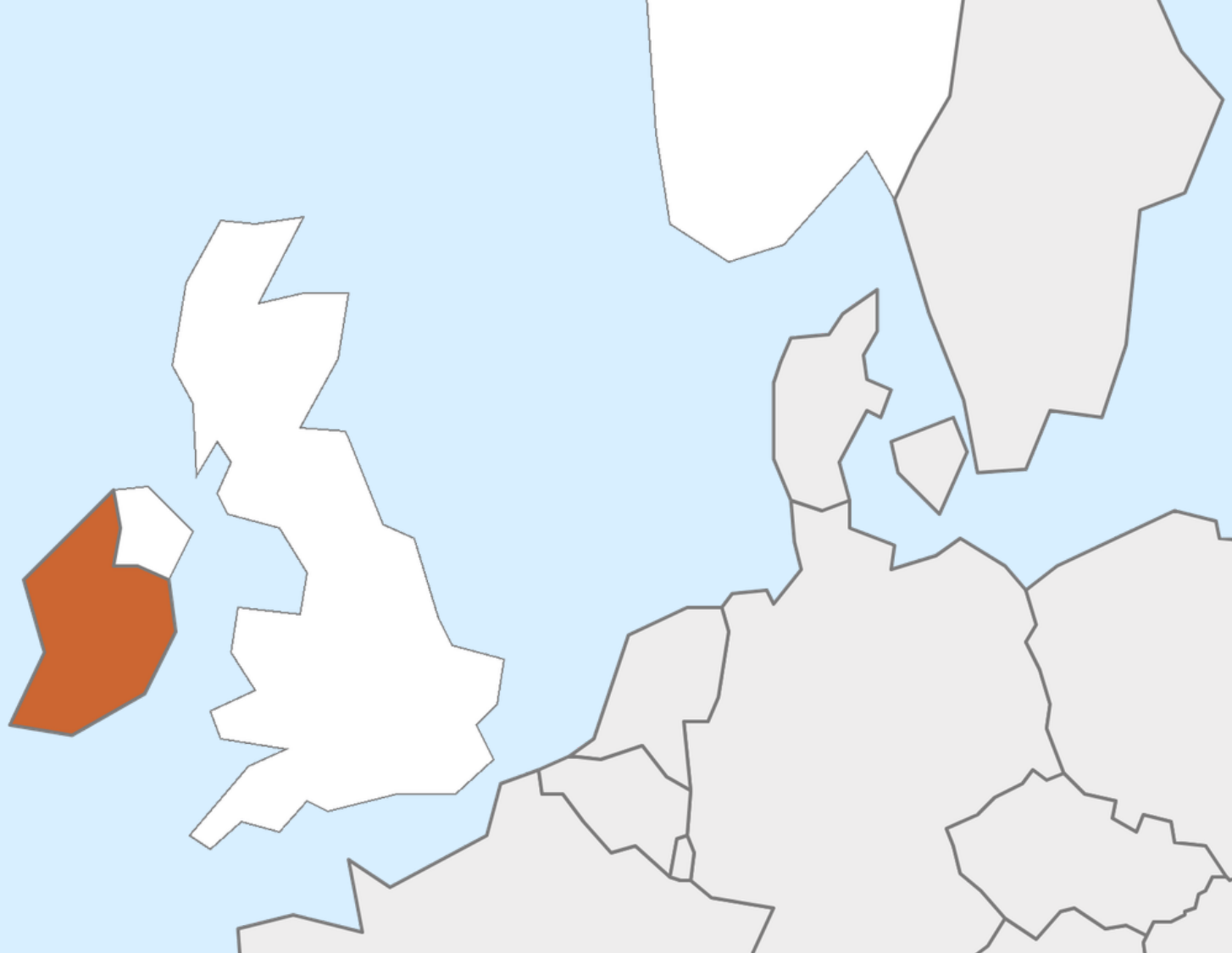
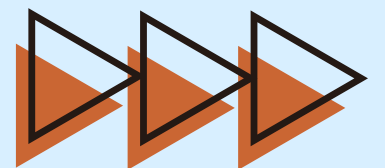


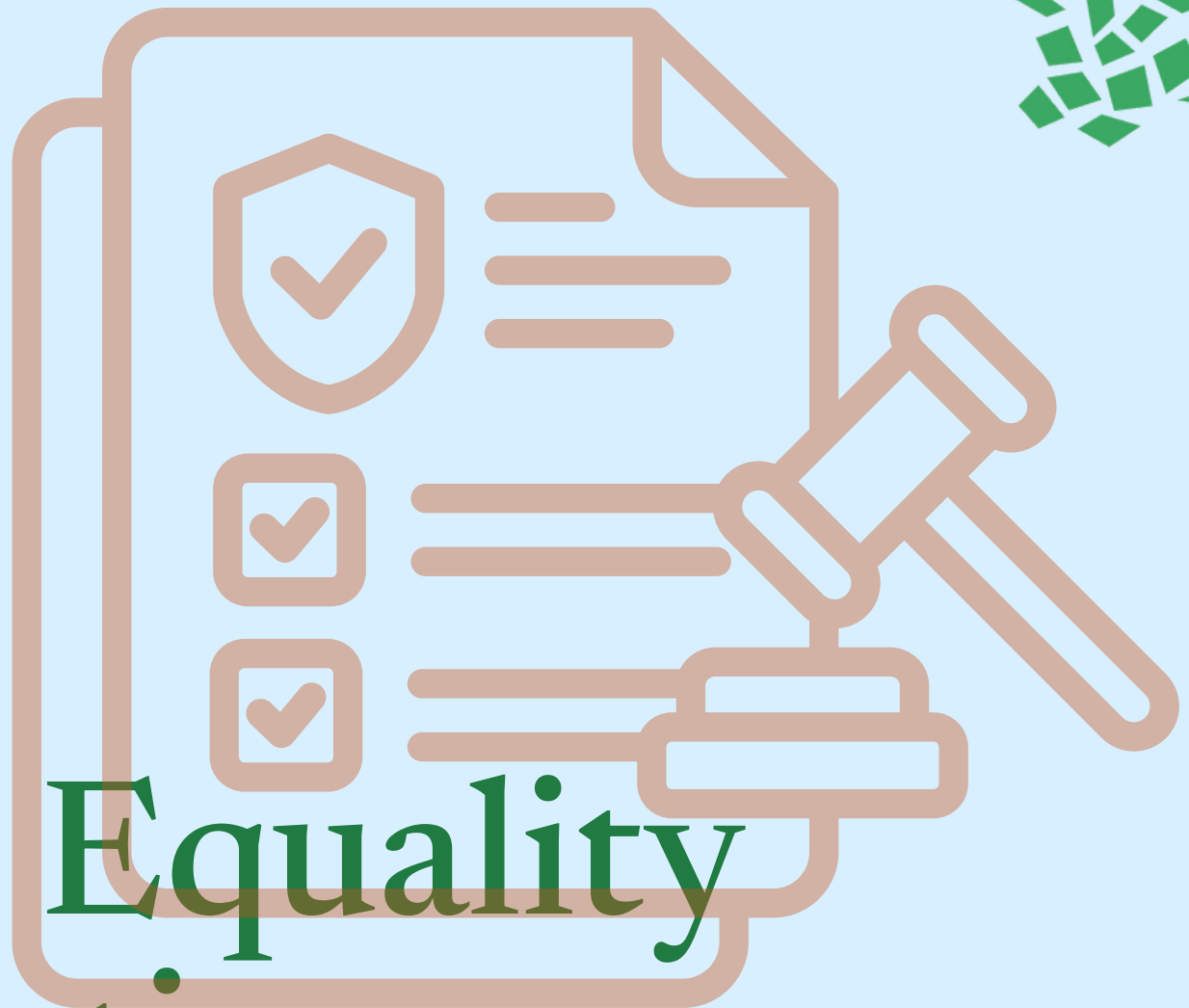


Ireland non-discrimination country report

Key highlights

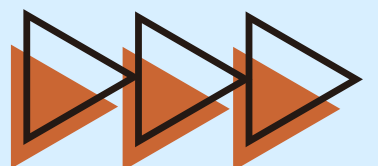


European network of legal experts
in gender equality and non-discrimination



Broad Equality Legislation

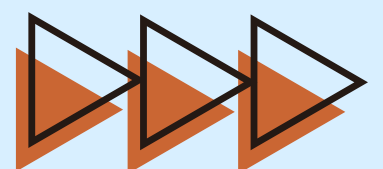
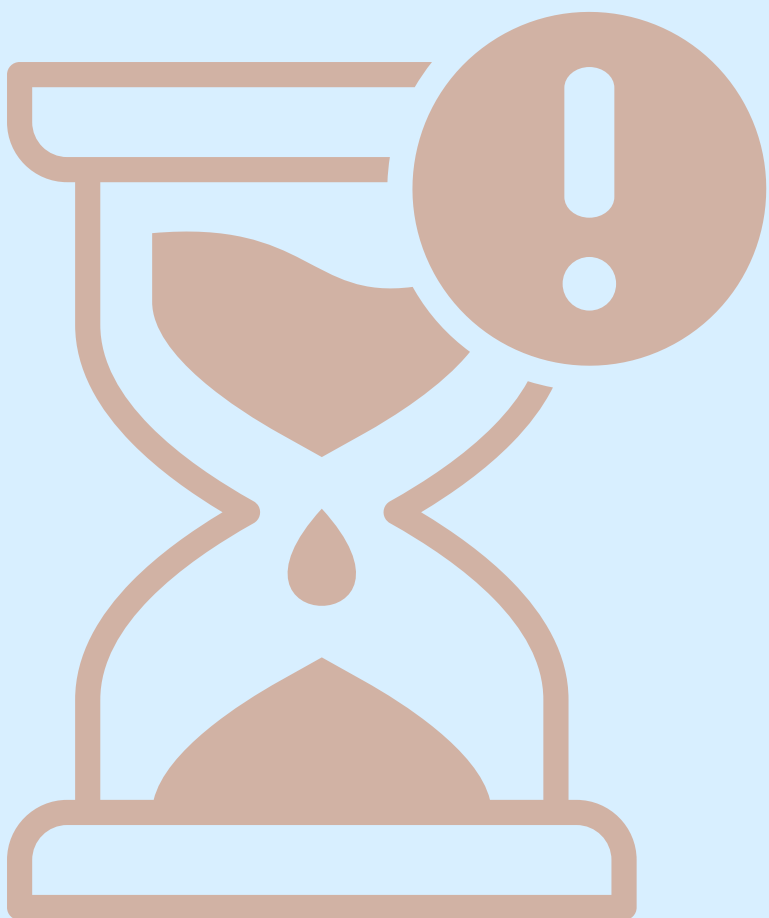
Irish law protects against discrimination across employment, education, housing, goods and services on nine core grounds, providing a comparatively extensive framework.

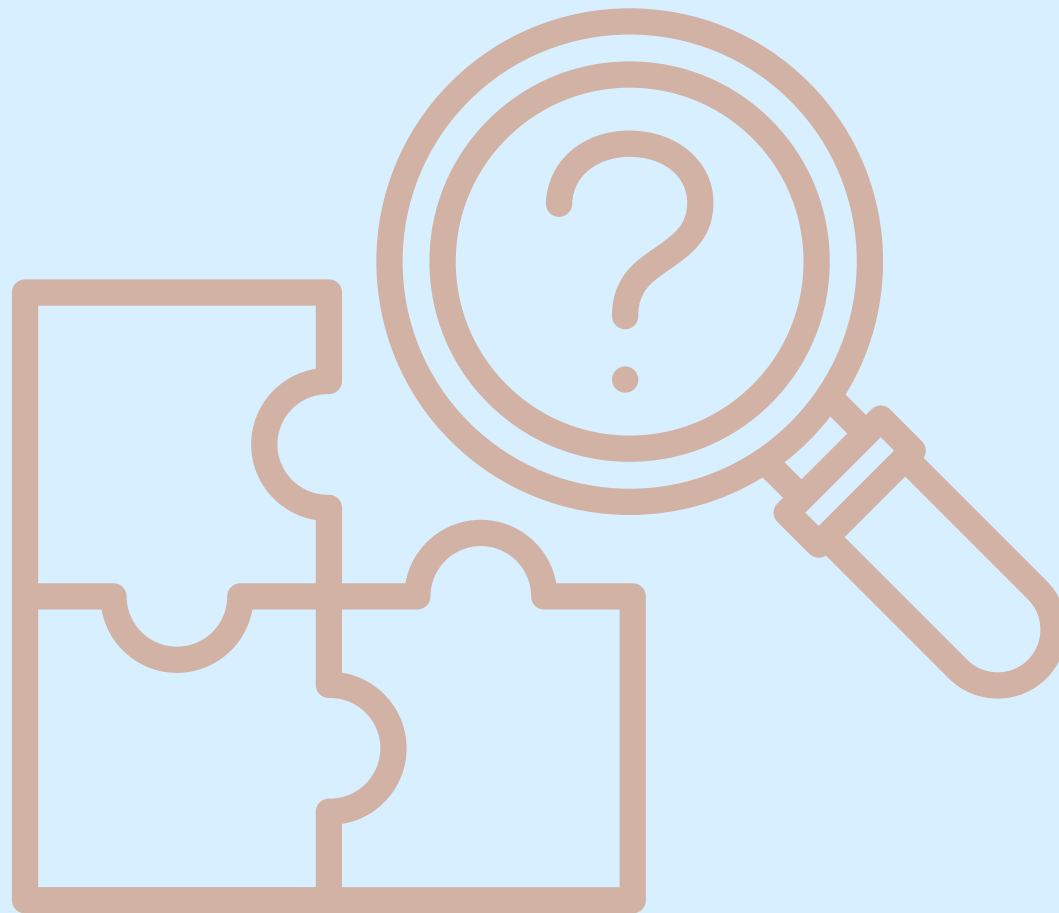




Delayed Legal Reform

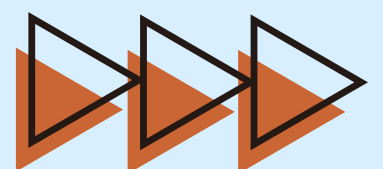
Proposals to modernise equality legislation were published in 2025, but no timeline had been provided for the draft bill by January 2026.





Intersectional Gaps

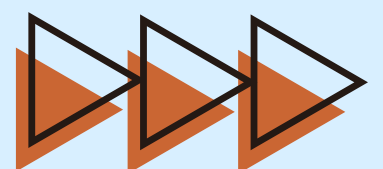
Multiple grounds may be raised in one complaint, but multiple and intersectional discrimination are not expressly prohibited and must generally be proven separately.





Disability Rights

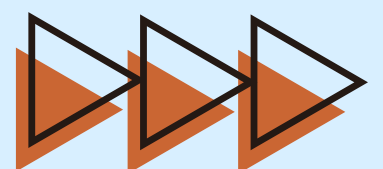
Employers and service providers must provide reasonable accommodation, while a binding 6% disability employment quota now applies across the civil and public service.





Effective Case Law

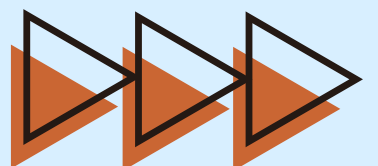
Decisions in 2025 awarded substantial compensation and ordered institutional reviews, including where recruitment requirements disadvantaged applicants with foreign driving licences.

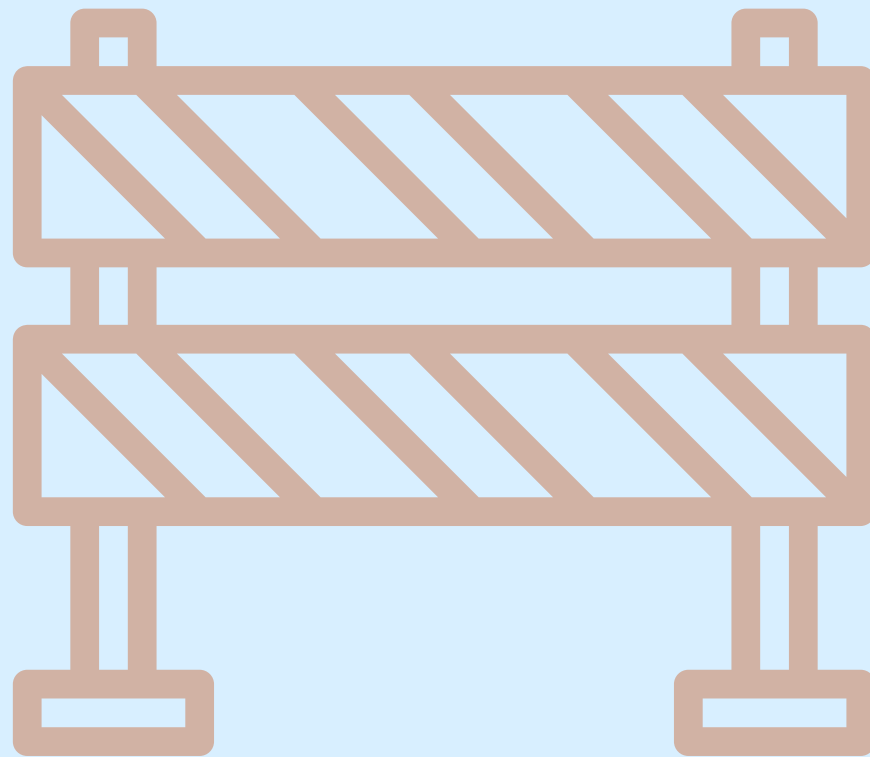




Accessible Enforcement

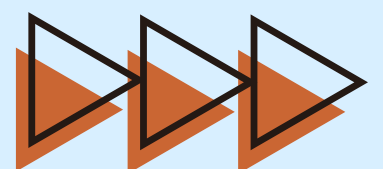
The Workplace Relations Commission procedures are informal, free of charge and open to self-represented complainants, with mediation and appeal options available.





Procedural Barriers

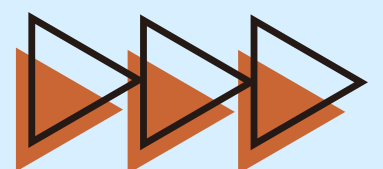
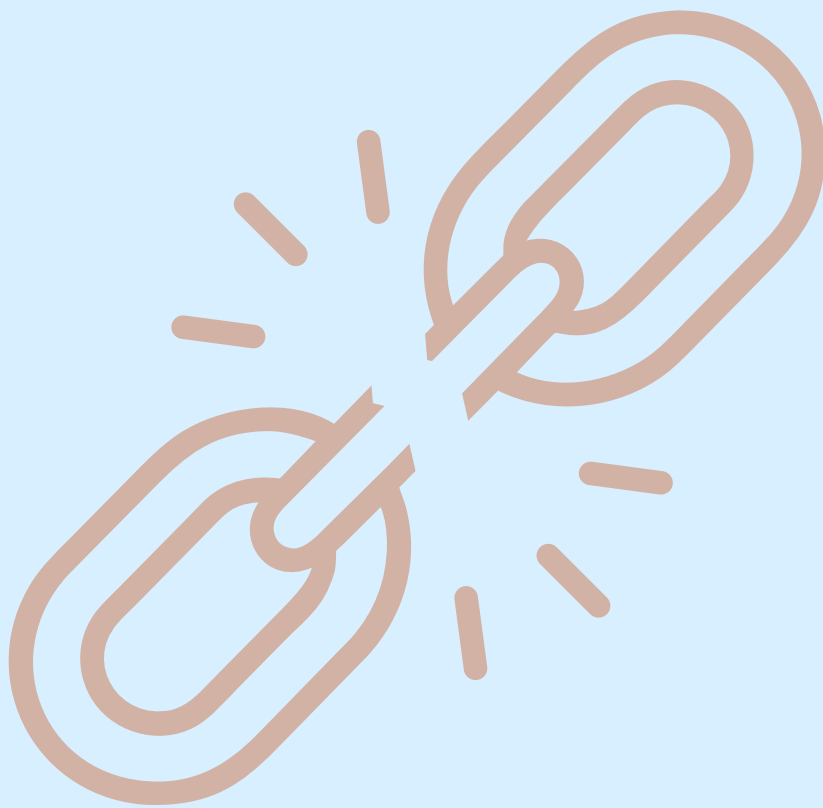
Complaints involving licensed premises remain more costly and complex, while organisations generally cannot bring cases independently on behalf of affected groups.





Limited Sanctions

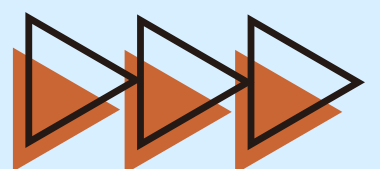
A broad range of remedies is available, but compensation ceilings, particularly for non-gender discrimination, may weaken their deterrent effect.

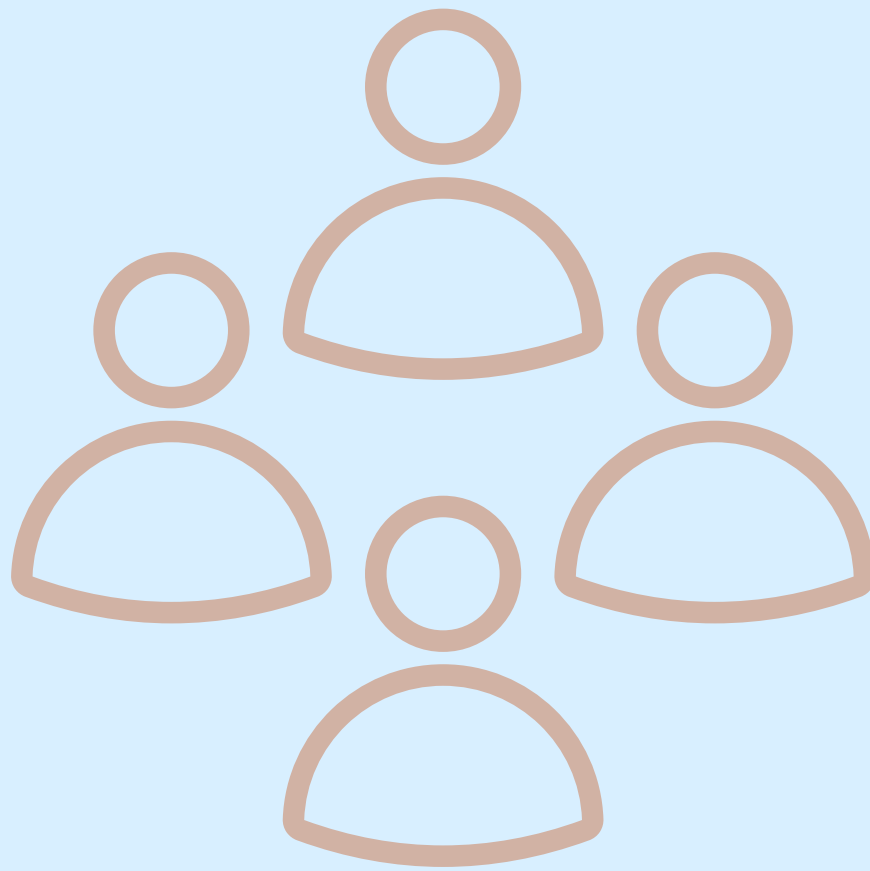




Active Equality Body

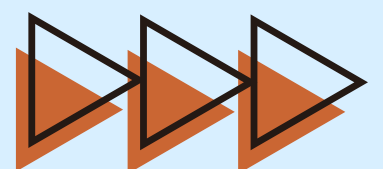
The Irish Human Rights and Equality Commission (IHREC) has extensive powers to support litigants, conduct inquiries, review legislation and require equality reviews, strengthening institutional oversight.

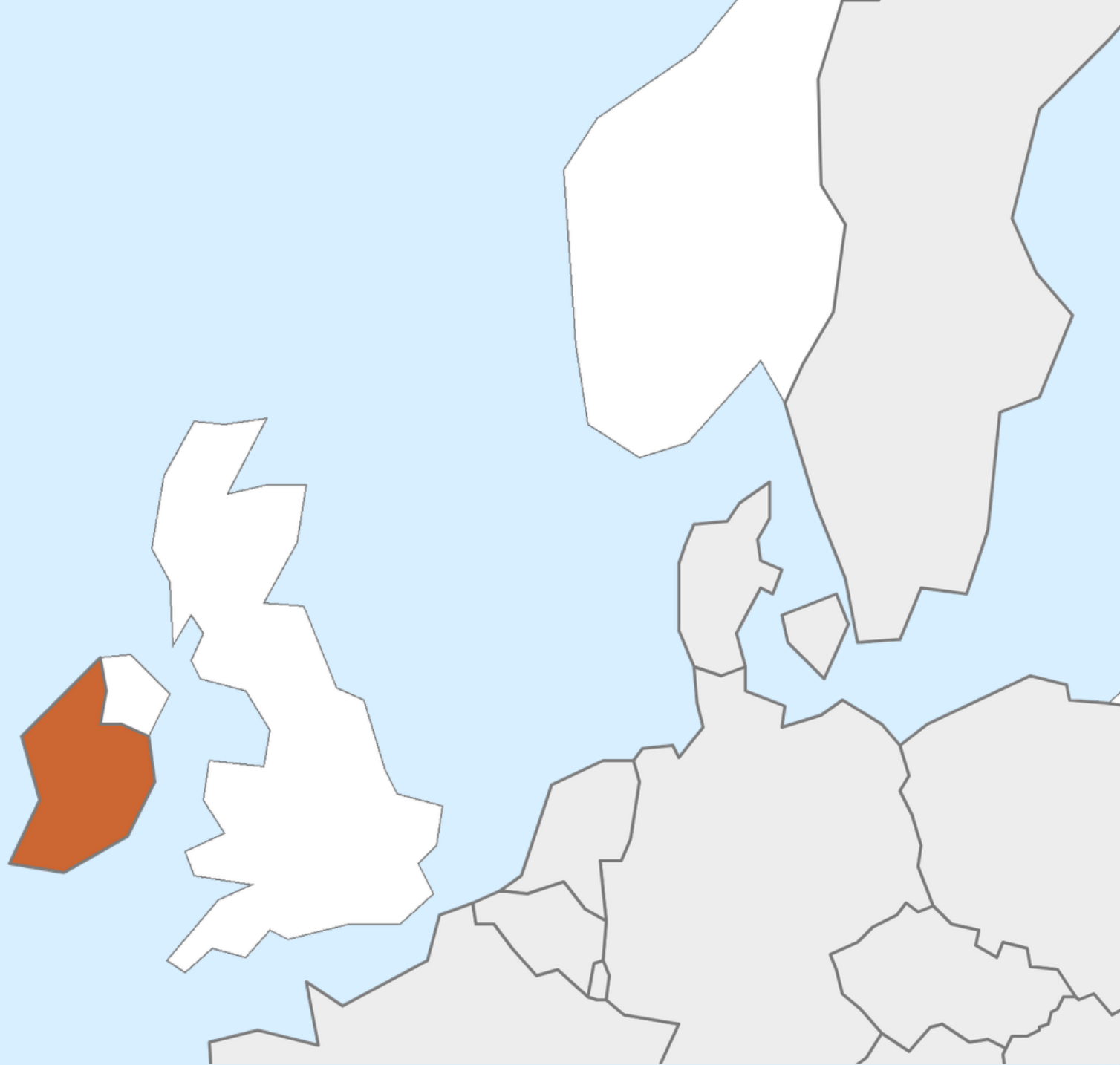




Uneven Public-Sector Compliance

Compliance with the public-sector equality duty improved from 12% in 2023 to 20% in 2024, but remained low overall.





See the full report on
non-discrimination
in Ireland on our website.



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