



Written Submission by the Irish Network Against Racism (INAR) and a Coalition of Stakeholders to the 53rd Session of the Universal Periodic Review Cycle for Ireland

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Coalition of Stakeholders ¹			
AkiDWA	Amal Women Ireland	Bahai Office of Public Affairs	Black and Irish
Cairde	Circle Voluntary Housing Association	Comhlamh	Cooking for Freedom
Cultúr Migrants Centre	Doras	Dublin City Interfaith Forum	Dublin South City Partnership
Empower CLG, Fingal	Esangweni Men's Network	Grandmothers Against Racism	Immigrant Council of Ireland
Insaka Ireland All Africa Youth and Cultural Movement	International Community Dynamics CLG	Irish Internet Hotline	Irish Traveller Movement
Irish Traveller Movement (ITM)	Islamic Foundation of Ireland	Lucy Michael Research and Consultancy	Migrant Rights Centre Ireland (MRCI)
National Traveller MABS	National Traveller Women's Forum (NTWF)	National Women's Council (NWC) Ireland	National Youth Council Ireland (NYCI)
School Street Family Resource Centre T/A Liberties	Inchicore Rialto Training Centre	Pavee Point Traveller and Roma Centre	Sport Against Racism Ireland (SARI)
Technological University Dublin (TU Dublin)	Waterford New Communities Network		

¹ This submission is informed by the insights and expertise of INAR's network members. Additionally, the 'Coalition of Stakeholders' consulted during the preparation of this submission and their details are provided in supplementary document *Annex A* while a list of INAR's network members is provided in *Annex B*.

About INAR and this Submission

1. This **joint submission** is made by the Irish Network Against Racism (herein known as 'INAR') and a **coalition of stakeholders**, drawn from INAR membership, representing the full range of identities, including Black people, Muslims, Travellers, Roma, Asylum Seekers and Migrants. INAR is a membership organisation which coordinates a network of over 200 civil society organisations in Ireland, striving to combat all forms of racism and racial discrimination at local, national and EU levels, using cutting-edge technologies to develop minoritised people's lived experiences into lived expertise, produce analysis and fill data gaps. The following submission was informed by an active participation consultation process with INAR's member organisations working on various issues concerning racism in Ireland. Organisations that participated in the consultation are the 'coalition of stakeholders' listed in detail in *Annex A*, alongside [INAR's full list of network members](#) (*Annex B*).

Ireland's UPR Context

2. Since its last UPR cycle, Ireland has rightly been celebrated as a progressive country in terms of equality and inclusion. However, Ireland's aspiration towards meaningful equality and inclusion can be hindered by the non-enactment of bills, a failure to implement the recommendations of well-crafted reports, and the creation of policy frameworks without resourcing, institutional buy-in or implementation plans. Much has been discussed and drafted since the last UPR cycle, but too little has seen its way into implementation and systemic change. Ireland, sadly, remains "policy rich, but implementation poor". INAR is concerned that insufficient progress has been made on previous European Commission against Racism and Intolerances (ECRI) Monitoring Report recommendations and CERD Concluding Observations for Ireland, such as the full resourcing and implementation of the National Action Plan Against Racism (NAPAR), measures for combating extreme hate speech, full implementation of the Equality Data Strategy, measures to monitor and combat racial profiling and discriminatory policing and related reforms in police oversight.
3. In the most recent report of the working groups on the UPR to Ireland, concerns were noted about increased racist hate speech targeted towards Travellers, Roma, refugees, asylum seekers, black people, and migrants. The CERD Concluding Observations of the combined fifth to ninth reports expressed concerns about the ineffective legislation currently in place to combat extreme hate speech, coupled with Ireland's NAPAR, which contains measures to eliminate extreme hate speech

online. This was further emphasised by concerns around documented reports of racial profiling by An Garda Síochána targeted at people of African descent, Travellers, Roma, Brazilians and other “new” communities.

4. During this UPR cycle, Ireland was urged to address persistent issues, including measures for combating extreme hate speech, racial profiling by An Garda Síochána, high unemployment rates among Travellers and Roma, homelessness and poor standards of living, and low levels of attainment in education for racially minoritised people. It was also strongly recommended that Ireland incorporate the provisions of the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) into domestic law.

Methodology

This submission is a joint submission of a coalition of over 30 stakeholders and the representation of over 200 civil society organisations within INAR’s network. Using an in-person active participation research “World Café” format with six thematic tables, INAR gathered the perspectives of the stakeholders on key thematic areas addressed in this submission: Policing of Racially Minoritised People; Hate Crime, Hate Speech and Hate Organising; the National Action Plan Against Racism (NAPAR); Rights to Housing and Accommodation; Anti Racism in Education; and Racism in the Labour Market and Workplace. Alongside grassroots insights and supporting research, including research by INAR, this submission has analysed the stakeholder consultation contributions to provide an overview of the human rights situation relating to racism in Ireland.

Policing of racially minoritised people

5. **In its third cycle of the UPR, it was recommended that Ireland “put an end to the humiliating and discriminatory practices of the police against migrants and minorities by prohibiting controls based on ethnic profiling” (Recommendation 157.91).**
6. To date, the State has not enacted legislation explicitly prohibiting racial profiling in Ireland, despite repeated calls from CERD in its 2011 and 2019 Concluding Observations, ECRI’s most

recent report on Ireland², the existence of ECRI General Policy Recommendation N°11 and the publication of extensive European Union Agency for Fundamental Rights (FRA), guidelines on racial profiling.

7. INAR's recent report *Policing Against Brazilians and People of African Descent*³, commissioned by Ireland's Policing Authority, corroborates widespread evidence of racial profiling, discriminatory conduct, and inadequate cultural sensitivity by An Garda Síochána toward racially minoritised communities. The report includes testimonies with one participant stating, "their first question is 'Are you illegal?'" while another participant described being told by Gardaí that his physique was "intimidating".
8. The same Policing Authority commissioned research by INAR found that while 44% of Brazilian respondents and 49% of people of African descent reported a crime to An Garda Síochána, a total 40% of overall respondents had never reported a crime. Only 14% rated their treatment as a victim positively, with others highlighting issues such as delayed investigations, lack of follow-up and inconsistent victim support, therefore negatively affecting trust in policing and willingness to report crimes. Through active research conducted with INAR members at its UPR consultation, INAR identified several cases where a serious crime was not followed up on by Gardaí, with instances of minority rights organisations or victims having to follow up on investigations themselves. These concerns raise questions concerning the effective implementation of the EU Victims' Rights Directive.⁴
9. Racially minoritised communities, including Black people, Roma, Travellers and Muslims, face a disproportionate use of excessive force by police, including handcuffs, pepper spray, and tasers.⁵ In Ireland, the absence of ethnicity-disaggregated data means that deaths of racially minoritised people in custody are only known through community or media coverage.

² See [ECRI's Sixth Monitoring Report on Ireland](#)

³ INAR's [policing study](#) presents the most detailed evidence to date of the negative experiences of policing among people of African Descent and Brazilian communities including accounts of traumatic stop-and-search incidents, including strip searches, wrongful arrests, and property damage, with long-lasting psychological effects and ongoing impacts on employment, study, and family life.

⁴ [Directive 2012/29/EU](#) which establishes the minimum standards on the rights, support and protection of victims of crime

⁵ [House of Commons & House of Lords Joint Committee, 2020](#)

10. High-profile cases of deaths in police custody such as the deaths of George Nkencho and Mauricio Mota de Camargo⁶ illustrate the consequences of excessive or lethal force and highlight gaps in accountability and reporting.
11. Finally, while many Garda Diversity Officers (GDOs) have played a crucial role in positive community engagement, the Policing Authority report finds that the GDO function is inadequately valued within the institution, while GDO transfers have weakened relationships and undermine trust in the police relations and complaints processes. It also found that trust in Fiosrú (the Police Ombudsman) is very low among racially minoritised people.

Recommendations to Ireland

12. INAR urges the **full implementation of NAPAR Action 1.5** to *“identify and eliminate any policing practices that target specific groups experiencing racism.”* This requires adopting a comprehensive definition of racial profiling, enshrining a prohibition in law, and integrating this prohibition into the Garda decision-making model.
13. Importantly, any legislation, oversight and policing practice reform must align with the CERD **General Recommendation No. 36 (2020) on preventing and combating racial profiling by law enforcement officials**, which provides authoritative guidance to states on legislation, training, oversight, data collection, algorithmic oversight, and remedy systems, as well as the FRA guide on preventing unlawful profiling.⁷
14. Ensure **full implementation of ECRI GPR No. 11**,⁸ ensuring all racist offences are properly investigated and systematically recorded with disaggregated data. Victims and witnesses should also be actively encouraged to report.
15. Establish and communicate procedural “firewall” safeguards in line with **ECRI GPR No. 16**⁹ to prevent immigration checks from affecting access to public services and reporting or giving evidence about crimes.

⁶ Hand, J. 2018. [‘Probe Launched after Man Who Took Cocaine Was Found Unconscious in Garda Custody and Died Last Week.’](#) The Sun.

⁷ European Union Agency for Fundamental Rights (FRA), 2018 [Preventing unlawful profiling today and in the future: a guide.](#)

⁸ See [ECRI’s 2007 GPR no. 11](#)

⁹ See [ECRI’s 2016 GPR no. 16](#)

16. Establish **legislative and procedural measures to collect and publish disaggregated data** on race, ethnicity, religion, gender and disability status across the Irish criminal justice system, including policing, courts and crime statistics, in line with the Victims' Rights Directive.
17. **Strengthen oversight** by ensuring Fiosrú (the Police Ombudsman) and the Policing & Community Safety Authority (PCSA) have a **Hate Crime Unit** to handle and analyse the complaints of racial discrimination and racist misconduct; their independence should be clearly communicated to racialised minority communities.
18. Create and establish **intercultural partnership structures** in each Garda Division, ensuring Garda Diversity Officers engage meaningfully with minoritised communities.

Hate Crime, Hate Speech & Hate Organising

19. In its third cycle of the UPR, Ireland received a recommendation to increase efforts and effectively implement measures to combat hate crimes and hate speech, particularly those against migrants, refugees and ethnic minorities (Recommendation 157.66).
20. Despite this, the sharp rise in online hate speech in Ireland is a serious and growing concern, particularly given the absence of comprehensive legal protections. While the 1989 *Incitement to Hatred Act* was reviewed, the resulting *Criminal Justice (Hate Offences) Act 2024* was enacted without including hate speech provisions. This has left racially minoritised communities, already vulnerable to far-right narratives, without adequate legal recourse or protection. The omission also undermines Ireland's commitments under international frameworks, including the **2019 CERD Concluding Observations** and the *National Action Plan Against Racism (NAPAR)*, both of which explicitly recommend action to combat online racist hate speech. Participants of INAR's UPR consultation emphasise the need to move from "symbolic commitment to actual commitment".
21. When examining criminal offences, it is important to note the gaps in the Irish legislative framework regarding extreme hate speech. The *Criminal Justice (Hate Offences) Act 2024*, although a milestone, was enacted while omitting crucial provisions for curbing extreme hate speech, which had been in the Bill. This represents a failure by the State to adequately address

extreme hate speech, despite the recommendations of every review of the 1989 Prohibition of Incitement to Hatred Act, widely described as being “unworkable”.¹⁰

22. The State's current legal position on incitement to hatred and continued reservation on Article 4 of CERD¹¹ is a deep concern to civil society. Since the most recent UPR cycle, there has been a significant rise in far-right organising discourse and incitement, resulting in violent acts of hatred towards racially minoritised people.

Recommendations to Ireland

23. Measures to adequately address extreme hate speech through the **review and strengthening of hate speech** legislation and urgent review of the *Prohibition of Incitement to Hatred Act 1989*.¹² The State should ensure that new or revised legislation addresses hate speech in all forms of expression and communication, particularly online.
24. Effectively investigate and, as appropriate, prosecute and punish acts of extreme hate speech, including those committed by politicians during election campaigns and online “influencers”.
- 25. Withdrawal of reservation on Article 4 of CERD.** This will allow authorities to introduce and enforce measures to combat hate organising and Holocaust denial.
26. Ensure that legislation, policies and any prosecution on incitement to hatred are in line with best practices on dealing with hatred, such as the threshold test outlined in the *Rabat Plan of Action* on the prohibition of advocacy of national, racial or religious hatred.¹³
27. Develop and implement a **National Action Plan to tackle Hate** through an evidence-based approach informed by civil society. The action plan should address enforcement, education, and prevention of hate speech and crimes.
28. Ensure clear public communication of legislation and guidelines on racist hate speech and strengthen public awareness on what constitutes hate speech and how to report it.

¹⁰ Ibid 2

¹¹ See [International Convention on the Elimination of All Forms of Racial Discrimination Article 4](#) which requires States to prohibit racist propaganda, criminalise incitement to racial discrimination and ban organisations that promote racial hatred.

¹² In 2013, the CERD issued [general recommendation no. 35](#) on combatting hate speech

¹³ [International Covenant on Civil and Political Rights \(ICCPR\)](#), articles 19 and 20

National Action Plan Against Racism (NAPAR)

29. In its third UPR cycle, it was recommended that Ireland “develop a new national action plan against racism with clear indicators, time frames and resources in compliance with the Durban Declaration and Programme of Action” (Recommendation 157.51).
30. Since this recommendation, Ireland has published the NAPAR for 2023 to 2027. However, based on the most recent Report of the Special Rapporteur on Racism and Racial Equality, this NAPAR overall has very weak resourcing, implementation and accountability, with racism being treated as a low priority by the State.¹⁴ Participants in INAR’s consultation stressed that anti-racism in Ireland is often treated as a “privilege rather than a human right, with low urgency from the State”.
31. The Special Rapporteur’s Report concludes that the NAPAR’s commitments do not translate into measurable outcomes “capable of transforming the lived experiences of racialised communities in Ireland”, emphasising a need for stronger policy coherence, accountability, and sustainability.
32. With positive developments, such as the enactment of the *Criminal Justice (Hate Offences) Act 2024*, the NAPAR faces continuous challenges in its late implementation phase, with just over a year remaining on its 2023 to 2027 timeline. Some key issues are a weak ethnic data infrastructure, the sharp rise in extreme hate speech towards racially minoritised people, and inconsistent departmental engagement.¹⁵
33. INAR’s consultation found that civil society and communities most impacted by racism in Ireland report a limited awareness and engagement with the NAPAR’s structures and processes. Even though the Advisory Group on Racial Equality and Racism is operational, there was a strong consensus that the NAPAR and its workings must be extended to broader consultative mechanisms. These mechanisms should focus on the communities directly impacted and frequently excluded, such as Traveller and Roma communities.
34. Since its announcement, the government has endorsed the International Holocaust Remembrance Alliance’s (IHRA) working definition of antisemitism. In recognising the importance of antisemitism, the IHRA definition of antisemitism has raised concerns regarding its shrinking of the civic space, restrictions on political discourse and human rights advocacy.

¹⁴ Special Rapporteur for Racism and Racial Equality [annual report focused on NAPAR progress](#).

¹⁵ Ibid 1,4

Furthermore, the UN Special Rapporteur on Contemporary Forms of Racism has warned against the endorsement of this definition,¹⁶ which now not only undermines the role of the Special Rapporteur and Advisory group but work of the NAPAR itself.

35. Funding of anti-racism initiatives through the NAPAR is also a notable issue. The Special Rapporteur's report highlights that anti-racism initiatives in Ireland are being undermined by short-term and fragmented funding. Community-led initiatives struggle to maintain continuity and deliver systemic impact due to competitive annual grant cycles.
36. Despite the NAPAR's publication and the establishment of its associated committees, not all functions of the former National Consultative Committee on Racism and Interculturalism (NCCRI) have been reassigned to the existing bodies, including the Irish Human Rights and Equality Commission, which was not explicitly mandated or resourced to address racism, while the role of the Special Rapporteur on the NAPAR and their Advisory Group are insufficiently resourced or independent to fulfil their functions.

Recommendations to Ireland

37. **Ensure that the full functions of the former NCCRI are restored** to an adequately resourced, empowered, and independent body to oversee and monitor the implementation of the NAPAR.
38. Establish clear responsibility and accountability for actions under the NAPAR within government departments through **strong enforcement mechanisms and dedicated resourcing** to ensure actions are fully implemented.
39. Create ongoing consultation processes and forums for the NAPAR, which **centre the voices of impacted communities** while ensuring the recruitment processes to such fora are transparent, visible and well-advertised.
40. Address systemic racism as a **'whole-of-government' approach**, making it relevant across all sectors and departments, linking community-led schemes, and prioritising victim support and redress.
41. **Remove the endorsement and support for the IHRA working definition of antisemitism** and instead **implement ECRI's general recommendation no. 9 on preventing and combating**

¹⁶ UN General Assembly, Combating glorification of Nazism, neo-Nazism and other practices that contribute to fuelling contemporary forms of racism, racial discrimination, xenophobia and related intolerance, [Report of the Special Rapporteur on contemporary forms of racism \(2022\)](#).

antisemitism.¹⁷ Furthermore, ensure that antisemitism is tackled as part of the holistic strategies encompassed within the NAPAR to reinforce its work.

42. Prioritise **long-term funding cycles** (minimum of five-year cycles) for organisations directly implementing anti-racism initiatives, especially NGOs and charities. This will ensure better continuity, which is more conducive to the NAPAR and its objectives.

Right to Housing and Accommodation

43. In its third UPR cycle, Ireland was criticised for failing to step up efforts to address homelessness and shortcomings in access to adequate housing and accommodation, particularly with regard to the Traveller and Roma communities (recommendation 157.149).
44. Broadly, Ireland has truly disconnected housing and accommodation from its social purpose of providing people with shelter and a home to live in. This shift has produced a serious housing and accommodation crisis characterised by severe accommodation shortages and high rent prices, which disproportionately create challenges for vulnerable racially minoritised people, particularly asylum seekers, Travellers and Roma.¹⁸ As emphasised at INAR’s UPR consultation, it highlights the need for sector-specific policies as “essential to address structural barriers” affecting these communities.
45. The fourth concluding observations from the Committee on Economic, Social and Cultural Rights (CESCR) emphasised and recalled its previous recommendations to the State on addressing the housing deficit by ensuring a sufficient supply of housing, in particular social housing units, with a focus on marginalised communities. This was coupled with measures to address inadequate housing, including substandard housing conditions and uninhabitable housing, alongside access to culturally appropriate accommodation for Traveller and Roma communities, while ensuring that steps are taken to avoid all forms of discrimination in the provision of accommodation.¹⁹
46. The European Commission against Racism and Intolerance (ECRI) has also raised numerous concerns for International Protection Applicants (IPAs) in direct provision centres.²⁰ From the government’s failure to end Direct Provision in 2024 to its ambitious accommodation strategy for

¹⁷ See [ECRI General Policy Recommendation No. 9](#) (Revised) on preventing and combating Antisemitism (2021)

¹⁸ Ibid 2

¹⁹ See [CESCR’s 2024 Concluding Observations](#) on the fourth periodic report on Ireland.

²⁰ Ibid 2

IPAs, many IPAs are still left living in homelessness and a lack of access to basic services. IHREC's 2024 legal proceedings on the State's failure to meet the basic needs of over 2800 IPAs show the severity of conditions faced by those unaccommodated.²¹ The case is now before the Supreme Court.

47. Irish Travellers and Roma continue to face systemic barriers in accessing adequate and culturally appropriate accommodation, with the CESC finding Ireland in violation of its obligations concerning Traveller accommodation.²² This includes poor living conditions and a lack of safeguards against forced evictions.
48. Discrimination is also rife within the housing and accommodation sector, where racially minoritised people face discrimination on the housing assistance ground, and on other multiple grounds such as ethnicity, race, and family size (number of children) from prospective landlords.²³

Recommendations to Ireland

49. Establish a **National Traveller and Roma Accommodation Authority** to oversee the delivery of Traveller and Roma accommodation and ensure compliance with previous legislation. Further, a robust monitoring and accountability framework should be established to ensure that funds allocated to Local Authorities for Traveller-specific accommodation are used effectively to deliver culturally appropriate and gender-responsive Traveller accommodation.
50. Introduce and **enforce mechanisms to address racial discrimination in housing**, including penalties for private landlords who fail to provide equal access to racially minoritised people and those under the Housing Assistance Payment (HAP) Scheme.
51. Conduct **independent evaluations of Local Authority Integration Teams (LAITs)** to assess their true impact on access to housing and anti-social behaviour, and utilise these findings to improve policies and practices.
52. Prioritise the longstanding calls to abolish the unjust system of Direct Provision and establish a short-term and human rights-based mechanism for the accommodation, treatment and reception of asylum seekers within established communities.

²¹ [IHREC's statement](#) regarding the commencement of Supreme Court case on the provision of material reception conditions to people seeking asylum

²² Ibid 17

²³ Hearne and Walsh, [Housing Assistance and Discrimination: Scoping Study on the 'Housing Assistance Ground' under the Equal Status Acts 2000-2018](#), IHREC, 2018.

53. **Collect, monitor and publish ethnicity-disaggregated data on housing and accommodation allocations**, waiting lists and anti-social behaviour interventions to assess whether positive discrimination measures are effective enough to address disparities in the sector.
54. In the expansion of housing provision aligned with population growth, prioritise large families in housing plans and link rural resettlement schemes to cost-rental models to allow access for low-income and racially minoritised people.
55. Mandate for **anti-racism training** for frontline staff, landlords and housing providers. An awareness campaign should also be carried out on tenants' rights under the Residential Tenancies Act.

Anti-Racism in Education

56. **In its third cycle of the UPR, it was recommended that Ireland prioritise equitable access to quality education opportunities at all levels (Recommendation 157.173)**
57. Racially minoritised students in Ireland from primary education right up to third-level education still face persistent barriers to access and equal treatment. INAR's consultation shows that the State still needs to address issues of racism, particularly towards Traveller and Roma students and equip teachers and educators with skills for an anti-racist learning environment.
58. Additionally, a more recent and noteworthy report, the Irish Second Level Students' Union's (ISSU) *Roots of Racism Report*, gives strong evidence of significantly high rates of racial discrimination amongst racially minoritised students, with 26% of survey respondents experiencing racism from classmates, 15% from teachers and 7% from other staff members.²⁴
59. ISSU's report also highlights the absence of statutory data on racist incidents in schools, with the HEA's *Race Equality in Higher Education Sector Report* similarly echoing a lack of centralised data collection on ethnicity at third level, therefore limiting the State's capability to monitor and respond to racial inequality and racist discrimination.²⁵
60. Evidence from FRA also shows racism in Irish schools with 39% of parents of African descent reporting that their child experienced threatening comments, instances of exclusion, or physical abuse due to their ethnicity.²⁶ INAR's UPR consultation further reflected these findings with

²⁴ [Roots of Racism: Revealing Racism in Irish Secondary Schools](#), commissioned by the Irish Second-Level Students Union (ISSU), Co-authored by Dr. Lucy Michael, Gordon Ogutu and Bel Aghedo, 2026.

²⁵ See the Higher Education Authority's Report, [Race Equality in the Higher Education Sector](#)

²⁶ European Union Agency of Fundamental Rights (FRA), 2023. [Being Black in the EU: Experiences of people of African descent](#)

participants raising serious concerns around bullying stating that “children are committing suicide because of bullying due to their racialised identity.”

61. Despite the launch of the national Traveller and Roma Education Strategy (TRES), stakeholders of representative communities such as Pavee Point highlight that TRES requires a much stronger focus on racism, particularly on anti- Traveller and anti- Roma racism. It should also endeavour to equip educators with skills and knowledge to create a strong, inclusive, anti-racist and diverse student environment.
62. Initiatives such as the Yellow Flag Programme highlight good practice of whole-school intercultural approaches using a multi-step framework to help schools embed anti-racism, engage students and wider communities and integrate anti-racism and diversity into the curriculum.²⁷
63. It is also imperative to highlight the importance of youth workers who serve as strong “front-line” workers, dealing directly with young people who experience racism both in and out of education. In 2024, the National Youth Council of Ireland (NYCI) reported that 79% of their members reported an increase in deprivation in young people, causing them to disengage from education.²⁸ This striking statistic alone reinforces the need for youth work to be at the forefront of supporting young racially minoritised people and students.
64. A clear distinction should also be made between youth work and education as, although often intersecting, youth workers serve a separate role that is vital in supporting young people.

Recommendations to Ireland

65. Increase **recruitment and retention of racially minoritised educators** across all levels of education.
66. Ensure that **anti-racism policies and measures** are communicated, implemented and aligned with the Public Sector Equality and Human Rights Duty across all levels of education.
67. Ensure the **full implementation and resourcing of the TRES** to adequately address inequalities in education faced by the Traveller and Roma communities.
68. Establish **clear reporting requirements** to address and monitor racist incidents across all educational institutions.
69. Ensure that all educational settings foster **inclusive learning environments and equal access** to education by supporting the participation and leadership of racialised students across all levels of education.

²⁷ Yellow Flag Programme. [The 8 Steps: A Quick Guide](#)

²⁸ [NYCI Annual Report 2024](#)

70. Embed a **decolonised approach** to education through the integration of racism in Ireland with the history of the racialisation of the Irish, its links to anti-Traveller racism and other forms of racism at all levels of the curriculum.
71. Adequately **fund and expand the Yellow Flag Programme to establish it as a national model for tackling racism** and discrimination in Ireland's educational systems.
72. Create a **systematic collection and publication of ethnicity-disaggregated data across the education system**, including racist incidents, outcomes, and staff and student representation. This should ensure voluntary disclosure and appropriate safeguards to inform policy and practice.
73. Sustainably **invest in, provide multi-annual funding, and properly recognise youth work** as a vital service that contributes not only to the education of young people but also to their overall well-being.

Racism in the Labour Market and Workplace

74. In its third cycle of the UPR, it was recommended that Ireland reinforce measures to address **workplace discrimination and the gender pay gap (Recommendation 157.61)**.
75. According to the 2022 Census, Ireland's national employment rate was at 8%, with the highest employment rate of 16% amongst young adults between 15-24 years of age.²⁹ Despite this, research showed the employment rate of Travellers to be approximately 7.5 times higher than the national average at 61%.³⁰
76. Racial discrimination continues to affect access to adequate employment and workplace conditions in Ireland, with racialised communities facing persistent barriers at various stages of the labour market. This includes recruitment, workplace treatment and lack of recognition of foreign qualifications and experience contributing to issues like deskilling, underemployment, and unemployment.³¹ Research has also affirmed this type of structural discrimination in the labour market, with the 2015 report '*Afrophobia in Ireland*' finding that people of African descent in Ireland, despite having higher levels of educational attainment than other migrant groups, were

²⁹ See [2022 Census](#) Population: Employment, Occupation and Industry Summary Results

³⁰ See also [key statistics on 2022 Census](#) from the Irish National Organisation of the the Unemployed

³¹ Migrant Rights Centre Ireland (MRCI), 2015. [All Work and Low Pay: The Experience of Migrants Working in Ireland](#)

significantly less likely to access employment opportunities proportionate with their qualifications, showing racism against people of African descent in hiring practices.³²

77. Discrimination was reported during hiring processes, including instances where applicants were not shortlisted or interviewed due to their name or perceived ethnic background. This is affirmed in research which reveals that candidates with Irish names were over twice as likely to be invited to interview for advertised jobs than candidates with identifiably non-Irish names.³³ Additionally, discrimination in the workplace ranks highest by race at 27%, with experiences particularly affecting the Irish Traveller and Roma community.³⁴ One in six said they had experienced such discrimination, with one in nine people being Black or people of African descent.

78. Research from FRA also highlights the intersectional nature of labour market discrimination finding that Muslim women, particularly those who wear visible religious dress such as headscarf, hijab, or niqab face a “triple penalty” of discrimination based on gender, religion and ethnicity.³⁵ This penalty is clearly displayed as women who wear visible religious clothing face significantly lower employment rates, with only 46% in paid work or self-employment compared to 61% of Muslim women who do not wear such clothing.

79. Roma women, although “very visible because of their dress” describe the “pressure to conceal their identity” during job applications,³⁶ and migrant workers report fear of reporting labour rights violations due to immigration status concerns.³⁷

80. Recent research from the Migrant Rights Centre of Ireland shows that of survey respondents who experienced an employment issue, 51% did not report it to their employer or an external body, with the research highlighting fear of losing their job or employment permit as a factor.

Recommendations to Ireland

³² Lucy Michael, 2015. [Afrophobia in Ireland: Racism against people of African descent](#).

³³ McGinnity *et al.*, 2017 [Discrimination in Recruitment: Evidence from a Field Experiment](#), Economic and Social Research Institute (ESRI)

³⁴ Central Statistics Office (CSO), 2024 [Equality and Discrimination](#)

³⁵ European Union Agency for Fundamental Rights (FRA), 2024. [Being Muslim in the EU - Experiences of Muslims](#)

³⁶ Pavee Point, 2023. [Roma in Ireland: Access to Fair and Decent Work](#)

³⁷ EU Fundamental Rights Agency (FRA), 2019. [Protecting migrant workers from exploitation in the EU: workers' perspectives](#)

81. Ensure the effective enforcement of employment rights legislation with prompt resolution of complaints, shorter work permit restrictions and comprehensive insolvency protections for all workers regardless of status.
82. Immediately **deliver theme five of the National Traveller and Roma Inclusion Strategy (NTRIS) II** with a strong focus on addressing Traveller and Roma unemployment in the labour market.
83. Put in place mechanisms to **collect, analyse and publish disaggregated data on labour market participation by ethnicity and religion**, and conduct systemic equality audits to monitor pay gaps by ethnicity.
84. Include measures to ensure that interview panels for public sector roles are diverse and well-trained in anti-racism through trainings. This should be coupled with measures to **mitigate bias throughout recruitment processes**, such as anonymised CVs and **recognition of international qualifications**.
85. Adequately **fund grassroots organisations that focus on employment rights** and employ officers trained in anti-racism to all boards, including the Workplace Rights Commission (WRC).
86. Deliver **accessible information and campaigns** in multiple languages to all workers and implement robust and anonymous reporting mechanisms for workplace rights issues.