



European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Ireland



Expanded Protections:

Ireland maintains comprehensive anti-discrimination laws covering nine grounds plus 'housing assistance' status, going beyond EU minimum requirements.



Rise in Complaints:

Complaints under the Employment Equality Acts rose across most grounds in 2024, with race and Traveller-related complaints increasing under the Equal Status Acts.



NDA's Regulated:

New amendments to employment law introduced restrictions on the use of non-disclosure agreements (NDAs) in cases of alleged discrimination or harassment.



Retirement Age Ruling:

The Supreme Court upheld mandatory retirement at age 70 for public officials called 'sheriffs', ruling it did not breach EU equality law.



Disability Accommodations:

Obligations for reasonable accommodation exist not only in employment but also in access to goods and services, with defined cost ceilings.



Legal Standing:

The Irish Human Rights and Equality Commission (IHREC) remains the only body with legal standing to bring public interest cases, although representation for individuals is increasing.



Systemic Discrimination:

Traveller and Roma communities continue to face entrenched structural discrimination, especially in access to goods and services.



Jurisdiction Related Issues:

Complaints regarding licensed premises such as pubs are subject to higher costs and more complex procedures, affecting mainly Roma and Traveller claimants.



Pending Reform:

Draft legislation from the government's comprehensive review of anti-discrimination law is still awaited as of January 2025.