

27th August 2009

Equality Tribunal Report shows increase in Employment Law Claims

In its review of the Equality Tribunal's Annual Report, Legal and Mediation Reviews for 2008, Legal Island (www.legal-island.com) reports that the Annual Report shows that the Tribunal received a record number of claims, up 21% on the previous year. The rise was particularly striking for employment equality. The Tribunal's continued increases in productivity resulted in closing 858 cases during the year, up over 40% on the previous year.

ANNUAL REPORT 2008

28% increase in Employment Equality claims in 2008

- * 100% increase in claims on the age ground
- * 17% increase in claims on the race ground
- * 9% increase in claims on the disability ground
- * 40% decrease in claims on the family status ground

Equal Status : Highlights

17% fall in claims in relation to access to goods and services (Equal Status) claims in 2008

- * 80% increase on claims on the race ground
- * 35% increase on claims on the Traveller community ground
- * 47% fall in claims on the disability ground

Outcome of cases

The Tribunal closed 858 cases in the year, up over 40% on the previous year. Of the cases which concluded by Decision, as in previous years, the majority of claims are not upheld, with 36% of claims upheld in employment and 23% in equal status. Redress for discrimination in employment can be up to 2 years' salary - this year the average award in employment was €11,755 and the highest award was €60,000. In equal status cases, the maximum award the Tribunal can make is just below €6,400, and in 2008 the average actual award was €1,664. Of cases which were mediated by the Tribunal, some 70% were agreed or otherwise closed through the mediation process.

To see the Annual Report 2008 in full, log onto
<http://www.equalitytribunal.ie/publications/annualreport>

LEGAL REVIEW 2008

The Legal Review is an overview of the legal issues arising in Tribunal Decisions in 2008, including several interesting case summaries and details of awards.

<http://www.equalitytribunal.ie/publications/annuallegalreviews>

MEDIATION REVIEW 2008

The Mediation Review is an overview of the mediation process in the Tribunal and is designed to ensure that people considering mediation are aware of its potential. The number of mediations during 2008 showed an increase of 15% on those in 2007. The report includes several summaries of agreed outcomes.
<http://www.equalitytribunal.ie>