



European Commission Representation in Ireland

Europe's Social Reality

– An Equality Perspective

A Report on a Round-table discussion of:
“Europe's Social Reality – A Consultation Paper
from the Bureau of European Policy Advisors”

Organised by the Equality Authority and the
European Commission Representation in Ireland
as part of the European Year of Equal
Opportunities for All



THE EQUALITY AUTHORITY
AN tÚDARÁS COMHIONANNAIS

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Foreword

The European Commission is taking stock of current social realities across the Member States. The goal is to develop an agenda that will shape future policy making and programme development at European Union level. The Bureau of European Policy Advisors have published a consultation paper “Europe’s Social Reality” to assist this exercise.

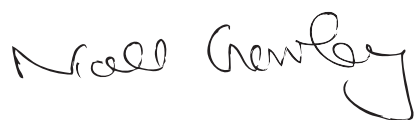
This is an important exercise in seeking to bring forward a thorough and informed social dimension for European Union policy making and programme development. It is of particular value in the emphasis it places on well being and on the need to make equality of opportunity both real and meaningful for people and groups experiencing inequality.

Equality, diversity and non discrimination must be a central theme for this social reality stocktaking exercise. Inequalities diminish well being. Discrimination limits access to resources, employment and economic independence and to services including provision in key areas such as education, health and accommodation. A value base that fails to acknowledge and celebrate diversity can underpin institutional process of exclusion.

This publication seeks to place equality, diversity and non discrimination at the heart of the European Commission’s social reality stocktaking exercise. It provides a record of a consultation event with non governmental organisations working at a national level on equality issues. It will hopefully serve as a resource to the European Commission as it develops an agenda on foot of the response to the “Europe’s Social Reality” paper.

This publication and its focus on equality, diversity and non discrimination is timely in forming part of the Irish strategy for the European Year of Equal Opportunities for All. A longer term and practical legacy from this European Year could usefully be supported by a strong emphasis on equality, diversity and non discrimination in the European Union agenda developed on foot of this social reality stocktaking exercise.

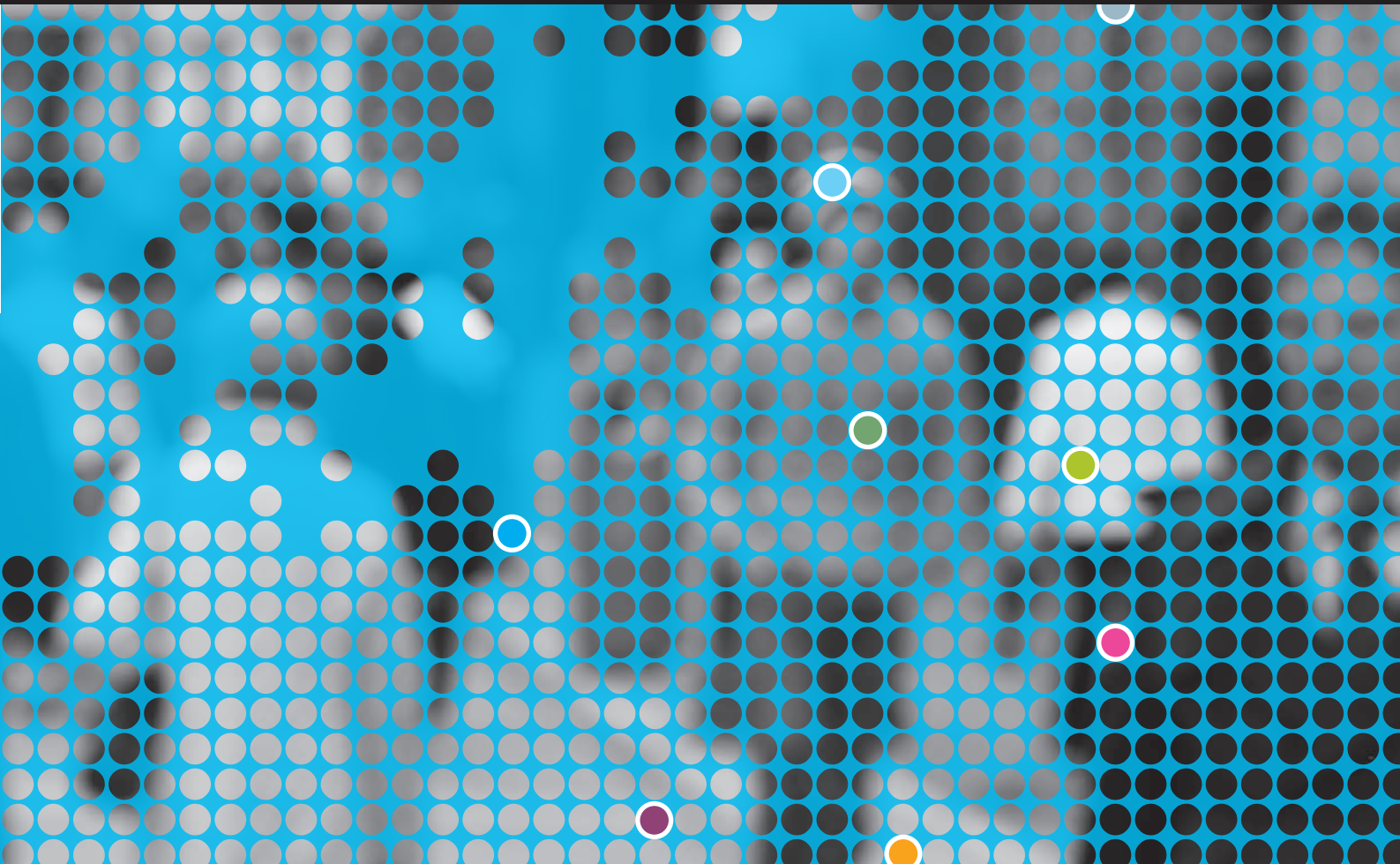
Niall Crowley
CEO
Equality Authority.





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Foreword

I am delighted to welcome this contribution from the Equality Authority, in cooperation with non-governmental organisations working at a national level on equality issues, to the European Commission's "Social Reality Stocktaking".

European leaders have asked the European Commission to work on developing a snapshot of Europe's social reality because they want to be better equipped to judge how to improve access to opportunities for their citizens. They want to be able to discuss shared challenges and see if common solutions can help. They recognise that equal opportunity for everyone means nothing if systems are not in place to ensure that each citizen has access to the resources, conditions and capabilities that make theoretical equality of opportunity real and meaningful. That is why the Commission has launched a public consultation to obtain views from the European public on current social trends and on what contributes to 'well being' in European society.

I am quite certain that the present contribution on equality, diversity and non-discrimination issues will provide valuable input to the consultation and to the formulation of a modern social agenda for Europe.

I would like to take this opportunity to invite other organisations and citizens to participate in the consultation which is open for views until 31 December of this year. See www.euireland.ie ('Social Reality Stocktaking') for more details or contact the Representation of the European Commission in Ireland at Dublin 01 634 1111.

Martin Territt
Director
European Commission Representation in Ireland



1. Europe's Social Reality

In May 2006 the European Commission published a communication. "An Agenda for European Citizens", to prepare the ground for a forward looking agenda for access and solidarity. In June 2006, the European Council invited the Commission to take stock of the social situation in the European Union, with a particular emphasis on questions of 'access and opportunity'.

The first step taken by the European Commission in responding to this invitation was for the Bureau of European Policy Advisors to publish a consultation paper entitled 'Europe's Social Reality'. This was authored by Roger Liddle and Frederic Lerais.

The authors of the consultation paper highlight that the process initiated by the European Council and the European Commission 'reflects an increasingly accepted view that whereas society cannot guarantee equal outcomes for its citizens, equal opportunity is a weak goal unless accompanied by strong efforts to ensure that all citizens have access to the resources, conditions and capabilities that make theoretical equality of opportunity real and meaningful'.

The consultation paper first examined how European societies are changing. It explores how to measure European well-being in the post industrial age. It then goes on to open a debate on the key factors that contribute to well-being and that raise 'social quality'. These factors are explored under headings:

- Employment opportunity.
- Are people satisfied with the jobs they have?
- Access to educational opportunity.
- Social mobility: the transmission of life chances to future generations.
- Demography and the 'ageing society'.
- Family life and well-being.
- Poverty and its impact on access to life opportunities.
- Does inequality matter?
- Access to good health.
- Quality of life.
- Rising crime and insecurity.
- Migration, ethnic diversity and integration

The consultation paper poses the question 'How can the social well-being of all Europe's Citizens be best advanced within a globalised world?' and states that 'this question should be at the heart of everything the EU and its member states do?'

The European Commission, in launching this consultation paper stated that it sought 'views on the implication of social trends and the identification and assessment of the factors contributing to well-being in Europe'. The Equality Authority in partnership with the The European Commission Representation in Ireland sought to respond to this call for views by organising an event to bring forward an equality and diversity perspective on 'Europe's Social Reality'. This was organised as part of the Irish strategy for the European Year of Equal Opportunities for All 2007.

2. The Consultation Events

The Equality Authority and the European Commission Representation in Ireland convened a round-table meeting of non-governmental organisations working at a national level on equality issues in Dublin on 18th July 2007. The meeting was organised to consider the European Commission consultation paper, Europe's Social Reality from the perspective of groups experiencing inequality and discrimination.

The Equality Authority invited a range of national non-governmental organisations concerned with equality, non-discrimination and diversity issues to participate. Those who attended received a copy, in advance, of Europe's Social Reality and in addition, participants were circulated with a four-page briefing paper summarising issues for discussion. The round-table was addressed by Roger Liddle, one of the two authors of Europe's Social Reality. The participants at the round table are listed in Appendix One. The discussion at the round-table is summarised in this report which is being submitted to the European Commission for its consideration as it further develops its study of Europe's social reality.

The round-table discussion was divided into five parts and this framework is reflected in this report:

1. Equality and well-being
2. Equality and education
3. Equality and employment
4. Equality and health
5. Equality, society and social relations.

It was not possible, within the round table context, to explore an equality and diversity perspective to all elements addressed in the consultation paper. Priority was accorded to the theme of well-being given its centrality to the whole exercise of taking stock of Europe's social reality. The consultation paper poses the question 'what do you mean by well-being?' It is important to provide a response to this question out of the situation, experience and identity of those groups experiencing inequality and discrimination in Ireland.

Opportunity and access are another central focus for the social reality stock-take. The consultation paper poses the question 'what are the most important factors in maintaining or increasing one's opportunities in today's society?' Education, employment and health are key factors in this regard and issues of access in these areas for groups experiencing inequality need to be examined.

Society and social relationships encompass a broad range of themes. This focus is identified in the consultation paper as presenting key factors in relation to issues of opportunity and access. The diversity of groups that experience inequality could bring forward particular themes to shape any final conclusions in relation to this focus on society and social relationships.

While these five themes were chosen as the focus for the round table, it is hoped that the equality and diversity perspective is developed in relation to each of these themes in a manner that could in turn be applied across the full range of issues that are to be debated in this social reality stocktake.

The Equality Authority has a mandate to promote equality of opportunity and to combat discrimination in the areas covered by equality legislation – the Employment Equality Acts 1998 and 2004 and the Equal Status Acts 2000 to 2004. It is a specialised equality body in Ireland as required under the EU Race Directive and the amended Gender Equal Treatment Directive.

This exercise was organised jointly with the European Commission Representation in Ireland in the context of the Irish strategy for the European Year of Equal Opportunities for All. The Equality Authority is the National Implementing Body for the European Year in Ireland.

The Equality Authority and the European Commission Representation in Ireland are grateful to those who participated in the round-table, to Roger Liddle for his presence and contribution to the event and to Brian Harvey for his work in preparing the initial briefing paper and in providing a draft for this report of the round-table discussion.

Finally, it is important to note that the round table did not seek to secure a consensus in relation to all of the ideas and perspectives put forward by representatives of the different groups experiencing inequality in Irish society. This report has set out to document these ideas and perspectives. However, some measure of consensus was secured in that the report was circulated at draft stage for comment from all involved in the exercise.

3. Equality and well-being

The consultation paper 'Europe's Social Reality' has a particular focus on people's sense of their 'well being'. It explores a wide range of key factors that contribute to well-being including 'economic opportunity, the changing nature of work, the challenges of the ageing society, demography and new patterns of family life, poverty and inequality, the barriers to good health and social mobility, quality of life, crime and anti-social behaviour, and diversity and multi-culturalism'. In seeking to measure well-being, the consultation paper adopts an approach of the 'number of happy life years that citizens enjoy: a combination of subjective enjoyment of life with its objective length'.

European society, in general, and Irish society in particular continue to be affected by serious problems of inequality and discrimination. These issues need to be an essential feature of the social reality stock-take.

Inequality and discrimination limit and diminish the potential for well-being. A number of core issues in this regard were identified by the participants:

- humiliation in a context of stigma and negative stereotypes constructed around particular identities;
- not feeling valued by society or by the State;
- the importance of valuing oneself and the difficulties in doing so in a context where societal expectations and conditioning defines success in competitive and unattainable forms;
- income poverty and the manner in which income poverty limits choice and diminishes the potential for well-being;
- the need to afford choices between real options for those who experience inequality and the importance of a sense of freedom; and
- the centrality of hope and optimism and the difficulties in having hope or being optimistic in a context of significant and persistent inequalities.

These are issues that were put forward as being reflected in practice in terms of social exclusion, discrimination, problems in accessing services, low incomes and poverty. At an extreme, they are issues that lead to conflict, suicide, drug abuse and alcoholism.


It was emphasised by participants that Irish and European society still have much to do in ensuring equality and well-being. Equality and diversity require greater priority in development strategies. The social dimension to development needs to be given parity with the economic dimension. In particular, participants highlighted that initiative and investment are required in:

- education provision that affords a status to and a recognition for diversity in society and that challenges societal expectations and conditioning that impose inflexible and restrictive roles based on stereotypes on students;

- public sector service provision that acknowledges a diversity of clients and customers and respects and values this diversity, that ensures equality and non discrimination for clients and customers and that makes adjustments for any practical implications of this diversity;
- ensuring effective equality legislation and developing equality legislation so that it could pre-empt and prevent discrimination through equality audits and positive duties;
- supporting community development processes that empower and bond groups that experience inequality and that can challenge stigma, stereotypes, societal expectations and conditioning; and
- addressing experiences of low income and poor health status by targeting groups that experience inequality.


These issues were identified as being shared by groups and individuals experiencing inequality across the nine grounds covered by Irish equality legislation – gender, marital status, family status, age, disability, sexual orientation, race, religion and membership of the Traveller community. Initiatives for and investment in well-being needs to include and target all groups and individuals experiencing inequality across these nine grounds. However, it was also identified that policy and practice to promote well-being also needed to address issues that can be specific to particular groups. Examples given included:

- invisibility and the absence of service provision as experienced by gay and lesbian people,
- the lack of recognition and service provision for transsexual people/people with Gender Identity Disorder,
- the lack of recognition for small family units in housing policy and provision which excludes many lone parents from public housing,
- restrictive male gender conditioning,
- issues of family reunification for refugees, asylum seekers and migrants,
- standards in residential care for older people and for people with disabilities,
- a rights based approach and adequate investment in services for people with disabilities,
- pension issues and poverty experienced by older women,
- alienation of young people,
- unpaid work carried out by carers and the need for supports for carers.



It was stressed that Europe's role in these issues is important. Member states have been slow in ceding authority to the European level to make consistent, Europe-wide progress in many of the areas that impact on well-being. Although the European Union may have an aspiration for greater citizen well-being, it has not developed the tools necessary to drive an effective strategy.

In summary, the key issues put forward by the participants that need to be addressed on foot of the social reality stocktake in the area of equality and well-being are:

- 
- the need to address issues of inequality and discrimination and experiences of humiliation, of not being valued, of the absence of hope and optimism and of restrictive societal expectations and conditioning;
 - the importance of balance between economic and social policies and the need to prioritise a focus on equality and diversity and on poverty reduction;
 - the important role played by the education system in conditioning people into values and how the education system can be a site where diversity and equality can be promoted and instilled as values;
 - the importance of public agencies addressing issues of identity, difference, respect and making adjustments to accommodate diversity and achieve equality;
 - the contribution that effective equality legislation, including provisions to pre-empt and prevent discrimination, can make to well-being;
 - the value of community development processes in responding to experiences of humiliation, not being valued, the absence of hope and optimism and restrictive societal expectations and conditioning;
 - the leadership role which the European Union can play; and
 - the need to identify equality as a key determinant of well-being.



4. Equality and Education

The consultation paper 'Europe's Social Reality' demonstrates the close link between educational achievement, income, status and employment. The connection between education and equality/inequality are strong. The consultation paper points out that Europe's national educational systems were developed during a period when their populations were deemed to be relatively homogeneous. There are challenges in adjusting to the recognition of much more diverse populations.

In considering education provision from an equality perspective issues were highlighted by the participants for groups experiencing inequality in terms of what is provided, how it is provided and what is being achieved in terms of educational status.

In relation to what is provided, the following issues were identified by participants as needing to be addressed in the social reality stocktake:

- education provision is predominantly oriented around the labour market and the needs of the labour market. There is an imbalance in the focus on the social dimension, on the values being promoted and on education for life;
- choices can be limited for groups experiencing inequality. This raises issues about which schools are accessible to groups experiencing inequality, about the under-developed provision for lifelong learning and about the range of alternatives available in both formal and non-formal education provision to groups that experience inequality;
- early school leaving is a particular issue for various groups experiencing inequality. This raises issues in relation to the nature of current education provision, the supports available to members of groups experiencing inequality and the range of forms of educational provision available in the formal and non-formal sectors.

In relation to how education is provided, the following issues were identified by participants as needing to be addressed in the social reality stocktake:

- discrimination by some schools and other educational establishments in relation to access for pupils experiencing inequality both to the school itself and to all areas of school provision;
- many schools and other educational establishments fail to provide a safe space for diversity where those teachers and students deemed to be different are free from harassment or bullying;
- the curriculum still needs to further reflect the diversity in society and to affirm the identity and contribution of groups that experience inequality; and
- the curriculum needs to build a knowledge and value base among all pupils in relation to equality and diversity.

In relation to what is being achieved in terms of educational status it was identified by participants that there remains a significant challenge to realise equality of outcomes for students from groups experiencing inequality – outcomes both in terms of educational credentials and personal development. A particular issue of inequality not currently covered by equality legislation relates to class or social status.

These are issues shared by groups and individuals experiencing inequality. However issues specific to particular groups were also identified by participants. These included:

- gender conditioning in the educational choices made by boys and girls;
- exemptions under equality legislation, for educational establishments promoting a religious ethos, that are perceived to impact negatively on some groups and individuals;
- inflexibility and inadequate resourcing within mainstream educational provision to make reasonable accommodation for people with disabilities;
- the need to focus on family diversity in curriculum development and in all areas of school provision;
- limitations in the recognition of educational qualifications of migrants;
- low expectations among providers of education in relation to Traveller students and students with disabilities.

European Union leadership in relation to educational issues was highlighted by participants as being important. The European Union has invested in Member State education systems and has progressed a range of educational issues. It is important that this European Union leadership seeks to shape and support:

- the practice of educational establishments in promoting equality, accommodating diversity and combating discrimination,
- teacher training for equality and diversity,
- the range of educational provision and in particular the development of lifelong learning and of responses to early school leaving.

In summary, participants highlighted that the social reality stocktake should:

- have a particular focus on equality in education given that equality in this area can be key to equality in other domains such as employment;
- emphasise the need to build a capacity within the education system to promote equality, accommodate diversity and combat discrimination; and
- examine the values promoted within the education system to ensure they support the promotion of equality, a celebration of diversity and a commitment to non-discrimination.

5. Equality and Employment

The consultation document 'Europe's Social Reality' points to the importance of work in people's lives. It suggests that some of the priorities for improving social quality and well being lie in continued improvement of working hours, health and safety, the addressing of the problem of unemployment and the encouragement of particular groups to participate more in the workforce.

Participants highlighted that the focus on equality and employment raises a wider range of issues that need to be addressed in the social reality stocktake. Some of these issues have a relevance across the nine grounds covered by the equality legislation and some have a specific relevance to particular groups that experience inequality.

The issues identified by participants that have a relevance across the nine grounds included:

- the structural inequalities evident in the labour market that diminish and limit the participation of particular groups;
- the need to encompass unpaid work in the debate on employment. This is particularly important in understanding, affirming and responding to the contributions made by many women, carers and older people in terms of unpaid work;
- the experience of discrimination and harassment in the workplace by groups and individuals experiencing inequality. This experience of discrimination impacts on access to the workplace, promotion, working conditions and dismissal from the workplace;
- the importance of ensuring an adequate focus on security of employment within the debate on and approaches to flexicurity. Flexicurity strategies need to be able to address the downward mobility experienced by those people, in particular women, who leave the labour market to take on caring responsibilities. There is a need to examine and where necessary reform welfare to work provision in the context of developing flexicurity approaches so that all groups in society have the option of accessing meaningful employment

A range of issues were identified by participants that are specific to particular groups experiencing inequality. These included:

- particular difficulties for migrant workers in relation to their work permits and for undocumented migrant workers;
- the prohibition on access to paid employment for refugees and asylum seekers;
- the need for further progress on work-life balance within employment, on supporting working arrangements to reconcile work and caring responsibilities and on developing an adequate care infrastructure;
- the low levels of participation in paid mainstream employment of Travellers and people with disabilities;
- exemptions under equality legislation for organisations seeking to promote a particular religious ethos that are perceived to impact negatively on the grounds of sexual orientation and family status;



- gender segregation and a gender pay-gap that presents inequalities for women and time poverty experienced by women as a result of the unequal sharing of caring between women and men.

The European Union has been important in promoting, supporting and achieving gains in equality and employment. This is particularly evident in relation to women and older people. It was highlighted by participants that it is important that this focus would continue at this level and would encompass all groups and individuals experiencing inequality.

In seeking to increase participation by under-represented groups in employment, it is important to establish, quantify and promote the business case for equality. The European Union has done valuable work in this regard but it will be important to further develop and advance this work.

Equality legislation was identified by participants as playing a key role in seeking to combat employment related discrimination and harassment. It is important that there are effective remedies under the equality legislation and that there is sufficient investment in its implementation so that there is a broad awareness of rights under the legislation and an adequate range of advocacy supports available to those who experience discrimination.

Equality legislation, it was highlighted, could usefully be developed to require a more proactive approach by employers to equality, diversity and non-discrimination. This could take the form of a positive duty on employers to be planned and systematic in their approach to equality. Supports should be available to employers to develop an equality infrastructure of workplace policy, staff training and workplace equality action plan.

In summary, the key points highlighted by participants that should be addressed in the social reality stocktake in the area of employment and equality are:

- the continuing need to address structural inequalities in the labour market across all nine grounds covered by equality legislation;
- the need to encompass unpaid work in the focus on employment;
- the importance of addressing issues of workplace discrimination and harassment and of developing positive action measures to address the specific situations of particular groups experiencing inequality;
- the need to build the business case for workplace equality strategies and to develop supports for employers to develop a workplace equality infrastructure; and
- the importance of effective implementation of equality legislation and of effective remedies under equality legislation, and the need to further develop this legislation.

6. Equality and Health

The consultation paper 'Europe's Social Reality' views health in a broad perspective and health outcomes are identified as being reliant not only on income, but also on equality in society generally. The equality agenda in health is deemed to be served by attention to income equality, more balanced investment in types of health services and in targeting particular groups for the reduction of health risk and the promotion of healthy lifestyles.

Core issues in relation to equality and health in an Irish context were highlighted by participants as being rooted in:

- the two-tier Irish health service, whereby services were available sooner to those able to pay for them in the private sector;
- the higher investment in some types of services than others. Irish health services invest disproportionately in residential, institutional and acute care, but less in community care services.

Participants highlighted that equality and diversity within health services are compromised in a context of 'therapeutic neutrality' and of discrimination. Therapeutic neutrality is based on treating everyone the same but failing to take account of the practical implications of diversity. Discrimination is evident in access to services and in the failure to provide or to adequately provide services to respond to the particular needs of specific groups.

Specific issues were identified by participants for particular groups in this exploration of equality and health. These include:

- the denial of particular procedures to older people,
- the need to recognise and provide for the significant numbers of lone parents who have a chronic illness or who have a disability,
- the failure to identify and respond to the health needs of carers,
- the absence of health services for people with Gender Identity Disorder,
- the absence of a rights based approach to services for people with disabilities,
- the impact of discrimination and inequality on mental health.

The European Union, it was emphasised by participants, should have greater authority to address health issues, including extending its role beyond its current competence. Standards for health services need to be developed and enforced. The European Union could play a valuable role in this regard.

Participants identified that it was important to continue and further develop the targeting of health services on groups and individuals that experience inequality. Health service providers should have access to training on issues of equality, diversity and non-discrimination. The positive work done in developing a men's health policy was highlighted. A dual strategy would be important in health services combining such targeting with equality mainstreaming in general services.

In summary, the key issues identified by participants to be addressed in the social reality stocktake are:

- the importance of identifying health status and health outcomes as being reliant on equality in society;
- the need to address structural issues such as private/public provision and balance of investment as between different types of services if equality is to be achieved in health outcomes;
- the importance of continuing to address both direct and indirect discrimination in health services and in supporting health service provider to be more equality competent and to better take account of diversity; and
- the need for a dual strategy targeting groups experiencing inequality and on equality mainstreaming in general service provision.



7. Equality, Society and Social Relations

The consultation paper 'Europe's Social Reality' identifies a number of key preoccupations of Europeans: quality of life, climate change, rising crime and insecurity and a bundle of issues around migration, ethnic diversity and integration. The document identifies as key changes the transition from an industrial to a services society, the impact of economic globalisation, media influence, the role of the citizen as consumer, demographic change, dual incomes and small families, the slow but gradual improvement in the situation of women and greater occupational and demographic mobility. Values have changed with a move to secularisation, individualism, political segmentation and growing tolerance of diversity; especially of gay and lesbian people.

Key developments from an equality perspective that were identified by participants as requiring a focus in the social reality stocktake and in any follow-up to this process were:

- the growing levels of organisation within and politicisation of groups experiencing inequality and the importance of supporting this process and facilitating a participation by these organisations in decision making;
- the expansion of the equality agenda at EU - level to encompass six grounds and the need to ensure the equality agenda is comprehensive and inclusive of all groups experiencing inequality. The need to include a focus on class, on men and on carers in equality strategies was highlighted;
- the role of the media in promoting and shaping a more equal society. Media coverage of groups experiencing inequality can be inaccurate and prejudiced. The media has a key role to play in shaping a societal value base committed to equality, diversity and non-discrimination;
- the rise of islamophobia and the construction of hatred against Muslim people and Islam;
- extensive migration and the need to develop new approaches to integration that break with approaches of assimilation and that challenge the majority population and societal institutions to change in a context of cultural diversity and the need for new approaches to routes into citizenship;
- the growing recognition of civil marriage and partnership rights for gay and lesbian people. However, the lack of coherence in this area across the Member States creates serious difficulties for same sex couples where partners are from different jurisdictions;
- the importance of creating a barrier free society that enables rather than disables people with disabilities; and
- the shifting and unresolved balance of responsibilities and roles between the individual/family and the national state and between the national state and the European Union in building and securing well being and social relations of respect and equality.

The European Union was identified by participants as facing challenges to forge a common social policy out of 27 diverse Member States. However, the European Union needs to be more ambitious in advancing social issues – in particular in the field of equality, diversity and non-discrimination.





8. Conclusion

The Consultation paper 'Europe's Social Reality' was identified by participants as being part of an important and ambitious initiative. It presents an opportunity to understand and acknowledge current realities with a view to imagining and shaping a new future. It is important that this new future is based on the elimination of discrimination, the accommodation of diversity and the promotion of substantive equality.

The European Union was identified by participants as having an important role to play and leadership to give in moving towards such a new future. The social reality stocktake should assist in this. It would therefore be important that the social reality stocktake exercise would:

- have a focus on discrimination and the impact of discrimination on groups and individuals experiencing inequality;
- emphasise equality and an ambition of substantive equality within all the themes that form part of the stocktaking exercise;
- take account of diversity and support institutional and policy change to value this diversity and to adjust for its practical implications; and
- support a further development of legislation, policy, programmes and mechanisms at EU level to promote full equality in practice, accommodate diversity and combat discrimination.

This agenda would form a valuable legacy from the European Year of Equal Opportunities for All.

APPENDIX 1: List of Participants

Mr. Robin Webster, Age Action

Mr. Brian Scanlon, Age and Opportunity

Ms. June Welsh, Age and Opportunity

Ms. Mairead Hayes, Irish Senior Citizens Parliament

Mr. James Doorley, National Youth Council of Ireland (NYCI)

Ms. Brigid Barron, Caring for Carers

Ms. Joanna Mc Minn, National Women's Council of Ireland (NWCi)

Ms. Sara Cromwell, Gender Identity Disorder Ireland (GIDI)

Mr. Alan O' Neill, Men's Development Network

Ms. Victoria Mullen, Transgender Equality Network Ireland (TENI)

Mr. Ciaran Mc Kinney, Gay and Lesbian Equality Network (GLEN)

Mr. Eoin Collins, Gay and Lesbian Equality Network (GLEN)

Ms. Jacqueline Healy, Migrant Rights Centre

Mr. Damien Peelo, Irish Traveller Movement

Mr. Martin Collins, Pavee Point

Ms. Frances Byrne, One Parent Exchange Network

Mr. Niall Crowley, Equality Authority

Ms. Carole Sullivan, Equality Authority

Ms. Rachel Mullen, Equality Authority

Mr. Roger Liddle, European Commission

Ms. Niamh Carmody, European Commission Representation in Ireland



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