



**EQUALITY AND RIGHTS
IN ACTION GALWAY**

**Welcome
to the Civil
Society
Panel**

MARCH 31ST 2021

The word 'AGENDA' is displayed in a stylized, 3D block-letter font. Each letter is contained within a colored rectangular block: 'A' (dark blue), 'G' (light blue), 'E' (orange), 'N' (green), 'D' (medium blue), and 'A' (orange). The blocks are slightly offset to create a sense of depth. The graphic is set against a white background with a subtle drop shadow.

AGENDA

shutterstock.com · 1209294013

- ▶ Welcome, introductions and Expectations
- ▶ Background to the Equality and Rights in Action Project and the Civil Society Panel
- ▶ Equality and Human Rights – What do they mean to us?
- ▶ The challenges and opportunities in promoting equality and human rights with state agencies and public bodies (small group discussion and feedback)
- ▶ How would we like to work together?
- ▶ Is there anyone not here who should be here?
- ▶ Quick review of meeting
- ▶ Next meeting and next steps

It all Starts with the Public Sector Equality and Human Rights Duty

- ▶ Section 42 of the Irish Human Rights and Equality Act 2014 - All public bodies in Ireland have responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans.
- ▶ This is a legal obligation.



What is the Equality and Rights in Action Project?

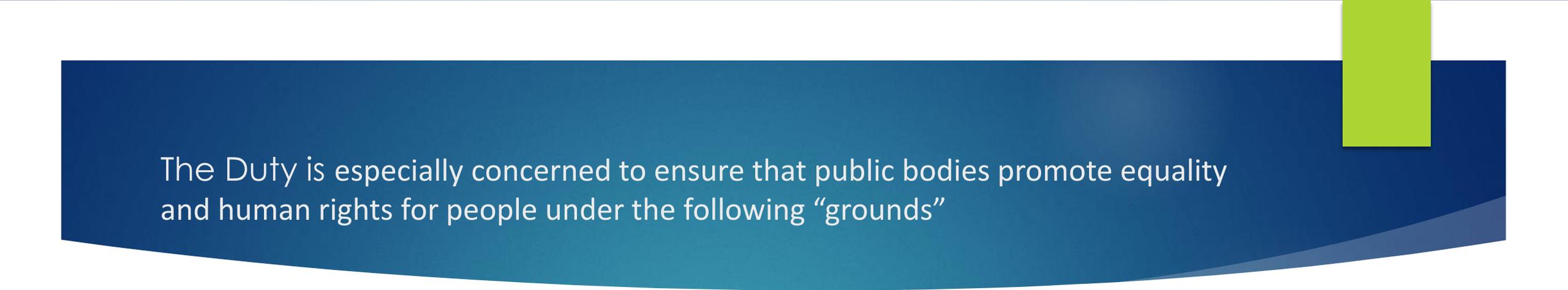


- ▶ The Project is being run by Galway City Community Network and Galway City Partnership and is funded by the Irish Human Rights and Equality Commission to Nov 2021.
- ▶ It Aims to support community representatives and organisations to promote and monitor the Public Sector Duty amongst public bodies in Galway City.

Rights Holders and Duty Bearers

- ▶ From a human **rights** perspective, individuals are **rights-holders**, and Governments and state agencies are **duty-bearers** that are responsible and can be held accountable for their acts.



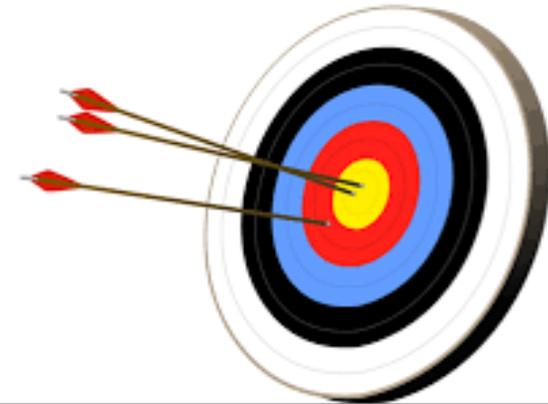


The Duty is especially concerned to ensure that public bodies promote equality and human rights for people under the following “grounds”

- Marital status - Which means single, married, separated, divorced, or widowed.
- Family status - This means having responsibility either as a parent or guardian
- Age
- Gender - a woman, a man, or a trans gender person
- Disability – physical or intellectual
- Race - race, colour, nationality, ethnic or national origin.
- Sexual Orientation - Gay, lesbian, bisexual or heterosexual
- Religious Belief - religious background or outlook or lack of religious belief
- Membership of the Traveller Community
- People living in poverty

What Does this Project Set out to do?

- ▶ **Build community capacity and collective voice and solidarity** of Rights Holders in Galway City
- ▶ **Support Rights Holders to engage** in the process of implementation of the Public Sector Duty
- ▶ **To raise awareness of the Public Sector Duty amongst Duty Bearers (public bodies)**
- ▶ **To support Duty Bearers** so that plans and policies can be assessed/measured to ensure they promote equality and human rights



What Actions will the Project Undertake?

- ▶ Set up a Project **Steering Group**
- ▶ Establish a **Civil Society Panel** of Rights Holders
- ▶ Provide **training** on
 - Legislation that affects Rights Holders
 - How to apply the public sector duty to, plans and strategies of public bodies)
- ▶ Establish a Collaborative **Forum of Duty Bearers**
- ▶ Identify **two to three plans to be assessed** by the Civil Society Panel
- ▶ Produce **resources and tools** to assist the process
- ▶ **Record and report on the learning** from the project.
- ▶ Hold **end-of-project seminar** to share the learning
- ▶ Following the project to **continue to develop, support and facilitate the Civil Society Panel**



Equality and Human Rights – What do they mean for us?

- ▶ Put in the chat or call out what comes to mind when you think about Equality and Human Rights.



What are Human Rights?

- ▶ **Human rights** are the basic **rights** and freedoms that belong to every person in the world, from birth until death. ... These basic **rights** are based on shared values like dignity, fairness, equality, respect and independence. These values are defined and protected by law





What do we mean
by equality?

- ▶ Idea that at a basic level all human beings have **equal worth and importance** and therefore are equally worthy of concern and respect.
- ▶ **Many policy makers claim to be concerned with the promotion of equality** while at the same time defending a range of inequalities e.g. rights of employers over employees, rights of residents committees over Travellers,, gender inequality.

ESRI and Irish Human Rights and Equality Report Nov 2017

- **12 per cent of the population in Ireland reported experiencing some form of discrimination in the previous two years.**

-



Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission



ESRI ECONOMIC & SOCIAL
RESEARCH INSTITUTE

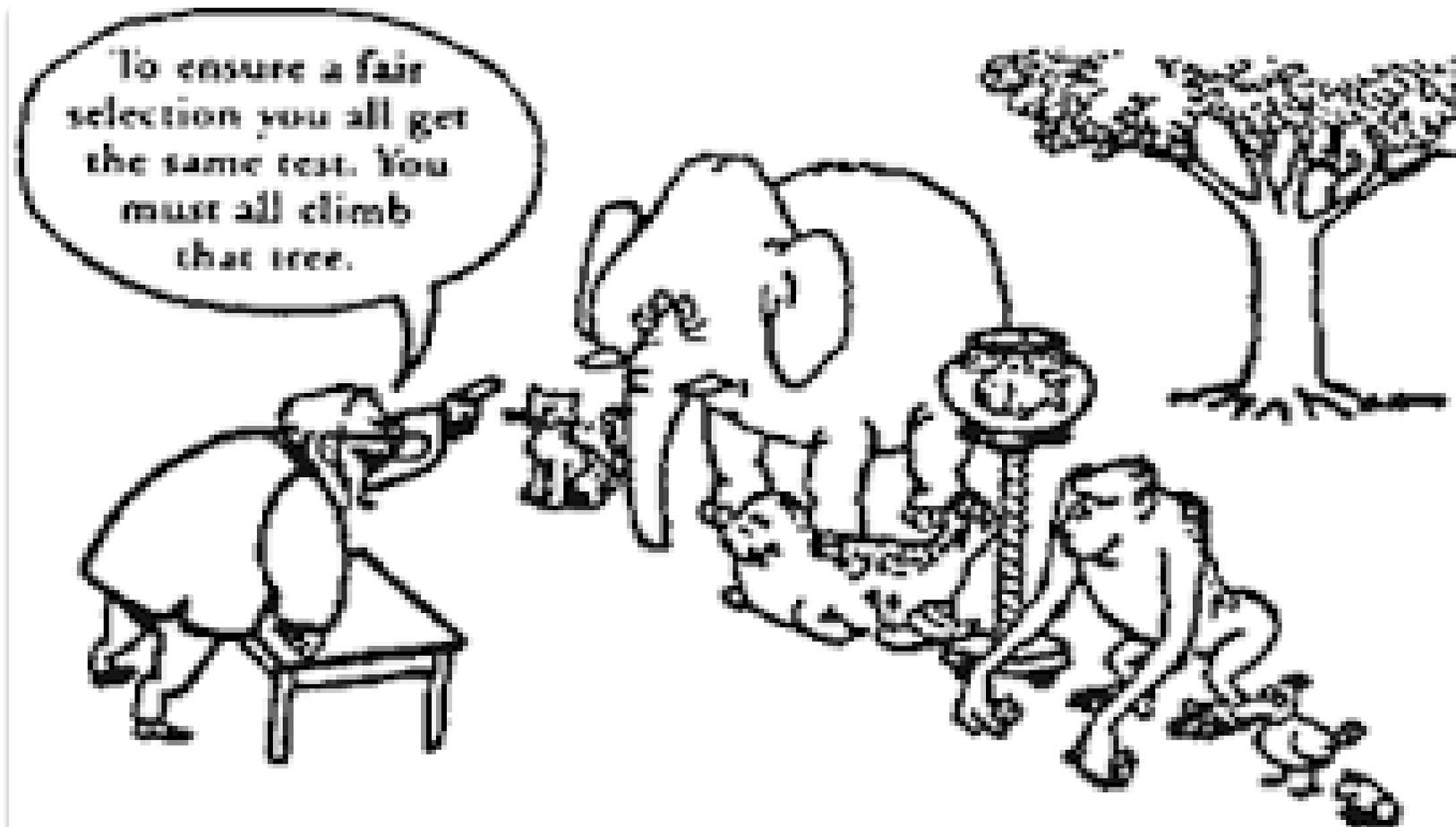
Who experiences discrimination in Ireland?

Discrimination

- ▶ **Persons with Disabilities are more than twice as likely as those without** a disability to experience discrimination in all areas – at work, recruitment, public and private services.
- ▶ **Black respondents are three times more likely to experience discrimination in the workplace** and in access to public services.
- ▶ **Irish Travellers are almost ten times more likely** than the White Irish group to experience discrimination in **seeking work**, and **over twenty-two times more likely** to experience discrimination in access to **private services**.
- ▶ **Women are almost twice as likely as men to experience discrimination at work**, with issues of pay and promotion frequently raised, though there are no gender differences in other areas.



Equal Treatment and Fairness – not always as it seems....



In small groups

- ▶ What are the main challenges and opportunities in promoting equality and human rights with state agencies and public bodies in Galway City?

