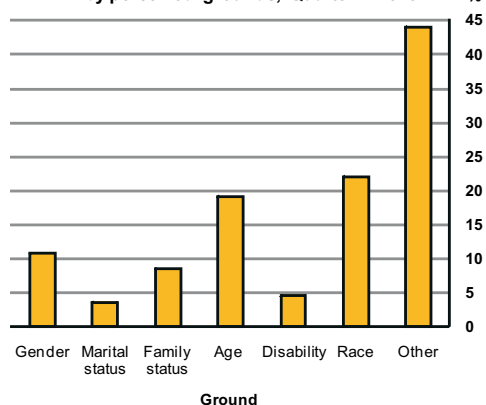




## Quarterly National Household Survey Equality Quarter 4 2010

Persons who experienced discrimination  
by perceived grounds, Quarter 4 2010



A module on the topic of equality and discrimination among people aged 18 years and over was included in the Quarterly National Household Survey (QNHS) in the fourth quarter (October – December) of 2010. The module was a repeat of the module asked in the fourth quarter of 2004 with some additions to the questionnaire. This report presents the results of that module.

### Summary of main findings

- 12% of people aged 18 or over said that they felt discriminated against in the two years prior to the fourth quarter of 2010 (Q4 2010). The rate was unchanged since the previous equality module in 2004.
- The highest rates of discrimination were reported by people from non-White ethnic backgrounds (29%), unemployed people (22%), non-Irish nationals (20%) and people who were not Catholic (18%).
- The most common grounds identified by people who had experienced discrimination were race (22%) and age (19%). However, 42% of people who felt they had been discriminated against believed that the ground was not one of the nine included in the equality legislation.
- 7% of people reported that they had experienced discrimination related to accessing services and 6% reported work-related discrimination.
- Bullying or harassment (28%) and working conditions (24%) were the most common issues identified in workplace discrimination.
- Almost 60% of people who experienced discrimination in the two years prior to Q4 2010 did not take any action in response to their experience.
- Almost one fifth of people aged 18 or over had no understanding of their rights under Irish equality legislation.

It is important to note that rates of discrimination reported in this module are based on the perception of the respondents. This should be borne in mind particularly when comparing results between the 2004 and 2010 surveys.

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## **Background to the equality module**

*See background notes for more details.*

A module on the topic of equality and discrimination was included in the Quarterly National Household Survey (QNHS) in the fourth quarter (October – December) of 2010. This module repeated questions that were asked in a QNHS module on equality in 2004 and also included some additional questions. The questionnaire was designed by the Central Statistics Office in consultation with a liaison group including representatives from the Equality Authority, the National Disability Authority, the Economic and Social Research Institute, the Department of Justice, Equality and Law Reform, the Immigrant Council and Pavee Point.

The focus of the module was to collect data on discrimination as defined in Irish law. In Irish legislation the Equal Status Act 2000, the Employment Equality Act 1998 and the Equality Act 2004 define discrimination as taking place when one person or a group of persons are treated less favourably than others because of one of the following grounds: *Gender, Civil Status, Family Status, Age, Race, Religion, Disability, Sexual Orientation, Membership of the Traveller Community*.

While respondents were briefed on the definition of discrimination under Irish equality legislation, it was then up to the respondent to decide if they had experienced discrimination. Interviewers were allowed to record ‘other’ as the ground for discrimination if the respondent could not decide which of the nine grounds in the legislation applied to their experience.

The questionnaire is available at [www.cso.ie](http://www.cso.ie). For further details see Background Notes.

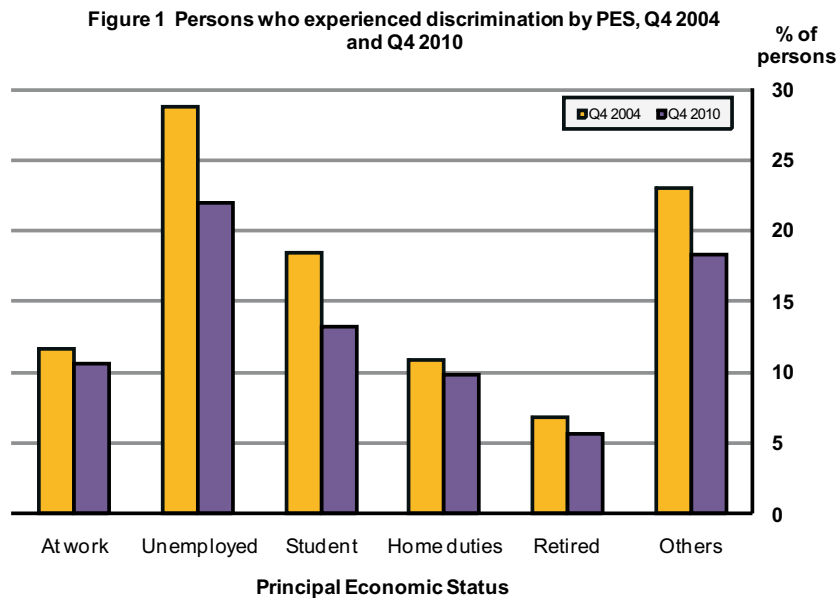
**Section 1 Rates of Discrimination**

Nearly one in eight people aged 18 or over said that they felt discriminated against in the two years prior to the fourth quarter of 2010. This rate (12%) did not change since the last equality survey in Q4 2004. The highest rates of perceived discrimination were found in the same groups in both surveys. In the Q4 2010 survey the highest rates were among: *See table 1.1.*

- People from non-White ethnic backgrounds (29%).
- Unemployed people (22%).
- Non-Irish nationals (20%).
- People who were not Catholic (18%).
- People with a disability (14%) compared with those without a disability (11%).
- People living in urban areas (13%) compared with those in rural areas (9%).

While the profile of people who reported experiencing discrimination remained very similar between 2004 and 2010, there were some changes within individual groups. Most notably:

- There was a slight increase among people in the 45-64 age group from 10% in 2004 to 12% in 2010.
- Among the unemployed, the percentage who felt discriminated against fell from 29% to 22%.
- The percentage of non-Irish nationals who experienced discrimination fell from 24% to 20%.
- 14% of people with a disability felt discriminated against in Q4 2010, compared with 20% in Q4 2004.
- The rate of discrimination reported by people who were not Catholic fell from 22% to 18%.



**Table 1.1 All Persons aged 18 years and over classified by their reported experience of discrimination in the past two years, September-November 2004 and October-December 2010<sup>1</sup>**

	Experienced discrimination <sup>2</sup>				Unweighted sample (Number of persons aged 18 years and over)	
	Yes		No		Q4 2004	Q4 2010
	Q4 2004	Q4 2010	Q4 2004	Q4 2010		
<b>State</b>	12	12	88	88	24,610	16,821
<b>Region</b>						
Border, Midland and Western	11	12	89	88	7,149	4,654
Southern and Eastern	13	12	87	88	17,461	12,167
<b>Sex</b>						
Male	12	12	88	88	9,357	6,586
Female	13	12	87	88	15,253	10,235
<b>Age group</b>						
18-24	18	13	82	87	1,592	854
25-44	14	13	86	87	9,470	6,914
45-64	10	12	90	88	8,436	5,676
65+	6	5	94	95	5,112	3,377
<b>Principal Economic Status</b>						
At work	12	11	88	89	12,762	7,994
Unemployed	29	22	71	78	692	1,521
Student	18	13	82	87	639	570
Home duties	11	10	89	90	6,641	3,831
Retired	7	6	93	94	3,013	2,200
Others	23	18	77	82	863	705
<b>Nationality</b>						
Irish	11	11	89	89	23,091	15,170
Non-Irish	24	20	76	80	1,519	1,651
<b>Disability</b>						
Yes	20	14	80	84	3,425	2,012
No	12	11	88	89	21,185	14,809
<b>Religion</b>						
Catholic	11	11	89	89	21,598	14,585
Others <sup>3</sup>	22	18	78	82	3,012	2,236
<b>Ethnicity</b>						
White ethnic backgrounds	12	11	88	89	24,146	16,391
Other ethnic backgrounds	32	29	69	71	464	430
<b>Urban/rural location</b>						
Urban areas	15	13	85	87	15,162	9,541
Rural areas	8	9	92	91	9,448	7,280
<b>Highest education level attained</b>						
Primary or below	10	8	90	92	6,864	3,132
Lower secondary	12	12	88	88	4,017	2,436
Higher secondary	12	11	88	89	5,396	3,698
Post leaving cert	14	15	86	85	2,187	1,874
Third level	14	13	86	87	5,767	5,303
Not stated	20	15	80	85	379	378

<sup>1</sup> Results from 2004 are based on seasonal QNHS quarters. The 2010 survey was conducted after the introduction of calendar quarters to the QNHS.

<sup>2</sup> Persons in this category reported feeling discriminated against in at least one of the following areas: 'In the workplace', 'Looking for work', 'In shops, pubs or restaurants', 'Using the services of banks, insurance companies or financial institutions', 'Education', 'Obtaining housing or accommodation', 'Accessing health services', 'Using transport services' and 'Accessing public services'.

<sup>3</sup> Includes not stated.

## Section 2 Type of Discrimination and Grounds

### Type of Discrimination

Discrimination was almost equally likely to be related to accessing services or to be work-related. While 7% of people reported that they had experienced discrimination related to accessing services, 6% reported work-related discrimination. *See table 2.1.*

The highest rates of work-related discrimination were among those who were from non-White ethnic backgrounds (17%), unemployed (16%) and non-Irish nationals (12%). Respondents who believed they had been discriminated against at work were asked to identify the main focus of this discrimination. Bullying or harassment (28%) and working conditions (24%) were the most common issues identified by respondents. In comparison, promotion (9%) and pay (6%) were far less likely to be the focus of workplace discrimination. However, one third of respondents stated that they believed some other issue was the focus of the discrimination. *See table 2.3.*

The picture presented in the results of the 2010 survey shows a slight shift in focus from the 2004 results. While working conditions (19%) and bullying or harassment (25%) were the most commonly identified issues in 2004, promotion (16%) and pay (14%) were more frequently reported in that survey than in 2010.

In the two years prior to Q4 2010 the same groups of people were most at risk of discrimination accessing services as in the same period in 2004. The highest rates were among people from non-White ethnic backgrounds (19%), people with disabilities (13%), non-Irish nationals (12%) and non-Catholics (11%). However, the rate fell in each of those groups between the two survey periods. *See table 2.1.*

- People with disabilities (17% to 13%)
- Non-Irish nationals (17% to 12%)
- People who were not Catholic (16% to 11%)

Looking in detail at the types of discrimination experienced, the most notable changes between Q4 2004 and Q4 2010 were the following: *See table 2.4.*

- The percentage of people who felt they had been discriminated against dealing with banks, insurance companies or other financial institutions fell from 29% to 21%.
- The percentage of people who believed they had been discriminated against in the workplace increased from 26% to 30%.

Men and women reported some differences in the type of discrimination they experienced. Of those that felt they had been discriminated against in the two years prior to the survey, 26% of men believed they experienced discrimination while they were looking for work compared with 17% of women. In addition, 24% of men felt discriminated against while dealing with banks, insurance companies or other financial institutions compared with 18% of women. *See table 2.4.*

### Grounds for Discrimination

The most common grounds identified by people who had experienced discrimination in the two years prior to the 2010 survey were race/skin colour/ethnic group/nationality (22%) and age (19%). However, 42% of people who reported that they felt they had been discriminated against believed that the ground for the discrimination was not one of the nine grounds in the equality legislation. Between Q4 2004 and Q4 2010 the percentage of people who identified the race/skin colour/ethnic group/nationality ground increased from 15% to 22% , while those reporting the age ground fell from 25% to 19%. *See table 2.2.*

While race and age were the most common grounds identified overall, there was variation in the most common grounds identified according to each type of discrimination. For example: *See table 2.5.*

- Age (21%) and gender (13%) were the most common grounds identified by people who experienced discrimination in their dealings with banks, insurance companies or other financial institutions.
- Race (29%) and family status (17%) were the most commonly reported by those who experienced discrimination while obtaining housing or accommodation.

**Table 2.1 All persons aged 18 years and over classified by type of discrimination experienced in the past two years, September-November 2004 and October-December 2010**

% of all persons aged 18+

	Type of discrimination <sup>1</sup>				Unweighted sample (Number of persons aged 18 years and over)	
	Work-related discrimination <sup>2</sup>		Discrimination accessing services <sup>3</sup>		Q4 2004	Q4 2010
	Q4 2004	Q4 2010	Q4 2004	Q4 2010		
<b>State</b>	5	6	9	7	24,610	16,821
<b>Region</b>						
Border, Midland and Western	5	5	8	8	7,149	4,654
Southern and Eastern	5	6	9	7	17,461	12,167
<b>Sex</b>						
Male	5	6	9	7	9,357	6,586
Female	5	6	9	7	15,253	10,235
<b>Age group</b>						
18-24	7	7	14	9	1,592	854
25-44	7	7	10	8	9,470	6,914
45-64	5	6	7	7	8,436	5,676
65+	0	1	6	5	5,112	3,377
<b>Principal Economic Status</b>						
At work	6	6	8	6	12,762	7,994
Unemployed	23	16	13	10	692	1,521
Student	5	5	17	10	639	570
Home duties	2	2	9	8	6,641	3,831
Retired	1	1	6	5	3,013	2,200
Others	7	3	20	16	863	705
<b>Nationality</b>						
Irish	5	5	8	7	23,091	15,170
Non-Irish	13	12	17	12	1,519	1,651
<b>Disability</b>						
Yes	5	3	17	13	3,425	2,012
No	5	6	8	7	21,185	14,809
<b>Religion</b>						
Catholic	4	5	8	7	21,598	14,585
Others <sup>4</sup>	10	9	16	11	3,012	2,236
<b>Ethnicity</b>						
White ethnic background	5	5	9	7	24,146	16,391
Other ethnic background	15	17	24	19	464	430
<b>Urban/rural location</b>						
Urban areas	6	6	11	8	15,162	9,541
Rural areas	3	4	6	6	9,448	7,280
<b>Highest education level attained</b>						
Primary or below	3	2	8	6	6,864	3,132
Lower secondary	4	6	9	7	4,017	2,436
Higher secondary	5	5	9	7	5,396	3,698
Post leaving cert	6	8	9	8	2,187	1,874
Third level	7	6	10	8	5,767	5,303
Not stated	9	9	15	9	379	378

<sup>1</sup> This table allows for multiple responses for type of discrimination and grounds for discrimination. Therefore, the columns do not sum to 100%.

<sup>2</sup> Includes categories: 'In the workplace' and 'Looking for work'.

<sup>3</sup> Persons in this category reported feeling discriminated against in at least one of the following areas: 'In the workplace', 'Looking for work', 'In shops, pubs or restaurants', 'Using the services of banks, insurance companies or financial institutions', 'Education', 'Obtaining housing or accommodation', 'Accessing health services', 'Using transport services' and 'Accessing public services'.

<sup>4</sup> Includes not stated.

**Table 2.2 Type of discrimination experienced by perceived grounds, September-November 2004 and October-December 2010**

% of persons aged 18+ who experienced discrimination

	Type of discrimination <sup>1</sup>					
	Work-related discrimination <sup>2</sup>		Discrimination accessing services <sup>3</sup>		All persons who experienced discrimination	
	Q4 2004	Q4 2010	Q4 2004	Q4 2010	Q4 2004	Q4 2010
<b>State</b>	41	48	73	63	12	12
<b>Ground</b>						
Gender	14	11	14	9	16	11
Marital status	2	1	6	5	5	3
Family status	9	8	13	8	12	9
Age	23	21	23	15	25	19
Disability	5	2	6	6	6	5
Race/Skin colour/Ethnic group/Nationality	19	27	15	20	15	22
Other <sup>4</sup>	36	37	39	47	39	44
<b>Unweighted Sample</b> (number of persons aged 18 years and over who experienced discrimination)	1,119	859	2,050	1,187	2,843	1,856

<sup>1</sup> This table allows for multiple responses for type of discrimination and grounds for discrimination. Therefore, the columns do not sum to 100%.

<sup>2</sup> Includes categories: 'In the workplace' and 'Looking for work'.

<sup>3</sup> Includes categories: 'In places like shops, pubs or restaurants', 'Using services of banks, insurance companies or other institutions', 'Education', 'Obtaining housing financial/accommodation', 'Accessing health services', 'Using transport services' and 'Accessing other public services at local or national level'.

<sup>4</sup> Includes categories 'Sexual orientation', 'Religious belief', 'Membership of the Traveller Community' and 'Other'.

**Table 2.3 Perceived focus of workplace discrimination, September-November 2004 and October-December 2010**

% of persons aged 18+ who experienced discrimination in the workplace

	Q4 2004	Q4 2010
<b>State</b>	100	100
<b>Focus of workplace discrimination</b>		
Pay	14	6
Promotion	16	9
Work conditions	19	24
Bullying or harrassment	25	28
Other	25	33
<b>Unweighted Sample</b> (number of persons aged 18 years and over who experienced discrimination in the workplace)	738	554

**Table 2.4 Persons who experienced discrimination by sex, type of discrimination and perceived grounds for discrimination, September-November 2004 and October-December 2010**

% of persons aged 18+ who experienced discrimination

	Males		Females		Total persons who experienced discrimination	
	Q4 2004	Q4 2010	Q4 2004	Q4 2010	Q4 2004	Q4 2010
<b>Type of discrimination<sup>1</sup></b>						
In the workplace	25	28	27	33	26	30
Looking for work	24	26	15	17	19	22
In shops, pubs or restaurants	21	17	21	17	21	17
Banks, insurance companies or financial institutions	36	24	23	18	29	21
Education	3	3	5	6	4	4
Obtaining housing or accommodation	10	8	13	10	11	9
Accessing health services	11	9	16	13	13	11
Using transport services	5	3	6	4	6	3
Accessing public services	8	11	8	10	8	10
<b>Grounds for discrimination<sup>1</sup></b>						
Gender	14	8	17	14	16	11
Marital status	3	2	8	5	5	3
Family status	4	1	20	15	12	9
Age	32	20	18	18	25	19
Disability	7	5	4	5	6	5
Race/Skin colour/Ethnic group/Nationality	19	26	11	18	15	22
Other <sup>2</sup>	40	49	38	39	39	44
<b>Unweighted sample</b> (number of persons aged 18 years and over who experienced discrimination)	1,044	696	1,799	1,160	2,843	1,856

<sup>1</sup> This table allows for multiple responses for type of discrimination and grounds for discrimination. Therefore, the columns do not sum to 100%.

<sup>2</sup> Includes categories 'Sexual orientation', 'Religious belief', 'Membership of the Traveller Community' and 'Other'.



**Table 2.5 Persons who experienced discrimination by social setting of discrimination and perceived grounds for discrimination, October-December 2010**

% of persons aged 18+ who experienced discrimination

	Social setting of discrimination										Total persons who experienced discrimination
	Banks, insurance companies, and other financial institutions	In the workplace	Looking for work	In shops, pubs or restaurants	Education	Obtaining housing accommodation	Accessing health services	Using transport services	Accessing other public services		
<b>Grounds for discrimination<sup>1</sup></b>											
Gender	13	13	6	8	7	10	3	4	3	11	
Marital status	7	1	0	0	4	9	3	0	5	3	
Family status	4	9	6	5	10	17	5	11	9	9	
Age	21	12	33	14	6	7	13	16	7	19	
Disability	7	2	3	5	9	2	8	14	8	5	
Race/Skin colour/Ethnic group/Nationality	10	28	29	36	20	29	6	27	20	22	
Sexual orientation	1	1	0	2	0	0	2	0	0	1	
Religious belief	0	0	0	1	3	0	0	0	0	1	
Membership of the Traveller Community	2	0	3	11	2	6	2	2	7	2	
Other	44	39	26	23	41	30	62	28	48	42	
<b>Unweighted sample</b> (number of persons aged 18 years and over who experienced discrimination)	396	554	371	306	91	157	245	67	190	1,856	

<sup>1</sup> This table allows for multiple responses for grounds for discrimination. Therefore, the columns do not sum to 100%.

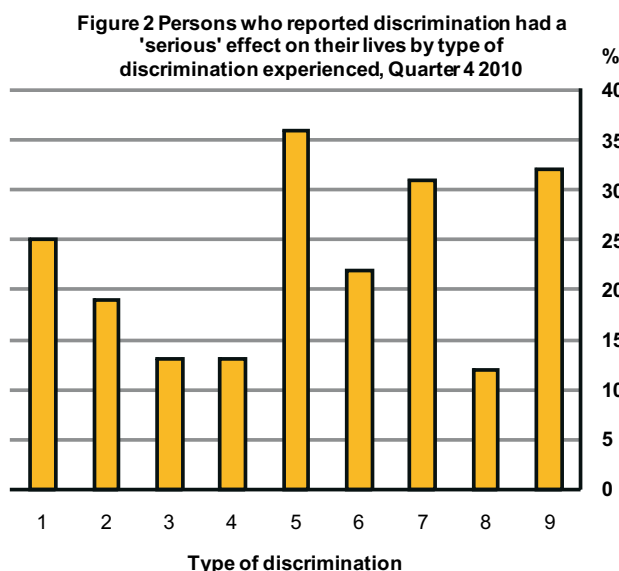
### Section 3 Frequency and Effect of Discrimination:

#### Frequency of Discrimination

For most types of discrimination the most common experience was that the discrimination happened ‘on a few occasions’. As might be expected, discrimination occurred most frequently in areas where people usually have more frequent interaction. Discrimination that happened ‘more regularly’ was reported by a little under one third (31%) of people who had experienced discrimination using transport services, 27% of people who experienced discrimination in the workplace, 22% of people who experienced discrimination accessing public services and 20% of people who experienced discrimination using shops, pubs or restaurants. However, people who experienced discrimination in education (52%) and accessing health services (45%) were more likely to report that the discrimination happened ‘just once’. See table 3.1.

#### Effect of discrimination

Across each type of discrimination the most commonly reported impact was that the discrimination had ‘some effect’ on the respondent’s life. However, the type of discrimination experienced did influence the seriousness of the effect it had on people’s lives. Almost half of those who experienced discrimination in ‘shops, pubs or restaurants’ said it had ‘little or no effect’ on their lives. In contrast, at least one fifth of people who experienced discrimination obtaining housing or accommodation, in the workplace, accessing health services, accessing public services and in education said that it had ‘a serious effect’ on their lives. Furthermore, more than one in ten people who experienced discrimination in the workplace, accessing public services, accessing health services or looking for work felt that it had ‘a very serious effect’ on their lives. See table 3.2.



#### KEY

- 1 In the workplace
- 2 Looking for work
- 3 In shops, pubs or restaurants
- 4 Banks, insurance companies or financial institutions
- 5 Education
- 6 Obtaining housing or accommodation
- 7 Accessing health services
- 8 Using transport services
- 9 Accessing public services

**Table 3.1 Type of discrimination by frequency, October-December 2010**

% of persons aged 18+ who experienced discrimination

	Frequency of discrimination			Total persons who experienced discrimination	Unweighted sample <sup>1</sup>
	Just once	On a few occasions	More regularly		
<b>Type of discrimination</b>					
In the workplace	26	47	27	100	554
Looking for work	32	57	11	100	371
In shops, pubs or restaurants	22	58	20	100	306
Banks, insurance companies or financial institutions	45	46	8	100	396
Education	52	36	12	100	91
Obtaining housing or accommodation	33	52	15	100	157
Accessing health services	45	39	16	100	245
Using transport services	26	43	31	100	67
Accessing public services	39	39	22	100	190

<sup>1</sup> Number of persons aged 18 years and over who experienced discrimination.

**Table 3.2 Type of discrimination by effect on individuals' lives, October-December 2010**

% of persons aged 18+ who experienced discrimination

	Effect of discrimination				Total persons who experienced type of discrimination	Unweighted sample <sup>1</sup>
	Little or no effect	Some effect	Serious effect	Very Serious effect		
<b>Type of discrimination</b>						
In the workplace	22	41	25	12	100	554
Looking for work	24	47	19	11	100	371
In shops, pubs or restaurants	47	32	13	9	100	306
Banks, insurance companies or financial institutions	29	50	13	7	100	396
Education	23	31	36	9	100	91
Obtaining housing or accommodation	30	41	22	8	100	157
Accessing health services	15	42	31	12	100	245
Using transport services	34	48	12	6	100	67
Accessing public services	15	41	32	13	100	190

<sup>1</sup> Number of persons aged 18 years and over who experienced discrimination.

## Section 4 Action taken and Knowledge of Rights

Almost 60% of people who experienced discrimination in the two years prior to Q4 2010 did not take any action in response to their experience. Nearly one third chose to take verbal action. An official complaint or legal action was taken by 10% of those who experienced discrimination and 8% took written action. See table 4.1.

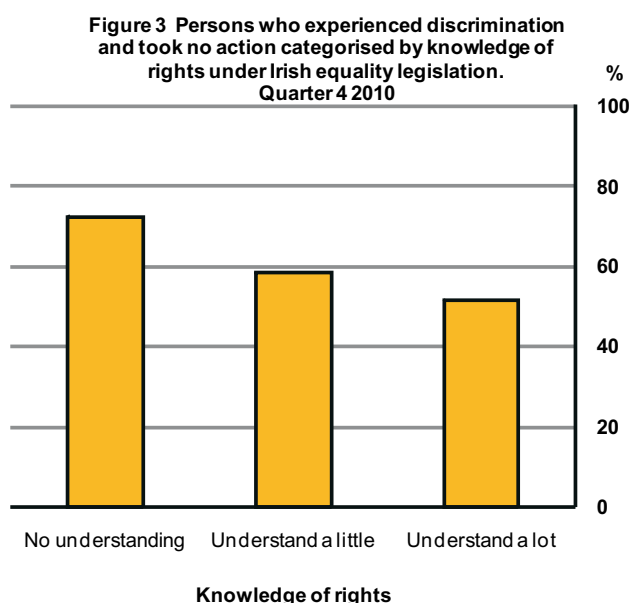
As in the 2004 survey, some of the groups who were most likely to experience discrimination were also the least likely to take any action, namely:

- People in the 18-24 year age group (77% took no action)
- Unemployed people (70%)
- Non-Irish nationals (66%)
- Non-White ethnic backgrounds (65%)

All respondents were asked to classify their knowledge of their rights under Irish equality law. Just over half stated that they understood a little, almost one third understood a lot and almost one fifth had no understanding of their rights. A higher proportion of those who had experienced discrimination (22%) in the two years prior to the 2010 survey had no understanding of their rights than those who did not experience discrimination (17%). Groups who had least knowledge of their rights (reporting ‘no understanding’) were: See table 4.2.

- People whose highest level of education was primary or below (33%)
- People with a disability (28%)
- Non-Irish nationals (27%)
- Non-White ethnic backgrounds (27%)
- People on home duties (27%)
- People in the 65+ age group (26%)

Almost three quarters of people who experienced discrimination and also reported that they had no understanding of their rights under Irish equality took no action following the discrimination. This compares with just over half of those who understood ‘a lot’ about their rights. More than 30% of people who understood ‘a little’ or ‘a lot’ about their rights had taken verbal action following discrimination, compared with just over 21% of those who did not understand their rights. An official complaint or legal action was taken by only 5% of those who did not understand their rights, compared with 14% of those who understood ‘a lot’. See table 4.3.



**Table 4.1 Persons who experienced discrimination in the past two years by action taken, September-November 2004 and October-December 2010**

% of persons aged 18+

	Action taken <sup>1</sup>								Unweighted sample <sup>2</sup>	
	Verbal action		Written action		Official complaint or legal action		No action taken			
	Q4 2004	Q4 2010	Q4 2004	Q4 2010	Q4 2004	Q4 2010	Q4 2004	Q4 2010	Q4 2004	Q4 2010
<b>State</b>	30	30	7	8	9	10	60	59	2,843	1,856
<b>Region</b>										
Border, Midland and Western	31	29	4	7	9	9	61	61	721	503
Southern and Eastern	29	30	8	9	9	10	59	59	2,122	1,353
<b>Sex</b>										
Male	27	28	7	8	9	10	63	62	1,044	696
Female	33	32	8	9	9	10	57	57	1,799	1,160
<b>Age group</b>										
18-24	21	19	4	5	5	5	73	77	294	117
25-44	32	33	7	8	9	9	58	57	1,369	914
45-64	32	29	11	10	12	13	54	59	852	649
65+	37	32	8	12	10	11	52	49	328	176
<b>Principal Economic Status</b>										
At work	31	32	8	10	9	12	58	55	1,463	835
Unemployed	24	23	6	4	8	7	68	70	201	328
Student	17	22	2	6	7	3	75	72	133	94
Home duties	32	33	7	6	11	8	58	60	650	350
Retired	36	35	10	18	11	18	48	39	205	125
Others	34	32	10	11	12	11	53	58	191	124
<b>Nationality</b>										
Irish	31	30	8	10	10	11	57	58	2,482	1,525
Non-Irish	21	27	4	3	6	6	73	66	361	331
<b>Disability</b>										
Yes	35	31	9	12	12	11	52	57	615	267
No	29	30	7	8	8	9	61	60	2,228	1,589
<b>Religion</b>										
Catholic	31	29	8	9	10	10	58	60	2,244	1,465
Others <sup>3</sup>	27	33	6	6	7	7	64	57	599	391
<b>Ethnicity</b>										
White ethnic backgrounds	31	30	8	9	9	10	59	59	2,703	1,729
Other ethnic backgrounds	20	30	2	3	7	6	75	65	140	127
<b>Urban/rural location</b>										
Urban areas	30	29	7	8	9	9	60	60	2,104	1,241
Rural areas	31	30	7	10	9	10	59	58	739	615
<b>Highest education level attained</b>										
Primary or below	33	25	6	8	9	12	57	64	637	225
Lower secondary	32	31	9	8	9	12	58	59	431	263
Higher secondary	26	26	6	7	9	6	63	66	597	380
Post leaving cert	30	30	5	9	10	7	60	58	280	245
Third level	31	33	9	10	10	11	58	55	825	682
Not stated	24	30	2	3	2	8	73	60	73	61

<sup>1</sup> Respondents were allowed to identify more than one type of action taken. Therefore, rows do not sum to 100%.

<sup>2</sup> Number of persons aged 18 years and over who experienced discrimination.

<sup>3</sup> Includes not stated.

**Table 4.2 All persons aged 18 years and over classified by knowledge of their rights under Irish equality law, September-November 2004 and October-December 2010**

% of persons aged 18+

	Knowledge of rights						Unweighted sample (Number of persons aged 18 years and over)	
	No understanding		Understands a little		Understands a lot		Q4 2004	Q4 2010
	Q4 2004	Q4 2010	Q4 2004	Q4 2010	Q4 2004	Q4 2010		
<b>State</b>	20	18	53	52	28	30	24,610	16,821
<b>Discrimination</b>								
Reported experiencing discrimination	25	22	49	47	26	31	2,843	1,856
Reported no experience of discrimination	19	17	53	53	28	30	21,767	14,965
<b>Region</b>								
Border, Midland, Western	23	21	53	53	24	26	7,149	4,654
Eastern & Southern	19	16	53	52	29	31	17,461	12,167
<b>Sex</b>								
Male	18	16	52	53	29	31	9,357	6,586
Female	21	19	53	52	29	29	15,253	10,235
<b>Age group</b>								
18-24	24	21	52	57	23	23	1,592	854
25-44	18	15	52	53	30	32	9,470	6,914
45-64	17	16	53	50	31	34	8,436	5,676
65+	27	26	54	52	19	22	5,112	3,377
<b>Principal Economic Status</b>								
At work	16	12	52	52	33	36	12,762	7,994
Unemployed	28	21	50	55	21	25	692	1,521
Student	20	18	56	55	24	26	639	570
Home duties	27	27	55	52	18	21	6,641	3,831
Retired	21	20	54	51	25	29	3,013	2,200
Others	33	29	50	50	17	21	863	705
<b>Nationality</b>								
Irish	18	17	53	53	28	31	23,091	15,170
Non-Irish	38	27	44	50	18	23	1,519	1,651
<b>Disability</b>								
Yes	32	28	50	52	18	20	3,425	2,012
No	18	17	53	52	29	30	21,185	14,809
<b>Religion</b>								
Catholic	19	18	54	53	27	30	21,598	14,585
Others <sup>1</sup>	25	19	46	51	29	31	3,012	2,236
<b>Ethnicity</b>								
White ethnic backgrounds	19	17	53	52	28	30	24,146	16,391
Other ethnic backgrounds	42	27	45	49	13	24	464	430
<b>Urban/rural location</b>								
Urban areas	21	18	52	52	27	31	15,162	9,541
Rural areas	18	18	54	53	28	29	9,448	7,280
<b>Highest education level attained</b>								
Primary or below	31	33	54	53	15	14	6,864	3,132
Lower secondary	21	21	57	55	23	24	4,017	2,436
Higher secondary	17	16	54	55	29	29	5,396	3,698
Post leaving cert	18	18	54	55	29	27	2,187	1,874
Third level	11	10	47	48	42	42	5,767	5,303
Not stated	40	24	44	51	15	25	379	378

<sup>1</sup> Includes not stated.

**Table 4.3 Persons who experienced discrimination classified by action taken and knowledge of rights under Irish equality law, October to December 2010**

% of persons who experienced discrimination

	Action Taken <sup>1</sup>				<i>Unweighted Sample</i> <sup>2</sup>
	Verbal action	Written action	Official complaint or legal action	No action taken	
<b>State</b>	30	8	10	59	1,856
<b>Knowledge of rights</b>					
No understanding	21	5	5	72	397
Understand a little	31	7	9	59	861
Understand a lot	34	13	14	51	598

<sup>1</sup> Respondents were allowed to identify more than one type of action taken. Therefore, rows do not sum to 100%.

<sup>2</sup> Number of persons aged 18 years and over who experienced discrimination.

## Background Notes

<b>Reference period</b>	A module on Equality was included in the Quarterly National Household Survey (QNHS) in the three months from October to December 2010 (quarter 4). The questionnaire referred to discrimination experienced in the two years previous to that time period. An equality module was also included on the QNHS in the fourth quarter of 2004. However, it should be noted that in 2009 the QNHS moved from seasonal to calendar quarters. Therefore, the 2004 survey was conducted from September to November.
<b>Purpose of survey</b>	The QNHS began in September 1997, replacing the annual April Labour Force Survey (LFS). The purpose of the survey is the production of quarterly labour force estimates and occasional reports on special social topics. The survey meets the requirements of Council Regulation (EC) No. 577/98, adopted in March 1998, which requires the introduction of quarterly labour force surveys in EU member states.
<b>Questionnaire</b>	<p>The questionnaire focused on discrimination based on the nine grounds defined in Irish equality legislation. The nine types of discrimination examined in the survey were ‘In the Workplace’, ‘Looking for Work’, ‘In places like shops, pubs or restaurants’, ‘Using services of banks, insurance companies or financial institutions’, ‘Education’, ‘Obtaining housing or accommodation’, ‘Accessing health services’, ‘Using transport services’, and ‘Accessing public services’.</p> <p>A copy of the questionnaire is available on the CSO website <a href="http://www.cso.ie">www.cso.ie</a></p>
<b>Discrimination</b>	<p>Respondents were shown the following definition of discrimination before they began the module questionnaire:</p> <p><i>Under Irish law, discrimination takes place when one person or a group of persons are treated less favourably than others because of their</i></p> <ul style="list-style-type: none"> <li>• <i>gender</i></li> <li>• <i>marital status</i></li> <li>• <i>family status</i></li> <li>• <i>age</i></li> <li>• <i>disability</i></li> <li>• <i>‘race’ (race, skin colour, nationality or ethnic origin)</i></li> <li>• <i>sexual orientation</i></li> <li>• <i>religious belief</i></li> <li>• <i>and/or membership of the Traveller Community.</i></li> </ul> <p><i>When the term discrimination is used in this questionnaire it refers to this legal definition only.</i></p> <p><i>If you believe you were treated less favourably than someone else but it was for another reason (e.g. your qualifications, being over an income limit or because you are further back in a queue for something), this is not considered discrimination under Irish law.</i></p>
<b>Grossing effect</b>	The QNHS grossing procedure aligns the distribution of persons covered in the survey with independently determined population estimates at the level of sex, five-year age group and region.
<b>Statistical significance</b>	All estimates based on sample surveys are subject to error, some of which is measurable. Where an estimate is statistically significantly different from another estimate it means that we can be 95% confident that differences between those two estimates are not due to sampling error. Unless otherwise stated, changes and differences mentioned in the text have been found to be statistically significant at the 95% confidence level.
<b>Disability</b>	<p>Respondents are classified as having a disability if they indicate that they have any of the long-lasting conditions or difficulties listed in the following question:</p> <p><i>Do you have any of the following long-lasting conditions or difficulties?</i></p> <ol style="list-style-type: none"> <li>1. <i>Blindness or a serious vision impairment</i></li> <li>2. <i>Deafness or a serious hearing impairment</i></li> <li>3. <i>A difficulty with basic physical activities such as walking, climbing stairs, reaching, lifting or carrying</i></li> <li>4. <i>An intellectual disability</i></li> <li>5. <i>A difficulty with learning, remembering or concentrating</i></li> <li>6. <i>A psychological or emotional condition</i></li> <li>7. <i>A difficulty with pain, breathing, or any other chronic illness or condition</i></li> <li>8. <i>None</i></li> </ol>



**Urban/rural location** The country is divided up into 8 strata based on population density. These areas are further classified into urban and rural areas as follows:

**Urban**

- Cities
- Suburbs of cities
- Mixed urban/rural areas bordering on the suburbs of cities
- Towns and their environs with populations of 5,000 or over (large urban)
- Mixed urban/rural areas bordering on the environs of larger towns
- Towns and their environs with a population of 1,000 to 5,000 (other urban)

**Rural**

- Mixed urban/rural areas
- Rural areas.

**NUTS2 and NUTS3 regions** The regional classifications in this release are based on the NUTS (Nomenclature of Territorial Units) classification used by Eurostat. The NUTS3 regions correspond to the eight Regional Authorities established under the Local Government Act, 1991 (Regional Authorities) (Establishment) Order, 1993, which came into operation on 1 January 1994. The NUTS2 regions, which were proposed by Government and agreed by Eurostat in 1999, are groupings of the NUTS3 regions. The composition of the regions is set out below.

<b>Border, Midland and Western NUTS2 Region</b>		<b>Southern and Eastern NUTS2 Region</b>	
<b>Border</b>	Cavan Donegal Leitrim Louth Monaghan Sligo	<b>Dublin</b>	Dublin Dun Laoghaire-Rathdown Fingal South Dublin
<b>Midland</b>	Laoighis Longford Offaly Westmeath	<b>Mid-East</b>	Kildare Meath Wicklow
<b>West</b>	GalwayCity Galway County Mayo Roscommon	<b>Mid-West</b>	Clare Limerick City Limerick County North Tipperary
		<b>South-East</b>	Carlow Kilkenny South Tipperary Waterford City Waterford County Wexford
		<b>South-West</b>	Cork City Cork County

**Principal Economic Status Classification** Results are also available using the Principal Economic Status (PES) classification which was used in the Labour Force Survey and the Census of Population. The PES classification is based on a single question in which respondents are asked what is their usual situation with regard to employment and given the following response categories:

- At work
- Unemployed
- Student
- Engaged on home duties
- Retired
- Other

**Highest level of education attained**

This classification is derived from a single question and refers to educational standards that have been attained and can be compared in some measurable way and it is included in the core QNHS on an ongoing basis.

The question is phrased as follows:

*What is the highest level of education or training you have attained?*

**QNHS Social Modules**

While the main purpose of the QNHS is the production of quarterly labour force estimates, there is also a provision for the collection of data on social topics through the inclusion of special survey modules. The selection of the major national modules undertaken to date has been largely based on the results of a canvass of users (over 100 organisations) that was conducted by the CSO in 1996, 2002, 2006, 2008 and most recently 2011. The results of the canvass are presented to the National Statistics Board and they are asked to indicate their priorities for the years ahead.

The schedule for social modules in any given year is based on the following structure:

<b>Quarter 1</b>	Accidents and Illness module and Information, Communication and Technology (ICT) Survey
<b>Quarter 2</b>	EU module (always covered under EU legislation)
<b>Quarter 3</b>	National module
<b>Quarter 4</b>	National module

The table below outlines the social modules published to date in the QNHS

<b>Reference Quarter</b>	<b>Social Module</b>
Q2 2010	Cross Border Shopping
Q2 2010	Educational Attainment
Q1 2010	Crime and Victimization
Q4 2009	Pensions
Q3 2009	Caring
Q2 2009	Union Membership
Q2 2009	Cross Border Shopping
Q3 2008	Lifelong learning
Q1 2008	Pension provision
Q4 2007	Childcare
Q3 2007	Health
Q2 2007	Union Membership
Q1 2007	Work-related Accidents and Illnesses (Q1 2003 – Q1 2007)
Q1 2007	ICT household survey
Q4 2006	Crime and Victimization
Q3 2006	Sport and physical exercise
Q1 2006	ICT household survey
Q4 2005	Pension provision
Q4 2005	Special Saving Incentive Accounts (SSIAs)
Q3 2005	ICT household survey
Q3 2005	Recycling and energy conservation
Q2 2005	Reconciliation between work and family life
Q2 2005	Educational attainment
Q1 2005	Childcare
Q4 2004	Equality
Q3 2004	ICT household survey
Q2 2004	Union Membership
Q2 2004	Work organisation and working time
Q4 2003	Crime and Victimization
Q3 2003	Housing
Q3 2003	ICT household survey

Social modules yet to be published:

<b>Reference Quarter</b>	<b>Social Module</b>
Q1 2010	ICT household survey
Q3 2010	Health
Q2 2011	Voter Participation
Q2 2011	Response of households to economic downturn