



Equality News

Winter 2009



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- **10 Year Celebration**

- **Civil Partnership Bill 2009**
- **Marriage Equality's commitment to securing civil marriage rights for same-sex couples will not falter**



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New Research Investigates Changes in Women's Participation in the Irish Labour Market 1998-2007

The Equality Authority and the Economic and Social Research Institute (ESRI) have published a report entitled "A Woman's Place: Female Participation in the Irish Labour Market" by ESRI researchers Helen Russell, Frances McGinnity, Tim Callan and Claire Keane. The report is a joint publication of the Equality Authority and the Economic and Social Research Institute (ESRI).

Renee Dempsey, CEO of the Equality Authority stated at the launch of the report at the ESRI headquarters that the research demonstrated that we are still some way from achieving gender equality in the labour market. She added that as a society we need to constantly renew our efforts to ensure equal treatment for women and men in all aspects of employment and to support men and women to positively reconcile work and family life. And right now, in a context where our future as a society is naturally driven by economic debate, it is essential that we do not lose sight of the economic and social benefits of equality - in the labour market and in society as a whole.

Between 1998 and 2007 almost 300,000 women joined the Irish labour market. In 2007, two out of three women were active in the labour market. And the factors lying behind this change include –

- Rising levels of educational qualifications for women;
- Demographic changes - primarily the increase in the number of women in the 25 to 34 age group, who have high participation rates;
- Rising real wages. Increases in wages were particularly important in increasing the incentives to participate for women with lower qualifications;
- An increase in demand for labour in the service sector and the public sector, including for many occupations that are 'female-typed' (i.e. jobs involving stereotypically female skills e.g. caring, interpersonal skills).

The study noted that participation increased among women with pre-school children from 54 to 60%. However, analysis of the EU SILC (The EU Survey on Income and Living Conditions) found that comparing women with the same characteristics with and without children, the effects of children on the participation decision remained the same in 2005 as in 1998. Moreover the level of participation of lone mothers with children under 5 years decreased over the period, but increased for those whose youngest child was aged 5 to 15 years.

The study also considers how this dramatic rise in participation has impacted on other aspects of gender equality within the labour market. On the topic of gender

segregation in occupations the study found that:

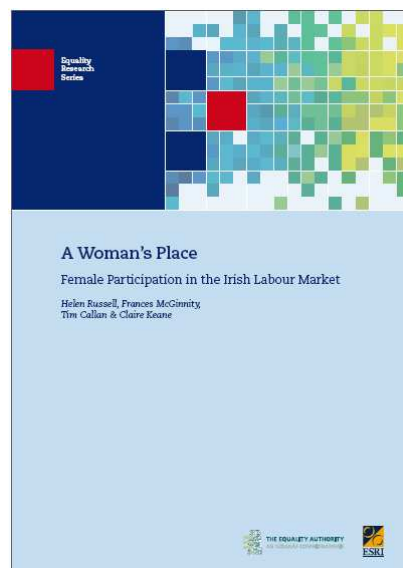
- The female share of employment increased from 37% to 42% from Census 1996 to Census 2006;
- Female share increased in all but 6 of 24 broad occupational groups;
- There were large increases in the female share of business and commerce occupations from 37 to 43%, managerial/executive occupations from 32 to 42% and of the Garda Síochána from 8 to 19%, all represent desegregation;
- But six of the top ten increases in female-share occurred in occupations in which women were already over-represented, such as an increase in the female share of personal service and childcare occupations from 61 to 68% and an increase in proportion of female teachers from 65 to 71%. The increased feminisation of these jobs adds to gender segregation in the labour market;
- Therefore overall indices of gender segregation in occupations remained stable between 1996 and 2006, following a decline in the early 1990s;
- Vertical segregation remains an issue - i.e. the under-representation of women at the higher levels within occupations. Men are found to be twice as likely as women to occupy senior and middle management positions.

The onset of recession since late 2008 has increased unemployment and has so far led to a fall of 1 percentage point in participation rates. It is important that the costs of increases in non-participation, both to the individual and to the economy, are included when assessing the impact of recession.

Dr Helen Russell one of the authors of the study speaking at the launch stated that women have made significant inroads into a number of previously male-dominated occupations, but segregation by gender remains a strong feature of the Irish labour market. She also added that comparisons across Europe suggest that Ireland falls into the group with the highest segregation alongside the UK, the Netherlands and Finland.

The current report is the sixth in a series of research projects carried out as part of the Equality Authority/ESRI Research Programme on Equality and Discrimination.

The report is available on the Equality Authority website at www.equality.ie and it is also published on the ESRI website at www.esri.ie.



Marriage Equality's commitment to securing civil marriage rights for same-sex couples will not falter

By Gráinne Healy,
Co-Chair, Marriage Equality



It is ten years since sexual orientation was cited as a ground for protection against discrimination in Irish equality legislation, a decade on, the Equality Authority must ensure that the rights of people with a lesbian or gay sexual orientation are protected, not by half measures like Civil Partnership, but by laws which ensure real and full equality.

What is required are laws that recognise lesbian and gay couples as equal, not inferior to heterosexual couples; laws which recognise and protect the children of same-sex couples. We require legislation that fundamentally enshrines equality of esteem, and equality of opportunity and outcome for gay men and lesbians in Ireland. Civil Partnership falls far short of these requirements, this is why Marriage Equality is still calling for equal marriage rights for gay men and lesbians in Ireland, not just Civil Partnership.

The imminent introduction of Civil Partnership legislation, rather than weakening the resolve of the organisation Marriage Equality to seek equality, has in fact strengthened it.

Increased support for marriage equality amongst the general public, within the LGBT community and across other jurisdictions globally, have all transformed the call for marriage equality, which began when Katherine Zappone and Anne Louise Gilligan took a court case to have their

Canadian marriage recognised by the Revenue Commissioners in Ireland, from a single court case taken by two brave women, into a social movement.

The social movement for marriage equality for gay and lesbian people in Ireland has transformed the landscape of gay politics and has moved the framework from a step by step progressive approach to gay rights which marked the movement in the 90's to a more confident and widely supported (both straight and gay) movement which sees that the achievement of recognition of the human and civil rights of gays and lesbians cannot be piecemeal.

A new audit of the rights granted in marriage compared to those allowed in Civil Partnership, carried out by Marriage Equality (to be launched in November) shows without doubt, Civil Partnership gives only some rights, not equal rights. Civil Partnership creates a new institution for gay men and lesbians only – different and not equal – in the absence of a choice between having a civil partnership or getting married, Civil Partnership is an unequal, unfair and unacceptable option. It effectively writes inequality into the statute books for lesbians and gays in Ireland.

Over the summer of 2009, details of the proposed Civil Partnership Bill were released and Marriage Equality conducted a rights audit to compare the rights given

through marriage and those planned for gays and lesbians who enter Civil Partnerships.

The results confirm that Civil Partnership, without an option to choose marriage, is discriminatory and does not deliver equality for lesbians and gays. The analysis found that there are over 400 rights which accrue to married couples in Ireland, less than 250 of these rights are available to gay and lesbian couples according to the proposed civil partnership legislation. Even on this counting to rights exercise, it is patently clear that the proposed civil partnership legislation is not intended to provide for equality but rather has been purposely constructed to create a different and unequal institution.

The Bill conveys the message clearly that this State does not consider lesbian and gay people equal to heterosexual couples. Furthermore it does not believe our relationships are deserving of equality.

There can be no doubt by denying equal rights to LGBT people through maintaining barriers to access civil marriage, homophobia will be strengthened. That gay people cannot show publicly that their relationships are equal to those of other couples, gives the message that the relationships are not equal or normal.

It is the Government's duty to care for and legislate for equal marriage rights and help to end hate crimes, playground bullying, work discrimination and other acts perpetrated on persons due to their sexuality. Providing civil marriage rights are amongst the rights required to ensure equality, civil partnership falls far short of that end.

Dublin Pride 2009 saw many hundreds of marchers dressed in half wedding dresses and half tuxedos take to the streets, representing the half measures of Civil Partnerships. The support gained momentum over the summer and by August over 5,000 protesters walked to the Department of Justice, Equality & Law Reform in the Noise organised march, to communicate their dissatisfaction with Civil Partnership chanting the slogan 'what do

we want? Marriage Equality when do we want it? Now.'

The call from the community must be listened to by the Equality Authority and by political representatives. There may have been a time when the community would have been pleased to accept Civil Partnership as a stepping stone to equality, that time is passed and the community is very clear and very loud in its call for full equality, calling clearly for civil marriage rights now.

The Green Party, originally strong advocates for marriage equality now believe in a stepping stone approach. One step at a time they say, while purporting to be in favour of full marriage rights, in time. However, the Fianna Fail Minister responsible for introducing the Bill, Dermot Ahern, T.D. clearly stated when the bill was published that the bill, in his view, is definitely not a stepping stone towards more rights or towards marriage.

In this respect, Minister Ahern obviously wasn't counting on organisations such as MarriageEquality, LGBT Noise, Amnesty International, The Irish Association of Social Workers, the National Women's Council of Ireland and the National Lesbian and Gay Federation, countless trades unions and other political parties, such as the Labour Party and Sinn Fein and many non-aligned individuals, joining with thousands of lesbian and gay people who have come out to support equal marriage rights for same-sex couples over civil partnership.

Significantly, the majority of Irish people support the introduction of equal marriage rights in Ireland. Independent polls conducted by Lansdowne Research show that over 80% of Irish people favour full equality regardless of a person's sexuality, (81% or eight out of ten people said they thought everyone in Ireland should receive equal treatment by the State, regardless of sexuality) (It's No Joke, 2009) while 62% said they would vote yes in favour of equal marriage rights in a referendum, should a referendum be called.

Some 61% of Irish people believe it is unfair and a form of discrimination that

lesbians and gays are denied access to civil marriage – that's six out of ten people, it is clear that the public are ahead of the politicians on this issue.

MarriageEquality is engaged with politicians directly through the Out To Your TD campaign whereby members of the public, with a little help from us, visit their local TD to directly ask for marriage equality. The response from TDs has been very positive and many TDs are meeting with and acknowledging for the first time ever the presence of gay people in their constituency.

The Roman Catholic Church and organisations it funds and controls such as Iona, are the main source of opposition to equal marriage rights for same-sex couples in Ireland. Indeed, fearful that civil partnership will lead to civil marriage, they too oppose this and recently held briefing meetings with the Fianna Fail parliamentary party on why the Catholic Church opposes civil partnership and civil marriage for gay and lesbian people. Cardinal Sean Brady has been especially vocal in his opposition to same-sex marriage, as has the journalist and Director of Iona, David Quinn. Their attacks against Lesbian and Gay peoples' civil rights are both hurtful and harmful. Most importantly they give credence to homophobia and propound myths about gay people which have long since been dispelled in the mind of the Irish public. They ignore the opinions of most Irish people and seek to keep the members of their own church and the wider public fearful and hateful rather than leading their members to an enlightened view on the matter, as many of the other churches in Ireland and elsewhere have done. They condemn same-sex unions and vilify same-sex parenting despite countless studies which clearly show that the sexuality of a parent does not affect their ability to raise happy healthy children. (Dr S.Greene, TCD, 2009)

Civil partnership does not grant equality, and as a result MarriageEquality will continue to pursue equal marriage rights for lesbian and gay people in Ireland. We call on the Equality Authority and the readers of this newsletter to speak out loud and clear for equality for lesbian and gay people in Ireland by supporting us to have the choice of civil marriage.

Gráinne Healy

Co Chair of MarriageEquality and former board member of the Equality Authority

Civil Partnership Bill 2009

By Eoin Collins,
Director of Policy Change, GLEN

The Government published the Civil Partnership Bill in June of this year. The Bill proposes the introduction of two separate schemes. The first is a registered civil partnership scheme confined to same-sex couples which will deliver most of the rights, obligations and duties of civil marriage upon registration. The second part of the Bill is a cohabitation scheme for opposite-sex or same-sex couples who do not marry or register their partnerships. A broad outline and analysis of the Bill has been undertaken for GLEN by Dr Fergus Ryan, Head of the Law Department in DIT and is available on the web at <http://www.glen.ie/CivilPartnershipQandA.htm>.

The Equality Authority has played a crucial role in getting us to this point. As early as 2002, the Authority recommended access to civil marriage for same-sex couples and equality in other areas of family law. The Authority, along with GLEN, was also represented on the Government Working Group on Domestic Partnership chaired by Ann Colley, which identified access to civil marriage as representing full equality for same-sex couples. The Group also proposed full civil partnership as a means of addressing pressing needs should opening out civil marriage prove 'vulnerable to Constitutional challenge'. A Chronology of some of the key events leading to civil partnership is available from GLEN at http://www.glen.ie/civil_partnership/GLEN_Chronology.pdf.

GLEN's goal is access to marriage and equality in other areas of family law for lesbian and gay couples and families. GLEN has welcomed the Bill as a major step forward, as, if enacted, it will deliver extensive and much needed protections for many same-sex couples who face urgent problems now. The critical omission in the legislation is the lack of recognition of children being parented by same-sex couples. We have urged the Government and all political parties to address this critical omission both in this legislation and in future reforms of family law.

Registered civil partnership for same-sex couples will provide for equivalent treatment to married couples in relation to maintenance, protection of the shared home, succession, pension entitlements, relief for domestic violence and wrongful death and succession to a joint tenancy. In fact, the bill amends over 130 pieces of legislation in such a way as to require civil partners to be treated the same as spouses for the purpose of these Acts. A significant amendment in this respect will be changes in the Equality legislation to afford protections in employment and services for civil partners.

The Minister for Justice, Equality and Law Reform has stated that civil partners will be treated the same as married spouses in taxation, social welfare and immigration and that these provisions will be delivered separately through Finance and Social

Welfare Bills and in the Immigration, Residence and Protection Bill 2008.

Under the second part of the Bill, the Cohabitation scheme, cohabitants generally will be recognised for a variety of purposes including domestic violence, wrongful death and succession to residential tenancies. Additional protections and obligations apply to couples who are deemed to be 'qualified cohabitants', that is, where they have lived together for at least three years or two years if they have a child. A qualified cohabitant who is financially dependent on his or her cohabiting partner can seek remedies at the end of a relationship or on death of a partner including orders for financial support, property adjustment or adjustment of pension entitlements. The implications of omission in the Bill of recognition of children being parented by

same-sex couples, have been set out in detail in the analysis of the Bill by Fergus Ryan. A child, for example, will not be able to seek maintenance from its non-biological parent and will have no rights of succession if the non-biological parent dies. Nor does the Bill directly recognise the interests of children in respect of the shared family home or upon the dissolution of a relationship. The non-biological parent moreover, cannot seek guardianship or custody of the child during the lifetime of the other guardians. The Renewed Programme for Government agreed in October, commits to the early enactment and implementation of the Civil Partnership Bill. The Programme also commits to a review of guardianship, custody and access of children which has important implications for the protection of lesbian and gay headed families.

Launch of the Equality Authority's Annual Report for 2008

The Equality Authority Annual Report for 2008 was formally launched on Thursday 24th September, in the Equality Authority by John Moloney T.D., Minister of State with special responsibility for Equality, Disability and Mental Health.



John Moloney T.D., Minister of State with special responsibility for Equality, Disability and Mental Health speaking at the launch



Renee Dempsey, CEO, Angela Kerins, Chairperson, and John Moloney T.D.

Ten Year Celebration

Celebratory launch to mark the 10th anniversary of the introduction of the Employment Equality Acts at the Coach House, Dublin Castle.

The Equality Authority recently hosted a launch with the Equality Tribunal and the Department of Justice, Equality and Law Reform to highlight a series of initiatives to mark the 10th anniversary of the introduction of new Irish equality legislation in employment and goods and services in Dublin Castle.

Mrs Justice Catherine McGuinness, Chairperson of the Law Reform Commission, and a former Chair of the Employment Equality Agency, launched the event. The Equality Tribunal also announced the launch of their CD-ROM which is a new resource for the national equality infrastructure.

Speaking at the launch, CEO Renee Dempsey stated that the Equality Authority dealt with over 100,000 enquiries from the public in that time, and have carried out public awareness campaigns on issues such as ageism integrated workplaces, reasonable accommodation for people with disabilities, homophobic bullying in schools and the promotion of equal opportunity.

Ms Dempsey also referred to the extensive research programme conducted across the nine grounds which provided the Equality Authority with quality analysis data that has provided for a more informed and knowledgeable society. She also stated that she is confident that the work of the Equality Authority and its many partners over this period has made a real difference, in resourcing and bringing people towards equality compliance, and in accessing the many social and economic benefits that result from best practice in this area.

The Equality Authority acts as a Prosecutor in strategically important cases. Ground breaking legal casework to date has resulted in the many significant settlements and awards by the Equality Tribunal and the Equality Authority has represented clients at all levels in the main Courts service providing remedy and redress to victims of discrimination, acting as *amicus curiae*, and producing codes of practice since 1999.

Ms Dempsey also stated that it is timely and important, in a context where our future as a society is naturally driven by economic debate, that we do not lose sight of the economic benefits of equality compliance. Removing barriers of discrimination, in work, and for customers, makes the best of economic and social sense in challenging times. We can achieve compliance in many ways.

A study will be commissioned later this year, and which will review and reflect on equality developments in the last ten years. The Equality Authority together with its partners in the Equality Tribunal and the Department of Justice, Equality and Law Reform, will be part of this commissioning.

Ms Dempsey thanked the partners for supporting plans for a two day international conference next October 2010 which will reflect for the first day on the implementation and future evolution of the Employment Equality Acts and for the second day to reflect and analyse the Equal Status Acts. It will draw on the considerable expertise that exists in Ireland and abroad, to chart a future for equality action in the second decade of the twenty-first century. This is an ambitious and forward thinking initiative and will

provide a welcome refocus on the debate on our economic and social future. And in her concluding remarks, Ms Dempsey congratulated the Director and staff of the Equality Tribunal for their work over the past 10 years and for this excellent CD-ROM. Melanie Pine, Director of the Equality Tribunal stated that the launch of the Equality Tribunal CD-ROM of all its Decisions will form a vital information resource for anyone interested in learning both what is and what is not discrimination. The CD-ROM, which is fully searchable, will be useful for individuals, interested organisations and the actual parties to cases before the Tribunal. Ms Ruth Deasy from the Irish EU Commission office announced the winner of the European Commission's "For Diversity Against Discrimination" information campaign to Irish Times journalist Ruan McCormack at the event.



Renee Dempsey, CEO of the Equality Authority



Mrs Justice Catherine McGuinness, Chairperson of the Law Reform Commission



Melanie Pine, Director, Equality Tribunal



Niall McCutcheon, Department of Justice, Equality and Law Reform



Mrs Justice Catherine McGuinness and Brian Merriman, Equality Authority



Ruth Deasy from the Irish EU Commission and Irish Times journalist Ruan McCormack

Equality Training Events for NGOs

By Deirdre Toomey,
Development Officer, Equality Authority



The Equality Authority recently organised a series of training and networking events for NGOs working with people across the nine equality grounds. The events were funded by the EU as part of a project to build a legacy from the European Year of Equal Opportunities for All (EYEO) 2007 with a view to contributing to:

- enhancing awareness of rights and obligations under the equality legislation;
- sharing, developing and promoting good practice on equality; and
- building understanding of rights and obligations under the equality legislation, including the development of capacity to implement these rights and good practice.

The need for the training and networking events was identified out of two actions which NGOs were involved in as part of the EYEO 2007.

(1) The Equality Authority commissioned a consultation with national, regional and locally based NGOs to explore the challenges faced in articulating and representing the interests of groups experiencing inequality. This consultation was followed in November 2007, by a seminar on the same theme.

(2) 14 NGOs were funded to lead on actions to address 14 'Burning Issues' for groups across the 9 equality grounds.

Following implementation of both these actions it was highlighted that there are a lot of commonalities among groups in relation to the challenges that they face within their work. It was also highlighted that there would be value in creating a training and networking space for NGOs to explore opportunities for groups to work together on equality issues and to share experiences and work practices in relation to promoting equality and addressing inequalities across the nine grounds.

Based on consultation with NGOs through a consultation survey, meetings and conversations three training events were delivered in Limerick, Dublin and Tullamore in October 2009. The events were designed and facilitated by Grainne Healy with the support of a planning group made up of the Equality Authority and NGOs.

The theme of the one day training and networking event in Limerick and Tullamore was '**Making the Most of Equality**'. The training was aimed at community and voluntary organisations involved in policy and equality work at

regional level. It featured a broad range of expert speakers including Dr. Kathy Walsh (KW Research and Associates) who mapped the regional policy landscape in which NGOs are working and Dr Chris McInerney (Sustainable Rural Development, Tipperary Institute) and Margaret O’Riada (Galway Traveller Movement) who outlined current equality issues and challenges for NGOs.

The training also provided an opportunity for NGOs to identify and share tools for best equality outcomes. Case studies, illustrating tools for equality based on good practice, were presented by a range of NGOs across the equality grounds. In Limerick the Immigrant Council of Ireland pointed to the value of case work in influencing policy and realizing the rights of individuals; the Clare Women’s Network highlighted the role of advocacy to promote equality; the Clare Intercultural Network illustrated a model to promote the participation and involvement of immigrants in local communities and the National Youth Council of Ireland pointed to a tool that has been developed by a number of NGOs to allow organizations to question if their services are meeting the diverse needs of people using their services.

Similar themes were highlighted through case studies presented in Tullamore. Cumas Advocacy Service highlighted the importance of casework for people with disabilities; MarriagEquality illustrated the importance of advocacy and media work in promoting equality for gay, lesbian and bisexual people; Tullamore Active Retirement Group highlighted the importance of engaging with older people and Pavee Point pointed to the tool that organisations can use to equality proof their organisations. Both training events in Limerick and in Tullamore concluded with discussion on the question of what can be done better. The discussion was enriched by inputs from Community and Enterprise in Cork County Council and Sligo County

Council, the Midland and Western Regional Assembly, Galway Traveller Movement and Longford Women’s Link.

The theme of the training and networking event in Dublin was **‘Embedding Equality in Policy and Media Work’**. Candy Murphy, ONE Family, outlined the importance of addressing structural inequalities and Ursula Barry, School of Justice, Women’s Research Centre, UCD, mapped out the social and economic policy landscape.

Sean O’hEigertaigh provided an insider’s view into the challenges for activists in influencing policy. Similar to the events in Limerick and Tullamore four NGOs (Immigrant Council of Ireland, National Women’s Council, OPEN and Inclusion Ireland) presented case studies highlighting good practice tools and challenges facing NGOs in terms of influencing the media and policy through their work. The discussion was stimulated by a ‘teach in’ session with Paul Daly who has extensive experience in public affairs, communications and political campaigning.

The training also provided an opportunity for reflection and Dr Katherine Zappone, Centre for Progressive Change, highlighted important lessons for the future including the alliance of music, words and images in our media work, the alliance of principles/ethics with analysis and activism, new alliances between citizens and residents, new alliances between different organisations, across sectors and ‘grounds’, and the power of connecting analysis, activism and the soul.

Feedback from participants emphasized the value of having an opportunity to reflect on equality issues amidst a variety of perspectives and experiences. The opportunity to consider equality issues across the equality grounds and in the context of regional and national policy landscape was also welcomed.

Announcement of Diversity Awards

Highlighting Diversity and Equality within the Irish Hospitality and Tourism Industry



This year's Diversity Awards for the Hospitality sector were named at a reception in the Shelbourne Hotel on Thursday the 5th of November. The event is a partnership between the Equality Authority, the Irish Hospitality Institute and it is funded by the Office of the Minister for Integration.

The PREM Group won the Hotel (Groups) category; McDonald's won Restaurants (Chains) category; Aramark Healthcare Catering won the Catering Operations category; Fallons Bar and Café won Restaurants (Individual) category and the Crowne Plaza Dublin Northwood won the Hotel (Individual) category.

The Diversity awards seek to reward cultural integration in recognising the work that has been done to integrate workers from all varied backgrounds and in doing so, showcase the benefits from such initiatives and the examples of best practice for other Irish businesses to follow.

All of the companies who received an award this year did so for the strength they showed in these areas. This year's awards recognised for nurturing a wide diversity of employee and customer backgrounds through structured and meaningful integration strategies and resources within their organisations. The Hospitality Diversity Awards were developed to recognise and celebrate the initiatives, policies and practices taken by both companies and individuals who have

embraced diversity and equality within the Irish Hospitality and Tourism industry.

Speaking at the announcement of the awards, Chairperson of the Equality Authority Angela Kerins said that it was great to see business take the lead on equality and to practically demonstrate that having services and workplaces that promote equality and ensure that customers' diverse needs are met and it makes good business sense. The efforts made by the members of the Irish Hospitality Institute showed their commitment to giving all customers the best service they can offer. The partnership between the Equality Authority and the Irish Hospitality Institute has been very beneficial and we look forward to replicating this work in other sectors.

Diarmuid Cole, Director General of the Office of the Minister for Integration said that the Minister believes that events like the Hospitality Diversity Awards are an opportunity to reflect on the changes in society, to exchange ideas on how we should move into the future and of course, to focus on the many positive aspects of diversity in modern Ireland. He also stated that it was great to see business take the lead on equality and to practically demonstrate that having services and workplaces that promote equality and ensure that customers' diverse needs are met makes good business sense. The efforts made by the members of the Irish Hospitality Institute shows their commitment to giving all customers the best service they can offer. The

partnership between the Equality Authority and the Irish Hospitality Institute has been very beneficial and we look forward to replicating this work in other sectors.

Chief Executive of the Irish Hospitality Institute (IHI) Natasha Kinsella spoke about the fact that as industry that faces economic challenges and business pressures, it is even more important to emphasise that investment into Equality and Diversity strategies is key to survival. And due to the developments of the awards this year, and the integration of the 10 Steps guideline which provided a framework for action, evidence within Recruitment and Selection, Induction and Orientation and Training and Development was sought by each panel not alone for employees but also consideration towards the integration of the customer service provisions.

Ms Kinsella also noted that as part of the assessment, the wider element of Diversity and Equality of an inclusion programme was examined. It was not just examined in relation to international workers, but evidence of integration of those from minority groups, people with disabilities and local community groups was sought. She stated that she was delighted that both the short listed candidates and overall category winners who demonstrated these were recognised. In her concluding remarks, Ms Kinsella noted that the Diversity Awards focus on awareness and that a fundamental goal of the overall initiative was to learn from each other's experiences as well as demonstrating the huge benefits. The

winners of the awards through their involvement would help to continue the success of such programmes and to encourage others both within and outside the Hospitality sector to emulate this approach.



Shane Cookman, left, FIHI, President, Irish Hospitality Institute, Mr Diarmuid Cole, centre, representing the Minister for Integration with recipients of the Diversity Awards highlighting diversity and equality within the Irish Hospitality and tourism industry from left Mr. Brian Fallon, Fallons Bar & Cafe (individual restaurants category), Ms Nicola Lawless, Crowne Plaza Northwood (Individual Hotel category), Ms Michele Ryan, McDonalds, (restaurants, chain category) Ms. Loretta Bracken, Aramark Catering at Mayo General Hospital (catering operations category) and Mr. Jim Murphy PREM Group, (Group Hotel category)

Photo: Moya Nolan

Case Reports

Students with learning disabilities completing their educational cycle on a par with all other students to be reviewed

Equal Status Acts 2000 - 2008

Successful decision - Disability - Access to Education

The Equality Authority recently welcomed an important decision by the Equality Tribunal in relation to students with learning disabilities (Mrs Kn (on behalf of her son Mr Kn), Mrs Kh (on behalf of her son Mr Kh), Mr Kr (on behalf of his son Mr Kr), Mr & Mrs Hy (on behalf of their daughter Miss Hy) -v- the Minister for Education & Science).

This case involved students with learning disabilities being compelled to complete their second level education cycle by their 18th birthday. The four complainants two aged 14, one aged 17 and 18 were represented by the Equality Authority. The Equality Officer, finding in favour of the claimants, required that they be treated the same as mainstream students who do not face such age limits when completing their Leaving Certificate. The Department of Education and Science has been ordered to pay compensation totalling €10,000 euros amongst three of the

claimants and to review its policy accordingly.

This is an important case for students with disabilities. The policy that young students with a learning disability have to 'skip a year' or have their educational experience truncated, in order to complete their second level cycle by the time they reach 18 years, adds a further and unnecessary burden to students who are already overcoming learning challenges to fulfil their potential.

The Equality Authority welcomed the fact that the Equality Officer found that the policy which requires the complainants (as students who are pursuing or intend to pursue an accredited course which is also available in mainstream secondary education) to leave the special school at the end of the year in which they reach their eighteen birthday, in circumstances where no such requirement is enforced upon students who attend mainstream secondary education, clearly amounts to less favourable treatment on the grounds of their disability within the meaning of the Equal Status Acts.

The complainants claimed that they had been discriminated against by the respondent on the grounds of their disability in terms of the respondent's policy which requires students attending special schools to leave the school that they are attending at the end of the school

year in which they reach their eighteenth birthday. The complainants who suffer from learning disabilities attend a special needs school which caters for children with mild learning disorders and provides a full curriculum to Leaving Certificate and offers the Leaving Certificate Applied to students.

In the Kn case, a direct comparator was provided which instanced the difference in treatment given to twins in our education system. The twin with a learning disability had to skip a year to complete his cycle whereas his sister who had no disability could complete her second level course at age 19 without restriction.

The Equality Authority endorsed the initiative of the Department, following the hearing, to facilitate Ms Hy to complete her studies beyond her 18th birthday. The positive outcome of this case will bring welcome clarity to parents and will facilitate these students who work so hard in the pursuit of their studies.

Further background details:

The complainant, Mr Kn was 14 years of age when he commenced in the senior cycle and a decision was made for him to complete his Junior Certificate cycle in a two year period rather than a normal period of three years to ensure that he would complete his Leaving Certificate Applied programme in the year in which he reaches his 18th birthday.

Whereas the complainant Mr Kn had his education truncated to ensure that he would be able to complete his Leaving Certificate Programme by the year he reached his 18th birthday, his twin sister attending a mainstream school is permitted to complete her Leaving Certificate cycle without restriction. Both Mr Kn and his twin sister started primary school on the same day, however as a result of his special needs, the complainant was transferred to a special school whereas his sister continued to attend the mainstream school. She is due to complete her Leaving Certificate at the age of 19.

The complainant, Mr Kh, was 14 years at the date of the hearing and due to commence his secondary school education in September 2009. As a result

of the policy, a decision was made that the complainant would be required to skip a year in the secondary school cycle in order to complete the cycle by the year in which he would be 18 years of age.

The complainant, Mr Kr, who was 17 years at the date of the hearing was forced to skip first year at second level cycle to ensure that he would be in a position to complete his Leaving Certificate Applied by the year in which he reaches his 18th birthday.

The complainant, Ms Hy, who was 18 years at the date of the hearing and in the first year of the Leaving Certificate Applied cycle and would be 19 years before she could sit the Leaving Certificate Applied examination. The complainant was under the very significant apprehension that she would not be allowed to return to complete the Leaving Certificate Applied programme due to the Department's policy. (A number of months after the hearing in July 2009 a decision was made by the Department to allow Ms Hy to stay on to complete her Leaving Certificate Applied.)

The Department of Education & Science stated that special schools are classified by the Department as primary schools and are intended to cater for children and young persons with special educational needs from the age of four years until the end of the school year in which the student reaches his/her eighteenth birthday. Following their departure from the special school, the Department of Health and Children/Health Services Executive assumes direct responsibility for young adults with special educational needs who are over the age of eighteen years. They state that the policy that pupils in special schools should transition to adult placement when they reach eighteen years of age is based on sound, reasonable and rational considerations involving the interests of the pupil, the other pupils in the special schools, other children with special educational needs and resource implications.

As part of the Department of Education and Science submission they stated that the Department is not a "service provider" as defined by the Equal Status Acts and it claimed that the Department was not a provider of education but rather that its

role was to provide for education. The Department also claimed that it is not and cannot be regarded as an "educational establishment" and does not fall within the definition of same which is provided for by section 7 (1) of the Acts. The Equality Officer found that the types of services provided by the Department of Education and Science in the educational sphere are covered by the broad definition of service within the meaning of the Equal Status Acts.

Equality Officer's Finding:

The Equality Officer found that the policy which requires the complainants (as students who are pursuing or intend to pursue an accredited course which is also available in mainstream secondary education) to leave the special school at the end of the year in which they reach their eighteenth birthday, in circumstances where no such requirement is enforced upon students who attend mainstream secondary education, clearly amounts to less favourable treatment on the grounds of their disability within the meaning of the Equal Status Acts.

In coming to this finding the Equality Officer stated "I am satisfied that this increased level of awareness of the policy and the uncertainty as to whether any extension to remain in the special school would be granted, if requested, resulted in decisions been taken which resulted in both Mr. Kn and Mr. Kr skipping a year of their secondary education in order to ensure that they will have completed their respective courses of education by the end of the year in which they reached the age of eighteen years and thereby comply with the requirements of the policy. In the case of Mr. Kh, it has also resulted in a decision that it will be necessary for him to move from sixth class in the primary cycle directly into second year of his secondary education in order to ensure that he will have completed his accredited course of education by the end of the year in which he reaches the age of eighteen years." In relation to Ms Hy, the Equality Officer stated that "I am satisfied that the policy in question has resulted in a great deal of stress and anxiety to her in terms of the uncertainty as to whether she will be allowed to complete this programme of

education in the special school which she presently attends."

The Equality Officer found that the complainants have established a prima facie case of discrimination on the disability ground in terms of the requirement that is imposed upon them by the respondent to leave the special school at the end of the year in which they have reached their eighteenth birthday and that the respondent has failed to rebut the inference of discrimination.

Details of the Award:

The Equality Officer ordered that the respondent pay both Mr Kn and Mr Kr the sum of €4,000 and to pay Miss Hy the sum of €2,000 for the effects of the discriminatory treatment in this case. In the case of Mr Kh the Equality officer did not consider an order for compensation to be appropriate. The Equality Officer also directed the respondent to review the policy that requires students who are attending special schools to leave the school at the end of the year in which they reach their eighteenth birthday with a view to ensuring that students in special schools who are pursuing courses leading to accreditation (such as the Junior Certificate/Leaving Certificate applied) be afforded the same duration of time to complete these courses as their counterparts in mainstream education.

Hospital discriminated against woman with Multiple Sclerosis

A Patient -v- The Mater Misericordiae University Hospital

Disability - Provision of Services

The Equality Authority recently represented a complainant who suffers from multiple sclerosis and is a wheelchair user in a successful case taken before the Equality Tribunal under the Equal Status Acts.

The complainant was denied access to a wheelchair accessible toilet and shower during the period of her stay in the hospital. She was admitted to hospital on 9th August, 2006 suffering with pneumonia

and pleurisy. On her admission to the hospital she was fitted with a catheter. This was due to be removed as soon as the complainant's health improved. She remained in hospital for a period of 37 days and due to the fact that there were no accessible toilets available for the complainant, the catheter was left on for the duration of her stay. This was despite the fact that a doctor on her neurology team advised that it should be removed. While in hospital, the complainant approached a member of staff and enquired about wheelchair accessible toilets. The complainant was shown a toilet in the corridor of the ward but upon inspection she discovered that the door was locked and a notice stating "staff only" was on the door. The staff member opened the door for her and showed her the toilet. The complainant observed that it would not have been fully accessible as there were no handrails and the toilet bowl was not at the required height. In order to access the toilet a code was needed to be inserted into a keypad which was located at the approximate eye level of an ambulatory person.

The complainant was also informed that there were accessible toilets on the ground floor. She stated that due to bladder weakness it was not possible for her to avail of this toilet as the commute from the fifth floor was coupled with a lengthy concourse. She found out later on that these toilets were closed in the evenings.

The complainant further discovered while attending the hospital as an outpatient between 18-22 September, 2006 that another accessible toilet had been decommissioned and allocated to staff use only.

The complainant states that she signed herself out of the hospital one weekend so that she could go home and have a proper shower. This was because the ward had no accessible shower for her to use and despite a number of requests for assistance on this matter the staff told her they would get to her later on and she states this never happened. She stated that she had to wash herself using a cloth and a sink and that she had little shelter when it came to her modesty.

The respondent acknowledged and regrets that due to unauthorised actions of staff the existing wheelchair accessible toilet of Our Lady's Ward was placed beyond patient use at the time of the incident. The Hospital accepted that where these facilities exist and have been designated by the hospital for disabled access they should be available for patient use and that the occasion of the complainant's admission in 2006 they were not available to the complainant.

The hospital have taken a serious view of these actions and a directive has issued to all staff making it clear that such facilities are reserved for disabled patients. At the hearing the hospital stated that in addition to the steps taken to ensure that existing disabled access facilities are not placed beyond patient use, it has taken and continues to take steps to render more accessible, where possible, its existing facilities. For example, where handrails are absent in wheelchair accessible toilets, they have been fitted.

The Hospital also stated that all new projects under development by the hospital have facilities which are wheelchair accessible. The Hospital stated that the toilet on Our Lady's Ward is now fully wheelchair accessible with the appropriate signage and hand rails in situ. The said toilet does not meet the current (planning) legislation in relation to height measurements. The Hospital stated that there would be significant costs if it was to alter the bowl height due to infrastructural limitations relating to the buildings existing plumbing.

The Equality Officer found that the complainant had established a prima facie case of discrimination on the disability ground and that the respondent has not rebutted this presumption. The Equality Officer found that in light of the severity and impact of the unlawful conduct on the complainant she awarded the complainant €6,348.69 in compensation for the effects of the prohibited conduct. This is the maximum compensation that can be awarded under the Equal Status Acts. The Equality Officer ordered the respondent to develop and implement an equal status policy and also ordered the respondent to ensure that accessible

toilets are not restricted by keypads/locks and remain reasonably accessible in all wards.

Important Case Decision in Ensuring Access to a Health Service for People with HIV

Equal Status Acts 2000 to 2008

Goulding -v- O'Doherty

The Equality Authority has welcomed the decision by the Equality Tribunal in a case where it represented a client who had been denied a health service because of his HIV status.

This case is very important in tackling stigma and in ensuring access to important health services for people with HIV.

Background briefing:

In this particular case, the complainant is HIV positive and is in receipt of a Chiropody Card that was issued to him by the Health Service Executive. Mr Goulding claimed that he was treated less favourable by Michael O'Doherty on the grounds of his disability when Mr O'Doherty refused to treat his foot complaint and advised him to seek treatment with another chiropodist.

The card entitled the complainant who experiences difficulties with his feet due to his on-going condition and the medication taken to control it to four visits with a chiropodist per annum. The complainant visited the respondent's service for chiropody treatment as he was in considerable amount of pain as one of his toenails had become infected. The complainant entered the respondent's clinic and after a short time showed the respondent his Chiropody Card. The respondent queried why he, a young man, was entitled to a podiatry card. While the complainant felt this was an inappropriate question for the respondent to ask, the complainant told the respondent about his HIV status. The respondent informed him that there would be problems or complications with cutting, cross-infection,

sterilisation etc and that therefore he could not treat him.

The respondent told him that he needed to be treated by a practitioner who specialised in treating the feet of people with HIV and he was given the name of another chiropodist. The complainant stated that he was upset with this treatment but as he was genuinely concerned about the condition of his foot he asked the respondent to look at his feet. The respondent briefly looked at his feet and declared them to be fine. The complainant stated that with the help of the Dublin Aids Alliance he was able to find an alternative chiropodist who found that his feet were not fine. The complainant had an infection that required treatment with antibiotics.

The respondent stated that he did not refuse to treat the complainant and that having discovered that the complainant had HIV status referred the complainant to a chiropodist that he knew had expertise in the area. The respondent stated that this referral was made because he believed that the other chiropodist had special facilities that were better suited to handle any difficulties that may have arisen regarding possible cuts or infections. The respondent stated that his only concern at the time of the incident was as to the suitability of his practice facilities to the care-needs of the complainant. The respondent stated that he formed a professional opinion that his facilities and his professional expertise were unsuited to the treatment of a person with the complainant's condition.

The Equality Officer found from the evidence that the respondent had no expertise of managing HIV nor knowledge of the clinical or policy developments in that field. The Equality Officer pointed out that the complainant was not seeking treatment for his HIV infection. The complainant presented himself to avail of a service - a foot complaint - that the respondent would normally provide to his clients. The Equality Officer found that the reason why the respondent refused to provide the complainant with this service was because, having been told by the complainant that the complainant was living with HIV, the respondent decided

that he could not manage the complainant's HIV infection.

The Equality Officer in her decision stated that "there is no legitimate reason why the complainant should not receive allied health services such as dental, chiropodist, podiatry, etc the same way as any other person not living with HIV would receive it. It is clear that universal health and safety precautions are in place precisely for this reason. It was pointed out by the complainant's expert witness - a member of the specialist registrar of the Irish Medical Council for Genitourinary medicine that HIV - that there are a number of people availing of such services who do not know that they are infected with HIV or any other infection and who could not, for this precise reason, inform a service provider that they are infected with the HIV or any other virus.

It was also pointed out that many persons who receive treatment for HIV have similarly working immune systems as persons without HIV. I find that, having heard the extensive expert evidence at the hearing and having perused the support documents submitted to the investigation, good practice sterilisation issues and universal protocols are not necessarily costly or complicated matters. This is not to say, however, that they are not important when providing a health services. The point is that good practices and universal precautions are in place to protect everyone regardless of status and to ensure best health and safety practices for everyone. They are not in place to provide service providers with an exemption from non-discrimination as defined in the acts."

In her decision, the Equality Officer also highlighted the issue of misconceptions regarding persons living with HIV when she stated: "It is equally important that persons providing any type of a health service are correctly informed that persons living with HIV are often incorrectly perceived as being unhealthy or wrongly perceived as a threat to public health. It is crucial that these misconceptions are tackled effectively and immediately. It is clear to this Tribunal that it is precisely because of these incorrect and outdated perceptions that resulted in the complainant as being viewed and treated

less favourably than a person who is without HIV (or not known to have the infection) would be treated in similar circumstances."

The Equality Officer found that the complainant had established a prima facie case of less favourable treatment on the ground of his disability and that the respondent has failed to rebut this. The Equality Officer awarded the complainant €6,000 for the effects of the discrimination and the humiliation and hurt caused. In her decision the Equality Officer stated that the amount was to reflect the seriousness of the discrimination experienced by the complainant and to emphasise the importance of a person's right to receive health care in a non-discriminatory manner.

The Equality Tribunal's decision will be published in full next month.

Two Important Decisions Protect the Rights of Women Workers

The Equality Authority has welcomed two significant gender equality decisions from the Equality Tribunal and the Labour Court in relation to protecting the rights of women workers.

Gender discrimination particularly in the area of pregnancy, continues to be a source of concern to us after thirty two years of gender protection equality legislation.

During stringent economic times it is important that women and pregnant workers are not subjected to unfair treatment, harassment or dismissal because of their gender or pregnancy. Harassment is the enemy of productivity and affects not only those who suffer this discrimination but all who are required to work in a harassment filled environment.

It is also essential that the standards of equal treatment achieved to date be improved for women workers. Good treatment is an essential benchmark in the productive Irish workplace. Last Friday's

joint launch with the ESRI, of a report on women's participation in the labour market shows that 300,000 women joined the Irish workforce in the last decade. We need to ensure that we retain and enable the contribution women workers have and will continue to make, to productivity and economic recovery by eradicating harassment, discrimination and unequal treatment for women and all workers.

Further background details:

Cruise v Nail Zone Ltd. DEC-E2009-091 (The Equality Tribunal)

Employment Equality Acts 1998 – 2008

Gender Discrimination, Harassment, Discriminatory Dismissal

The first case relates to Ms Cruise who started work as a nail technician with Nail Zone in February 2005. She stated that her working relationship with her employers was good but changed after she notified them of her pregnancy in December 2005. They switched her day off so that it coincided with her ante-natal appointments and contacted her doctor directly to query her medical certificate. They also changed the established method of calculating her pay and annual leave.

The Equality Officer found that the company had discriminated against Ms Cruise on the ground of gender and awarded the sum of €10,000 as compensation for the distress suffered by her. He also ordered the company to introduce a policy on harassment and a grievance procedure and to circulate them to staff within four months. The claim for constructive dismissal was not upheld.

Zena Boyle –v- Ely Property Group Ltd (EDA0920)

The Labour Court

This second case was an appeal from an Equality Tribunal decision in which Ms Boyle alleged discrimination on the gender ground in respect of her conditions of

employment, harassment and discriminatory dismissal.

The Labour Court heard the case on the 15th September 2009 and issued their decision on 15th October 2009 wherein they disallowed the appeal of the Ely Property Group Ltd in full confirming the decision of the Equality Officer in favour of Ms Zena Boyle in its entirety.

The compensation awarded by the Equality Officer in the Equality Tribunal was €30,000. The Equality Officer also made an order that a Code of Practice under harassment, covering all nine grounds is to be brought to the attention of all staff within 3 months. The respondent must also arrange training on their operation of the Code of Practice for all employees with staff management functions in the organisation.

Portmarnock Golf Club

This case was about whether the State allows a privilege - the selling of alcohol - to a Registered Club which limits its membership to one gender. Since this case was initiated in 2003, the Equality Authority has worked with many clubs and individuals to achieve equal rights.

While the Supreme Court judgement is not as we would have wished, it is a matter for the Oireachtas to consider whether it should amend the Equal Status Act now that the Supreme Court has clarified how this Act be interpreted.

Background details:

Portmarnock Golf Club does not allow women to be members of the club.

The remit of the Equality Authority is to promote equality and fight discrimination. The Equality Authority identified that the case raised a matter of principle that is important and that holds a key relevance for the role and mandate of the Equality Authority.

The matter of principle in this case was one of gender equality but whatever judgement will come will have an effect on

other grounds. The practice of Portmarnock Golf Club:

- Excludes women from the benefits that accompany membership. These benefits are not only recreational but also social and economic. There is a professional purpose served by networking in golf clubs, where deals are done and contacts made that enhance career and business prospects.
- Sets a standard that runs counter to any aspirations we might have as a society for greater equality between women and men. This standard set by such an institution can serve to perpetuate persistent inequalities experienced by women in a broad range of sectors.
- Creates a precedent that could be followed by other similar clubs to disadvantage people from other grounds in a similar manner.

Equal Status Acts

Under Section 8 of the Equal Status Acts a club is deemed to be a discriminating club if it has a rule, policy or practice which discriminates against a member or an application for the membership on any of the nine grounds covered including the ground of gender.

The provisions in the Equal Status Acts relating to clubs, refer to bodies that have applied for or hold a certificate of registration under the Registration of Clubs Act 1904 - 1999. These clubs usually have over 150 members. This registration allows clubs to sell alcohol to members and certain visitors.

Any person, including the Equality Authority, can apply to the District Court for a declaration that a club is a discriminating club. If it is found to be a discriminating club the District Court can suspend a club's certificate to sell alcohol for a period of up to thirty days.

There is an exemption to these provisions in Section 9 of the Equal Status Acts where the principal purpose of the club is to cater only for the needs of persons of a particular gender, marital status, family status, sexual orientation, religious belief or none, age, disability, nationality, or

ethnic origin, or member of the Traveller community.

DISTRICT COURT

The Equality Authority entered into lengthy correspondence with Portmarnock Golf Club from July 2001 onwards but the club did not change their rules regarding membership.

In 2003 the Equality Authority instituted proceedings under Section 8 of the Equal Status Acts seeking a declaration that Portmarnock Golf Club was a discriminating club.

Judge Collins in the District Court found that Portmarnock Golf Club was a discriminating club. She found that Portmarnock Golf Club could not rely on the exemption in Section 9 of the Equal Status Acts. She found that the principal purpose of Portmarnock Golf Club is to play golf, and that the words of the statute do not ascribe a special need to men's golf.

On 18th May 2004 Judge Collins suspended Portmarnock Golf Club's licence to sell alcohol for seven days.

THE HIGH COURT

It was Portmarnock Golf Club's decision to appeal the District Court decision to the High Court. Portmarnock Golf Club brought an appeal by way of case stated to the High Court in respect of the judgment of the District Court. It also instituted constitutional proceedings in relation to the Equal Status Acts.

In June 2005, Mr Justice O'Higgins did not accept that the Equal Status Acts were unconstitutional. He found that the Oireachtas was entitled to legislate positively to vindicate and promote the value of equality in legislation promoting those values which may legitimately have an effect on private individuals.

However, Mr Justice O'Higgins found that Portmarnock Golf Club's principal purpose is to cater only for the needs of male golfers and that the club could rely on the exemption in Section 9 of the Equal Status Acts.

SUPREME COURT

Following the High Court's interpretation of the Equal Status Acts which contradicted the interpretation taken by the District Court, the Equality Authority had no alternative but to appeal the decision to the Supreme Court in order to obtain a definitive interpretation on the provisions.

The Equality Authority appealed the Equal Status Act finding to the Supreme Court. Portmarnock Golf Club also appealed the constitutional finding.

The constitutional proceedings were adjourned by the Supreme Court until a decision is made on the case stated under the Equal Status Act.

The case stated (statutory interpretation) was heard before the Supreme Court on 18th December 2008 and 31st March 2009.

The judgment was issued by the Supreme Court at 10:30am on Tuesday 3rd November 2009.

Events

Sexuality Conference

Self, Selves and Sexualities

Date: Friday 19th & Saturday 20th
March 2010
Venue: School of Nursing,
Dublin City University
Contact: Dr Mel Duffy (SON),
email: mel.duffy@dcu.ie
Jean-Philippe Imbert (SALIS),
email: jean-philippe.imbert@dcu.ie

Call for papers

The aim of this inter-disciplinary and cross-disciplinary conference is to provide an academic platform on which to initiate an open dialogue between academics, professionals and practitioners in the field of human sexuality. We seek to explore the issues that arise when the concepts of "self", "selves" and "sexualities" interplay with each other.

This conference is organized by colleagues from both the School of Applied Language and Intercultural Studies (SALIS) and the School of Nursing (SON) in Dublin City University, Ireland.

We invite abstracts and posters related to the above topic from academic fields such as education, comparative studies, business studies, media and communications, law, geography, art,

literature, comparative literature, visual studies, psychology, sociology, anthropology, intercultural studies, women studies, gender studies and history. Practitioners from varied professional backgrounds including nurses, teachers, clergy, social workers, counsellors and doctors are also welcome.

Further Details:

http://www.dcu.ie/salis/conferencesexualitystudies2010/call_for_papers.shtml

Annual Human Rights Lecture

Irish Human Rights Commission

Dr Maurice Manning, President of the IHRC has the pleasure of inviting you to IHRC's fourth annual human rights lecture by

Seamus Heaney
Nobel Laureate

Date: 6pm on Wednesday 9th
December 2009
Venue: National Gallery,
Merrion Square,
Dublin 2
RSVP: by Friday, 4th December 2009
Contact: Aideen Damery ,
tel: 01 8589635,
email: adamery@ihrc.ie

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Web: www.equality.ie

Visit www.equality.ie or contact our Public Information Centre on Lo Call number 1890 245 545 for information on the Employment Equality Acts 1998 to 2007 and the Equal Status Acts 2000 to 2004. Information is also available on the Maternity Protection Acts 1994 and 2004, the Adoptive Leave Acts 1995 and 2005, and the Parental Leave Acts 1998 and 2006.