 local elections, with eight being elected.
- Low levels of Traveller and Roma participation as electoral candidates; it is estimated that just five of the almost 2,000 people to contest the 2019 local elections were members of the Traveller community.
- Minority ethnic women face additional barriers to political participation, including due to language and gender-based discrimination, sexist stereotyping, political inexperience, limited access to campaign funding, work commitments, and the lack of childcare provisions.
- To an increasingly large extent, the relationship between the State and civil society organisations is focused on arrangements relating to the subcontracting and delivery of

services. However, the advocacy role of such organisations in democratic discourse and in the promotion of human rights needs to be fully recognised and protected.

In relation to **experience**:

- The persistence of systemic institutional racism against Travellers and the continued and widespread existence within Irish society of discriminatory attitudes towards Travellers remain among the most significant areas where the State is failing to meet its obligations under the Convention. Travellers continue to experience chronic racism and systematic discrimination. 90% of Travellers have experienced discrimination over their lifetime, while 77% experienced discrimination in the previous year.
- The existence of discrimination is also evident in the increase in the number of Traveller families sharing housing and, despite the general decline since 2002, the recent growth in the total number of Traveller families living on unauthorised sites.
- Negative stereotypes of Travellers in public discourse reinforce barriers to public services and exacerbate the disadvantages they face.
- Black Irish are three times more likely to experience discrimination in access to public services. Black people of Irish nationality were twice as likely to experience discrimination when seeking employment and 3.4 times as likely to experience discrimination in the workplace. Black people of other nationalities were five times more likely to experience discrimination when seeking employment, and over 2.5 times more likely to experience discrimination in the workplace. Furthermore, women are almost twice as likely as men to report discrimination in the workplace.
- 'Black' respondents are more than five times more likely to report housing discrimination than 'White Irish nationals'. Even after education, employment status, and housing tenure are taken into account, 'Black people' remain 3.5 times more likely to be discriminated against with respect to housing than 'White Irish people'
- Roma face high level of discrimination. Roma women are particularly vulnerable to on-street racism, because of their identifiable traditional dress.
- An increase in public figures dehumanising migrants and other minority groups, including for their political gain - important role to be played by public officials in rejecting hate speech.
- Victims of racism in Ireland report experiencing both physical and mental health issues, including anxiety, depression, and nausea. They also report a lack of confidence in occupying public spaces and engaging with strangers, as well as fears for their other family members

In relation to **identity**:

- Public services in Ireland are not yet sufficiently responsive and sensitive to the needs of minority communities. People from minority ethnic groups and those with a minority religion, require consideration of specific needs arising from their cultural, ethnic and/or religious diversity, to ensure they can fully participate in employment and services. Such needs may include: language and interpretation needs; food considerations; consideration of workplace leave etc. to observe religious days of importance / to attend family and community events relevant to their ethnicity and/or religious faith.

- Access to state services and supports for those whose first language is not English, is impeded by the inadequate provision of quality and regulated interpreting services: In recent research conducted with 158 adults whose first language was not English or Irish, 91% had never used a professional interpreter in Ireland, and 79% had previously acted as an interpreter for family or friends, including in hospitals. Such informal interpretation arrangements raise serious issues relating to privacy, confidentiality, informed consent, and empowerment.
- The failure of the State to take adequate measures to support the tradition of horse ownership and its central role in Traveller culture and identity.
- A range of reports and research reiterate that staff in frontline state services are not often adequately trained to understand and respond to the needs of service users arising from cultural and ethnic diversity, including an absence of training for staff on anti-racist practice.
- There continue to be significant gaps in the national survey and administrative data available on minority ethnic groups, and concerns about its availability, quality, and use. Ireland does not have sufficient disaggregated data to allow an adequate and regular assessment of the extent to which it is meeting its obligations under international law across a range of sectors.

5. Validation Meeting

An online validation meeting was facilitated with a range of civil society organisations, representative of the identified groups, to review a draft of the assessment of equality and human rights issues on 11th July 2025. A pre-meeting to brief the civil society representatives on the Duty was facilitated on 4th July 2025. The review meeting addressed questions of:

- Are the equality and human rights issues we have identified relevant and of priority for the group(s) that your organisation represents?
- Are these issues correctly formulated?
- Are there any important gaps in regard to the equality and human rights issues for the identified group(s) that your organisation represents?

All amendments proposed at the validation meeting were reviewed by the working group and adopted as part of the final assessment of equality and human rights issues.