



**Coimisiún na hÉireann um Chearta  
an Duine agus Comhionannas**

**Irish Human Rights and Equality Commission**



An easy-to-read guide to the  
Executive Summary of  
the report on  
Disability and Discrimination in  
Ireland: Evidence from the QNHS  
Equality Modules 2004, 2010, 2014

October 2018



This easy to read document is a summary of a report.

The report looked into **discrimination** against people with disabilities in Ireland between the years 2004, 2010 and 2014.

Discrimination is when people are not treated fairly compared to other people or groups.

The report looked at the different ways people with disabilities experienced this discrimination, such as in:

- Education
- Housing
- Healthcare
- People's experiences of living in the community (such as going to the pub, or buying something in the shop).



The report looked at **3 main questions**. These are:

**1)** Are people with disabilities more likely to be discriminated against than people who do not have a disability?

**2)** Is this discrimination different depending on what disability you have?

And

Is there different discrimination if you are a woman or man, or if you are older or younger?



**3)** Is there a difference over time in this discrimination?



## The main findings

This report says that a lot of people in the population say they have a disability.



The report also says that the older you get, the more likely you are to have a disability.



The report says that people with disabilities experience more discrimination than others.

The report looks at

- the places where people with disabilities experience discrimination
- and the differences in the risk of discrimination.



## Places where people with disabilities experienced discrimination.

The report found that people with disabilities experienced discrimination mostly in health services and in private businesses.



- Health services could be hospitals, your local doctor, or your local health centre.



- Private businesses could be shops, pubs or banks.



In 2004, a lot of the discrimination people with disabilities experienced was in health services.

This went down a bit in 2010 and 2014 but was still quite high.



The report says it is probably this way because people with disabilities use healthcare services a lot more than people who do not have a disability.



People with disabilities also said they experienced discrimination when they are looking for work or in work.

But there were fewer reports of this.

The report says this is probably because people with disabilities are less likely to be in a job, so there is less of a chance they will experience discrimination often.



The report says that people with disabilities experience discrimination more regularly than people who do not have a disability.



The report says that in the years 2010 and 2014, people with disabilities said that when they do experience discrimination it has a serious effect on them.



## The risk of discrimination:

This part of the report looks at whether people with disabilities experience discrimination when other things about the person are taken into account.

The report looks at three main areas

1. Work-related discrimination
2. Public services discrimination
3. Private services discrimination

### 1. Work-related discrimination

It is clear from the report that people with disabilities are more likely to experience discrimination in the workplace or when they are looking for work.

The report says that this is usually the same whether the person is

- Young or old
- A man or a woman
- Single or married

### 2. Public services discrimination

Public services can be

- Education services
- Health services
- Transport services
- Or other services provided by the government





The report says that people with disabilities are three times more likely to experience discrimination in these services than people who do not have a disability.

### 3. Private services discrimination

Private services could be

- Pubs
- Shops
- Restaurants
- Housing
- Banks



The report found that people with disabilities were more likely to experience discrimination in these services than people who do not have a disability.

### **Types of Disability**

The report also looked at whether different types of disability made a difference to the discrimination that people experience.



The report found that there were some differences.

The report found that people with blindness are the most at risk of discrimination.



The next group at risk are those with psychological or emotional conditions.





The report then looked at whether discrimination changed over time.



The results found that people with all types of disability, apart from blindness, experienced less discrimination in 2014 than they did back in 2004.



Overall, the chances of experiencing discrimination fell from 2004 to 2010.

### **What this report means for policy**



This report says that policy should not just focus on social welfare but that there are other issues that are important.



The report says that education and employment are important to help stop discrimination.



For example, staying in school longer means people with disabilities have a better chance of getting a job later in life.



The report mentions programmes such as

- The School Completion Programme
- The Home Liaison Scheme

It says they are important in keeping young people in school and supporting them when they are moving from school.

The report also says that the **EPSEN Act** needs to be fully put in place

The EPSEN Act is a law that sets out supports for people with special education needs.



### Discrimination and public services

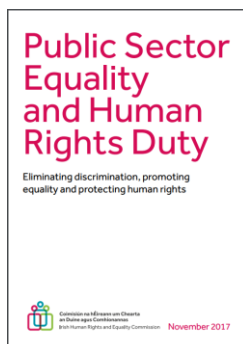
The findings of the report show that there is a need for more awareness of discrimination against people with disabilities in public services like healthcare.



The report says it is important to try to find out what part of accessing health services people are experiencing discrimination in.



The report says that the Public Sector Duty is an important part of addressing discrimination against people with disabilities.



### Access to employment

People with disabilities are less likely to be in employment or looking for work, than people who do not have a disability.







It is important that policies focus on keeping people with disabilities in jobs.



There are policies out there now that have been good at promoting opportunities for people with disabilities.



One of these policies is the Comprehensive Employment Strategy.

This policy is important as it looks at why people with disabilities don't have jobs, and the problems they come up against, such as losing their medical card.



The report also says that there needs to be more awareness among staff with disabilities (and their employers) about what their rights are.



The report also says that there will still be a need for income supports and access to services for people who cannot work.

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This Easy to Read Document was developed by Inclusion Ireland for The Irish Human Rights and Equality Commission.

The document was proof-read by men and women with a disability.



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