

## Workplace Relations Commission

### Employment Equality Complaints – January to June 2019

Liam Kelly, Director General of the Workplace Relations (WRC) noted the publication today (6<sup>th</sup>. November 2019) of statistics in relation to employment equality complaints received by the WRC in the first six months of 2019 and said that “the publication of these statistics is a key element of the “National Strategy for Women and Girls 2017-2020: Creating a Better Society for All”.

Mr. Kelly indicated that the two leading grounds for employment equality complaints submitted during the first six months of 2019 was “age” (31%) closely followed by “gender” (24%), followed by disability at 15%. However, Mr. Kelly said that it is too early to say if this pattern will be reflected across the full calendar year.

Mr. Kelly spoke of the critically important role the WRC can play for persons who want to make a complaint about any discrimination, in this case discrimination by gender. “We are working with our stakeholders to deliver this key message – the place to make a complaint about discrimination is to the WRC. Making a complaint is easy, free and can be done on line at [workplacerelations.ie](http://workplacerelations.ie)”.

#### Table

Breakdown of Complaints Received under Discrimination/Equality/Equal status during January to June 2019 period

Equal Status	258
<b>Equality</b>	<b>714</b>
<b>Total:</b>	<b>972</b>

Breakdown for Equality specific complaints

Age	292
Civil Status	49
Disability	146
Family Status	97
Gender	232
Membership of the Travelling Community	1
Race	103
Religion	15
Sexual Orientation	15
Total Grounds Selected	950

Note: Of the 714 Equality complaints received, this showed 950 results, when viewing the grounds, as the complainant can choose more than one ground when they make the specific complaint. So, some specific complaints would have more than 1 ground.

Some 258 Equal Status complaints were received, and these are not relevant to the Strategy as Equal Status relates to delivery of goods and services.

#### Note for Information

The National Strategy for Women and Girls 2017 -2020: creating a better society for all was launched by the Minister for Justice and Equality in April 2017. A copy of the strategy is available at the link below.

[http://www.justice.ie/en/JELR/National\\_Strategy\\_for\\_Women\\_and\\_Girls\\_2017\\_-\\_2020.pdf/Files/National\\_Strategy\\_for\\_Women\\_and\\_Girls\\_2017\\_-\\_2020.pdf](http://www.justice.ie/en/JELR/National_Strategy_for_Women_and_Girls_2017_-_2020.pdf/Files/National_Strategy_for_Women_and_Girls_2017_-_2020.pdf)

The Employment Equality Acts 1998 to 2011 cover employees in both the public and private sectors as well as applicants for employment and training.

The Acts outlaw discrimination in work-related areas such as pay, vocational training, access to employment, work experience and promotion. Cases involving harassment and victimisation at work are also covered by the Acts. The publication of discriminatory advertisements and discrimination by employers, vocational training bodies and employment agencies, e.g. trades unions and employer associations, is outlawed. Collective agreements may be referred to the Workplace Relations Commission for mediation or investigation.

The nine grounds on which discrimination is outlawed by the Employment Equality Acts are as follows:

Gender	Civil status	Family status
Sexual orientation	Religious belief	Age
Disability	Race, colour, nationality, ethnic or national origins	Membership of the Traveller community