



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

Traveller and Roma Inclusive Employment

Employer Guide



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The Irish Human Rights and Equality Commission was established under statute on 1 November 2014 to protect and promote human rights and equality in Ireland, to promote a culture of respect for human rights, equality and intercultural understanding, to promote understanding and awareness of the importance of human rights and equality, and to work towards the elimination of human rights abuses and discrimination.

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Abbreviations

Abbreviation	Name
BITCI	Business in the Community Ireland
DCDE	Department of Children, Disability and Equality
DSP	Department of Social Protection
DTP	Donegal Travellers Project
EDI	Equality, Diversity and Inclusion
HEA	Higher Education Authority
HRC	Habitual Residence Condition
Ibec	Irish Business and Employers Confederation
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICTU	Irish Congress of Trade Unions
IHREC	Irish Human Rights and Equality Commission
ITM	Irish Traveller Movement
SME	Small and Medium-sized Enterprises

Statistics

32,929

Traveller
population

16,059

Roma
population



>1%

combined of
total population
of 5.38 million.

Education



46%

of Travellers over
15 are educated
to primary or less
compared to
10% of the total
population.



3%

of Travellers are
educated to
degree or higher
compared to
34% of the total
population.

Health



Travellers life expectancy is up to
15 years lower than total population.

Death by suicide is **7 times higher**
for Traveller men and 5 times higher
for women.



15% of Travellers have a disability,
to a greater extent, compared to
8% in the rest of the population.

Employment

The rate of
unemployment among
Travellers is

61%
in 2022

7x

higher unemployment
than the total population.

Housing and Accommodation



9%

of homeless population
are Travellers.



10x

Travellers are more likely to
report discrimination in housing
and accommodation compared
to White Irish population.



60%

of Roma reported experiences
of consistent poverty,
including not always having
enough fuel, food or heat.

49%

of Roma are in paid
employment compared
to **79%** of the general Irish
population.

17%

rate of unemployment
among the Roma
population in 2022, **over
double** the national rate.

Introduction

Travellers and Roma experience systemic barriers to employment, and the communities are under-represented in workplaces across Ireland. The purpose of this employer guide is to give you, as a private or public sector employer, clear and accessible information on opening up employment opportunities and developing guidance on inclusive employment practices for Travellers and Roma in Ireland.

The barriers to employment for Travellers and Roma are rooted in racism and discrimination that they have experienced for generations. Research undertaken across Europe points to Ireland as having one of the highest rates of discrimination towards Travellers and Roma.

Understanding and addressing the barriers that Travellers and Roma experience is the foundation for you to build inclusive employment practices. Partner with Traveller and Roma organisations to develop your workplace culture and employment policies that are inclusive of Travellers and Roma.

We know that there are many private and public sector employers who are committed to breaking this cycle of disadvantage and exclusion. This guide aims to enable and empower you to be leaders in supporting Travellers and Roma to access, participate, and progress in decent work, on an equal basis with others. We also know that gender and ethnically diverse workplaces benefit employers as they are more creative and effective because they reflect the communities you serve.

The guide is an initiative of the Irish Human Rights and Equality Commission's (IHREC) Worker and Employer Advisory Committee (WEAC). The Committee is composed of representatives of the Irish Business and Employers Confederation (Ibec), the Irish Congress of Trade Unions (ICTU) and representatives of employers and trade unions nominated by them.

A roundtable discussion with Traveller and Roma organisations and those supporting Traveller and Roma employment informed the initial framing of the guide. The guide draws on the experiences of Travellers and Roma, Traveller and Roma organisations, employers, trade unions, employment programmes and a range of Government departments. Every effort has been made to make the guide as practical as possible for employers.

We have set the guide out in three parts:

- **Get Informed**
- **Get Active**
- **Get Support**

Get Informed will show you why it is important to understand Traveller and Roma culture, and the barriers Travellers and Roma experience in accessing, participating and progressing in employment.

Get Active shows different pathways to employment and practical guidance on how to move forward and employ Travellers and Roma.

Get Support provides information on Traveller and Roma organisations and other programmes offering support to employers and employees.

Quotes from Travellers and Roma interviewed for the guide have been anonymised.

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Images used throughout the guide were kindly provided by Pavee Point Traveller and Roma Centre, ESB, Bounce Back Recycling, Vladimir Koky and Lucy McCann.

We thank you all most sincerely.

Disclaimer: The views expressed in this guide are those of the researchers and contributors and do not necessarily represent those of the Irish Human Rights and Equality Commission.

Guide at a glance

The aim of this guide is to support and enable you to become a more inclusive employer.

It is set out in three parts:

1. **Get Informed**
2. **Get Active**
3. **Get Support**

Here are some of the key points in the guide to make it easy to use at a glance.

You can use these a checklist to measure your progress towards creating a more inclusive workplace.



Get informed (Sections 1-4)

Sections 1 – 4 address why it is important to understand Traveller and Roma culture, and the barriers Travellers and Roma experience in accessing, participating and progressing in employment.

Section 1: Travellers and Roma in Ireland

- Understand Traveller and Roma culture.
- Understand Traveller and Roma experience of racism, discrimination and inequality.

Section 2: Traveller and Roma Employment Experience

- Understand Traveller and Roma experience of systemic barriers to employment.

Section 3: Why diversity matters

- Understand that by making your workplace inclusive of Travellers and Roma you are creating a positive change in your organisation, your community and society in general.

Section 4: Employment Protections and Policy

- Understand the legislative and policy framework that protects against discrimination in employment and supports Travellers and Roma employment.



Get Active (Sections 5-9)

Sections 5 – 9 provide sign-posts pathways to employment and practical guidance on how to move forward. These sections give detailed advice and recommendations on: creating a culture of equality and inclusion, developing inclusive recruitment and induction practices, and supporting progression.

Section 5: Inclusive pathways to employment

- Engage with Traveller and Roma access programmes in Higher Education Institutions to reach candidates for internships, work placements, apprenticeships, and employment opportunities.
- Offer paid internships and work placements to support Travellers and Roma access employment.
- Access Traveller apprenticeship candidates through the Traveller Apprenticeship Incentivisation Programme.
- Engage with employment programmes that support Travellers and Roma to be job ready.
- Avail of financial supports open to employers including the Work Placements Experience Programme, JobsPlus, the Wage Subsidy Scheme and the Community Employment Scheme.

Section 6: Creating a culture of equality and inclusion

- Ensure that creating an equal, diverse and inclusive (EDI) workplace culture which includes Traveller and Roma is a senior leadership and management priority and that an EDI strategy is in place.
- Ensure that your workplace culture, policies and practices are supportive of the experience of Travellers and Roma, including the specific experience of women.
- Partner with Traveller and Roma organisations on the development of an inclusive workplace culture and, employment practices and training.

- Ensure senior leaders, senior managers, line managers, and staff receive tailored cultural competency and anti-racism training delivered by Traveller and Roma organisations.
- Celebrate Traveller and Roma culture in the workplace.

Section 7: Inclusive recruitment

- Signal that you are a welcoming employer.
- Partner with Traveller and Roma organisations and employment support projects to get advice and disseminate opportunities.
- Create an inclusive and accessible advertisement and promotional strategy.
- Make your job application, selection and interview processes inclusive and accessible.
- Provide Traveller and Roma cultural competency and anti-racism training to recruiters and interviewers.

Section 8: Inclusive induction and workplace supports

- Welcome the new employee warmly in advance of and during their onboarding and provide a range of key supports.
- Communicate that racism and discrimination in the workplace will not be tolerated.
- Recognise that line managers have a key role and support them, including with Traveller and Roma cultural competency and anti-racism training.
- Assign a trained mentor and a trained 'buddy' to support the new employee.

Section 9: Inclusive progression in work

- Build confidence by encouraging Traveller and Roma employees to take-up learning and development opportunities to enhance their leadership, management, and other skills.
- Ensure promotion and progression routes are clearly explained.
- Monitor, review and adjust progression pathways to ensure that they are inclusive.



Get Support (Section 10)

Sections 10 provides information on Traveller and Roma and other organisations and programmes offering pathways of support to employers and employees.

Directory of Contacts

- National and local Traveller and Roma organisations
- Traveller and Roma organisations that provide cultural competency and anti-racism training.
- Employment support programmes delivered by a range of organisations.
- Government departments supporting Traveller and Roma education, training, and employment initiatives.



Section One

Travellers and Roma in Ireland

Travellers and Roma in Ireland

This section profiles the Traveller and Roma communities and their history, culture and traditions as well as the impact of racism and discrimination on their lives and their labour market opportunities and experiences.

Traveller Community

Travellers are a distinct minority ethnic group, with their own shared history, culture, traditions and language. However, they were only formally recognised as an ethnic group by the State in 2017.¹



According to Census 2022, the population of Travellers in Ireland was 32,929 (an increase of 6% on census 2016).²



This means that Travellers make up less than 1% of the total population of 5.38 million in Ireland.³



Travellers are younger too, with an average age of 27 years, compared to 39 years for the rest of the population.



Over one third of Travellers are under 15 years of age.

Definition of the Irish Traveller Community

The Irish Traveller community, or **Mincéirí** (in Cant, the Traveller language) are defined in the Employment Equality Acts as:

“The community of people who are commonly called Travellers and who are identified (both by themselves and others) as people with a shared history, culture and traditions, including historically, a nomadic way of life on the island of Ireland.”⁴



History and culture

While the majority of Travellers live in the Republic of Ireland, they also reside in Northern Ireland, Britain and the USA. It is estimated that just over 2,600 Irish Travellers live in Northern Ireland, 0.1 % of the population there,⁵ 15,000 Irish Travellers live in Britain and approximately 10,000 Irish Travellers reside in the USA.⁶

In the past, it was thought that Travellers owed their origins to the Irish Famine or to the Huguenots who came to Ireland from persecution in France in the 17th century. However, more recent studies, including research on genetics, suggest that Travellers' distinctiveness from the rest of the Irish population can be traced back much further. Reliable studies report that Travellers separated from the sedentary Irish community at least 360 years ago.⁷ Some may have diverged from the settled community before the 1600s, as far back as 1200 years ago.⁸ Some scholars have suggested that during colonial expulsions and famine times, settled people joined Travellers on the road.⁹

Family

Traveller culture has a strong emphasis on family and extended family. Three out of four Travellers live close to their immediate family.¹⁰ According to the CSO, 7% of the general population aged over 15 years undertook caring responsibilities for family members. The corresponding figure for Travellers was 18%. This role is mostly undertaken by women (28% compared with 6% of Traveller men).¹¹

Traveller economy

Travellers in Ireland have traditionally organised their own economic activity. For example, tinsmiths made tin containers for household and farmyard use. They made a stock of tin containers in the winter and took to the roads in the summer selling their wares. They sold their goods door-to-door and also to local shops. The Traveller economy is characterised in research from Pavee Point and elsewhere¹² in terms of:

- Nomadism (where mobility makes marginal activity viable).
- A focus on income-generation rather than job-creation.



Tom McDonnell,
demonstrating traditional
tinsmith skills
(Pic: Derek Speirs)

- An emphasis on self-employment.
- The role of the extended family as the basic economic unit.
- Home-base and work-base are one and the same, and in terms of flexibility, often in response to market demands.

The Traveller economy has become less and less a feature of economic life for Travellers since the mid-1990s, when a raft of laws and regulations prevented Travellers from living a nomadic life, and in undertaking traditional Traveller economy work including market trading, horsemanship, and car dismantling.¹³ These include the Control of Horses Act (1996); EU directive on end-of-life vehicles (2000)¹⁴, anti-trespass legislation (Housing (Miscellaneous provisions) Act 2002); the Casual Trading Act (2005); and others.

There has been no impact assessment of these changes carried out by the State, nor has there been any measures taken to mitigate their negative impact on Travellers.

— Nomadism is an important part of Traveller culture

Now only one in ten of the community travel (compared to 1 in 3 in 2000). In 2020, more than 90% of Travellers agreed that there were not enough appropriate halting sites.¹⁵ The decline in nomadism can be linked to anti-trespass legislation (Housing (Miscellaneous provisions) Act 2002).



Making Traveller Culture and History Better Known

The National Museum of Ireland, in partnership with Traveller representatives, aims to make Traveller history and heritage better known. The Beady pocket (pictured), included in the Museum's Traveller Collection, is an example of a culturally important traditional item of clothing for Traveller women, even though they are no longer worn. They held small things of value and kept safe special items.

Beady pockets were traditionally decorated with stitching, embroidery, buttons and medals. Over time, buttons and other items might have been added – these would be of personal significance, as they may have been given by a friend or hold special memories.¹⁶



Beady Pocket created by Bridget Mongan, Co. Roscommon at National Museum of Ireland

More information is available on the National Museum of Ireland **Traveller Collection** website. This website displays a range of cultural and historical material on Traveller identity. It is a collaboration between artist Seamus Nolan, Pavee Point Traveller and Roma Centre, Dublin City Gallery, the Hugh Lane Gallery, Create, and the National Development Agency for Collaborative Arts and CAPP (Collaborative Arts Partnership Programmes).

Travellers' experience of inequality and discrimination

Travellers' experience of racism, discrimination and inequalities affects their access to and participation in decent work.

The Workplace Relations Commission (WRC), which adjudicates complaints under Equal Status legislation, reported that in 2024, complaints referred to it under the 'membership of the Traveller community' ground accounted for the highest number of complaints in that year.¹⁷

The EU's Fundamental Rights Agency (FRA) recently reported that 75% of Travellers experienced overall discrimination (when looking for work, at work, in education, health, housing and accommodation, as well as other public or private services) in the 12 months prior to their survey.¹⁸

Travellers experience much lower general health and educational attainment, and reduced access to adequate and culturally appropriate accommodation relative to the rest of the population. This directly impacts their labour market participation and outcomes.

We know that:

- Travellers experience higher levels of educational disadvantage.
- Travellers experience major health and mental health inequalities.
- Travellers are more likely to have a disability.
- Travellers experience huge barriers in accessing adequate housing and accommodation.

Educational disadvantage

According to Census 2022, 46% of Travellers over 15 who left school are educated to primary or less compared to 10% of the total population. Very few are progressing beyond lower secondary level and only 3% who left school are educated to degree level or higher, in contrast to 34% of the total population. Low educational attainment has been persistent¹⁹ and is linked to exclusion and discrimination experienced by Traveller children in schools.²⁰

Dr Sindy Joyce became the first Traveller to gain a PhD in 2019. Census data showed that this had increased to 16 Travellers by 2022.²¹ While this is a significant increase, substantial investment is needed at all levels of education to support greater participation including in the implementation of the Traveller and Roma Education Strategy II (2024-30)²² and in continuing to invest in further and higher education²³ and training set out in more detail in Section 5.

Health Inequalities

Travellers' life expectancy is up to 15 years lower than the general population. The All-Ireland Traveller Health Study²⁴ undertaken in 2010, reported a lower life expectancy at birth for Travellers compared to the general population (15 years less for male Travellers and 11 years less for female Travellers).

Travellers experience a greater burden of chronic diseases than the general population, with conditions such as back conditions, diabetes, and heart attack increased by a factor of 2, and respiratory conditions such as asthma and chronic bronchitis increased by a factor of 2-4. Traveller women's perinatal outcomes remain exceptionally poor, with disproportionate rates of maternal mortality, morbidity and perinatal death.²⁵

In terms of mental health, the rate of death by suicide is nearly 7 times higher in Traveller men compared with the total male population (the corresponding figure for Traveller women is five times the rate of the general female population). Death by suicide accounts for 11% of all Traveller deaths.²⁶

Disability

15% of Travellers have a disability ‘to a great extent’ compared with 8% of the rest of the population.²⁷ This has significant implications for accessibility and inclusion in the workplace. 18% of Travellers have stated that they cannot work due to disability or illness compared to nearly 5% of White Irish.²⁸

Housing and accommodation

Census 2016 showed that despite being less than 1% of the national population, Travellers make up 9% of the homeless population. Travellers experience huge barriers in accessing adequate and culturally appropriate housing and accommodation. Travellers also experience the highest levels of discrimination. They are almost ten times more likely to report discrimination in access to housing and accommodation as the White Irish population, even after education and labour market status are held constant.²⁹ Other research suggests that approximately 39% of Travellers meet the European definition of homelessness, including the large number of Travellers who are experiencing ‘hidden homelessness’ in overcrowded living conditions. This is compared to 6% of the general population. The impacts of racism and discrimination, site evictions, lack of culturally appropriate accommodation and lack of accommodation for larger family sizes are some of the reasons for these stark figures.³⁰

In 2019, arising from concerns regarding the provision of housing services to Travellers, including the failure by local authorities across the country to draw down ring-fenced capital funding for Traveller-specific accommodation, IHREC invited all 31 local authorities to undertake an equality review of their provision of housing services to Travellers. Subsequently, based on evidence of continuing difficulties experienced by Travellers in accessing local authority housing services, IHREC invited seven local authorities to complete an Equality Action Plan. The findings are available on IHREC’s website.³¹

Poverty

Travellers disproportionately experience poverty. Travellers’ experiences of discrimination and inequality in employment, education, health, and housing is linked to their high levels of poverty and social exclusion. Recent research shows that 96% of Travellers are at risk of poverty in Ireland compared to 12% of the general Irish population. 40% of Travellers experience severe material deprivation, in comparison to 4% of the Irish population.³²

Traveller women

Traveller women play a vital and multifaceted role within their families, extended networks, and the wider Traveller community. They are often central to family life and community wellbeing, acting as key intermediaries with public services and taking on leadership roles as community advocates and representatives. Their contribution is integral to promoting inclusion, health, and social cohesion within Traveller society and beyond.

Traveller women, like women from other ethnic minority groups, experience the intersection of both racism and gender discrimination. This intersectionality can result in heightened levels of discrimination and exclusion, particularly in relation to education, training, and employment. Structural inequalities, combined with negative stereotypes, continue to limit opportunities and outcomes for Traveller women in many areas of life.

There are, however, positive developments. Increasing numbers of young Traveller women are remaining in formal education and progressing to further education and training. Many are actively seeking opportunities for meaningful employment and career development. This trend reflects important generational change and the growing aspirations of Traveller women to participate fully in the labour market and civic life.

Nonetheless, barriers remain. Despite these growing aspirations, the economic challenges are stark. Traveller women experience disproportionately high rates of unemployment and often face precarious work conditions when employed. Access to flexible working arrangements and family-friendly employment policies is critical to supporting Traveller women's engagement in work. The high cost and limited availability of childcare services continue to present significant challenges. In addition, the potential loss of secondary benefits — including the medical card — can act as a disincentive to taking up or progressing in employment. These factors contribute to a 'poverty trap' that disproportionately affects Traveller women, limiting opportunities for economic security and advancement.

Targeted measures that promote equality of opportunity, address intersectional discrimination, and support participation through education, training, and employment are key to improving outcomes for Traveller women.

Roma Community

Roma, as understood by the Council of Europe, refers to Roma, Sinti, Kale, Travellers and related groups in Europe. Roma are Europe's largest minority ethnic group (with an estimated population of 10 to 12 million, 6 million in EU member states). However, there is uncertainty over the exact number because of poor data collection by countries. Many Roma also face difficulties accessing national documentation and are reluctant to identify themselves from a fear of racism and discrimination.³³ According to the 2022 Census, there are 16,059 Roma in Ireland.³⁴



Romani flag created in 1933 and accepted at the 1971 World Romani Congress

While Roma share a common ancestry, language and culture, migration across different countries means that they are a diverse community in relation to national languages spoken, religion, and way of living.

Origins in India

Roma origins are in India. It is believed that the Roma migrated from central India to north-western India (in the 5th to 10th centuries), and from there, via Persia and Armenia to the Byzantine empire, to Asia Minor (10th century) and later on to Greece (after the 13th century). Romani, the language of the Roma, has close similarities with Indian languages, Persian and Armenian.³⁵

However, the Roma community are not homogenous and come from all countries across Europe and beyond. There is an estimated one million Roma living in the United States and Brazil. Roma culture has evolved differently in different countries.

Family

A strong characteristic of Roma culture is the importance of family and extended family, very much like the Traveller community. Similarly, more of the Roma population in Ireland are unable to work due to family caring responsibilities (10%) compared with the total population (7%). Most of this work is undertaken by women (18%) compared with men (3%).³⁶

Romani language

Romani is the language of Roma and is an oral language, generally spoken in the family, and with other Roma, but is usually absent from schools, media, and public institutions. There are many different dialects of the language, depending on the country Roma are living in. Most Roma will speak another language or a number of languages (depending on the country in which they live).

Romani music

Romani music plays an important role in central and eastern European countries such as Croatia, Bosnia and Herzegovina, Serbia, Montenegro, Bulgaria, Macedonia, Albania, Hungary, Slovakia, Slovenia and Romania, and the style and performance practices of Romani musicians have influenced European classical composers such as Franz Liszt, Béla Bartók and Johannes Brahms.³⁷ Performers at weddings across Eastern Europe are predominately Roma musicians, particularly in Romania. Roma music also has a strong influence on jazz, and Django Reinhardt, a Belgian French Sinti guitarist, was one of the first major jazz talents to emerge from Europe.³⁸

Roma experience of inequality, racism and discrimination

Anti-Roma racism has had a devastating impact on the community throughout history. This was most notable during the Nazi regime in the 1930s and 1940s. Beginning in 1933, Nazi German authorities persecuted Roma and Sinti peoples in Germany. They subjected this group to a variety of atrocities, including internment in “gypsy camps” and forced sterilization. The exact number of Roma that the Nazi regime and their allies murdered is unknown. It is estimated that 500,000 European Roma were killed during World War II, but the number may be higher.³⁹

Anti-Roma racism has continued to be a primary factor in disenfranchising Roma, both socially and economically in Ireland and Europe.⁴⁰ One in four Roma reported being discriminated against in everyday situations like finding a job, at work, or in accessing housing, healthcare, or education in the year prior to research published in 2025.⁴¹

The National Roma Needs Assessment, conducted by Pavee Point in partnership with the Department of Justice in 2018,⁴² found that 81% of the Roma who took part in the study reported experiencing racism and verbal abuse in public spaces, and that women were particularly vulnerable. 79% experienced discrimination in relation to employment.

Roma poverty and marginalisation from services and supports



Roma face persistently high levels of poverty and social exclusion. The National Roma Needs Assessment also found that 20% of Roma surveyed were marginalised in terms of accessing services and supports. 60% of respondents reported experiences of consistent poverty, including not always having enough fuel, food or heat.⁴³

Recent survey data reveals that in Ireland, 95% of the Roma population are at risk of poverty compared to 12% of the Irish population. 41% of Roma live in severe material deprivation, which compares with 4% of the general Irish population.⁴⁴ Roma also faced significant barriers in accessing any basic social protections, including some employment and training supports, social welfare payments (including child benefit), and housing supports. The Habitual Residence Condition (HRC) has a significant impact as it requires individuals to establish a proven close link to Ireland to qualify for certain social welfare payments.⁴⁵ According to Pavee Point, nearly 50% of Roma households surveyed were unsuccessful in their applications for social protection payments, even though these households had, on average, lived in Ireland for eight years. Roma cited issues such as a lack of documentation on tenancy and employment history, inability to negotiate an unfamiliar system, discrimination, and language and literacy barriers as being key obstacles.⁴⁶ The IHREC recommended the need for all administrative social protection criteria, application procedures, and the appeals process, including the habitual residence condition to be reviewed to ensure they are not impeding access to social welfare for groups including Roma.⁴⁷

Disproportionate levels of homelessness

The community experiences disproportionate levels of homelessness in Ireland, according to the CSO, of 10,321 people identified as homeless in census 2022, 652 people identified as Roma.⁴⁸ This represents 6.3% of the homeless population, whereas Roma account for only 0.3% of the national population. According to data published from Cairde's National Roma Infoline, in 2024, over 70% of incoming calls were made from or on behalf of Roma who were homeless. This includes Roma who were living in emergency accommodation or in overcrowded private rented accommodation.⁴⁹ The calls mainly related to barriers in accessing both homeless and social housing support services. The majority of callers reported finding it extremely difficult to secure accommodation in the private rental market due to racism and the high cost of rent.

Roma women

Roma women face intersecting discrimination and marginalisation, due to their gender, ethnicity and other factors including education, employment and health - particularly those living in extreme poverty and poor living conditions.⁵⁰ High levels of racism and discrimination are experienced by Roma in general, but Roma women are especially vulnerable to on-street racist abuse and targeted hate, particularly those that are more visible due to wearing traditional dress. Roma women and girls also face education and employment barriers due to caring responsibilities and lack of access to affordable childcare supports and education and training opportunities.⁵¹

Conclusion

This section began with an introduction to Traveller and Roma culture. It describes Travellers' and Roma experiences of racism, discrimination and inequality in education and health outcomes as well as access to adequate housing, accommodation and services. The specific experience of women is highlighted. This cumulative experience of racism, discrimination and inequality impacts on access to and participation in employment, which is explained further in the next section.



Section Two

Traveller and Roma Employment Experience

Traveller and Roma Employment Experience

This section sets out the experience of Travellers and Roma in accessing, participating and progressing in work, including the extent of unemployment and the barriers they face.

Right to work

Work is widely recognised as being important for human dignity. The right to earn a livelihood is a right set out in the Constitution of Ireland, and the United Nation's International Covenant on Economic Social and Cultural Rights (ICESCR) to which Ireland is a signatory.

More specifically, the International Labour Organisation (ILO) sets out that decent work sums up the aspirations of people in their working lives. It involves having opportunities for work which is productive and delivers a fair income, security in the workplace and social protection for all, better prospects for personal development and social integration, freedom for people to express their concerns, organise and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.⁵²

Traveller and Roma unemployment



The rate of unemployment among Travellers has declined from 80% in 2016 to 61% in 2022.⁵³



Nevertheless, it remains seven times that of the total population, which is 8% according to Census 2022.



The rate of unemployment among the Roma population was 17% in 2022, just over double the national rate.⁵⁴



According to FRA, 49% of Roma are in paid employment in comparison with 79% of the general Irish population.⁵⁵



22% of young Roma aged between 16-24 are neither in employment, education or training, which compares with 7% of young people in Ireland.⁵⁶

Public attitudes

Countless research reports tell us that the low employment rates set out above are due to systemic racism, discrimination and inequalities. Section 1 highlighted systemic racism, discrimination and barriers in relation to education, health, housing and accommodation and equitable access to and benefits from services more broadly. These barriers directly impact access to and participation in employment.



Public attitudes also have a systemic effect. Research by the Department of Children, Equality, Disability, Integration and Youth (DECDIY) in 2023 on public attitudes towards diversity found widespread agreement among the general public that Travellers and Roma, and people with a disability, would be put at a disadvantage when seeking work. Approximately two out of three people agreed that these groups would experience discrimination.⁵⁷ An IHREC and ESRI report in 2017 outlined that Irish Travellers are 10 times more likely than White Irish to experience discrimination when seeking work.⁵⁸

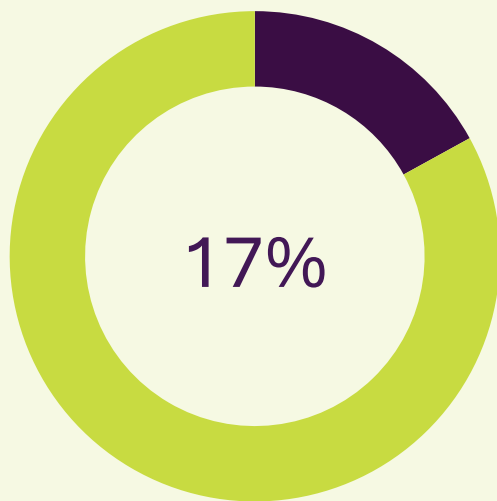


In 2024, a survey of Travellers and Roma across thirteen European countries found that 75% of Travellers and 60% of Roma in Ireland reported experiencing overall discrimination (when looking for work, at work, in education, health, housing and other public or private services). This is one of the highest among all groups from the European countries surveyed.⁵⁹

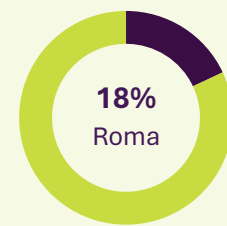
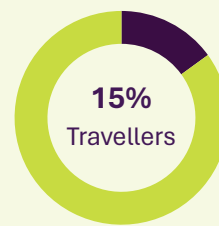


84% of Travellers in Ireland felt discriminated against when looking for work compared to 38% in 2019 (EU-total: 36%). 34% felt discriminated at work, compared to 12% in 2019 (EU-total: 22%).

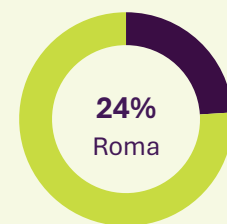
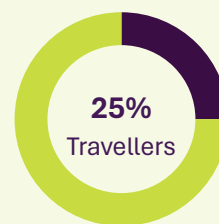
In the National Traveller Community Survey by Behaviour & Attitudes in 2017, members of the general population were asked about their attitudes towards a range of minority groups.⁶⁰ The survey found that Roma and Travellers were the most discriminated group among a list of 12 minority groups.⁶¹ The key findings are illustrated below.



The percentage of the general public who said they would employ a member of the Traveller or Roma community
Source: Behaviour and Attitudes 2017



The percentage of the general public who said they would welcome Travellers or Roma in friendship
Source: Behaviour and Attitudes 2017



The percentage of the general public who said they would welcome Travellers or Roma as co-workers
Source: Behaviour and Attitudes 2017

In addition, over one-third of those surveyed said that they would 'avoid' Travellers (35%) and Roma (37%). As a result of experiences, it is common for Travellers and Roma to hide their identity in the workplace, as reported in research undertaken by Pavee Point:⁶²

In research undertaken by Cairde and Musicantia, respondents who stated that they had not experienced racism attributed this to hiding their Roma identity.⁶³

“

I always will have to try to hide my ethnicity because people, society is not nice to my people. If I say what I am, I will not get anywhere with work, school and life because people are racist everywhere.⁶⁴

Section 6 includes information and advice for employers about how to create a safe and inclusive workplace so that Travellers and Roma can feel confident about disclosing their identity.

— Recognising intersectionality

Inequality, racism and discrimination experienced by Travellers and Roma not only arises because of their ethnic identity, but also because of other inequalities experienced due to gender, disability,⁶⁵ membership of the LGBTQIA+ community, age and socio-economic disadvantage. These inequalities shape one another and are inseparable. The concept of intersectionality highlights the intertwined nature of gender and other inequalities, and so challenges a simplistic or singular understanding of inequality.

When considering barriers for Travellers and Roma, employers should take a gendered and intersectional approach. This involves recognising the multiple barriers that exist for Travellers and Roma across different grounds of inequality. Due to the higher rates of disability amongst the Traveller population,⁶⁶ this means ensuring that accessibility and reasonable accommodation provisions for disabled people consider the experiences of Travellers and Roma.

Employers are required by law to provide reasonable accommodations for disabled employees. Reasonable accommodations create a more inclusive and accessible workplace. Employers should consider the specific experiences of Travellers in this context when planning reasonable accommodations.⁶⁷

Providing flexible working arrangements to enable caring for family, including extended family, opens up more opportunities for Traveller and Roma women to access employment.

For employers creating an inclusive workplace for the LGBTQIA+ community, it is important to be aware that many LGBTQIA+ Travellers and Roma experience social exclusion on a personal, familial and societal level,⁶⁸ with very few specific LGBTQIA+ Traveller and Roma supports. Creating a supportive, inclusive workplace can have a huge impact.⁶⁹

Role of Traveller organisations

There are over 35 Traveller-representative organisations (some of whom also work with the Roma community) operating at national and local level throughout Ireland. They work collectively to challenge discrimination and inequality, and to advocate for the rights of the communities. They promote and support Traveller leadership and develop programmes and initiatives in response to the barriers experienced by Travellers. They employ hundreds of Travellers in roles

of management, advocacy, education and training, policy development, support and delivery of services, and are believed to be the primary employer of Travellers in Ireland. Traveller organisations and social enterprises are the main employers because of the lack of opportunities in mainstream employment. It is important that employers aiming to be inclusive can recognise that the skills developed in these roles are highly transferrable across a wide range of roles in the public and private sector.

Social Enterprise and Employment

In recent years, Traveller and Roma organisations have also established trading social enterprises and other such initiatives as mechanisms to provide employment (as well as training and labour market opportunities) to the communities.

Bounce Back Recycling

Bounce Back Recycling is a multi-award-winning social enterprise providing mattress collection and recycling services to local authorities, public bodies, households and the commercial sector in 11 counties. Formed by Galway Traveller Movement in 2017, it is developing a nationwide service. It employs 20 Travellers, and has collected over 100,000 mattresses which are disassembled, with materials recovered for recycling and reuse. According to Martin Ward, Joint Coordinator of GTM, the social enterprise was established “to actually show that we are not a number in a report or a stat – this is what can be achieved if an opportunity is given to our community.” The social enterprise also reclaims Traveller’s space as the original recyclers. It has also established a furniture upholstery and upcycling business (Bounce Back Upcycling), which provides employment for Traveller women. As social enterprises, all surpluses generated are applied towards its social objectives – including supporting Travellers’ access to third level education, and in 2019, 24 Travellers graduated with a Diploma in Community Development Practice (Level 7) from the University of Galway. Bounce Back Recycling receives funding support from the Department of Rural and Community Development’s Community Services Programme.

Shuttle Knit

Shuttle Knit started over 20 years ago and it designs, hand crafts, and sells Irish knitwear online, at markets and retailers throughout Ireland. Its mission is to improve quality of life for Traveller women and their families through social enterprise. Staff at Shuttle Knit are highly skilled knitters, seamstresses and designers, and they showcase handcrafted knitwear and provides embroidery services. Shuttle Knit employs 14 staff. Shuttle Knit receives funding support from the Department of Rural and Community Development's Community Services Programme.

Musicantia

Musicantia is a cultural and advocacy project that promotes Roma culture and music and Roma inclusion in Irish society.

Musicantia performs at various events and also runs a music school where Roma children learn musicianship and the skills to perform traditional Roma music at community and cultural events. It provides cultural awareness and anti-racism training. It employs five staff members and provides training and work placements for fifteen people – all of whom are members of the Roma community.

Conclusion

This section sets out the extent of unemployment experienced by Travellers and Roma and the barriers created due to systemic racism, discrimination and disadvantage. It highlights the effect of public attitudes, and the extent and nature of the discrimination experienced. It outlines social enterprise and other employment initiatives developed by Traveller and Roma organisations to provide employment and acknowledges the role that Traveller and Roma organisations play in providing employment themselves in the absence of alternatives.



Section Three

A Diverse Workplace Matters

A Diverse Workplace Matters

This section sets out why a diverse workplace matters and the benefits it brings to you as an employer. While a lot of work is being done to promote equality, inclusion and diversity and it is having a positive impact, there is more to do. This section is not only a reminder of the benefits of inclusive workplaces, it also highlights the importance of going the extra mile to reach out to groups that experience systemic barriers and very high levels of unemployment including Travellers and Roma and create the opportunities to be truly inclusive. This section includes the views of a range of employers, including large private-sector companies (from the retail and services sectors), semi-state bodies, and public sector organisations.

Why it matters?

- Represents organisational values in a meaningful way.
- Broadens the talent pool.
- Increases financial performance.
- Reflects the community you serve.
- Fosters diversity and values difference.

Represents organisational values in a meaningful way

There is considerable change underway in Ireland where 47% of employers now prioritise hiring from diverse talent pools (up from just 10% two years ago), 87% of Irish employers report active Equality, Diversity and Inclusion (EDI) initiatives, a significant rise from 67% in 2023. 60% of employers plan to roll out targeted EDI training.⁷⁰

What equality, diversity and inclusion means for employers is evolving. For many employers engaged with for this guide, it is about putting values into practice, and contributing meaningfully to corporate social justice, described by the Open Doors Initiative⁷¹ as:

“

It is about a companywide, leader led, holistic approach, committing to positive change in their communities and society in general – from the front door to the top floor.”

One employer describes inclusion:

“

For us, it is about values...we see inclusion as part of our work across all roles.

It is key that line managers and all staff are aware of our values. From the very beginning we set out our values as a company – it was, and is, very important that we offer opportunities to those in the community who often do not have opportunities.

Broadens the talent pool

Ireland's rate of unemployment is 4.7%⁷² and there is a shortage of labour.⁷³ In 2025, 83% of employers in all sectors and sizes, are struggling to find skilled talent. A significant upsurge compared to 11% in 2014. In a tight labour market, to broaden your search and reach underrepresented groups requires a rethink. To promote work placements, apprenticeships to Travellers and Roma requires a partnership approach with Traveller and Roma organisations who understand the barriers that members of their community face, are trusted by them, and can support them to take up employment opportunities.

“

We had some vacancies and a general difficulty in recruitment following COVID. We work with Business in the Community and Exchange House to support our recruitment – we have really good communication and liaison which is really important - everyone has been really open and honest.

Increases financial performance

There is a strong and positive relationship between creating an internal culture of transparency and inclusion and transforming operations to meet social-impact expectations and financial performance.⁷⁴ Diversity matters even more. Gender and ethnically diverse organisations, particularly within executive (management) teams are more likely to outperform peers by 39%.⁷⁵

Represents community

Employers consulted in preparation for this guide spoke about the importance of having staff that are representative of the wider community. Below are some of their reflections.

“

We aim that all our workforce represents the wider community. We serve the entire people of Dublin, and it is important that our workforce of 4,000 people represents our customers.

Fosters diversity and values difference

Fostering diversity means valuing difference, ensuring the unique contribution of everyone is recognised and a sense of belonging where everyone is treated equality is nurtured. From a employer perspective, the advantages are clear:⁷⁶

“

“The benefits are for everyone. We have a diverse workforce and a culture that welcomes Travellers, LGBTQI+ people, people with disabilities and from different cultures.

- Greater employee motivation and satisfaction.
- Increased employee commitment.
- Better serve a diverse range of customers.
- Diversity fosters innovation and new ideas.

Fostering a sense of belonging for all is important to employers.⁷⁷ From a business perspective, the advantages are clear:

- Removing barriers will attract a wider pool of candidates.
- Greater employee motivation and satisfaction.
- It fosters employee commitment.
- Employers can better serve a diverse range of customers.
- Improve ideas and problem-solving – diversity fosters innovation and new ideas.

The far-reaching benefits of a sense of belonging in an inclusive work environment were clearly articulated:

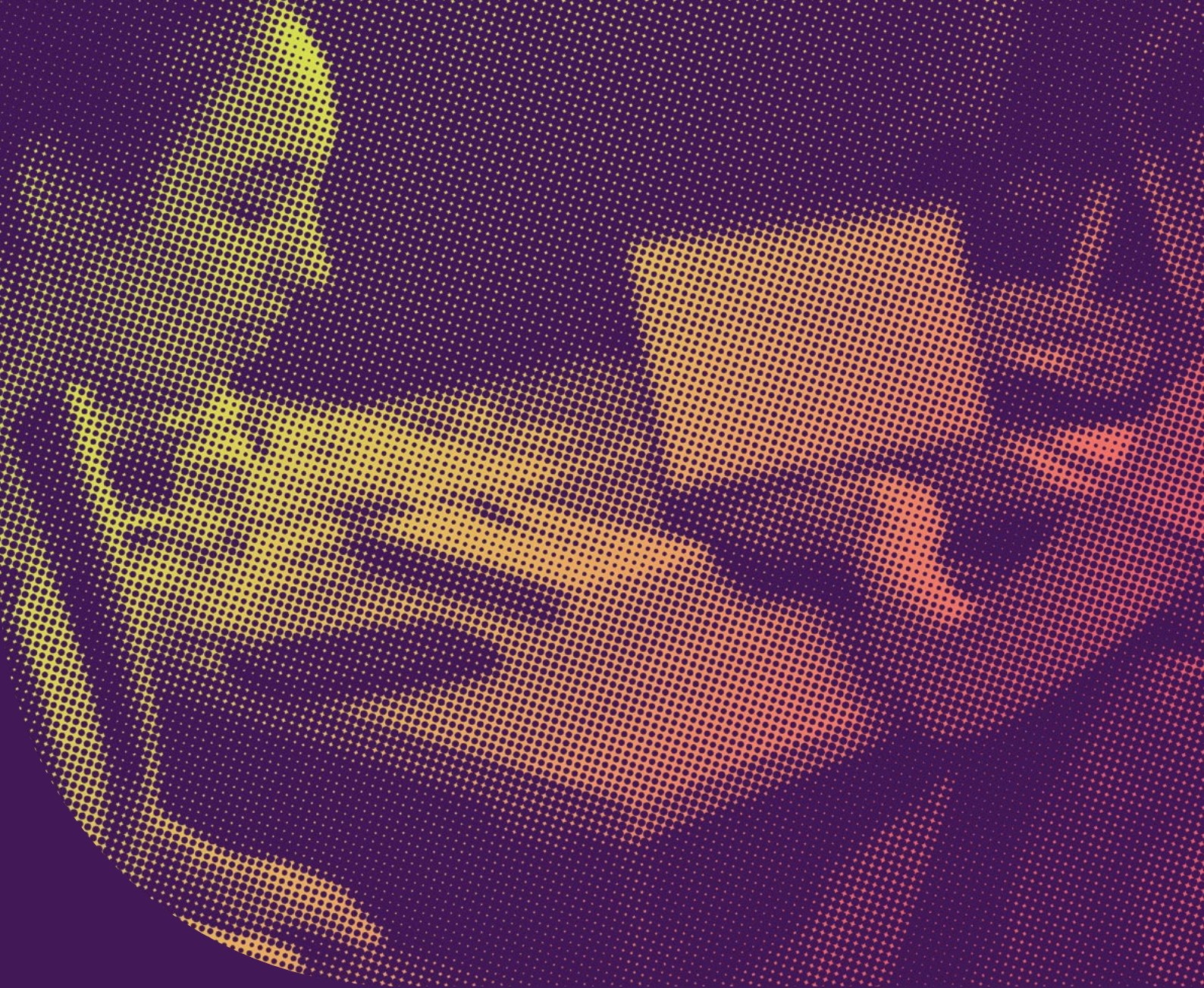
“

“I know that as a Traveller woman that I can be my own true self. Everyone here knows that you can be your own true self. People here are very committed to this workplace and to each other...”

Conclusion

This section highlights why a welcoming culture is so important for Travellers and Roma to feel safe and themselves in the workplace. It sets out why it matters to be a leader in being truly inclusive, to reach out to open up employment opportunities to Travellers and Roma who experience systemic barriers in accessing and participating in employment. Going the extra mile is not only delivering on an increasing number of employers commitment to equality, diversity and inclusion, in a time of labour shortages, employers are also reaching a new pool of talent and bringing new perspectives to workplace reflective of the communities in which they operate.

The importance of working in partnership with Traveller and Roma organisations who are trusted by their communities was emphasised. They are, themselves, employers of Travellers and Roma, who often run their own employment support services or work in collaboration with such services. These organisations know how to get the word out and support potential candidates on their employment journey.



Section Four

Employment Protections and Policy

Employment Protections and Policy

This section sets out the legislation that protects employment rights and the right not to be discriminated against as well as legislation and initiatives that aim to promote and protect the human rights and equality of Travellers and Roma.

Legal protections and obligations

Traveller and Roma are protected under Ireland's employment rights laws, like all other employees. Employment rights cover contracts, pay, hours of work, leave and holidays, health and safety, data protection at work, industrial relations and trade unions.

Extensive information is available on the Citizen's Information website on employment rights.

Employers should make themselves aware of:

- provisions to support and protect Travellers that are set out in the Employment Equality Acts 1998-2015.
- for public bodies, their obligations under the Public Sector Equality and Human Rights Duty, (where applicable).
- the Government's objectives to support Traveller and Roma employment in the National Traveller and Roma Inclusion Strategy II 2024-2028.

— Employment Equality Acts 1998-2015

Employment equality legislation protects against discrimination in employment. The Employment Equality Acts 1998-2015 (EEA) protect individuals from certain kinds of discrimination, harassment and sexual harassment that can happen in the workplace if you fall under one of the nine protected grounds. This legislation also aims to promote equal work opportunities, for example when applying for work, while in a job, going for a promotion or getting equal pay.

The Employment Equality Acts 1998 to 2015 (EEA):

- Promote equality.
- Prohibit discrimination (with some exceptions) or less favourable treatment in employment under nine protected grounds including age, civil status, family status, gender, race, religion, sexual orientation, disability and membership of the Traveller community.
- Prohibit sexual harassment and harassment across nine grounds.
- Prohibit victimisation.
- Require reasonable accommodation for people with disabilities in relation to access, participation and training in employment.
- Allow positive action measures to ensure full equality in practice across all nine specified grounds.

— **Traveller Community Ground**

Discrimination on the ‘Membership of the Traveller Community Ground’ occurs where one person is treated less favourably than another because one is a member of the Traveller Community and the other is not.⁷⁸

— **Public Sector Equality and Human Rights Duty**

The Public Sector Equality and Human Rights Duty (Section 42 of the Irish Human Rights and Equality Commission Act 2014) places a positive duty on public sector bodies to have regard to the need to eliminate discrimination, promote equality, and protect the human rights of service users, rights holders and all employees in the public service. It is a statutory framework for mainstreaming human rights and equality into the day-to-day work of public bodies, under which Equality, Diversity, and Inclusion (EDI) initiatives such as inclusive employment practices can be operationalised.

Section 42(1) the IHREC Act requires public bodies to have regard to the need to promote equality of opportunity, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans. This means that public bodies have an ongoing requirement to inform themselves of, and give reasonable consideration to this aspect of the duty in the performance of their functions, including upholding the rights of existing members of staff and candidates in the recruitment process.

The Duty, can assist public bodies in the design of inclusive recruitment and employment practices, actively increasing access and removing unintended barriers

to employment in the public service. Consultation and collaboration with Traveller and Roma organisations should be a central tenet in the development of these inclusive practices. This ensures that people from all parts of our society, including Travellers and Roma enjoy equal opportunity to employment in the public service.

To achieve this aim and to be compliant with the statutory obligation to have regard to the Duty, a public body must:

Inform themselves about equality and human rights, eliminating discrimination, promoting equality of opportunity and treatment and protecting human rights in the performance of their functions. It is recommended that public bodies use Equality and Human Rights Impact Assessments (EHRIA) for this purpose.

Give due consideration to these equality and human rights issues and take steps to address them in their day-to-day work, such as how they design, develop and deliver their functions.

Demonstrate that they have taken steps to educate themselves about equality and human rights and demonstrate where they have considered equality and human rights issues in how they develop, deliver and evaluate their functions. In this case, how they took them into account in the development of inclusive employment practices. Again, a well considered and implemented EHRIA is the recommended way to demonstrate that a public body has had regard to the Duty.

Section 42.2 of the IHREC Act states that public sector bodies must assess and identify the human rights and equality issues relevant to their functions. These issues must relate to all functions as policy maker, employer and service provider. Once the assessment is complete, it and a plan to address the issues identified must be made publicly available and published in the organisation's Strategy Statement.

The Assess Address Report process provides an opportunity to review recruitment and employment processes for accessibility, non-discrimination and inclusiveness, to listen to and understand the concerns of staff and relevant civil society organisations, in this case Traveller and Roma representatives, and to embed actions to meet the issues raised in the strategic planning cycle. A report of progress on meeting these undertakings must be published in the public body's Annual Report as required by Section 42(2) of the Act

The Act defines a public body broadly to include government departments, local authorities, the Health Service Executive, universities and institutes of technologies, education and training boards (ETB's), semi-state bodies, all bodies financed with public money (even partially), including companies whose majority of shares is held by government, or organisations that act in the public interest.

National Traveller and Roma Inclusion Strategy II 2024-2028

The National Traveller and Roma Inclusion Strategy II 2024-2028 (NTRIS II) is the second NTRIS and aims to tackle the marginalisation experienced by Travellers and Roma in Ireland, and to challenge attitudes and address racism and inequalities that face both communities through its nine themes.

— Employment and Enterprise

The strategic outcomes for Theme 5: Employment and Enterprise under NTRIS II are that Travellers and Roma have equal access to quality and sustainable employment; entrepreneurship and self-employment opportunities for Travellers and Roma are supported; and there is a positive and inclusive workplace culture where diversity is valued, and every individual is treated with respect and dignity.

The Strategy sets out the following objectives, to achieve those outcomes:

- Adopt a strategic approach to addressing Traveller and Roma unemployment in the context of prevailing strong labour market conditions.
- Increase the number of Travellers and Roma in employment in the public sector.
- Increase the number of Travellers and Roma in employment in the private sector.
- Support self-employment, entrepreneurship and social enterprise opportunities.
- Address barriers to accessing the labour market and entrepreneurship opportunities, with specific reference to financial exclusion.
- Build a positive and inclusive workplace culture (with actions embedded in other themes)

Related actions include improving the engagement of Local Enterprise Offices with Travellers and Roma, increasing the number of supported Traveller-specific social enterprises, and doubling the number of projects funded under the Special Initiative for Travellers (SIT).

— Gender Equality

The strategic outcome for Theme 3: Gender Equality is that Traveller and Roma women and girls feel empowered and enjoy equal opportunities, rights and conditions in all spheres of life, both public and private. One of the strategic objectives under this theme is to promote and support Traveller and Roma women's and girls' access to education, employment and accommodation (with actions embedded in other themes).

Conclusion

This section has signposted where to get information on employment rights in general and briefly explained key aspects of the Employment Equality Acts as they related to protection from discrimination. It also highlights the significance of the obligations of the Public Sector Equality and Human Rights Duty as it relates to public bodies as employers. It flags the National Traveller and Roma Inclusion Strategy II and its key commitments related to Traveller and Roma employment.



Section Five

Inclusive Pathways to Employment

Inclusive Pathways to Employment

This section sets out a range of programmes which offer targeted approaches, supports and positive actions to assist in overcoming the systemic barriers that prevent Travellers and Roma from remaining in education and accessing training and employment. It outlines actions that you can take to connect with these initiatives to enable you to reach Traveller and Roma candidates for work placements, apprenticeships and employment opportunities.

The importance of positive actions

Family, friends and wider social networks play an important role for most people in getting our first job. These connections and networks are often not available to Travellers and Roma. Due to a lack of such connections within employment, it is often more challenging. Racism and discrimination also present as a barrier to the first experience of looking for a job.

All of the quotes below are from Travellers who have experienced these barriers and overcame them because of positive action.

“

I got my first job in a local shop because my sister was working there – and she got the job because a settled person vouched for her.

“

Even though I had completed my Leaving Certificate, and had studied business, it didn't happen for me. I started to apply for jobs with my name in Irish...constantly being rejected impacted on my mental health.

“

I knew why I wasn't getting the call - my surname, my address, my identity as a Traveller man. I stopped applying for work. The prospect of moving into your twenties and never getting work is hard to face. Work is not just about money, it is about pride, purpose, and about potential.

Despite experiencing these barriers, with the support of workplace connections, employment supports, social enterprises, these Travellers have excelled and progressed in their careers.

— **Be an ally – Reach out to existing programmes**

The programmes outlined below provide pathways for Travellers and Roma to continue in education and training and become job ready to avail of employment opportunities, and access to decent work. As an employer, you can be an important ally for Traveller and Roma in taking a proactive role in providing employment opportunities. Different ways to connect with these programmes are suggested below.

— **Path 5 - Programme for Access to Higher Education**

The Programme for Access to Higher Education (PATH) is a dedicated programme of the Higher Education Authority (HEA) aimed at increasing participation by under-represented groups in higher education.⁷⁹ Strand 5, or PATH 5 as it is known, aims to strengthen access, participation, progression, and success for Traveller and Roma students in higher education. It also aims to further develop community-based partnerships with the Traveller and Roma organisations to help advance these goals. The key objective of this funding stream is to enable Higher Education Institutions (HEIs) to put in place an infrastructure to increase the participation of Traveller and Roma students in higher education.⁸⁰

Some HEIs now have Traveller and Roma Access Officers. These officers, many of whom are Travellers or Roma themselves, play a crucial role in supporting Travellers and Roma in accessing and succeeding in higher education. They work to address barriers to access, progression, and retention, by collaborating with Traveller communities and their organisations to achieve this. Contact details are included in the directory.

As an employer, you may already have a connection with HEIs in your area or related to your sector. Here are some actions you could take:



Actions

Be proactive:

- Reach out to HEIs to discuss their Traveller and Roma Access to Education programmes to find out more about how their programmes are operating.
- Share information about work placements, internships, traineeships, apprenticeships and employment opportunities.
- See the directory of the guide for contacts.

— National Traveller Apprenticeship Incentivisation Programme

The National Traveller Apprenticeship Incentivisation Programme (TAIP) is a pilot programme delivered by the Irish Traveller Movement, and funded by Department of Further, Higher Education, Research, Innovation and Science (DFHERIS). TAIP also works in close collaboration with the National Apprenticeship Office, ensuring alignment with national strategies while providing additional supports to both apprentices and employers. It provides supports to both apprentices and employers.⁸¹ Supports include a bursary of up to €3,000 to apprentices on a SOLAS approved apprenticeship or Travellers enrolled in pre-apprenticeship or access to training programmes,⁸² and a one-off grant of €2,000 to employers who employ a new Traveller apprentice.

The Programme employs an outreach approach to promote the initiative among the community and works with employers to secure placements for apprentices. One-to-one guidance ensures financial and practical barriers are reduced and participants are supported throughout their apprenticeship journey. The Programme engages with public and private sector employers to seek targeted apprenticeship places for Travellers.

Participants in TAIP can also benefit from the first Traveller-Specific Pre-Apprenticeship Programme, developed by the Offaly Traveller Movement (OTM), in partnership with Laois and Offaly Education and Training Board (LOETB). This groundbreaking initiative is designed to equip members of the Traveller community with the necessary education and skills to advance into further education or craft apprenticeships.⁸³

— Benefits for employers

TAIP offers more than funding.

It is an opportunity to:

- Support diversity and inclusion in the workplace.
- Strengthen skills pipelines and improve retention.
- Demonstrate leadership in equality and inclusion.
- Contribute to addressing wider structural inequalities in the labour market.



Actions

Employers can help create an inclusive apprenticeship system by:

- Engaging with TAIP to explore supports and opportunities.
- Recruiting Traveller apprentices and making use of bursary funding available.
- Providing cultural awareness training to foster inclusive workplaces.
- Partnering with Traveller organisations to develop recruitment pathways.
- Showcasing success to promote Traveller apprenticeships within their sector.
- For more information about the programme contact the Irish Traveller Movement. Contact details are in the directory.

By taking these steps, employers can bridge the gap, fill skills needs with employees from disadvantaged backgrounds, including Travellers, and contribute to lasting equality.



Case Study:

What difference has the Traveller Apprenticeship Incentivisation Programme made?

The Irish Traveller Movement (ITM) has been delivering the TAIP programme for three years, Bridget Kelly, ITM's National Traveller Policy Co-ordinator for Employment and Enterprise highlights some important elements of the journey so far and a little bit of what's next.

Traveller-Led, Community-Based Model

TAIP's success is rooted in its Traveller-led approach. Outreach workers and the programme coordinator are Travellers, ensuring culturally appropriate support and strong trust with participants. Working through local Traveller organisations, TAIP reaches individuals who may lack connections or role models in apprenticeships. This peer-based approach helps overcome barriers such as discrimination, low confidence, and limited employer networks.

Engagement and Participation

The opportunity to take part in an apprenticeship promoted through TAIP, has generated strong interest within the Traveller community. Many Travellers are actively participating in both Solas approved apprenticeships and pre-apprenticeship programmes, with bursaries playing a key role in supporting retention. Participants report increased confidence and a stronger sense of equality in the workplace. Through these efforts, TAIP is helping to develop a pipeline of motivated Traveller apprentices and visible role models, with a particular focus on supporting Traveller women.

Employer Partnerships

TAIP has made some positive progress with employers, particularly within semi-state, public sector and local employers. Cultural awareness training has supported employers to understand barriers faced by Travellers and develop inclusive recruitment practices. This engagement creates opportunities for sustainable apprenticeship pathways and strengthens workforce diversity.

Bridging the Gap

Despite progress, gaps remain. Some employers are unaware of TAIP or that their apprentices are Travellers. Expanding awareness through communication, workshops, campaigns and continued outreach is vital to increase participation. Building awareness and relations with employers is an ongoing priority for ITM.



Case Study:

ESB's Traveller and Roma Inclusion Programme

At ESB, we are committed to fostering a culture of diversity, equity, and inclusion (DEI) where every individual feels valued, respected, and empowered. We know that a diverse workforce is essential to driving innovation and achieving our ambitious goals, including our commitment to a Net Zero future. We recognise that diverse perspectives are crucial in developing sustainable solutions. We are committed to strengthening the diversity of our workforce by actively recruiting, developing, and retaining individuals from underrepresented groups. This approach not only enriches our teams, but also enhances our ability to innovate and lead in the transition to a sustainable energy future.

We are proud to partner with the Irish Traveller Movement to support the inclusion and empowerment of the Traveller community. Our journey began through collaboration with key stakeholders — including community advocates and representatives from the Irish Traveller Movement — who helped us understand the unique challenges and opportunities in this space. Through this partnership, we aim to provide opportunities for education, employment, and community engagement, ensuring that Travellers have a voice in shaping our shared future.

Since 2023, we have:

- Worked with the Irish Traveller Movement (ITM) to deepen our understanding of the Traveller community's culture and aspirations. This has been instrumental in ensuring that our programmes and policies are informed by lived experience and community insight.
- Promoted ESB as an inclusive and accessible employer for the Traveller community. In partnership with the Irish Traveller Movement, we've participated in webinars to share insights into career opportunities at ESB and encourage applications. To further this outreach, we co-created a promotional video showcasing ESB as a welcoming workplace, which was shared across ESB and ITM platforms: <https://youtu.be/k41SXKSeGPI>
- Introduced our first company-wide Respect and Dignity training, which focuses on discrimination, harassment, and micro-aggressions, with real-world examples—including those affecting the Traveller community—to reinforce inclusive behaviours.

At ESB, creating a workplace where everyone feels welcome and valued is not just a goal—it's a reflection of our core values and who we are as an organisation. This year marks an important milestone in our partnership, with early signs of impact beginning to emerge, reflecting the value of sustained engagement.

We've worked to build an inclusive environment that encourages members of the Traveller community to see ESB as a place where they can thrive. Our experience has shown that inclusive approaches benefit everyone—enhancing team cohesion, broadening perspectives, and strengthening our talent pipeline.



Sinéad Kilkelly, Executive Director, People & Sustainability, ESB

In a Nutshell

Key learnings include the importance of early engagement, community partnerships, and continuous reflection. We encourage other employers to consider TAIP not just as a programme, but as a catalyst for broader cultural change.

Civil Service Traveller and Roma Work Placement Programme

The Civil Service Traveller and Roma Work Placement Programme was developed in line with the National Traveller and Roma Community Inclusion Strategy II 2024 – 2028 and aims to promote greater participation and inclusion of individuals from these communities in the civil service. The programme is managed by the Department of Justice, Home Affairs and Migration, working in collaboration with the Department of Children, Disability and Equality and the Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation, and recruitment is facilitated by publicjobs.

The paid work placement is for a period of 12 months at Clerical Officer (CO) or Executive Officer (EO) level with a participating Government Department or Office. Prior to completion of the placement, candidates who have been successful in the

role may apply for a confined competition for a permanent position in their host Department.

A Traveller and a Roma Programme Liaison Officer from two participating Traveller and Roma organisations are points of contact before and during the programme. They provide support with the application process, interview preparation, information about support workshops and address questions or concerns.

The steps involved in the programme include:

- Working with Traveller and Roma organisations to promote the programme.
- Appointing a Traveller and a Roma Liaison Officer.
- Offering supports at different stages of the recruitment process (information clinics, applications clinics and interview clinics).
- Arranging a 'buddy system' where a work colleague is a go-to person for queries.
- Providing a mentor to exchange ideas with, offering feedback, helping set goals for the person's professional and personal development.
- Providing cultural awareness training.
- Organising peer networking opportunities for participants.
- Supporting participants who successfully complete the placement to apply for a permanent position in the same Department through a confined competition.

Below is a case study of the experience of the Department of Justice, Home Affairs and Migration who was the lead stakeholder in the development of the Civil Service Internship Programme, which has now evolved into the Civil Service Traveller and Roma Work Placement Programme. In the case study, the Department shares its experience of delivering the programme and the insights of participants. It should be of great value to you as an employer, in either the public or private sector, when thinking about developing such a programme.



Case Study:

Department of Justice participation in the Traveller and Roma Internship Programme

The development of the pilot Traveller and Roma Internship Programme in 2022 was a key action of the National Traveller and Roma Inclusion Strategy (NTRIS). As the lead stakeholder for this action the Department of Justice, Home Affairs and Migration was inspired by our mission to achieve a safe, fair and inclusive Ireland, where regardless of ethnicity or background, every person is treated and valued equally. This twelve-month internship provided Travellers and Roma with paid work experience in several Civil Service Departments. The programme created practical employment opportunities and demonstrated how public sector bodies can take a lead role in social inclusion initiatives.

Wrap around supports

Wraparound supports were put in place which included experienced line managers, mentors, on-going training opportunities and a peer network to foster a community among the interns. This support system allowed participants to gain hands-on experience, improve performance and growth in key skills, and gain a better understanding on the impact of their work as civil servants.

Cultural awareness

A key element of the programme was cultural awareness training for participating Departments, which addressed the skills needed to identify and respond to any latent unconscious bias and informed participants on the history, culture and contemporary challenges faced by members of both communities. Host Departments were therefore better equipped to foster a supportive work environment and achieve meaningful inclusion.

With the valuable experience gained during the programme, several participants were subsequently successful in gaining Civil Service employment. Feedback from one participant was that:

“the internship has given me more knowledge about the Civil Service and the opportunities within the Civil Service for everyone, regardless of who you are”.

Opportunities

Participants also noted the opportunity to gain full time employment, following completion of an internship, as a significant incentive for future participants. This feedback and other recommendations were considered when planning the current iteration of the programme and contributed greatly to its development.

The 2025/2026 Civil Service Traveller and Roma Work Placement Programme, as it is now called, has an increased number of Civil Service Departments participating and broader regional spread, with a total of 21 roles located across 5 counties. Traveller and Roma Programme Liaison Officers from two Traveller and Roma organisations have been appointed to build awareness, assist candidates and interlink with public jobs and local HR. A new pathway to permanency has been added which will allow participants who successfully complete the placement to apply for a permanent Civil Service position.

The current programme will deliver valuable strategic outcomes and demonstrate how the Civil Service plays a lead role in promoting equality and diversity in the workplace to better reflect the communities we serve.

In a Nutshell

Critical to the development of Traveller and Roma placement programmes is the participation of Traveller and Roma representatives, developing defined pathways to employment and broadening regional opportunities. The provision of skills development, peer networks and targeted supports are invaluable to set participants on a path to success.

Special Initiative for Travellers (SITs)

The Special Initiative for Travellers (SIT) focuses on job-ready Travellers and supports their access into employment and enterprise development.

— How it works

A Job Coach works with Travellers to identify the type of employment that they are interested in. They review the person's current skills and see what positions would be suitable or explore the possibility that further training may be required. They will then identify suitable employer(s) and provide any necessary support and coaching in the workplace. A Job Coach also provides after care/on call service for participants and employers when the need arises.

This is a free service, funded by the Department of Children, Disability and Equality, and the project is based on meeting the training and employment needs of members of the Traveller community. Under the National Traveller and Roma Inclusion Strategy II Action Plan 2024 – 2026, there are proposals to extend the SIT local offices from 7 to 14 locations, provide for a central coordinator for the service, and to include Roma in the target group.

There are SIT local offices in Clare, Cork (North and South), Donegal, Dublin, Meath, Galway-Roscommon, and Kerry. Please see contact details in the directory. Employers can access these SIT local offices, to get in touch see contact details in the directory.



Case Study: Supporting Traveller and Roma Employment in Donegal

The Donegal Local Development Company (DLDC) supports Travellers and Roma to find employment or start their own businesses. Under SIT, this free programme provides support with training, and education. The programme aims to address the specific training and employment needs. As an example of the work they do, a Job Coach worked with Harvey's Point (a 4-star luxury hotel in Donegal) and facilitated work experience opportunities for young Travellers which have resulted in full and part-time employment. The young Travellers spoke about their positive experiences of working in Harvey's Point in an article in the Traveller's Voice magazine, outlining how good it felt to be accepted as Travellers, and treated with dignity and respect by their co-workers.

Business in the Community Ireland's Traveller Employment Programme

The Business in the Community Ireland's (BITCI) Traveller Employment Programme supports members of the Traveller community to gain and sustain meaningful employment. It offers a flexible and supportive approach, shaped by the goals and circumstances of individual participants.

This tailor-made programme can help participants to identify their career plans, and achieve employment goals through one-to-one coaching and employment supports. It works closely with local Traveller organisations and businesses in delivering supports to both employees and employers with supports continuing into employment.

BITCI's Elevate Inclusive Workplace Pledge supports businesses in building inclusive workplaces which reflect Irish Society. The pledge also encourages businesses to build trust and create long-term connections with the Traveller community. More than 60 companies have signed the Elevate Pledge, including Bidvest Noonan which has worked with BITCI and Exchange House Ireland to implement a positive action programme targeting Travellers.

Open Doors Initiative

The Open Doors Initiative provides employment support to Travellers and Roma by creating pathways to work through training, education, employment, and entrepreneurship opportunities. They support individuals by offering tailored programmes and resources, including job search support, skills training, and mentorship. The organisation collaborates with companies that are committed to inclusive recruitment practices to connect Traveller and Roma job seekers with meaningful employment.

REaT Roma Employment and Training Programme

The Roma Employment and Training Programme (REaT) is a programme run by the Dublin City Community Co-Op in Dublin's inner city. It focuses on reducing poverty and promoting inclusion for the Roma community by offering tailored support, such as help with employment opportunities through strategic partnerships with employers and through active supports both pre-employment (CV writing, interview skills) and during employment. REaT also provides life skills, resilience and mentoring supports for its service users.



Actions

- Reach out to these Traveller and Roma Employment Support Programmes to find out more information about how the programmes operating.
- Travellers and Roma are supported to be job ready. Job coaches can provide support to employers and new employees in the workplace, which you can avail of.
- Reach out to Traveller and Roma organisations about other programmes.
- Commit to building relations over time with programmes that are a good fit for your organisation.
- Offer to organise visits to your business or organisation.
- Share information about work placements, internships, traineeships, apprenticeships and employment opportunities.
- Contact details for all of these programmes are in the directory.

Employment and Youth Engagement Charter

The Employment and Youth Engagement Charter was launched in summer 2024 as an initiative of 'Pathways to Work'. Employers are invited to engage with the Charter and sign up to at least two of six listed commitments.⁸⁴

The six listed commitments (to which businesses are asked to undertake to deliver two or more) are:

- Take advantage of employer incentives and supports which help give jobseekers work experience and offer pathways into employment, including the Work Placement Experience Programme, the JobsPlus Scheme and the Wage Subsidy Scheme.
- Avail of an Intreo briefing to find out how you can support the hiring of Intreo candidates.
- Host an event to offer advice to jobseekers on how to search for a job, write a CV and prepare for interview.
- Offer motivational talks to young jobseekers by sharing your knowledge on how to get job ready or start a business.
- Develop a mentoring programme to offer guidance and support to job seekers.
- Help to reduce youth unemployment by recruiting young people with the support of Intreo.

As well as young people, the Charter caters for priority groups of jobseekers who may find it hard to get an interview, gain work experience or move into work, including members of the Traveller and Roma communities (as well as people with disabilities, older workers who lost their job later in their career, and people who have spent time out of the workplace due to caring or childcare responsibilities).



Actions

- Intreo staff across the country can support you as an employer to fulfil your commitments to the Charter. Employers interested in the scheme can email employers@welfare.ie for more details. Information on regional Department of Social Protection offices and staff members rolling out the scheme is available on the Department of Social Protection's website.

- Register your interest as an employer.
- Advertise internships, apprenticeship, and employment opportunities with them.
- Offer internships and work experience opportunities.
- Offer mentoring or coaching services.



Case Study:

Learning from the Past – South Dublin County Council (SDCC) General Operative programme.

Even though it was established in the mid-2000s, this programme is still regarded as an exemplar of good practice. It comprised a six-month training programme (including two days per week on-site with SDCC Parks Department undertaking concreting, kerbing, paving). The remaining three days were held in a community training centre, but class-based training was capped at one hour per day (owing to literacy difficulties or negative experiences of class-based education).⁸⁵

Key features for success included:

- A champion in SDCC (HR manager) and leadership from the County Manager.
- SDCC HR manager worked with the local Traveller organisation to shape and design the recruitment process.
- Buy-in from line managers in the Parks Dept. (who also received diversity training).
- Outreach information events took place in local hotels (not SDCC offices) to promote the programme.
- Participation was on a paid basis, and participants were offered full-time employment as General Operatives after completing the six-month training programme.
- Interviews were held in a hotel, aimed at being as stress-free as possible.
- 12 young Traveller men participated in the programme: 8 completed it and gained full-time employment. All had ceased full-time education before Leaving Certificate.

- Ongoing support and mentoring during the training and initial employment stages. This was essential in building trust and helped to boost confidence during the initial stages.
- It also developed a targeted Clerical Officer Programme that resulted in the recruitment of a number of Traveller women to permanent roles

Financial Supports

Having looked at the Traveller and Roma employment support programmes above, it is also good to know that there are financial schemes available to enable you as an employer to get started.

The following supports available from the Department of Social Protection are open to employers of all sizes and sectors, including voluntary, community and private sector employers.

Community Employment Scheme

The Community Employment (CE) programme is designed to help people who are long-term unemployed (or otherwise disadvantaged) to get back to work by offering part-time and temporary placements in jobs based within local communities. Travellers and Roma who are unemployed have specific eligibility for the Community Employment (CE) scheme. More information is available on CitizensInformation.ie.

Work Placement Experience Programme

Having seen the initiatives above, you may be interested in offering work placements or expanding existing workplace or internship programmes. The Work Placement Experience Programme (WPEP) allows employers to host a jobseeker on a work experience placement and to help the jobseeker to build new skills and gain valuable work experience. The programme is targeted at jobseekers who are on certain social welfare payments for 4 months (104 days), if under 30 years of age and 6 months (156 days), if over 30 years of age and want to avail of training and work experience to re-engage with the job market. Employers who host a

WPEP participant will provide a placement for 6 months with the participant attending for work experience for 30 hours a week.

There is no cost to the host/employer; the participant will be paid by the Department of Social Protection during their work placement. The WPEP payment will be a minimum of €359 per week per participant (social welfare payment plus uplift).

Jobs Plus

Jobs Plus is a support to employers who offer employment opportunities to individuals who are unemployed. It provides employers with two levels of payment: €7,500 or €10,000 over 18 months, with the level of payment depending on the age of the jobseeker and the length of time in receipt of a qualifying payment.

Eligible employers who recruit full-time employees may apply for the incentive. More information is available on [JobsIreland.ie](https://www.jobsireland.ie).

Wage Subsidy Scheme

The Wage Subsidy Scheme provides financial supports to you as a private sector employer or third sector (civil society) to employ people with a disability (between 15 and 39 hours per week). An employee with a disability on the scheme has the same conditions of employment as other employees. More information is available on [JobsIreland.ie](https://www.jobsireland.ie).



Actions

- Employers interested in these schemes can contact the Department of Social Protection by email employers@welfare.ie for more details.

Conclusion

This section set out a range of pathways to education, training and employment. The case studies offered very useful information and insights. The availability of financial supports to employers can help them take the next steps.



Section Six

Creating a culture of equality and inclusion

Creating a culture of equality and inclusion

This section sets out the importance of creating a culture of equality, inclusion and anti-racism in the workplace. It puts a spotlight on the role of leadership in making this happen and offers guidance on developing strategies, policies, capacity, and practices that are the scaffolding to foster and nurture an inclusive and welcoming culture.

Develop a welcoming culture

A welcoming culture makes all the difference, when Travellers and Roma experience systemic barriers to employment on a daily basis. Understanding this experience is central to developing an inclusive culture that is visible and applies to all groups.

One Traveller woman described how liberated she felt to be herself because of the welcoming culture in her workplace.

“

‘The benefits are for everyone. We have a diverse workforce and a culture that welcomes Travellers, LGBTQI+ people, people with disabilities and from different cultures. I know that as a Traveller woman that I can be my own true self... I know that my identity is valued. Everyone here knows this. People here are very committed to this workplace and to each other...’

Another Traveller woman described how a positive workplace culture enabled her to be confident in her identity and to act as a role model for others:

“

‘Most Travellers have never seen a Traveller in the workplace. If we see people, then others will think ‘I can do that’.

Employers are valued positively for being **“caring”**, **“like a family”**, and **“looking after you”**. This includes flexible work arrangements, health insurance and offering varied work. This means having a family friendly ethos and understanding

the caring roles of Travellers and Roma in relation to immediate and extended family, in particular women.⁸⁶

Work with Traveller and Roma organisations

To understand the Traveller and Roma experience of racism and discrimination, the systemic barriers they face in accessing and participating in employment and the actions required, it is essential to work with Traveller and Roma organisations.

Some key reasons to work with Traveller and Roma organisations include:



Trust: They are usually known and trusted by the communities and can promote the opportunities widely.



Expertise: They have a deep understanding of the Traveller and Roma culture, traditions, as well as the barriers to employment. Traveller organisations have years of expertise working on employment policy and programmes, some with dedicated employment workers. Most Traveller and Roma organisations provide training on anti-racism, cultural competency and interculturalism. Traveller organisations and organisations working with Roma need resourcing to engage in this work.



Support and advice: They can often provide advice to you as an employer on making the recruitment and employment process more inclusive.



Targeting and outreach: They may be promoting job opportunities to potential candidates.

Plan, prepare and review

Organisations of all sizes and across all sectors can be inclusive, but preparation, planning and review are required.

Employers should consider the following:



Understand the experience of Travellers and Roma in general and the challenges they face in accessing and participating in employment.



Work in partnership with Traveller and Roma organisations to provide you with greater understanding and insights into building an inclusive culture and practices as well as accessing cultural competency and anti-racism training.



Examine your workplace culture – are the values of equality, inclusion and anti-racism visible and present? Is it a welcoming environment for all groups?



Review your policies – be guided by the equality legislation and related codes of practice. As a public sector body, use the Public Sector Equality and Human Rights Duty as a framework. An Equality, Diversity and Inclusion Employment Strategy contributes to the implementation the Duty.⁸⁷



Recognise that because of the range of family commitments, family-friendly policies, flexible work patterns, including part-time work and job-sharing opportunities are very important, especially for Traveller and Roma women.



Develop an Equality, Diversity and Inclusion Strategy that is inclusive of Traveller and Roma. Identify a leader to champion a culture of equality, inclusion and anti-racism and promote Traveller and Roma culture in the workplace.



Consider the importance of a **line-manager** in shaping organisational and team culture and in implementing equality, inclusion and anti-racism policies in practice.



Examine your recruitment practices – to reach and attract candidates from the Traveller and Roma communities. See more information about recruitment in section 7.



Consider how you can make your induction and starting work supports more inclusive. See more information in section 8.



Reflect on how to support progression and put a pathway in place. See more information in section 9.

Time for Action

Once you have reviewed your organisational values, workplace culture, and employment policies and practices in partnership with Traveller and Roma organisations, it is time for action.

— Promote and act on your values

Embed equality, diversity, and inclusion as core values and Traveller and Roma inclusion in the workforce as a strategic priority that is embraced and acted upon by senior leaders.

Clearly communicate your organisation's values and your commitment to promoting equality, diversity and inclusion and to protecting against racism and discrimination in the workplace to all staff. Visibly display your commitments in your branding, promotional and communications tools, including your website, videos, publications, events, social media and all employment related materials.

Demonstrate your commitment to a diverse workforce by showcasing your work at public events and signing up to pledges such as Business in the Community Ireland's Elevate Pledge and the Department of Social Protection's Employment and Youth Engagement Charter. Publicise your commitment to these initiatives.

— Promote and act on your policies and procedures

Develop policies, procedures and practices that reinforce your commitment to equality, diversity and inclusion, including an equality at work statement⁸⁸, and anti-racism statement⁸⁹. This also includes having in place employment equality, family-friendly, care, flexible and part-time work policies and practices. These are very important to support Traveller and Roma women, in particular to access employment.

Involve staff in developing and owning equality, inclusion and diversity policies and procedures, particularly in creating and promoting the dignity and respect at work and anti-racism statements.

Make all staff aware of these policies not only at induction, but on other occasions throughout the year.

Spread the word, be an ally – champion your inclusive work policies among your contacts, networks and other employers.

— Act against racism and discrimination

Part of following through on your commitment to being an inclusive employer means having your policies and procedures in place to counter any acts of racism and discrimination, not to react in the moment if they do happen. This means having a system in place so that staff are not expected to report incidences of discrimination – they may be reluctant to do so. Making all managers aware of how to act is important and the role of line managers and training will be discussed later. The key thing is to be proactive, check in with line managers, ask about any negative experiences, and act on them.

Appoint a lead and foster champions and allies

A whole of organisation approach is needed. This means bringing on board senior leaders and managers and an operational lead to drive the process. This could be an Equality, Diversity and Inclusion (EDI) or Human Resources lead, or an Operations Manager in a smaller organisation. Foster supportive line managers to be leaders in applying workplace culture in practice, building inclusive teams, and implementing equality, inclusion and anti-racism policies. Make sure they receive tailored training and support. There is more about the role of line managers in section 8.

Develop an equality, diversity and inclusion strategy

Develop and implement an Equality, Diversity, and Inclusion Strategy that is inclusive of Travellers and Roma to deliver on your commitment to a workplace culture of equality, inclusion and anti-racism. Consult with staff and Traveller and Roma organisations, and employment support projects as part of its development.

The strategy should:

- Aim to create a safe, welcoming, supportive and inclusive workplace for all.
- Embrace diversity and value individual differences and contributions.
- Communicate that discriminatory behaviour will not be accepted.

- Commit to providing supports to foster an inclusive and diverse workforce, such as tailored training for senior leaders, senior managers, recruiters, line-managers and staff.
- Set out the organisation's commitments to achieving dignity and respect for all in the workplace to access, such as in an Equality and Dignity statement.
- Describe and provide links to all your employment equality policies.
- Name Travellers and Roma as part of your equal opportunities' employment statement in recruitment material. Please see example in Section 7 on Recruitment.
- Include mechanisms and actions for monitoring and reviewing the strategy.

Provide cultural competency and anti-racism training

Build a training programme, shaped and delivered by Traveller and Roma organisations, which offers tailored training to strengthen the capacity of leaders, managers, and employees to promote respect for everyone's dignity and equality and challenge racism and discrimination. There are many different types of training and terms used to describe it, including anti-racism, cultural competency, cultural awareness, equality, diversity and inclusion training, to name a few.

Acknowledge Traveller and Roma experience of racism and discrimination and foster intercultural understanding. The training should support employers, leaders, managers and employees to build the policies, competencies and the self-awareness to know what it means to be inclusive and at the same time how to deal with different forms of racism. It should be developed by and involve Traveller and Roma trainers in its delivery, and be rooted in human rights and equality. The principles of fairness, respect, dignity, equality and inclusivity should be fundamental to the training, with a focus on values and attitudes. It should move beyond providing information and raising awareness towards a transformative educational experience, leading to changes in attitudes and behaviours as well as the skills and know-how to apply in practice at institutional and individual level.

Below two complementary training approaches are described: cultural competency, and anti-racism training.

— What is cultural competency training?

Cultural competence is a set of values, behaviours, attitudes, and practices within a system, organisation, and programme or among individuals that enables them to work effectively cross-culturally.⁹⁰ Cultural competency training enables individuals and organisations to effectively interact with people from diverse cultural backgrounds.

This training builds skills in communication, awareness, and understanding of different values, beliefs, and behaviours to create more inclusive and equitable environments. The goal is to move beyond simply being aware of differences, to actively integrating this knowledge to improve relationships, outcomes, and services. Striving to achieve cultural competence is a dynamic, ongoing, developmental process that requires a long-term commitment.

Cultural competence training in relation to Travellers and Roma will include:

- Building an understanding of human rights and equality values.
- Increasing knowledge and understanding of the communities: what is the situation, experience and identity of Travellers and Roma?
- Exploring concepts of inequality, stereotyping and discrimination and how Travellers and Roma experience these.
- Transforming attitudes and behaviour leading to inclusion in practice.
- Developing an understanding of what equality, diversity and inclusion in the workplace and employment policies and practices look like, across all stages of the recruitment and employment process.
- Working out how to achieve a workplace based on equality and respect for all – what cultural and practical changes need to be made at individual and organisational level?
- Understanding the different roles of leaders, managers and employees and how to develop a process to put the policies and practices in place across the organisation.

— What is anti-racism training?

Anti-racism training in relation to Traveller and Roma is an educational programme designed to combat racism and discrimination against these communities in Ireland. The training aims to promote the human rights and equality of Travellers and Roma by addressing issues like marginalization, exclusion, and negative stereotypes that contribute to poor outcomes in areas such as education, housing, and health. It uses a community development approach to build awareness and understanding of the specific challenges faced by these ethnic minorities, fostering a more inclusive society and workplace.⁹¹

Examples of Traveller and Roma led Training Opportunities

Traveller Employment: Recruitment & Retention Training

The Irish Traveller Movement and Business in the Community Ireland have developed and delivered a training programme to support and engage businesses around the recruitment of staff from the Traveller community. This short training covers some of the key challenges faced by Travellers in the employment market. It provides businesses with guidance and advice on how to target Travellers as a diverse talent pool in the labour market and provides strategies to ensure Travellers in the workplace are included and free to be their authentic selves.

Pavee Point Traveller and Roma Centre Anti-Racism Training

Pavee Point has 40 years of experience of working to address anti-Traveller and anti-Roma racism, including providing cultural competency and anti-racism support and training to Government departments, public services and agencies, as well as a wide range of organisations. This work aims to increase knowledge of anti-Traveller and anti-Roma racism, and its impact on Travellers and Roma in Ireland today. It supports people to reflect on and challenge societal, individual and/or organisational attitudes, beliefs and practices regarding Travellers and Roma and identify actions to equality and human rights proof services and policies.

A recent example is a programme of anti-racism training provided to all Department of Social Protection (DSP) employment services staff (approximately 400 staff) over a one-year period. This is a 3-hour, participatory on-line training. The need and purpose of the training was identified through the DSP's Traveller and Roma Consultative Forum.

Donegal Travellers Project's Diversity Aware Training

Donegal Travellers Project (CTP) delivers DiversityAware, a ten-part online training programme that can take employers through the key elements of diversity. The training programme is underpinned by a human rights and equality approach and includes elements on understanding diversity, ethnicity, racism and interculturalism and creates awareness of the Traveller and Roma communities and their experience of racism and discrimination. Participants receive a DiversityAware certificate upon completion.

DTP also has a panel of skilled trainers that can deliver bespoke training in intercultural awareness, intercultural competence and diversity awareness.

Traveller Cultural Awareness Programme

The Traveller Cultural Awareness Programme is an initiative of the Traveller-led organisations in Cork city and county as well as representatives from the HSE. The Training is provided by Travellers.

Other Traveller and Roma organisations around the country deliver similar training.

Please see contact details set out in the directory at the end of the guide.

Celebrate Traveller and Roma culture

It is important to create opportunities to visibly celebrate diversity in the workplace and cultural events outside the workplace by publicising important dates and events for various groups in your workplace.

For example, by participating in or publicising cultural events such as the Misleór Nomadic Cultures Festival (Galway) and marking events such as International Roma Day and National Traveller Pride week.

International Traveller and Roma Day, 8 April

International Traveller and Roma Day is marked on 8th April each year.

It focuses on the issues affecting Roma people across Europe and also celebrates Roma history, culture, language and aspirations. Local and national organisations mark the day with a number of events.



Celebrating International Roma Day with Musicantia.
Pic Derek Spiers

Traveller Pride

Traveller Pride is a two-week event celebrating the culture, heritage and identity of Travellers. It celebrates and promotes the community's unique contribution to Irish society while combating the discrimination they face.

Traveller Pride events take place on a local and national basis, including the Traveller Pride Awards. These Pride Awards celebrate achievements in the categories of education, community, enterprise and employment, youth, sport, music and culture.

For more information

<https://www.travellerprideweek.org/>



Traveller Pride Event

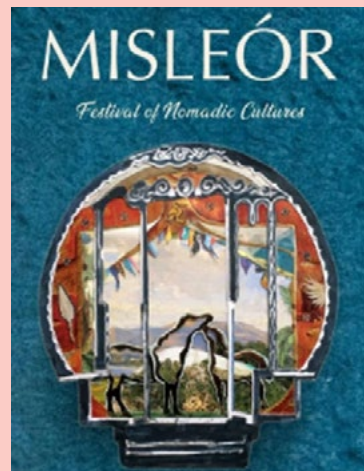
Misleór Festival of Nomadic Cultures, Galway

Misleór means 'wanderer' in the Irish Traveller language Cant (aka Gammon) – it celebrates and connects nomadic peoples from around the world.

It is an annual five-day event that takes place in September. It explores nomadic identity and welcomes all to celebrate the diversity within nomadic communities through music, theatre, film, poetry, visual art and exhibitions across a number of venues and theatres in Galway.

For more information contact:

misleorfestival@gmail.com



Misleor, Festival of Nomadic Cultures

Conclusion

This section set out in a comprehensive range of measures to support you as an employer to develop a culture of equality and inclusion that is welcoming to Travellers and Roma and take actions to prevent and address racism and discrimination.



Section Seven

Inclusive recruitment

Inclusive recruitment

Having inclusive recruitment policies and practices is a good indicator for candidates that you, as an employer, are committed to supporting a diverse workforce.⁹²

This section highlights the importance of demonstrating that you are an inclusive employer via branding and messaging, as well as at every stage of the recruitment process. This includes:

- Signalling that you are a welcoming employer.
- Partnering with Traveller and Roma organisations.
- Creating an inclusive advertisement and promotional strategy.
- Making your job application, selection and interview processes inclusive.

Signalling that you are a welcoming employer

Most workers take a safe and welcoming work environment for granted. However, many Travellers and Roma expect – and do – encounter racism and discrimination when looking for work as well as in the workplace. Employers need to be aware of this in the recruitment and employment process and reflect on how visible and well-known their commitment to equality, diversity and inclusion is.

“

We really need to look again at how we access minority groups. How do we make sure that we're communicating to them that our organisations are open and safe places for them?

Inclusion should be embedded at all stages of the recruitment process. Employers should consider ways to ensure that they are not unknowingly excluding Travellers and Roma from their recruitment processes.

Partnering with Traveller and Roma Organisations

As said earlier, to create a culture and employment practices that are inclusive of Traveller and Roma, develop partnerships with Traveller and Roma organisations. They understand the barriers to employment and how they can be overcome. They have the expertise to work with you to revise your recruitment policies and practices. Seeking advice from employment support projects, including job coaches who can provide you with practical insights.

Creating an inclusive job advertisement

First impressions are important.



Include clear information in your job advertisement that you are inclusive. Travellers and Roma expect discrimination, so the wording in your job advertisement could really make the difference in attracting people to apply.

There are a range of actions that you as an employer can take in how you advertise and promote opportunities that are inclusive and have the best chance of reaching Travellers and Roma.



Actions

- Visibly Inclusive Design
- State your commitment to equality, diversity and inclusion in the advertisement.
- Signpost equality, diversity and inclusion workplace policies, such as your:
 - Equality, Diversity and Inclusion Strategy.
 - Employment equality policies.
 - Equality and dignity at work statement.
 - Anti-racism policy and procedures.
 - Family friendly policies, including how you facilitate flexible and family-friendly working.

- If you are a public body, display a link to your Public Sector Equality and Human Rights Duty Statement.
- Use authentic photographs that reflect the diversity in job advertisements and publicity. When possible, the visibility of Travellers and Roma in employment can present a powerful message to candidates.
- Provide clear information about what the job entails, and the application, interview, and selection processes.

— Equal opportunities statement

Research has shown that general Equality, Diversity and Inclusion Statements such as ‘we are an equal opportunities employer’ are too generic and do not adequately signal that underrepresented groups are welcome to apply. This is the IHREC’s statement as an example:

Equal Opportunities Statement - Example

At the Irish Human Rights and Equality Commission our purpose is to promote and protect human rights and equality in Ireland and build a culture of respect for human rights, equality and intercultural understanding in the State. As a public body, we have a responsibility to promote equality, prevent discrimination and protect the human rights of our employees, customers, service users and everyone affected by our policies and plans. We therefore particularly encourage applications from candidates who are likely to be underrepresented in our workforce. This includes people from Black, Asian and minority ethnic backgrounds, Travellers, Roma, disabled people, LGBTQIA+ people and those with lived experience of the criminal justice system.

Reasonable accommodations will be provided, if required, during this process. To discuss and request reasonable accommodations in confidence please contact this email address.

Creating an inclusive job advertisement

Having a clearly set out and inclusive application process in place will encourage Travellers and Roma to apply.

“

“The questions on the application form were very difficult – it was like doing an assignment. I would not have been able to do it, if I didn’t get support – it was so tricky.”

With such high levels of unemployment, not everyone may be able to access the supports they need, so it is important to review the application process with an equality, diversity and inclusion lens to ensure it is inclusive.

Consider the following:

- Is the application form in Plain English to make it accessible to everyone, regardless of literacy levels?
- Are the requirements of the job clearly set out?
- Is the application specification and form competency-based to enable applicants to demonstrate their skills and experience?
- Are formal education qualifications essential for the job?
Some Travellers and Roma may not be able to meet minimum educational qualifications, while having the competencies, experience and skills for the job.
- Is there scope for learning on the job, especially if it is an entry level job?
- Is there scope for recognition of skills developed outside the workplace, such as working with family members or voluntary community work? The National Youth Council of Ireland developed Skills Summary, a tool that measures the skills young people gain by participating in youth work and volunteering opportunities and their value and applicability to the workplace.⁹³
- Is there scope to recognise the transferability of skills and experience from one sector of work to another? For example, from the community sector to the public and private sectors.

- Is it exclusively an online application process, requiring access to IT to complete? This could deter some applicants. For example, only 34% of Travellers have access to internet compared to 78% of the general population. Offer the option of sending in the application by post.
- Can you provide a telephone number as well as an email address for people to contact you if they need further information about the application process, role, interview process, or to request reasonable accommodations?
- Can you engage with national Traveller and Roma organisations and employment support projects to review draft job advertisements and application forms and include them in the recruitment drive so that they can reach out and offer to support to potential candidates.

Remember

It is important to review the job specification to ensure that the requirements set out are appropriate to the job.⁹⁴

Dublin Bus, for example, makes it clear in job advertisements that the only requirement to apply for the post of a bus driver is a clean driving license.

Making the job specification and application form accessible

A clearly defined and accessibly written job specification is an important step in ensuring that your recruitment and selection policies are inclusive and will encourage Travellers and Roma to apply. Consider taking the following actions:



Actions



Job specification

- Use Plain English and avoid jargon or abbreviations that make it hard to understand the role.
- Include a telephone number and email address so that person can get further information.



Requirements of the Job

- Make sure that the job title and description clearly says what the role involves.
- Clearly set out the duties and tasks are required.



Skills and Experience

- Identify core skills and set out the essential functions of the job to be carried out.
- Set out the skills in a competency-based format.
- Make clear what experience is essential for the job and what is desirable.



Terms and Conditions

- Include details of the salary level and range.
- Include if there is flexibility to work part-time, or job share. Flexible work options make it easier for many Traveller and Roma women to access employment.
- Include details of conditions of work such as family-friendly policies, pension entitlements, paid maternity benefit.



Explain Job-setting

- Explain the physical environment and conditions of the job setting.
- Explain the social conditions of the job (work alone, work with others, work to deadlines).



Indicate Reasonable Accommodation can be provided

- Explain that reasonable accommodations will be provided, if required, during this process. Provide information on how to do this. For example: To discuss and request reasonable accommodations in confidence, please contact this email address.



Dates and Selection Process

- Explain the steps in the selection process.
- If an assessment is the first step, explain what that is.
- Give the date and form of interview (online, or in person), the composition of the interview panel and where it will take place.



Application form

- Ensure that the application form is accessible and clearly set out.



Design

- Ask competency-based questions.
- Give opportunities to outline any transferable skills in the form.
- Offer the option of submitting the application in an online format, by email or as a physical copy.
- Is an application form necessary? Depending on the size of the business or organisation, consider the option of a curriculum vitae rather than an application form.

Promoting Employment Opportunities to Traveller and Roma

Do not rely on how and where you usually advertise your jobs or the usual recruitment agencies to reach potential Traveller and Roma candidates.



Actions

- Seek advice from Traveller and Roma organisations Partners and Traveller and Roma employment support projects in developing a promotional strategy.
- Collaborate with them to disseminate employment opportunities through their networks as they are a trusted source of information to the communities.
- Depending on resources and size, consider attending job fairs specifically targeting Traveller and Roma and other under-represented groups.
- Consider holding information events with Traveller and Roma representative organisations to raise awareness. Face-to-face and outreach events can be effective at reaching candidates.
- Consider providing longer lead-in times to closing dates if possible. This allows more time for information to reach the community by word-of-mouth as many do not have access to computers or internet.
- Use the contacts in the directory of this Guide.

Short Listing Candidates

Approach all applications with an open mind.⁹⁵ By being open minded in your approach, and using your equality, inclusion and diversity lens can help you identify talent that could otherwise be excluded. Consider the following actions:



Actions

- Ensure that all staff or external recruiters involved in the shortlisting have received Traveller and Roma cultural competency, anti-racism and unconscious bias training.
- Addressing employment gaps could be one issue that arises in applications from Travellers and Romas. Look for experience and skills relevant to the job elsewhere in the application, such as different types of training, working with family members, doing community and voluntary work.
- Use 'blind recruitment' methods to remove indicators of gender, race, ethnicity and religion can help to focus on whether a candidate has the right skills and experience for a role rather than personal attributes.

Tests and Assessments

Remember that the applicant may not have prior experience of tests and assessments. Consider if such tests are required at all. Consider if these tests could be a barrier to Travellers and Roma and other underrepresented groups from applying for the job or getting to interview stage.



Actions

- Seek advice from Traveller and Roma organisations and Job Coaches in Employment Support Initiatives.
- If used, candidates will perform better if they get as much information as possible in advance about the test and assessment process.

Making the Interview Process Inclusive

Remember the applicant may not have prior experience of a job interview. Candidates will perform better if they get as much information as possible in advance about the interview process. Consider alternatives to formal interviews, such as carrying out an example of a work duty where a candidate can complete tasks to demonstrate their competencies.



I was intimidated by the interview – it was all suits and ties. I still got the job, but I was very nervous.

Some employers who undertake targeted initiatives note the value of meeting with candidates in advance of interviews (or recruitment drives):



I would recommend bringing in candidates to see the workplace – like an open day. Then they are fully armed with all the information before the interview -process.

Preparing the Interview

Interviews are a very stressful process, especially if the candidate is fearful of discrimination based on past experience.



Actions

- Give the interviewees enough information about the structure and format of the interview. This can help alleviate stress and anxiety around interviews.
- Provide Traveller and Roma inclusive cultural competency, anti-racism and conscious bias training to the interview panel.
- Ensure the invitation to attend the interview has all the essential information including how to get to the location.
- Ensure that the interview venue and facilities are fully accessible.

- Ask all candidates if they require reasonable accommodations, even if they did not state it on their application form.
- Consider choosing a 'neutral' venue, such as a local hotel, if possible.
- Consider is a formal set-up with a large panel necessary. Could a small panel work.
- Ensure the panel is gender balanced.
- Having diversity on the panel also signals an inclusive approach.

During the Interview

Interviews can be very daunting, especially for Travellers and Roma who may fear discrimination based on past experience. It is important to create a welcoming atmosphere. Consider the following actions:



Actions

- Make the candidates feel at ease and explain the interview process and introduce the interview panel members.
- Ask competency-based questions so that the person can demonstrate their skills and experience.
- Ask short, open and focused questions.
- Give the candidate time to consider and answer the questions.

After the Interview

Be mindful that interviews can be long and stressful. To build the confidence if the person was unsuccessful, it is helpful to be prompt in getting back to the person and spending some time providing feedback. Consider the following actions:



Actions

- Follow up with the interviewee as soon as possible.
- Provide clear and concise feedback on the outcome of the interview, if the candidate was not successful.
- Offer to provide the feedback in multiple formats e.g. over the phone and email.

Conclusion

The purpose of this section was to highlight to employers the importance of reviewing recruitment policies, procedures and practices with an equality, inclusion and diversity lens and partnering with Traveller and Roma organisations to seek their advice on how to overcome barriers to be more inclusive. It also highlighted the importance of rethinking job promotional strategies and collaborating with Traveller and Roma organisations and employment support projects to promote job opportunities, so that they can then support potential candidates to apply. Breaking down barriers and building inclusive practices benefit all underrepresented groups.



Section Eight

Inclusive induction and workplace supports

Inclusive induction and workplace supports

This section sets out what you, as an employer should consider doing to support new Traveller and Roma employees before and after they start work. This may be their first job and they may be the first Traveller or Roma to work in your organisation, department or team. These considerations also apply to anyone on internship, work placement and apprenticeship programmes.

What you need to know

For Travellers and Roma, starting a new job can be a more stressful experience compared to the majority of the population, as a result of racism, discrimination and exclusion.

“

When I started with [my employer] it was a worry – when working with settled people, you ask yourself: are the people going to be alright? Will they look down on me?”

In addition, we know from the consultations undertaken for this guide that new employees may not have the same access to information, networks or contacts to advise about routines and etiquette in the workplace. Most of us would get advice from friends or family when starting a new job. This may not be available for many Travellers and Roma. According to one organisation that has provided supports to Travellers prior to starting work:

“

There can be layers of issues and uncertainties: what are the rules and ‘protocols’ in the workplace? Then there are the costs of starting work: relating to transport to work or buying new work clothes.”

“

There are issues relating to identity: will I face discrimination? Should I hide my identity? This can all be very stressful – it doesn’t take much but support prior to starting and mentoring in work can be important.”

How to help the person prepare for work?

— Don't make assumptions.

- Do not assume that the new employee will be familiar with routines or procedures, particularly if this is their first job, or if they are new to the sector.
- Avail of support and guidance from Traveller and Roma organisations or a job-coach if the person has come through a Traveller and Roma Employment project, as described earlier.
- Pace the induction process so as not to overwhelm the person; ensuring good communication and providing for 'check-ins' and follow up is key.
- Start by reaching out to the new staff member, send a welcome email, followed by a phone call to explain the next steps, their starting date and the welcoming and induction process.

— Provide a welcome pack in advance.

- Provide the welcome pack to new employees before their start date, as a first step in the induction process. This allows them to have time to absorb the information and get ready for work.
- The pack should include information on:
 - The organisation, its values and culture, including any statements on commitments to equality, diversity and inclusion and respect for dignity in the workplace.
 - An overview of key employment and equality policies, including your approach to tackling racism and discrimination in the workplace.
 - Where the new employee will be working – the physical space or building.
 - Start and finish times, including 'core hours', if flexitime applies.
 - Blended working arrangements, if they apply.
 - Accessing work (public transport, parking for cars and bikes).
 - Line manager and the team they will be working in.

- Any mentoring, peer or job coach supports that will be available to them.
- Facilities in work (canteens, kitchen, locker etc.) and workstations.
- Etiquette on work clothes. Don't assume that people know what is the norm. If it is their first job or first-time working in the sector or industry. Let them know if a uniform, or safety wear is required, who pays for it and how and where do they get it in advance of their start day.
- Who will meet them on arrival on their first day.
- First day in work – what they will do (i.e. spend time getting a more detailed induction with HR), who they will meet, lunchtimes, break times, etc.
- The induction process and what this will involve.
- Let the new employee know that they can email you with any queries and that you will give them a call in a few days to check-in, once they have had a chance to look at the welcome pack.

How to create a safe and inclusive working environment

It is common for Travellers and Roma to cope with racism and discrimination or expectations of discrimination by hiding their identity.⁹⁶ One Traveller woman who works in a management role in a company was initially advised by family members not to disclose her identity.

“

“Don't tell them you are a Traveller – you'll get sacked.”

Research has shown how racism and discrimination is a common experience of Travellers and Roma while in work.⁹⁷ The workplace can also be a place of racism and discrimination that can go unchallenged, particularly if staff are not revealing their Traveller or Roma identity:

“

“Often if it happens to me, I won't say that I am Roma...you just [need to be] silent because you need to support your family.”

As an employer, you need to be aware that racism, discrimination and bias is an ongoing issue and is part of the experience of Travellers and Roma, and that hiding one's identity and ethnicity can have negative impacts.



“Listening to your work peers speak badly about your community chips away at your confidence and sense of identity.”

Research undertaken with Travellers and Roma emphasises the importance of creating working environments that are safe and free from racism and discrimination⁹⁸ to ensure that there is no need to hide one's identity.

Be clear – Discrimination in the workplace will not be tolerated

The widespread experience of racism and discrimination among Travellers and Roma means racism and discrimination in the workplace may occur.⁹⁹ Be aware that what might be regarded as casual banter for some, is in fact offensive and discriminatory. As outlined in section 6, be ready, have your policies and procedures to address racism or discrimination in place and your managers and staff trained.

Below are actions you can take:

— Display values

- Have a Charter for Dignity and Respect in the workplace that sets out the values of the organisation and their responsibility to uphold the charter.
- Display the key points of the charter (for example, in the form of a poster), which is clearly visible to all staff in common areas can reinforce these expectations.

— Provide training

- Put in place clear complaints and reporting mechanisms to enable staff to report experiences of racism and discrimination. Be aware that some staff may be reluctant to report these experiences, especially if they are new to the organisation.
- Provide tailored Traveller and Roma led cultural competency and anti-racism training to all leaders, managers and staff.



“What we need to do is to make sure that we’re providing those spaces, where if there are challenges.... that there are spaces and processes to find support and to report any issues that you might be having.”

— **Create safe spaces**

- Be proactive and check-in with the new employee to offer opportunities to discuss any negative experiences.
- Create safe spaces for Traveller and Roma employees to discuss any concerns they have. A job coach can also be a support.

— **Take action**

- Once you are aware of any incident of racism or discrimination, take action to deal with it.

Value of a Job Coach

Job Coaches in Traveller and Roma Employment Programmes check-in with clients starting new jobs on regular basis. This allows for any issues and needs to be addressed early. It also supports confidence – building for the employee – and for the employer.

Induction and Onboarding

The induction session will probably be the first time the new employee has been to the organisation. First impressions count.

— **Welcome**

- Be there to welcome the employee when they arrive on the first day.
- Be supportive and remember that they may have limited experience of the workplace.
- Take time to explain what the induction and on-boarding process will be - its timeline, agenda and opportunities for the new employee to feed back on it.

- Explain the values and culture of the organisation and its commitment to equality, diversity and inclusion. Back this up with your policies dignity and respect at work and procedures for address complaints of discrimination.

— Supports

- Highlight to the staff member what supports are in place if things are not going according to plan. This can relate to how they are coping with their work roles, or the work environment.
- Make sure they know how they can report any negative experiences.
- Make available additional support to account for potential difficulties or lack of confidence around digital literacy.
- Ensure that you factor in regular check-ins for the first few weeks of employment and offer opportunities for feedback.

Line managers are key to implementing a culture of inclusion

According to research undertaken of Travellers' experience across the workplace, 'specific managers were noted for the encouragement they gave, which was viewed as particularly important in a context of being the only Traveller in the organisation.'¹⁰⁰

“

“I think the most important person is middle managers, line managers, you know, they’re the person, day-to-day who have to carry out changes.”

While senior management may lead the development of a culture of equality and inclusion, it is line managers that operationalise it and they need support to do so.

“

“We did an Equality Diversity and Inclusion week, had guest speakers in, lunch and learn sessions, and thought about what steps we can take in the organisation – we are being proactive, it is a constant education.”

— Build capacity of line managers



Actions

- Ensure line managers receive tailored dignity at work and Traveller and Roma cultural competency and anti-racism training to equip them to support Traveller and Roma employees.
- Ensure line managers receive training on the organisation's procedures to deal with racism and discrimination.
- Enable line managers to have enough time to welcome the new employee, explain the job and discuss any details about the role.

The role of the line manager

Again first impressions are important. The line manager has a key role to play in welcoming and supporting the new member of their team to understand the requirements their job and their inclusion in the team and the wider organisation. The assignment of a mentor and a buddy, as discussed later, can support the line manager to help the new team member settle in from the start.



Actions

- Take enough time to work through the tasks involved in the role in detail.
- Organise that they shade other colleagues to learn how to do things in practice.
- Have regular check-ins and ask the new employee if they need further supports.
- Create a safe space where the new staff member can raise any concerns they have.
- Involve a job coach to offer further support, if needed.
- Organise meetings with other staff so that new employees can get a better understanding of everyone's roles.
- Organise a team coffee or lunch.

- Organise a mentor.
- Organise a buddy to introduce them to the social aspects of work, introduce them to colleagues and show them the ropes in relation to breaks, lunch and celebrations.



“It is important that a new employee has access to a mentor who can support them if they have any queries and can check-in to see how things are going, ask the sort of questions and discuss things that you might not want to ask your line manager.”

Assign a mentor

It is helpful to assign a mentor, a person other than the new employee’s line-manager, to support them to transition into the organisation, and be a source of guidance and support.¹⁰¹

It is also important that the mentor is clear about their role and the confidential nature of it. The mentor should receive Traveller and Roma cultural competency and anti-racism training.

According to AHEAD’s Willing Able Mentoring (WAM) Employer Tool-kit¹⁰², the benefits to a mentee include:

- The opportunity to gain valuable information about the organisation.
- The opportunity to discuss their current role.
- The opportunity to think about and discuss their strengths and development needs.
- The opportunity to explore their career expectations and future aspirations.⁹⁶

— Assign a ‘buddy’ or peer support

The social aspect of work is a ‘buddy’ or peer support.

- Assign a peer support (or buddy) to regularly check-in with the staff member, to answer questions, introduce them to other staff and to social activities and make them feel at ease, etc.

66 **My experience with the Department of Agriculture**

Doing an internship gave me the skills and confidence to pursue other opportunities in the Civil and Public Service. But it also gave me so much more.

Originally from the Czech Republic, I have lived in Ireland all my life. I got the opportunity to complete an internship with the Department of Agriculture because a family friend told me about a new Civil Service Internship Programme that was open to Roma. He encouraged me to apply, and I did. I had never worked in an office environment, and I knew that if I got the internship, I would learn new skills and really benefit from the experience of working in the Civil Service. I also wanted to be one of the first Roma to be selected. I am glad to say I achieved both things.

The recruitment process was fairly straight forward. I was delighted to be selected and soon got a phone call to say that two departments were interested in taking me on. I chose the Department of Agriculture because a friend who worked there told me that everyone was really friendly. And it was true, from the start, I found the Department very welcoming, the people there were very friendly. They showed me around and gave me plenty of time to learn the ropes.

Doing the internship at the Department was a great experience! I would do it again. During my time there, I developed many skills including communications and computer skills. I was responsible for taking calls on the Animal Welfare Helpline, dealing with reports from members of the public about animal cruelty, documenting those calls and sending reports to vets. I also learned a lot about teamwork by being part of the grants team. My colleagues passed on their knowledge and experience and I made friends there.

I was delighted to be asked to get a football team off the ground. We succeeded in winning the Civil Service Football tournament for the Department for the first time. That was a great moment.

When my internship was coming to an end, the Department wanted to keep me on, and an extension was given. I applied for a number of competitions but was unsuccessful. Nevertheless, the internship has given me the confidence and skills to seek out other roles in the Civil and Public Service. I am now in the Irish Defence Force Reserves where I have been able to put the experience and skills gained during my internship to good use. I still keep in touch with the many friends I made in the Department of Agriculture.

For anyone from my community thinking of applying for a placement or other opportunity in the civil service in the future, I would highly recommend you do



so. Based on my experience, my Department was more diverse than I expected and there was no need to be afraid, I was welcomed as an equal. Don't worry if your English is not that great, there are often classes available. You will get the opportunity to learn many skills being part of the civil service and if you have the opportunity to enter a competition for a permanent position and be successful, you have a job for life. I am happy to share my experience with anyone considering applying to the Civil and Public Service. .

Vladimir Koky

Conclusion

The aim of this section was to highlight a number of key considerations including the importance of a warm welcome and supporting the new employee to prepare in advance of starting. It also reminds you, as an employer, of what a safe and inclusive work place looks like and what you should have in place. The key role of a supportive line manager and a mentor and buddy to help the new employee settle in are also highlighted.



Section Nine

Inclusive Progression Pathways

Supporting a Pathway to Progression

Lucy McCann took part in the first Civil Service Internship Programme. Here she charts her journey and progress.



How did I hear about the Internship? I was sent an email thread about it; I decided to apply as I was completing my Masters at the time and thought it would be a good opportunity to develop my skills. I was initially going to apply for the CO role, and my parents persuaded me to apply for the EO position. When I heard I had been successful in the role, I assumed that I would start straight away but it took a bit of time before my start day. On my first day, there were five or so other people who were starting first- initially I thought that we were all on the internship. I never asked them, and on reflection am glad that I didn't, as it was just me!

When I came in, I was placed in publicjobs (formerly public appointments service), and up until working there, I had never heard of it. I was placed in the Justice Recruitment team, which did recruitment for the Garda Trainee role and Recruit Prison Officers. This role gave me a good foundation into the recruitment processes; it also offered me the opportunity to develop my people management skills. A few months after securing permanency, I moved internally to the Local Government recruitment team – which did recruitment for senior positions within the Local Authorities. I really enjoyed working with this team, I got to see a completely different part of recruitment operations. After 7 months, an opportunity came up to move internally to the Equality, Diversity and Inclusion (ED&I) team within publicjobs, I applied, did an informal interview and was successful. I now work on the team that does the recruitment for the internship I came in on, very full circle. I really enjoy working on the ED&I team, I have opportunity to share ideas and get involved in projects that I am passionate about. Through networking and attending events within this role I have also really expanded my professional network.

I think starting any new position takes a bit of getting used to. With the internship- once I had completed it and I found that I had been successful in the EO competition - essentially once I secured my permanency, I felt truly settled. I am nearly three years in publicjobs and reflecting between when I started versus now, I feel I have changed significantly, personally and professionally. I have had the opportunity to upskill and develop professionally, move internally, gain different experiences and to get more involved in my organisation.

I have also stepped into the role of advocacy more; I have helped organise important days such as Traveller Pride or Traveller Mental Health Day. I have also been in the process of establishing a staff network in my work, for people from my community and allies of the community to come together.

Lucy McCann

Inclusive Progression Pathways

This section sets out what employers need to consider in terms of supporting Travellers and Roma to progress in the workplace.

Research indicates that where positive action and targeted approaches are in place for recruitment and onboarding, they are not always reflected in continued progression in work¹⁰³. Minority groups continue to be under-represented at senior levels in workplaces. Barriers include confidence, skills and talent being overlooked, and a lack of role models. Employers need to be mindful of the barriers to progression and promotion, and develop pathways to progress and review progress.

Some of the areas where actions could be undertaken include:

- Building confidence measures.
- Building leadership skills and opportunities.
- Supporting Traveller and Roma employees acting as mentors for new starters.
- Developing clear progression pathways, and monitoring, reviewing and adjusting them.

Building confidence

One employer spoke about developing opportunities for the workplace to offer a range of learning opportunities for staff, and noted the importance of supporting staff to progress in the workplace.



“We love to see someone coming in at an entry level job and then to become part of their HQ team.”

One Traveller employee highlighted coaching and confidence-building measures as key:

“

“I never thought that it was possible for me [to become a manager]. It is easy to progress [in this workplace] as I had constant supports and encouragement.”

“

“I was in the company for a year and the opportunity opened up.... the manager was telling me that I would be really good as an assistant manager. After the interview, I still didn't feel confident. They constantly tell me it's all about having confidence in myself.”

The ongoing support from Job Coaches (from initiatives delivered by Traveller and Roma organisations and other employment support programmes) is also valuable:

“

“I still didn't really have the belief in myself that it could be possible or the confidence... however [the Job Coach] didn't just help me sign up for it, she came on the journey with me.”

“

“During the time I have known her she has helped me with job skills, employment opportunities, educational opportunities, funding supports and so much more.”

As an employer, it is important to be aware that some Traveller and Roma staff members may not pursue promotion or progression opportunities. You need to take pro-active steps to nurture talent in the workplace.



Actions

Mentorship

- Pair Traveller and Roma employees with mentors who can provide guidance, advocacy, and help them navigate their career paths. Ideally, the mentors should be more senior staff, if possible from their communities.

— Traveller and Roma Staff Network

Support Traveller and Roma employee-led groups that provide networking, support, mentoring and professional development for members of both communities.

Building leadership skills and opportunities

One support organisation spoke about the importance of delivering training opportunities that will offer progression opportunities, making the case for such training to be made available even if it is expensive or specialised:

“

“I supported a few guys to get specialised and expensive training around working from Heights - two lads set up their own business, one lad got a job with a wind turbine company - he developed and progressed into working in an engineering firm – I had to fight to make sure the money could be invested but it was far better than spending small money on small training. The returns are greater – they can be the role models.”

In addition to training for progression, employers should make available a range of progression and skills development opportunities. This could include:

- Enabling Travellers and Roma employees to avail of opportunities to ‘acting up’/interim temporary placements.¹⁰⁴
- Making available targeted secondments and transfers to develop skills and experience.
- Fostering leadership development in the workplace, including engaging Traveller and Roma employees as mentors to new employees.
- Including an emphasis on career goals and professional development opportunities in the performance management process and line management functions.
- Establishing coaching supports for staff as they plan their progression (in addition to mentor support).¹⁰⁵
- Ensuring that a culture of inclusion is evidenced at senior management levels in terms of family friendly policies, part-time working opportunities and other provisions are available across senior roles. This will attract Traveller and Roma candidates, as well as other under-represented groups.

Build clear progression pathways, monitor and review.

It is important not only to develop pathways to progression, building in monitoring and review mechanisms are to measuring how successful you are. Get feedback from managers and encourage employees to provide their feedback through confidential surveys for example.

An ongoing commitment to inclusive employment practices for Travellers and Roma is required, as it may take time before the benefits are seen.

Conclusion

This section focused on what employers need to consider in terms of supporting Travellers and Roma to progress in the workplace. It highlighted areas where action could be taken such as confidence building, creating opportunities to develop leadership skills and opportunities. Supporting more senior Traveller and Roma employees to act as mentors for new starters.

And lastly, it emphasised not only the importance of developing clear progression pathways but the need to also monitor, review and adjust them overtime.

Checklist

- Seek advice and support from Traveller and Roma representative organisations as well as Ibec and ICTU.
- Seek advice from other business or organisations linked with Traveller and Roma Employment Initiatives.
- Ensure that developing an organisational culture of equality, diversity and inclusion that includes Traveller and Roma is a senior leadership and management priority.
- Partner with Traveller and Roma groups representing, working with and supporting Traveller and Roma applicants to access employment to help you develop inclusive employment systems, policies, practices and training.
- Provide cultural competency and anti-racism training for senior leaders, managers, and staff delivered by Traveller and Roma organisations.
- Ensure your recruitment process is inclusive and accessible for Traveller and Roma.
- Ensure your recruiters or recruitment staff have received tailored unconscious bias training.
- Ensure that inclusive employment and workplace practices are supportive of the experience of Traveller and Roma, including the specific experience of women.
- Ensure that line managers, supervisors and mentors/buddy receive tailored training and support.
- Ensure that induction processes create awareness of employment rights, offer supports and reasonable accommodations to ensure equal opportunities.
- Offer paid internships to support Traveller and Roma to engage with the labour market.
- Ensure promotion and progression routes are clearly explained and learning and development and mentoring opportunities put in place.
- Ensure policies are in place to achieve diversity in leadership positions.
- Create spaces to celebrate Traveller and Roma cultures and the enrichment it brings to the organisation.
- Public bodies should incorporate diversity, equality and inclusion strategies, policies, practices and outcomes achieved as part of its Public Sector Equality and Human Rights Duty considerations.

How can Ibec Support

Ibec recognises that discrimination and racism towards underrepresented groups, including Travellers and Roma, is one of the most significant barriers to employment for many people in Ireland. To tackle this, Ibec actively promotes Diversity and Inclusion within workplaces as a business imperative for success and connects members with organisations who can provide employers with expertise and guidance on how to embed anti-racism practices within workplaces. As a member of the National Traveller and Roma Inclusion Strategy committee and National Action Plan Against Racism consultation group, Ibec advocates for anti-racism practices to be embedded within workplaces. They promote cultural awareness, and anti-racism in the workplace training amongst their membership and provide a platform for organisations to educate and inform employers on this issue. Ibec's Inclusive Leadership Forum, which meets quarterly, engages employers to reflect and learn about inclusive workplace practice and tackling racism at work.

Ibec uses various communication channels, such as the Inclusive Leadership Forum, the HR Link and Engage ezines, and Ibec's Diversity Hub and the Diversity blog to disseminate information about Traveller apprenticeships, work experience programmes and employment schemes. Through these channels Ibec advises employers on the government employment supports and subsidies available to those who engage with these programmes.

How can ICTU Support?

Trade unions in Ireland are actively working to support Travellers and Roma in accessing fair and decent work, addressing discrimination, and promoting equality in the workplace.

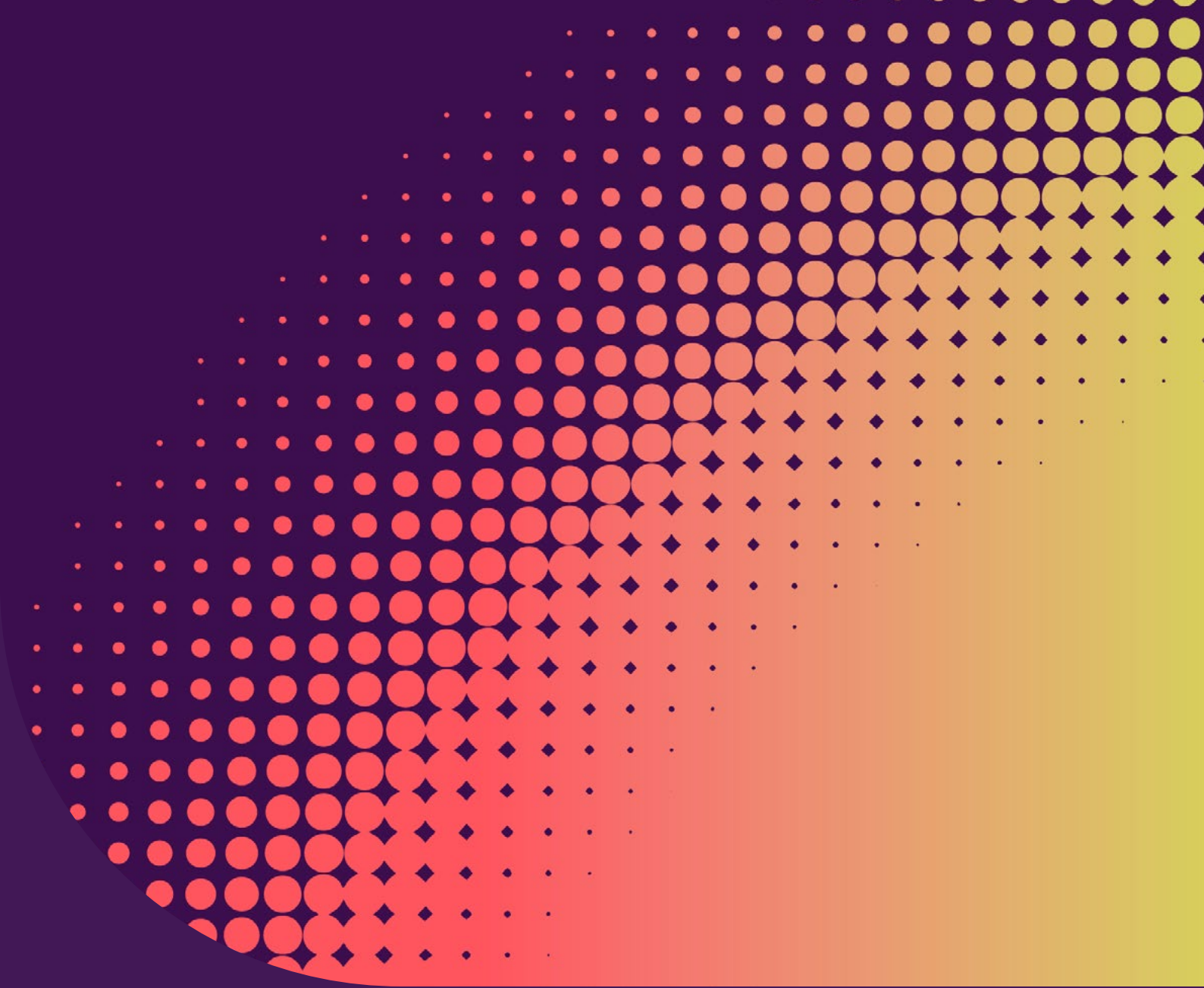
The Irish Congress of Trade Unions (ICTU) supports Travellers and Roma through various initiatives focused on equality, inclusion, and combating discrimination. ICTU advocates for the rights and fair treatment of Travellers and Roma within the workplace and broader society, working to address issues like racism, inequality, and lack of opportunities.

ICTU provides anti-racism training to officials and local representatives in workplaces in the private and public sector across Ireland. Local trade union representatives are working with employers to promote an inclusive culture and practices in the workplace. They are there to provide advice and support to every employee about their employment equality rights.

Information on unions for different workplaces is available on the ICTU website:
<https://www.ictu.ie/join>

“

There are a number of factors in play, but attitudes and stereotypes are central to why Travellers find it so difficult to find and retain employment. It's vital that we change this culture, and it can only be done through collaborative hard work and will require action by employers and trade unions.



Section Ten

Directory of Contacts

Directory of Contacts

This directory includes a range of organisations that may be in a position to offer support, guidance, training, funding or signposting to other supports. It is important to note that the lists below include organisations of varying sizes, staffing and resources, and areas of interest, so they will all not have the same role or capacity to deliver guidance and support.

National Organisations

Organisation	Telephone	Email	Website
Irish Human Rights and Equality Commission	01 8589601	info@ihrec.ie	https://www.ihrec.ie/
Irish Business and Employers Federation (Ibec)	01 605 1500	info@ibec.ie	https://www.ibec.ie/
Irish Congress of Trade Unions (ICTU)	01 8897777	congress@ictu.ie	https://www.ictu.ie/

National Traveller and Roma Organisations and Networks

National Traveller and Roma organisations and networks vary in their role focus of activity, and resources to provide direct advice and support. Some are representative of the Traveller community and others focus on service delivery. Many have been advocating for improved access to employment for Travellers and Roma and have undertaken research on labour market barriers and experiences of Travellers and Roma.

Organisation name	Telephone	Email / website
The Irish Traveller Movement ¹⁰⁶	01 679 65 77	info@itmtrav.ie
Pavee Point Traveller and Roma Centre	01 878 0255	info@pavee.ie https://www.paveepoint.ie/
National Traveller Women's Forum	01 738 3874	info@ntwf.net https://www.ntwf.net/

Organisation name	Telephone	Email / website
Exchange House National Traveller Service	01 872 1094	info@exchangehouse.ie https://www.exchangehouse.ie/
Minceirs Whiden	085-8804450	http://minceirswhiden.org/
INVOLVE – National Youth Service	090 649 8017	info@involve.ie https://www.involve.ie/
Cairde – Roma Project	087 126 4606 (National Roma Infoline) 01 855 2111 (Dublin city) 01 802 0785 (Balbriggan)	info@cairde.ie balbriggan@cairde.ie
LGBTIA+ Traveller and Roma Rights Action Group		info@travandromalgbti.ie

Local Traveller Organisations

There are over 30 local Traveller organisations across 19 counties. They work with the community across a range of issues. The majority undertake outreach work with the community, through a range of programmes including Primary Healthcare for Travellers Programmes. Some deliver training and Traveller awareness workshops to organisations, and a minority deliver specific employment programmes.

Those with dedicated employment programmes are highlighted below, as these may be in a position to offer a more comprehensive range of supports. The size and staffing of the local organisations varies significantly, which will impact on the range of supports available.

County	Organisation name	Telephone	Email or website
Cavan	Cavan Traveller Movement	049 432 5070	cavantravellermovement2020@gmail.com

County	Organisation name	Telephone	Email or website
Clare	Clare Travellers Community Development Project (CDP) C/o Clare Local Development Company	086 047 8722	bcasey@cldc.ie
Cork	Cork Traveller Women's Network	086 777 7651	corktravellerwomen@hotmail.com
Cork	East Cork Travellers	085 248 3002	tjeastcorktrav@gmail.com
Cork	Traveller Cultural Awareness Training (TCAT)	087 114 6585	corktcat@gmail.com
Cork	Travellers of North Cork	022 71 035	travellersnorthcork@live.com
Cork	Traveller Visibility Group (TVG)	021 450 3786	tvgcork@gmail.com
Cork	West Cork Traveller Centres Association	023 883 5039	wctcmail@gmail.com
Donegal	Donegal Travellers Project	074 9129281	travcomdtp@donegaltravellersproject.ie https://donegaltravellersproject.ie/
Dublin	Southside Traveller Action Group	01 295 7372	sstravellersinfo@gmail.com https://www.southsidetravellers.org/
Dublin	St Margaret's Traveller Community Association (Dublin 11)	01-8622144	saintmargarets@eircom.net
Dublin	Tallaght Travellers Community Development Project	01-4610562	Patricknevin@tallaghttravellerscdp.com
Dublin	TRAVACT (Dublin 17)	01-8486515	info@travact.ie https://travact.ie/
Dublin	Ballyfermot Traveller Action Project	01-6264166	shaybtap@gmail.com

County	Organisation name	Telephone	Email or website
Dublin	Blanchardstown Traveller Development Group	01 8207812	btdg@eircom.net
Dublin	Clondalkin Travellers Development Group	01 4575124	projectmanagerctdg@gmail.com
Dublin	Balbriggan Travellers	083 013 8381	balbriggantravellersproject@outlook.com
Galway	Galway Traveller Movement	091 765390	https://otm.ie/ info@gtmtrav.ie
Kerry	Kerry Travellers Health and Community Development Project	066 712 0054	projectmanagerkthcdp@gmail.com https://kerrytravellersproject.wordpress.com
Kildare	Kildare Traveller Action	045 86 6060	kildaretravellers@gmail.com
Kilkenny	Kilkenny Traveller Community Movement	085 202 9302	outreach@ktcm.ie ktcm.ie/
Laois	Laois Traveller Action Group	057 8682210	info@ltag.ie ltag.ie/
Leitrim	Leitrim Travellers Development Group	086 328 1646 087 203 3955	info@ldco.ie
Limerick	Kilmallock Traveller Women's Group	086-2015120	econway@ballyhoura.org
Meath	Meath Travellers' Workshops	046 9027801	adminntw@eircom.net travellerheritage.ie/
Offaly	Offaly Traveller Movement	057 935 2438	info@otm.ie https://otm.ie/
Sligo	Sligo Traveller Support Group	071 9145780	info@stsg.ie stsg.ie/
Tipperary	Tipperary Rural Traveller Project	062 31138	travellertipperary@gmail.com trtp.ie/

County	Organisation name	Telephone	Email or website
Waterford	Waterford Traveller CDP	051 357016/ 051 591759	admin@waterfordtravellercdp.com waterfordtravellercdp.com/
Westmeath	Westmeath Traveller Project	044 93 48571	ljquinn@westcd.ie westcd.ie/traveller-project/
Wicklow	Bray Traveller Community Development Group	01 2762075	braytravellerscdg@gmail.com btcdg.ie/
Wicklow	Wicklow Travellers Group	083 442 8130	info@wicklowtravellersgroup.ie wicklowtravellersgroup.ie/

Training by Traveller and Roma Organisations

A range of national Traveller and Roma organisations deliver training in relation to cultural competency, anti-racism and cultural awareness. Below are some examples:

Organisation	Type of Training	Telephone	Email
Irish Traveller Movement	Cultural Competency Training as part of BITCI Training	01 679 65 77	info@itmtrav.ie
Pavee Point Traveller and Roma	Anti-Racism (Online) Training Equality Ethnic Monitoring with HSE ¹⁰⁷	01 8780255	info@pavee.ie
Cork (City and County) Traveller Led organisations with HSE representatives.	Traveller Cultural Awareness Training (T-CAT)		corktcat@gmail.com
Donegal Travellers Project	Diversity Aware online training programme and offers bespoke training to employers	074 9129281	travcomdtp@donegaltravellersproject.ie

Traveller and Roma Access Officers in Higher Education Institutions

Traveller and Roma Access Officers provide support and guidance to Traveller and Roma students, assisting them in accessing and progressing through higher education. Below are some of the HEIs that have Access Officers.

Higher Education Institution	Telephone
Atlantic Technological University: Galway-Mayo Campus	091 742598
Atlantic Technological University: Sligo Campus	071 9305417
Dublin City University	01 7005000
Maynooth University	01 7086000
Munster Technological University (MTU)	021 4335140
Technical University Dublin	01 2208612
University of Galway	091 492813
University College Dublin	01 7168500

National Traveller Apprenticeship Incentivisation Programme

Organisation	Type of Training	Telephone	Email
Irish Traveller Movement	Delivers the National Traveller Apprenticeship Incentivisation Programme	01 6796577	employment@itmtrav.ie

Special Initiative for Travellers

The Special Initiative for Travellers (SIT) supports Travellers' access into employment and enterprise development. There are seven SIT local offices funded by the Department of Children, Disability and Equality.

County	Organisation name	Number	Email or website
Donegal	Donegal Local Development Company (based on Donegal Travellers Project)	074 9129281 (Letterkenny) 074 9851936 (Ballyshannon)	travcomdtp@donegaltravellersproject.ie
Cork (North) Cork (South)	EmployAbility Service, Cork	021 4294949	info@employabilitycork.ie https://employabilitycork.ie/travellers-initiative.html
Clare	Clare Congress Information and Opportunity Centre	065 684 2492	claresift@gmail.com
Dublin	Clondalkin Travellers Development Group	01 6230900	manager@ctdg.ie
Kerry	EmployAbility Service Kerry	066 711 8758	
Meath	Seetec Employment and Skills Ireland Ltd.	086 035 2484	https://seetec.ie/meath-traveller-employment-initiative/
Galway Roscommon	Galway Roscommon Education and Training Board	087 2576135	www.gretb.ie

National Employer and Employment Support Programmes

Organisation	Programme	Telephone	Email
Business in the Community Ireland (BITCI)	Traveller Employment Programme	01 874 7232	Info@bitc.ie
Open Doors Initiative (ODI)	Offers mentorship and training	01 2845066	info@opendoorsinitiative.ie

Local Development, Employment and Health Supports

Local Development Companies (LDCs)

There are 49 not-for-profit LDCs in Ireland – they work with communities and disadvantaged people and groups in rural and urban areas, delivering social inclusion, well-being, employment training and placement, enterprise and social enterprise, community development, environment and climate action initiatives.

LDCs have a social inclusion remit as they deliver the Social Inclusion Community Activation Programme (SICAP). The programme provides significant supports in the pre-employment area, both in terms of developing particular skills required for employment but also for general personal development and capacity building, i.e. soft outcomes.

SICAP is also a means for employers to establish links with under-represented and marginalised community groups, including Travellers and Roma . LDCs have well established working relationships with community leaders, social enterprises and other community organisations.

Some also deliver dedicated programmes, supports and staff members who work with Travellers and Roma. Some local development companies deliver Primary Healthcare for Travellers programmes or deliver targeted supports for Travellers and employ members of the community. Others have dedicated Roma support roles in relation to health. Some are listed below along with the type of work they undertake at the time of writing.

For a list of all local development companies in Ireland, go to the Irish Local Development Network (ILDN) <https://ildn.ie/directory/>

County	Organisation	Details
Mayo North	Mayo North East	Employs a Traveller youth worker.
Roscommon	Roscommon Leader Partnership	Delivers the Primary Health Care for Travellers Project
Leitrim	Leitrim Development Company	Delivers programmes (including a primary health care programme) and undertakes outreach
Wexford	Wexford Local Development	Delivers the Primary Health Care for Travellers Project
Kildare	County Kildare Leader Partnership	Employs a dedicated Roma support worker info@countykildarelp.ie

County	Organisation	Details
Dublin inner-city	Dublin City Community Coop	Employs a dedicated Roma support worker info@dublincitycommunitycoop.ie
South Dublin	South Dublin County Partnership	Employs a dedicated Roma support worker info@sdcpartnership.ie https://sdcpartnership.ie
North Dublin	Empower	Buchi (work) is a Roma Employment Preparation Programme.
Cavan/Monaghan	Empower and Monaghan Integrated Development	Roma Employment Preparation Programme
County Galway	Galway Rural Development	Employs a Roma Migrant Health Project Worker
Donegal	Donegal Local Development Company	Special Initiatives for Travellers Project with Traveller Job Coach
Longford	Longford Community Resources (LCRL)	LCRL is working with Travellers and Roma in the county to establish a Traveller and Roma representative organisation
Clare	Clare Local Development Company	Employs a Roma inclusion worker and hosts the Clare Travellers Community Development Project www.cldc.ie
Carlow	Carlow County Development Partnership	Employs a Health Outreach Worker
Waterford	Waterford Area Based Partnership	Employs a Roma Health worker and Employment and Community Support Worker.

Youth Services

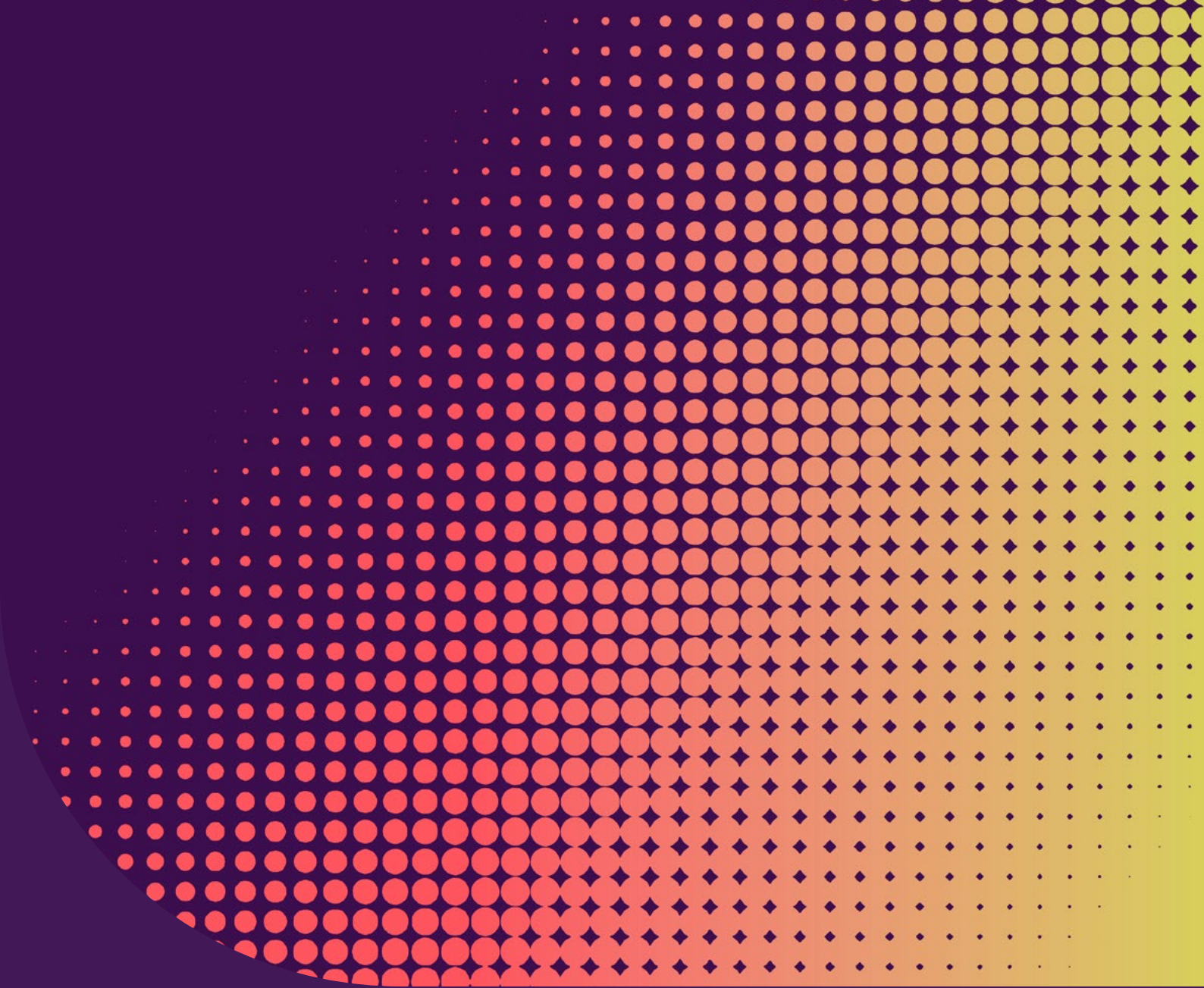
Youth services in Tipperary and Wexford have specific Roma programmes.

County	Name of Organisation	Telephone	Email or website
Tipperary	Youth Work Ireland Tipperary	0504 23426	youthworktipperary.ie/
Wexford	Ferns Diocesan Youth Service	053 9123262	fdys.ie/

Government Departments

A number of government departments referred to in the guide offer specific employment supports.

Title of Department	Employment Initiatives	Number	Email/Website
Department of Children, Disability and Equality	NTRIS II 2024-28 Special Initiatives for Travellers	(01) 647 3000	contact@dcde.gov.ie www.gov.ie/en/department-of-children-disability-and-equality/
Department of Further and Higher Education, Research, Innovation and Science	National Traveller Apprenticeship Incentivisation Programme	(01) 889 6400	CustomerService@dfheris.gov.ie www.gov.ie/en/department-of-further-and-higher-education-research-innovation-and-science/
Department of Social Protection	Employer Relations Division	01 704 3000	employers@welfare.ie www.gov.ie/welfareandwork
Department of Justice, Home Affairs and Migration	Civil Service Traveller and Roma Work Placement Programme	(01) 602 8202	info@justice.ie www.justice.ie/
Publicjobs	Recruitment for Civil Service Traveller and Roma Work Placement Programme	(01) 858 7400	info@publicjobs.ie www.publicjobs.ie/



Section Eleven

Endnotes

Endnotes

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- 8 Gilbert, E., Carmi, S., Ennis, S., Wilson, J.F. and Cavalleri, G.L. (2017) 'Genomic insights into the population structure and history of the Irish Travellers', Scientific Reports, 7(1), pp.1–12
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- 20 McGinley and Keane (2022) in ESRI report on Understanding Attitudes to Traveller and Roma in Ireland by Evan Carron-Kee, Frances McGinnity, Anousheh Alamir. Dublin: Department of Children, Equality, Integration and Youth, 2024.
- 21 Central Statistics Office (2023). Census 2023: Data Table F8073: Person's resident in the State and education
- 22 National Traveller and Roma Education Strategy 2024-30. Dublin: Department of Education and Skills, 2024
- 23 Higher Education Authority, Programme for Access to Higher Education (PATH), Strand 5: Funding to support Traveller and Roma Students in Higher Education
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- 30 European Typology of Homelessness and Housing Exclusion – ETHOS, Harvey, B. (2021). Pavee Point Commissioned Research: The Traveller Community and Homelessness. Dublin: Pavee Point Traveller and Roma Centre.
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- 63 Cairde (2016). Proiectos Romano: A study of Roma communities in Balbriggan. Dublin: Cairde
- 64 Pavee Point Traveller and Roma Centre (2022) Roma in Ireland: Access to Fair and Decent Work Report
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- 66 CSO (2023) Table F5067: Population usually resident and present in the State (Census 2022).
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- 103 Inside Policy (2019). An Evaluation of the Commonwealth Aboriginal and Torres Strait Islander Employment Strategy Final Report. Prepared on behalf of the Australian Public Service Commission, cited in Lalor, T (2023). 'Working It Out: Examples of measures to enhance employment of under-represented groups'. Dublin: Traveller Justice Initiative, SSGT
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- 106 The ITM delivers the national Traveller Apprenticeship Incentivisation Programme (TAIP) which offers bursaries and supports for Travellers in apprenticeships and employers providing apprenticeships to Travellers.
- 107 The HSE's online staff training portal.



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