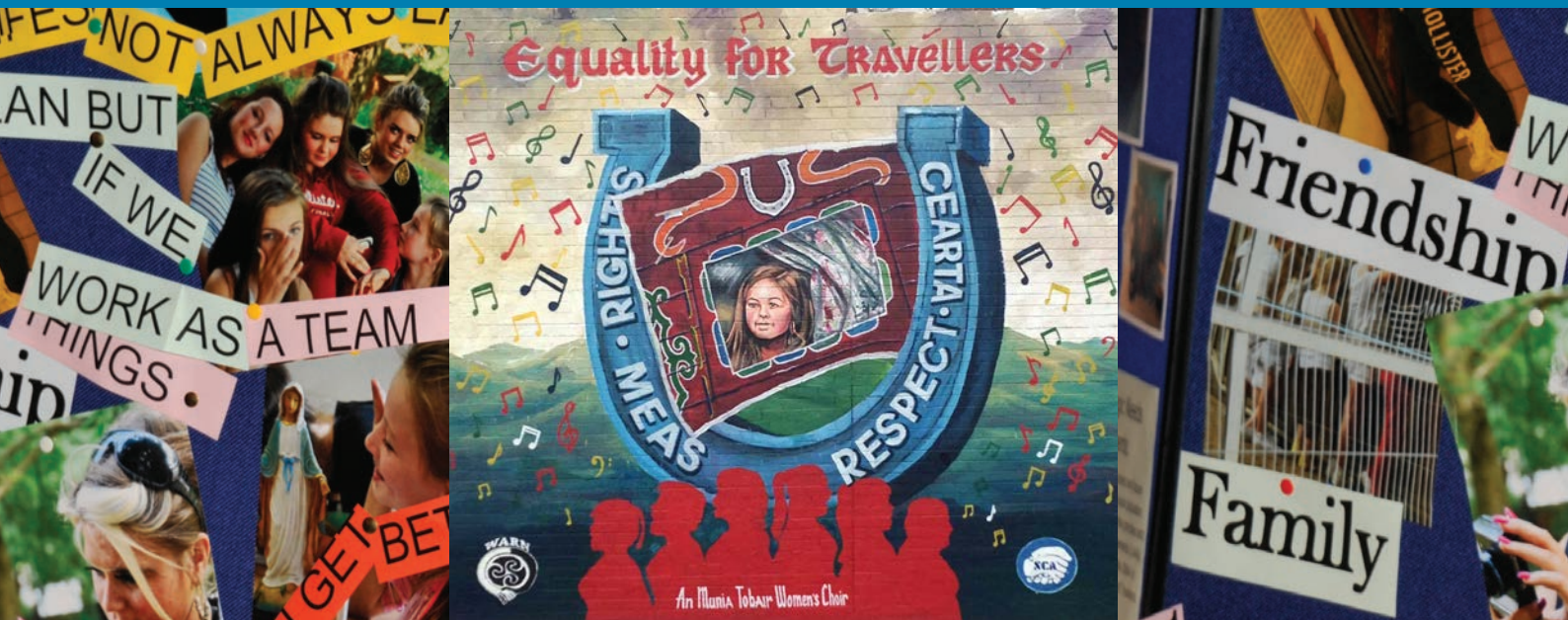# Traveller Voices for Change

Mapping the views of Irish Travellers on integration
and their sense of belonging in Northern Ireland

Geraldine Scullion and Sheila Rogers

ACKNOWLEDGEMENT

CONTENTS

TRAVELLER VOICES FOR CHANGE

Mapping the views of Irish Travellers on integration
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... for over a decade the EU institutions have been calling on Member States … to improve the social and economic integration of [Travellers]. Now is the time to change good intentions into more concrete actions.

EXECUTIVE SUMMARY

This is a report of a mapping exercise conducted in April and May 2014 which obtained the views of Irish Travellers living in Northern Ireland on the extent of their integration into Northern Ireland society. Based on EU indicators, integration was measured by their answers to questions relating to:
• employment
• education
• social inclusion
• active citizenship
• welcoming society

The participants' views were obtained by means of a survey questionnaire. Five Traveller volunteers assisted members of their communities in Belfast, Newry, Lurgan and Coalisland to complete the questionnaire. In addition, a small number of Travellers participated in two focus groups. This report analyses the questionnaire responses and focus group contributions and draws conclusions and recommendations directed at Northern Ireland's policy makers.

Participants in the mapping exercise were also asked to identify their priorities for improving their sense of integration and belonging. The most important priorities for change among the Irish Traveller respondents were:
• Improved access to education and better educational outcomes;
• A higher standard of accommodation and improved conditions on sites;
• An end to racism and discrimination;
• Better access to employment opportunities, particularly for young people.

The mapping report refers to the current European and Northern Ireland political and policy context and to Northern Ireland governmental strategies, including the draft Racial Equality Strategy 2014-2024, which have, or will potentially have, a direct impact on the lives of Travellers.

The report summarises recent research on issues affecting Traveller communities such as on criminal justice or on the link between poverty and ethnicity. It summarises the recommendations to address persistent disadvantage and discrimination among Travellers made to the UK government by international UN and Council of Europe Treaty bodies.

The report also summarises information contained in NICEM's UN submissions, and its June 2014 benchmarking report. These set out the main issues for Travellers across all the indicators such as discrimination, socio-economic disadvantage, poor living standards, lack of participation in public and political life, and government lack of engagement with Irish Travellers – all issues which are echoed in the findings of this mapping report.

The conclusions of this report (in common with the earlier research referred to) highlight the failure of government to meet its national and international obligations to protect, respect and fulfil the human rights of Irish Travellers living in Northern Ireland – a failure which impacts on their sense of integration and belonging to society here.

The mapping report concludes with recommendations on the five indicators targeted at statutory and other organisations including government departments and the Equality Commission for Northern Ireland (ECNI) to ensure that action is taken without further delay to redress the inequalities and discrimination faced by Irish Travellers and overcome the barriers which hinder them from playing their full part in Northern Ireland society.

The evidence to support and drive such action is overwhelming. As stated by the European Commission in its *EU Framework for National Roma Integration Strategies up to 2020*:

> *for over a decade the EU institutions have been calling on Member States … to improve the social and economic integration of [Travellers]. Now is the time to change good intentions into more concrete actions.*

1.0 INTRODUCTION

This report focuses on the experience of Irish Travellers;[1] it is part of and complimentary to a wider NICEM mapping exercise which explored how BME individuals from a range of different ethnicities and nationalities view their integration into Northern Ireland society, the factors that facilitate this and the barriers that work against integration and a *'sense of belonging'*.

The report will help to inform NICEM's lobbying and community development activities, and the recommendations will support government agencies to respond more effectively to the evidenced needs of the Irish Traveller community.

The 2011 Census found that 0.1 per cent (1,300) of people living in Northern Ireland were Irish Travellers.[2] This was lower than the 2001 Census figure of approximately 1,710 Travellers. In contrast, Our Geels, the All Ireland Traveller Health Study[3] in 2010 asked each of the 1,450 families it interviewed – *'How many Traveller family members (including yourself) normally live with you?'* Ninety-three per cent of respondents answered the question giving an average family size of 2.5 people; the study estimated average family size from these answers, concluding that there are at least 3,905 Irish Travellers living in Northern Ireland.

The difference between the figures in the All Ireland Traveller Health Study and the 2011 Census is understood to arise from the Census only counting those who self-identified or those whom the methodology ascertained to be Travellers.[4]

1. Irish Travellers are a small indigenous minority group that have been part of Irish society, north and south, for centuries. They have a value system, language, customs and traditions which make them an identifiable group both to themselves and to others. Their distinctive lifestyle and culture, based on a nomadic tradition, sets them apart from the general population. The Race Relations (NI) Order 1997 describes the Traveller community as the *'community of people commonly so called who are identified (both by themselves and by others) as people with a shared history, culture and traditions including, historically, a nomadic way of life on the island of Ireland.'*

2. See summary of Census 2011 statistics: http://www.nisra.gov.uk/Census/key_stats_bulletin_2011.pdf

3. All Ireland Traveller Health Study, School of Public Health, Physiotherapy and Population Science, University College Dublin, September 2010

4. Kobayashi, Y. (2005) Demographic Advice for the All-Ireland Health Study. Dublin: Department of Health and Children

2.0 METHODOLOGY

The indicators to measure integration and a sense of belonging used in this mapping exercise are those agreed by EU ministers responsible for integration and approved by the EU's Justice and Home Affairs Council in 2010 (the Zaragoza Declaration); they are discussed in more detail below.

The researchers developed a questionnaire around these indicators to explore in more detail Travellers' own experience of their integration and sense of belonging to Northern Ireland society. The draft questionnaire was piloted by NICEM staff and volunteers and amended accordingly; a copy of the questionnaire questions is at Appendix 1.

The Traveller and Gypsy Network (Northern Ireland)[5] facilitated the mapping consultation with Travellers in Northern Ireland. Five Traveller volunteers from the Network were selected to assist with completion of the questionnaire; after instruction, they distributed copies of the questionnaires among members of their local communities in Belfast (4 separate areas – Glen Road, Glenside, Millrace and Poleglas/Twinbrook), Newry, Lurgan and Coalisland, and facilitated their completion.

In addition, a small number of Irish Travellers attended the focus groups. A total of 151 questionnaires were completed and returned.

A consideration of these questionnaire responses and other policy or strategy documents and research made up the desk research component of the project.

Appendices 2 and 3 set out the integration indicators and the equality profile of questionnaire respondents by gender, age and employment status.[6]

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5. Formally constituted in February 2014, the Traveller and Gypsy Network NI is an independent Traveller-led group which aims to advance the human rights of Travellers and Gypsies in Northern Ireland and in particular to encourage their full participation in decision-making. Romany Gypsies have been an invisible part of Irish society for between 150 and 200 years and have lived somewhat apart from the Irish Traveller community; some have inter-married and have strong links with the latter community. Irish and British Romanies have not been distinguished in various reports and have been unintentionally viewed as Irish Travellers.

6. For more detailed information on the survey responses and the respondents, contact NICEM www.nicem.org.uk

3.0 THE POLITICAL AND POLICY CONTEXT

In order to inform the content and structure of the mapping exercise, a review was undertaken of current thinking at EU level around integration indicators. This was supplemented by consideration of the key Northern Ireland policy and strategy documents relevant to the subject and an overview of NICEM's policy and research work.

3.1 The European context

3.1.1 European Integration Indicators[7]
In 2011 Eurostat undertook a pilot study which arose from the Zaragoza Declaration by EU Ministers responsible for integration in April 2010. The aim was, in part, to examine proposals for common integration indicators with a view to assessing the quality and availability of data across member states in support of monitoring '*the situation of immigrants and the outcome of integration policies*'.

The pilot study identified the key policy areas against which integration indicators could be identified as:
* employment
* education
* social inclusion
* active citizenship

The Zaragoza Declaration had also highlighted the following integration indicators which most member states agreed on:
* employees who are overqualified for the jobs they are doing
* self-employment
* language skills
* experiences of discrimination
* trust in public institutions
* voter turnout by those who are entitled to vote
* a sense of belonging

The questionnaire for this NICEM mapping project was designed around these indicators. However, as they have a particular focus on 'immigrants', rather than on indigenous minority ethnic groups, not all of the indicators apply equally to Travellers who have been part of Northern Ireland society for centuries. At the same time, many of the indicators are particularly relevant such as experiences of discrimination, trust in public institutions, voter turnout and a sense of belonging.

3.1.2. Using EU indicators of Immigrant Integration[8] (EUI report)
The EUI report builds on the Eurostat pilot and Zaragoza Declaration and identifies key areas that '*matter*' when it comes to integration; those areas most relevant to Travellers include:
* Gender – women and mothers are the most vulnerable groups for all indicators;
* Quality – the report found that '*integration is more than having a job, housing and basic education*' and highlights the less secure nature of work undertaken by many immigrants, and the poor quality of housing many live in;
* Discrimination – integration is hampered when individuals are discriminated against in employment or education;

7. Based on Eurostat Indicators of Immigrant Integration; a pilot study, 2011

8. European Services Network and Migration Policy Group *Using EU Indicators of Immigrant Integration: a final report for the Directorate-General for Home Affairs*, Brussels, 2013

- Context – this finding highlights the differences across the EU in terms of access to and the sufficiency of welfare systems that can protect people from poverty. If the general population is doing well then *'immigrants tend to have better labour market outcomes, perform better in schools and participate more…'*;
- Policy – this finding acknowledges the need for a better understanding of the impact of policies, for example on welfare and integration.

The EUI report goes on to examine the Zaragoza integration policy areas and makes a number of observations.

In employment, integration would be enhanced by, among other things, targeted action to help increase the representation of ethnic minorities in public sector jobs. There is also a need to address discrimination in the labour market through training and the use of anti-discrimination legislation.

In education, early years education is important and can have a long-term positive impact as can other educational support for young people, access to life-long learning for adults, assistance to improve qualifications, and addressing discrimination in schools through training for teachers. There is a recognition that targeted action may be needed to address under-achievement in particular communities. Since '*education outcomes still largely depend on the parents' social background,'* initiatives such as '*decreasing socio-economic segregation in schools'* and improving quality are needed.

In terms of social integration, the EUI report points out that '*social inclusion indicators are rarely part of the debate on migrant integration'* yet these indicators are fundamental to how individuals and communities live – covering issues such as health, housing, income, poverty etc. In particular, there is mention of housing policy and its affect on integration, as well as the poverty of women and the need to review how gender equality legislation is being implemented.

The EUI report discusses active citizenship which includes areas such as voting, volunteering, memberships, running for political office and citizenship.

Finally, the EUI report proposed a new set of indicators on a 'welcoming society' together with further indicators for the four Zaragoza policy areas. These are found in Appendix 2.

3.1.3 EU Framework for National Roma Integration Strategies up to 2020[9] (the EU Framework)

The EU Framework sets goals for Roma[10] inclusion in education, employment, healthcare and housing across the EU. The Framework states that it is '*crucial… to ensure that national regional and local policies focus on Roma in a clear and specific way, and address the needs of Roma with explicit measures to prevent and compensate for disadvantages they face'.* To this end, the UK and other member states were asked to submit National Roma Integration Strategies (NRIS), which specify how they will contribute to the achievement of the Framework goals. The Framework states that NRISs are required to set '*achievable national goals for Roma integration'* and to identify disadvantaged regions where communities are most deprived. Sufficient funding is to be allocated from national budgets which may be complemented by EU funding to support social inclusion; the NRISs are to be designed '*in close cooperation and continuous dialogue'* with Roma NGOs and other stakeholders.

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9. Brussels, 5.4.2011 COM (2011) 173 final

10. The term 'Roma' is used – similarly to other political documents of the European Parliament and the European Council – as an umbrella which includes groups of people who have more or less similar cultural characteristics, such as Sinti, Travellers, Kalé, Gens du voyage, etc. whether sedentary or not; around 80% of Roma are estimated to be sedentary. (SEC(2010)400)

Action to tackle the persistent economic and social disadvantage and marginalisation of Travellers is directly relevant to the Framework goals which highlight the need to fight against poverty and social exclusion, raise employment levels, and reduce school drop-out rates while increasing attendance in tertiary education. The NRIS are required to pursue a targeted approach which, in line with the Common Basic Principles on Roma Inclusion[11], actively contributes to the social integration of Irish Travellers in mainstream society and to eliminating segregation where it exists.

The UK Government's Ministerial Working Group on preventing and tackling inequalities experienced by Gypsies and Travellers was tasked with addressing the Framework's requirements. Its response in 2012 included a section on Northern Ireland which contained a summary of different housing, education and other policies; it did not set out an overarching strategy to meet the objectives of the EU Framework. In its 2014 report on the implementation of the member states' NRISs, the EU Commission's Directorate General for Justice highlights the need for the UK to consider monitoring the impact of mainstream measures and activities, and to reinforce '*dialogue between Travellers and Gypsies and local and regional authorities.*'[12] It also refers to the need for halting sites for Travellers and states that '*housing initiatives should be scaled up and implemented as part of an integrated approach*'. The report also highlights the need for '*hostile attitudes and negative stereotyping of Gypsies and Travellers*' to be carefully addressed and states that '*effective measures should be taken to combat anti-Roma rhetoric and hate speech.*'

The UK response has been criticised by NGOs for the failure to specify any action to reduce hostile attitudes and negative stereotyping, or to mention the importance of early childhood development and education, or to adequately consult with or involve stakeholders.[13]

3.2 The Northern Ireland context

3.2.1 Racial Equality Strategy 2014-2024[14] (RES)
The draft RES is described as a framework for government departments to tackle racial inequalities and open up opportunity for all, eradicate racism and hate crime, and (along with *Together: Building a United Community*) promote good race relations and social cohesion for Irish Travellers, minority ethnic people whose families have been here a number of generations or who have recently arrived, migrant workers and asylum seekers.

The draft RES has six/or seven[15] shared aims all of which, if achieved, would improve the lives of Northern Ireland's minority ethnic communities. In particular it refers to the need to:
• increase participation, representation and a sense of belonging and '*strengthen social relations, interactions and ties*'
• take positive action in order to bring about change, placing a strong emphasis on ethnic monitoring which is seen as the key to bringing about racial equality.

11. The EU's 10 Common Basic Principles on Roma Inclusion comprise: 1) constructive, pragmatic and non-discriminatory policies 2) explicit but not exclusive targeting 3) inter- cultural approach 4) aiming for the mainstream 5) awareness of the gender dimension 6) transfer of evidence-based policies 7) use of EU instruments 8) involvement of regional and local authorities 9) involvement of civil society 10) active participation of Roma.

12. Report on the implementation of the EU Framework for National Roma Integration Strategies COM(2014) 209 final - 2.4.2014, p55

13. http://gclaw.wordpress.com/2014/02/06/whats-wrong-with-the-uk-governments-response-to-the-eu-call-for-states-to-adopt-a-framework-on-national-roma-integration-strategies/

14. '*A Sense of Belonging: Delivering social change through a Racial Equality Strategy for Northern Ireland 2014 - 2024*' OFMDFM. The draft RES was published for consultation on June 20, 2014; the consultation closed on October 10, 2014.

15. Elimination of racial equality; combating racism and hate crime; equality of service provision; participation; social cohesion; capacity building; and a possible 7th - the right to maintain one's cultural identity.

The European Commission's EU Framework and the UK's response to (or Northern Ireland's part in) meeting the Framework goals to improve Roma/Traveller integration are not mentioned in the document.

The draft RES contains no specific strategic objectives to deliver on the Executive's other national and international obligations to protect the human rights of vulnerable minority ethnic individuals or Travellers. It lacks specific actions to address the racial inequalities experienced by Irish Travellers or to address the particular recommendations of the UN treaty monitoring bodies mentioned in Sections 4 and 5 below.

While the draft RES acknowledges that there may need to be specific programmes of work to address particular challenges and vulnerabilities facing particular groups such as Irish Travellers and Roma, it states that OFMDFM does not '*see it as being in anyone's interest to have a proliferation of strategies or a Strategy for every minority ethnic group...*' [16]

Finally, the draft RES talks about the need for a separate set of racial equality and good relations indicators that will help in monitoring the outcomes it delivers. The collection of disaggregated data in accordance with EU standards to measure the impact of the RES will be critical in ensuring that it is effective in making an impact in addressing these multiple disadvantages.

It is noted that in 2011 the Welsh government developed the first strategic national Gypsy and Traveller policy document in the UK. The purpose of '*Travelling to a Better Future*' *– A Gypsy and Traveller Framework for Action and Delivery Plan*[17] is to develop an informed direction for the development of polices and initiatives across Welsh government departments and local authorities with a view to addressing the inequalities experience by Gypsies and Travellers in Wales. The Framework focus on key policy areas which affect the way this group accesses services including accommodation, health, education, participation and planning.

It is hoped that the final version of the RES will encompass a similar approach in order that action to address the particular needs of Irish Travellers is undertaken in a coordinated, strategic manner across government.

3.2.2 Other Northern Ireland Executive strategies
Relevant strategies of the Northern Ireland Executive include *Together: Building a United Community* (TBUC) (which aims to improve community relations and build a united and shared society) and *Delivering Social Change* (DSC) (the Executive's framework for tackling poverty and social exclusion), both of which are seen as complementary to the RES. The draft RES acknowledges that the policies and mechanisms for implementing TBUC apply equally to tackling racism and promoting good race relations. There is no detail in the draft RES on how the strategies will interact in practice.

The Department of Education's Traveller *Child in Education Action Framework* is a key strategy which aims to address the barriers to education faced by Traveller children. Published in November 2013, this framework is underpinned by the Regional Traveller Education Support Service's (TESS[18]) delivery plan for 2014-2015; this plan focuses on improved outcomes in three priority areas i.e. attendance, attainment and parental engagement. The strategy is a welcome one but it has been criticised for failing to engage Travellers in its formulation; in addition, it does not address education throughout a Traveller's life, nor how to tackle the result of educational neglect across generations of Traveller families.

16. *A Sense of Belonging*, p25

17. http://wales.gov.uk/newsroom/equalityanddiversity/2011/110929gtframework/?lang=en

18. TESS is a regional service led by the Southern Education and Library Board with the participation of the five Education and Library Boards.

It will be important to ensure that the RES, TBUC and DSC as well as other strategies, such as those on poverty, particularly child poverty[19], childcare[20], the *Gender Equality Strategy 2006-2016*[21], and *A Strategy to improve the lives of people with disabilities 2012 – 2015* take cognizance of the particular experiences and needs of Traveller communities. As noted, (apart from the strategy on education) these strategies detail no specific actions to address these particular needs and experiences. These strategies and the emerging strategies on Sexual Orientation[22], Active Ageing, and Delivering Social Change for Children and Young People need to be implemented in an integrated rather than parallel fashion so that the opportunities they present to address multiple discrimination, in particular, and to bring about effective cross-departmental, joined-up working are realised.

3.2.3 The Economic and Social Mobility of Ethnic Minority Communities in Northern Ireland[23] (the JRF report)

The JRF report, based on the 2011 Census and fieldwork, sought to increase understanding of the links between poverty and ethnicity in Northern Ireland. Noting that routes out of poverty are '*based on labour market participation and progression'* the report found that Census data highlighted different outcomes for ethnic minority groups across various indicators related to poverty; it found that '*The Irish Traveller community consistently displayed the poorest outcomes in relation to economic activity, labour market participation, education and health.'* [24]

The indicators related to Traveller poverty include low levels of skills with 67.8% of Travellers lacking any qualifications; low levels of economic activity (69% economically inactive); a higher proportion of ill health across all age groups in comparison to other groups; the lowest level of education of all the ethnic groups (as well as the majority population).

Government policy and action were seen as the '*largest influencer on rates of poverty'* and the new Race Equality Strategy was welcomed as an underpinning framework to address challenges. Recommendations for government include research on the most effective supports to enable Travellers to increase their self-employment and/or employment rates. The JRF report noted the need for future longitudinal research, particularly in light of on-going welfare reform and recommended that '*any future actions regarding improving outcomes for people from ethnic minority communities **must have a key focus on the Irish Traveller community as an ethnic minority group experiencing particularly poor economic and social mobility outcomes**.'* (emphasis added)

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19. *Improving Children's Life Chances, The Child Poverty Strategy* 2011 acknowledges '*Data from GB indicates that ethnic minorities are at high risk of poverty. There is no comparable NI data. Irish Traveller households have high levels of disadvantage in for example employment, economic activity, and accommodation'.* It details no specific action to address these risks or disadvantages.

20. *Bright Start* – refers to *'the diversity of childcare needs'* indicating that the Strategy will incorporate different types of provision catering for particular constituencies of need – such as those of ethnic minority families and the Traveller community. However, to date there is no specific mention of how evidenced differential needs of BME families and the Traveller community will be addressed.

21. The Gender Equality Strategy refers to the need to consider how policies etc. impact on women's experience of inequality including that experienced by ethnic minority women,

22. The consultations on the Development of a Sexual Orientation strategy, the Active Aging Strategy 2014 – 2020, Delivering Social Change for Children and Young people all refer to the need to recognise multiple identities including ethnic origin.

23. Joseph Rowntree Trust, May 2014 http://www.jrf.org.uk/publications/mobility-of-ethnic-minority-communities-in-northern-ireland

24. ibid p4

4.0 NICEM'S EVIDENCE BASE

In recent years NICEM has been involved in a range of initiatives, in partnership with BME communities, which have resulted in the development of an evidence base on the incidence of racial discrimination as well as issues of concern to individuals and communities.

4.1 The 2nd Annual Human Rights and Racial Equality Benchmarking Report 2013/14[25] (the benchmarking report)

This major report was published in June 2014. It supports and underpins NICEM's work to monitor and promote compliance with binding international and domestic human rights and racial equality standards emanating from the United Nations, European Union, Council of Europe and UK national laws. The report draws on UN Concluding Observations and the government's Departmental Audits of Inequality and Action Plans in order to benchmark the advancement in racial equality and highlight inaction in Northern Ireland.

Much of the evidence contained in the benchmarking report is described in the other NICEM reports discussed below; therefore this section highlights only key observations in respect of Irish Travellers and recommendations for the way forward.

The benchmarking report notes the importance of mainstreaming human rights and racial equality into law, policy and practice as a priority '*given the intensity of racial discrimination, … inequalities and entrenched community divisions within Northern Ireland as a post conflict society*'. It expresses grave concern about the prevalence of racist attacks, violence and intimidation which extends to the apparent '*synergy that appears to exist between Loyalism and racism*' something that has also been acknowledged by the Police Service of Northern Ireland (PSNI) and the Northern Ireland Affairs Committee.

The benchmarking report highlights the main concerns for Irish Travellers such as discrimination, including discrimination within the criminal justice system; the socio-economic disadvantage experienced by Travellers; their poor living standards; their lack of participation in public and political life, and government lack of engagement with Travellers.

In relation to the educational underachievement of Travellers, the benchmarking report refers to the ECNI findings that 92% of Travellers leave school without qualifications compared to 4% of school-leavers overall, leading to a '*drastic impact on the participation of Travellers in the labour market and public and political life*'.

The report refers to the All Ireland Traveller Health Study (2010) which confirmed extremely poor health outcomes for Travellers including lower life expectancy, higher rates of male suicide, and infant mortality rates 3.6 times higher than in the general population – a rate which has substantially worsened in the last 20 years.

NICEM recommends that the Thematic Sub-Group on Traveller Issues under the OFMDFM Racial Equality Panel should be reconvened and include Traveller representatives. It goes on to recommend that additional measures should be taken to improve Traveller participation in public and political life and improve rates of employment and economic activity, particularly for Traveller women. Further, NICEM recommends that the NIHE should comply with the Housing (Northern Ireland) Order 2003 and ensure that the socio-economic conditions and basic living standards on halting sites are drastically improved to guarantee access to electricity, clean water

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25. http://nicem.org.uk/wp-content/uploads/2014/06/Final-Benchmarking-Full-Report-NICEM-web.pdf

and adequate sanitation and washing facilities in line with the right to an adequate standard of living. It calls on the NIHE to publish the findings of the 2014 Comprehensive Traveller Needs Assessment.

4.2 Submission to the United Nations Committee on the Elimination of all Forms of Racial Discrimination (CERD)[26] (the CERD submission)

NICEM's CERD submission published in July 2011 in response to the 18th and 19th Periodic Reports on Great Britain and Northern Ireland, was endorsed by 26 BME groups in Northern Ireland and sets out a number of recommendations to address Travellers and BME people's experience of discrimination and disadvantage.

The CERD submission highlighted the collective failure of government to address this experience, despite legislation and international obligations to protect and fulfil their human rights.

Particular issues of concern for Irish Travellers that the report focused on were:
- Poor health and rates of life expectancy;
- Discrimination in the criminal justice system;
- Disadvantaged economic situation of Travellers;
- Lack of culturally appropriate accommodation;
- Participation in and government engagement with Travellers.

In its response to the UK, the CERD Committee expressed concern that despite efforts, the situation of Travellers had not substantially improved. It noted its regret that '*these communities continue to register poor outcomes in the fields of health, education, housing and employment. The Committee further regrets reports of increased negative stereotypes and stigmatization of these communities within the wider society.*'

It made a number of recommendations relating to Irish Travellers including that the UK:

> set out in detail its plans for addressing [educational] under-achievement for those groups which have been identified as most affected, notably Gypsy and Traveller children and Afro-Caribbeans. [27]

The CERD Committee further recommended that the UK:

> should strengthen its efforts to improve the situation of Gypsies and Travellers. [The UK] should ensure that concrete measures are taken to improve the livelihoods of these communities by focusing on improving their access to education, health care and services, and employment and providing adequate accommodation, including transient sites... (para 27)

The CERD Committee made a general recommendation that the UK takes all necessary steps to eliminate all racist bullying and name-calling in its schools. It urged the UK to introduce awareness-raising campaigns '*with a view to changing the mindset of pupils, and to promote tolerance and respect for diversity in the education sector.*' (*para 23*)

Finally, the CERD Committee recommended that the UK '*develop and adopt a detailed action plan, with targets and monitoring procedures, in consultation with minority and ethnic groups, for tackling race inequality as an integral part of the Equality Strategy, or separately provide an action plan for an effective race equality strategy.*' (*para 17*)

Joe Donoghue, Traveller rights activist, Cherry Orchard Itinerant's Rights Committee, Dublin c.1965

26. http://nicem.org.uk/wp-content/uploads/2014/01/Submission-to-CERD-2011.pdf

27. Concluding observations of the Committee on the Elimination of Racial Discrimination on the United Kingdom of Great Britain and Northern Ireland; September 14, 2011, para 24

4.3 Submission to United Nations Committee on the Elimination of All Forms of Discrimination Against Women in response to the UK's Seventh Periodic Report[28] (the CEDAW submission)

The preparation of this submission to the UN CEDAW Committee in June 2013 was informed by a survey of BME women in Northern Ireland.[29] It noted that in the 2011 Census 25,703 women declared a national identity different from British, Irish, Northern Irish, Scottish or Welsh in addition to those from BME backgrounds who do identify as British or Irish. The CEDAW submission points to the need for more effective data collection in relation to BME communities generally across all government departments but particularly to address multiple discrimination and to support the development of law and policy to advance the rights of BME women in Northern Ireland. Research is also needed on the impact the economic recession and austerity measures are having on women.

Government's failure to introduce a Bill of Rights for Northern Ireland was seen as a missed opportunity to advance women's rights, as was the lack of movement on reviewing and enhancing equality legislation and the need to specifically link the race and gender equality strategies, implementing actions in relation to the latter and incorporating protection for vulnerable groups with multiple identities.

In the area of violence against BME women and girls, the CEDAW submission highlights NICEM's ground-breaking research[30] undertaken in 2013, which recommended that a strategy should be developed targeted at addressing violence against BME women and girls and underpinned by further research and steps taken by the Director of the Public Prosecution Service to ensure that ethnicity data was collected for perpetrators and victims of domestic and sexual violence related offences. It also proposed that '*applying a human rights perspective to domestic violence would help to create momentum for breaking the silence around this violence in Northern Ireland ... a life free of intimate partner violence should be increasingly accepted as an entitlement rather than merely a humanitarian concern, but the reluctance to come forward shows that there is some way to go yet before this entitlement is internalised by BME women themselves.*'

In terms of public participation, Northern Ireland is '*at the bottom of the leader board*' when it comes to the number of women in politics, with only one BME woman (at the time of writing) an elected representative. Despite 61.7% of women being aware that they had the right to vote, fully 72.3% of them said they did not vote in the last election and only 2.6% of NICEM survey respondents were members of a political party. Women are under-represented among public appointees and on governing bodies, with BME women particularly invisible. The CEDAW submission urges the NI Executive to ensure that dedicated resources are available to build the capacity of the BME women's sector to empower women to tackle issues within their own communities, and to prioritise the participation of BME women in public life.

Issues of particular relevance to Irish Travellers included high levels of discrimination, particularly in relation to access to goods, facilities and services. The lack of culturally sensitive accommodation was highlighted as a key fact that has a wide-ranging impact on the life of Traveller women. The CEDAW submission referred to the findings of the All Ireland Traveller Health study on health inequalities, in particular the lower life expectancy of Traveller women.

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28. http://nicem.org.uk/wp-content/uploads/2014/03/CEDAW-Summary-of-Submission-1.pdf

29. NICEM *The experience of ethnic minority women in Northern Ireland*; Sarah Isal, June 2013; in addition to a survey questionnaire, two focus groups with Traveller women were conducted by NICEM with the Armagh Traveller Support Group and An Crushan Munia, Bessbrook.

30. McWilliams and Yarnell *The protection and rights of black and minority ethnic women experiencing domestic violence in Northern Ireland*, June 2013

In its concluding observations, the CEDAW Committee recommended that the UK '*intensify its efforts to eliminate discrimination against ethnic minority women and improve access to social services including healthcare, education, employment as well as provide adequate sites designated for use by Traveller women and members of their families.*' (*para 61*)

4.4 Over Policed and Under Protected: Travellers, the Police and the Criminal Justice System in Northern Ireland31

This research on Irish Travellers and the criminal justice system highlighted, among other things, the excessive and disproportionate operational response to Traveller crime and provided evidence of racial profiling in the differential use of stop and search powers under the Police and Criminal Evidence Act. The report referred to statistics from NISRA and the PSNI which show that Travellers are more likely to be victims of crime than a member of the general population, and that they are more likely to be victims of racial harassment than other ethnic groups.

31. Over Policed and Under Protected: Travellers, the Police and the Criminal Justice System in Northern Ireland; Jarman, Institute of Conflict Research, 2011

5.0 OTHER COUNCIL OF EUROPE/UNITED NATIONS RECOMMENDATIONS

In addition to UN CERD and CEDAW mentioned above, other UN or Council of Europe bodies have echoed the calls for action to eliminate the persistent disadvantage experienced by Irish Travellers.

Concerned about the lack of appropriate transient stopping sites for Travellers in Northern Ireland, the UN Committee on Economic, Social and Cultural Rights (CESCR) encouraged the UK to: *'ensure the provision of sufficient, adequate and secure stopping sites for Roma/Gypsies and Irish Travellers ... [and] review the provisions of the Unauthorised Encampments (Northern Ireland) Order 2005 and to provide for suitable accommodation arrangements for Roma/Gypsies and Irish Travellers.'*[32] (para 30) Expressing concern that significant disparities in terms of school performance and dropout rates continue to exist between pupils, in particular Roma/Gypsies, Irish Travellers, and other students, the CESCR Committee recommended that the UK *'adopt all appropriate measures to reduce the achievement gap in terms of school performance.'* (para 36)

'urgent measures'

The UN Committee on the Rights of the Child (CRC) highlighted the climate of intolerance and the discrimination and social stigmatisation experienced by Irish Traveller children and recommended that the UK take *'urgent measures to address the intolerance and inappropriate characterization of children, especially adolescents, within the society, including in the media; … [strengthen] its awareness-raising and other preventive activities against discrimination and, if necessary, taking affirmative actions for the benefit of vulnerable groups of children, such as Roma and Irish Travellers' children…'* [33] (para 25)

'affirmative action'

The CRC Committee also expressed concern that the UK's strategy to end child poverty was not sufficiently targeted at those groups of children in most severe poverty highlighting the *'particularly poor'* standard of living of Traveller children.

'special measures'

The Council of Europe's Advisory Committee on the Framework Convention for the Protection of National Minorities (FCPNM) has also commented on the situation of Travellers in relation to racial hostility, prejudice, and disadvantage in the fields of education, health care and accommodation.[34] The FCPNM Advisory Committee stressed in its opinion on the UK that taking *'special measures'* for the benefit of disadvantaged minority groups does not amount to discrimination and can be necessary to promote full and effective equality under the Framework Convention.

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32. UN Economic Social and Cultural Rights Committee, June 2009 Concluding Observations on the UK, G0942921

33. UN Committee on the Rights of the Child, CRC/C/GBR/CO/4; October 20, 2008

34. Advisory Committee on the Framework Convention for the Protection of National Minorities' Third Opinion on the UK adopted on 30 June 2011.

6.0 THE VIEWS OF IRISH TRAVELLERS

6.1 Introduction

This section describes what the Irish Traveller participants had to say about integration and a sense of belonging via the questionnaire and the focus groups in the mapping project.

The views of 151 Irish Travellers were captured through their responses to the questionnaire which asked them questions based on the EU indicators of integration – covering employment, education, social inclusion, active citizenship and a welcoming society.

The questionnaire asked respondents to also add their comments and the mapping report includes many of these comments, giving an insight into and reflecting the personal experiences of many of the respondents.

In addition to the questionnaire, the mapping project undertook focus groups which facilitated deeper conversations about the integration indicators and enabled participants to expand on their personal experiences of integration and their sense of belonging in Northern Ireland. The comments of the Travellers who attended the focus groups in Belfast and L/Derry and the comments of those who completed the questionnaire give a reflective quality to the mapping report.

The questionnaire responses and focus group contributions have been analysed under the integration indicators and these, and respondent's views on them, are set out and considered in turn. The profile of questionnaire respondents by age, employment status and gender is at Appendix 3.

'I haven't been able to get a job because I am an Irish Traveller.'

6.2 Employment

6.2.1 Irish Travellers' views
One hundred and seven people[35] or 71% of respondents reported that they had not been able to secure a job that gave them and their family sufficient money to live on and cover their expenses. Of those who answered the question, 91 people (63%) said they had not been able to get a job that used their qualifications, skills and experience; only 54 people (37%) had been able to do this.

Of the people who answered this question, sixty-three (45%) said they had experienced discrimination or less favourable treatment at work because they were perceived to be a member of a minority ethnic community; seventy-eight people (55%) had not.

When asked what they would do if they lost their job, a majority (74 people or 51%) said they would try to find another one. Forty-five per cent would turn to social security or benefits and 40% indicated they would rely on family or friends. Eleven respondents said they would either work in family businesses or rely on family members.

One Traveller expressed her/his sense of the community's frustration in relation to employment saying: '*Travellers just don't apply for jobs at all as we know we won't get them.*' This perception of the extent of discrimination by employers was echoed by others in the questionnaire comments, for example: '*I haven't been able to get a job because I am an Irish Traveller.*'

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35. As the respondents did not answer all the questions, the percentages reflect the numbers of people who did give their views.

'They don't care how we do; if you put your hand up, they don't pick you to answer.'

6.2.2 Conclusions on employment
Overall, the comments at the focus groups and in the questionnaire reflect a very negative experience of being able to get work because of, among others, biased attitudes from employers towards Travellers which block and deter Travellers from even applying for jobs for which they are qualified. Other factors include low levels of education, and lack of skills or training. For those who were in work, a majority had not experienced discrimination or less favourable treatment in the workplace which suggests that once in a job, Travellers' experience is slightly more positive.

Better education and training, jobs for young Travellers and help with setting up businesses are the other important areas highlighted by respondents.

6.3 Education

6.3.1 Irish Travellers' views
Of the 85 people for whom the question was applicable, 48 (56%) were satisfied that the education their children were receiving met the standards they expected; 37 (43%) were not.

At one of the focus groups, Traveller participants who had all left school without any GCSEs spoke of their negative experience of school and its failure to recognise their nomadic lifestyle. They had received little or no support or encouragement from their teachers. They had experienced racist bullying including physical assault but teachers' responses had been inconsistent in challenging this depending on the attitude of the individual teacher. They reported a stereotypical portrayal of Traveller girls for example, as not wanting to get jobs in the future, preferring to get married young and have children. These attitudes negatively impacted on their proper integration into school life or the education system generally.

Their comments included:

- *They don't care how we do; if you put your hand up, they don't pick you to answer.*
- *I have no qualifications and am trying to get some through the [Derry Traveller] network. I want to get a job and I want to have children so that I have a job to fall back on to look after my kids.*

The lack of progress on recognition of Irish Traveller culture and the need for members of the settled community to have Traveller cultural awareness training was highlighted at a focus group.

Respondents reported a very low level of participation in adult education with only 31 individuals (21%) participating.

When asked to express their three main issues and concerns, questionnaire respondents highlighted the importance of education; comments included:

- *For teachers to be more understanding of your background;*
- *For Travellers to stay in school, get qualifications and get good jobs and housing;*
- *Looking for a course to help me further my education; it is hard to get one;*
- *Education for my child;*
- *More classes for young people to train;*
- *More Traveller groups doing training to educate us so we can work.*

6.3.2 Conclusions on education
Improved education is <u>the</u> top priority for Travellers; the link between improved schooling and good jobs and improved living standards is clearly expressed in the questionnaire comments. Improved education and training for Traveller boys is a particular area for action. The low level of adult participation in education (21%) is a cause for concern, given the low educational attainment among Travellers generally. The creation of opportunities for adults to re-learn basic skills, or to enhance and develop professional and vocational skills is critical to improving Traveller participation in economic, political and public life.

6.4 Social Inclusion

'Better sites for us, better homes.'

This indicator covers issues such as poverty and the adequacy of people's income, healthcare and housing. Ninety-four respondents (62%) said their income was sufficient to meet their family's basic needs. However, lack of money and the cost of everyday living was an issue several respondents commented on.

There was a high level of ability to access necessary healthcare with one hundred and forty six people (97%) reporting that they were able to access such healthcare for themselves and their family.

One hundred and nineteen people (79%) said they have a home that is safe and adequate for them and their family's needs; however, when asked to comment on what improvements were needed many people indicated a different experience of housing and accommodation needs; for example:

'Proper sites for my grown up children.'

- *Proper sites for Travellers;*
- *Proper sites for my grown up children;*
- *Better sites for us, better homes;*
- *No sites for Travellers here.*

Several comments highlighted current inadequate accommodation provision: e.g. one respondent wanted: *'A new site like any other town has for Travellers'* as s/he was currently living on a private site with one tap and one toilet to share with 15 families. Another respondent said s/he goes *'to the leisure centre only to use [the] shower.'* Seventy-four individuals (49%) said that accommodation was their key priority for improvement.

6.4.1 Conclusions on social inclusion
Whilst the responses on income, housing and health care were generally positive, it is possible that this reflects the low expectations of many of the respondents given their experience of accessing and using services and having a decent, culturally appropriate place to live. Many other studies have highlighted the poor health outcomes within the Traveller community and the respondents themselves made clear in their comments in this research that the issue of accommodation is far from being resolved. The need for improved site provision and better conditions on site and improvements in accommodation came out strongly in the comments with almost half of respondents making it a priority area for action and improvement.

6.5 Active citizenship

The two issues covered under active citizenship are participation through voting and involvement in community and other organisations.

Of 35 registered to vote, two Travellers voted in the European Parliament elections, 33 did not.

In answering the question, '*if you are registered to vote, do you vote in the following elections*?' 72 respondents revealed that they do not participate in any election; of these, 36 said they were not registered to vote, 8 did not know if they were registered, while 28 people said the question was not applicable.

Considering only those who said they were registered to vote in local district council elections (59 people), 29 said they voted while 30 did not.

Of the 58 people who said they were registered to vote in the Northern Ireland Assembly elections, 26 said they voted while 32 did not.

Of the 37 people registered to vote in the UK Westminster elections, 5 said they voted while 32 did not.

And finally, of the 35 people registered to vote in the European Parliament elections, 2 people said they voted while 33 did not.

Answering the question, '*if you don't vote, why not?*' seven respondents said they could not register to vote because they had no identification; for some this was because they had no utility bills or fixed address. At one of the focus groups, the Traveller participants explained that members of their community had been helped to join the voting register by their local Traveller support group. However, there was little understanding of how voting was carried out; an example was given of a senior Traveller who went to the polling station but came away without casting her vote as she did not know what to do when she was inside the polling booth.

'Travellers have been let down too often by politicians.'

There were negative comments about politicians, for example '*they're all for themselves*'; other comments referred to the fact that the respondents don't know who to choose; two comments appear to point to the need for politicians to canvas or recruit Travellers to vote in a trusted environment: '*I voted once but only through [a] Traveller's group*' and '*They stopped registering at our community centre for Travellers.*' Another view was that the reason why Travellers don't vote is because they have been let down too often by politicians.

Of the 104 people who answered the question on active involvement in community activities, fifty-six (54%) indicated they attended their local church and fifty-three their local gym or leisure centre. Thirty-one people were involved to some extent in a community group associated with their ethnic group/nationality and 12 people with their local community centre. Twenty-five people participated in special interest groups such as a women's group or angling club.

Ninety-one people (61%) said they knew and mixed with people from backgrounds different from their own, with fifty-nine (39%) saying they did not.

6.5.1 Conclusions on active citizenship
The Traveller responses reveal very low levels of participation in voting at all electoral levels. A third of Traveller respondents said they are not registered to vote or don't know if they are registered to vote – seven of these people cited the lack of acceptable ID to enable them to register. However, it appears that when given assistance with registration and encouragement to vote via Traveller support networks, this may make a difference in Traveller participation in elections.

A high proportion of Travellers know and mix with people from backgrounds different from their own which suggests that, despite experiences of racism and prejudice reported in the next section, Travellers are willing to engage with the settled community and that there is potential to build on and develop these cross community/cultural relationships.

6.6 Welcoming society

In this section the questionnaire sought views on whether Northern Ireland was considered to be a welcoming society, if politicians and officials could be trusted to ensure racial equality and help make people's lives better and the police trusted to help if someone was a victim of a crime. People were also asked to say if they had experienced abuse, attacks, harassment or less favourable treatment in a range of settings and, if they had, whether they had reported this.

Sixty-three Traveller respondents (42%) thought Northern Ireland was a welcoming society; however forty-five (30%) described it as only partly welcoming, with a further forty-three (28%) saying it was not welcoming.

Thirty-one respondents specifically mentioned discrimination and racism. It is worth highlighting some of these comments as they reflect the everyday life experience of many Travellers in Northern Ireland:

'I have experienced much abuse from settled people.'

- *Mostly shops getting followed or pubs won't serve us even though never been in them;*
- *Travellers are not wanted; we are looked down on and we are wrong whenever we are right;*
- *Majority despise my community;*
- *'Travellers are not wanted in our own country;*
- *We aren't trusted and [are] excluded most of the time;*
- *We are not wanted in this country even though I was born and reared here;*
- *We are very much treated as outsiders;*
- *People look down on us because of the way we live;*
- *Racism/discrimination happens on a daily basis in NI;*
- *Some people are good but there are a lot of racists and people who will never like others who are different than themselves.*

Positive comments included:

- *Northern Ireland is better welcoming than South Ireland;*
- *Some okay, some very bad;*
- *We get along with everyone;*
- *We go to fairs; horse racing people very friendly;*
- *I want to mix more with locals;*
- *Very nice people in Derry and very welcoming.*

'There is never any mention of Travellers from politicians or officials.'

There was little support for the statement that politicians and officials could be trusted to promote racial equality and do their best to make life better for people; only twenty-two Travellers (15%) trusted officials and politicians while 85% (125 respondents) said they did not trust them or only partly so.

Of the forty-nine people who commented about politicians, almost all were damning and reflect how respondents don't know who their political representatives are or what they do, and their perception that they are not interested nor do they care about Travellers or their community. Typical comments were:

- *I don't know who they are or what they do for Travellers, if even they do anything for us;*
- *Been promised a site years ago, still waiting in a house that we hate;*

- *They don't care what problems we have. Nothing has ever changed for us;*
- *There is never any mention of Travellers from politicians or officials;*
- *They don't need Travellers' votes;*
- *Only Travellers can speak on our behalf.*

81% of Travellers had received less favourable treatment when shopping or accessing services.

Of the 138 Travellers who answered this question, 50% said they would trust the PSNI to help them if they were a victim of a crime.

All the respondents (151) answered the question on their experience of racial abuse, revealing an alarmingly high number of Travellers who have experienced abuse and harassment.

Ninety-three people (62%) had experienced verbal or physical abuse on the street, and forty-seven people (31%) experienced verbal or physical attacks in their own home. Fifty-seven people (38%) had experienced harassment or humiliation at work and seventy-two people (48%) reported racially motivated bullying of their child or children in school.

More than three quarters of Travellers (113 people– 76%) said they had experienced different treatment on the basis of their ethnicity, colour or religion and even more (121 people – 81%) had received less favourable treatment when shopping or accessing public services.

When asked if they had reported any of this differential treatment or abuse, 84 people (63%), said they had; 50 people had not.

The main reason given for not reporting incidents was that there was no point, as nothing would be done. The ECNI's selective strategic assistance policy was also referred to in negative terms, as was the lack of trust, including '*Police will not listen to our side of the story*' and '*Waste of time, the police always think the worst of us*'.

Four respondents referred to school settings including: '*School – told teachers, got it sorted but it still goes on outside school with the same kids*' and '*Teachers don't do anything, treat us differently.*' One philosophical although partly positive comment was: '*happens too much to report it. School is good, they stop kids getting bullied once they were told.*'

'Waste of time; its always my story against a non-Traveller.'

The responses also contain a number of very positive comments on the benefits of Irish Travellers promoting understanding of their culture and the value of their culture to the settled community; for example:

- *I want our culture to have value to others;*
- *I feel that things might change if people understood our culture more; they don't know us and just write us off;*
- *I think culture awareness training is vital to change people's ideas.*

6.6.1 Conclusions on a welcoming society
Traveller respondents expressed negative views about Northern Ireland being a welcoming place for them to live and some very damming comments illustrate their experience of racism and discrimination.

The extremely negative attitudes expressed about politicians and public officials is a matter of concern for the elected representatives with 125 respondents (85%) saying they lacked complete or partial trust in them to promote racial equality and do their best to make their lives.

Clearly politicians have a mountain to climb in relation to re-building or establishing a relationship of trust with Travellers generally; they have a real opportunity to widen their support base if they show a genuine interest in Travellers and listen to and act on their concerns.

When asked for their views on what could be improved, respondents' comments included:

- *Our children need to be more welcomed into local activities and encouraged to join in;*

- *Listen to what Travellers want and help them with their needs;*

- *Listen to Travellers and not paint them all with the one brush.*

It clearly comes across from their suggestions for improvements that Irish Travellers want to be acknowledged as a valuable part of Northern Ireland society and to have their voices heard and their views listened to.

These attitudes indicate that there is a real opportunity for politicians and policy-makers to capitalise on these sentiments and build bridges with Irish Travellers and their community. In addition, the view was expressed that Traveller-led initiatives have potential to encourage integration, electoral participation, and bridge-building using existing links with the settled community.

'We don't get listened to by anyone.'

7.0 PRIORITY AREAS FOR ACTION

Traveller respondents were asked to highlight priority issues that were affecting themselves and their family's lives. They were also asked to say what they would like to change for the better. They highlighted the following:

Education

Education was the top priority; 75 Traveller respondents prioritised education and training for children and young people, expressing hopes such as *'For Travellers to stay in school get qualifications and get good jobs and housing'* and *'training for my work I do so I have exams or paper to show people I'm good at what I do'.*

'More classes for young people to train.'

Changes sought included:

- *It would be great to encourage our young to train and get skills so they can better themselves;*
- *Young Travellers to stay in school and get GCSEs and get good jobs;*
- Improved education and training for young boys – *'schools do more for our lads';*
- Training for younger boys who leave school;
- *I'd like more courses for young people to learn a skill;*
- Access to computer classes
- Training for Travellers by Traveller-led groups

Accommodation

Seventy-four respondents said that accommodation was their main priority. Their priorities included better sites – permanent and transit – with better homes and conditions on existing sites; one respondent's priority was *'A site with toilets and water huts even'.* Another's was *'proper sites for my grown up children.'*

'Housing for young people.'

Improved accommodation provision would include:

- *More legal sites with water, toilets and electricity;*
- *We desperately need another site made for our young people that have no where to go;*
- Accommodation for the extended family – *'having more house [ing] so the family can live close to each other';*
- *I want better sties so we can all stay together, so our culture can continue as we are;*
- More sites for nomadic Travellers

Racism and discrimination

An end to racism and discrimination was a priority for some 62 respondents. This included recognition of Travellers' rights, acceptance by the majority community and being treated as an equal. '*I want our culture to have value to others*' sums up the views of several respondents.

Improvements or changes included:

- *Listen to what Travellers want and hear out their needs;*
- *More involvement in community [or in] local social life;*
- *I feel that things might change if people understood our culture more; they don't know us and just write us off;*
- *We need to try to engage with local groups and people. We are outsiders in our own land;*
- *I think culture awareness training is vital to change people's ideas;*
- *I would like to see our people be allowed to join in with local issues, and having a voice in what is being discussed.*

Work

Work was cited as a main priority for 46 respondents with limited employment opportunities for young people being a concern for many. Improvements and changes sought included:

- *Young people don't see the value of school because no one local would give them a job; they have to do what their fathers do and travel away for work;*
- *If Travelling people stay in school they could get better jobs;*
- *When seeking jobs for my business, I have to hide my identity as a Traveller to gain contact;*
- *Help for Travellers to set up their own business, work;*
- *It would be nice if all employers would give everyone the same chance in life to work;*
- *For employers to take Travellers on for jobs.*

Other priorities mentioned included better education on health matters, better health schemes and health care/facilities, (including specific male health facilities), improved after-school activities and provision (e.g. Toy Box provision in schools); lack of money and the cost of everyday living was mentioned by several people.

Changes to address some of these concerns included the need for Traveller-led schemes and activities such as:

- *Better health schemes for men and women*
- *More things done for male health;*
- *I hope they do groups to check blood pressures and heart problems and so on, Travellers health does be neglected.*

'*I want us to be treated with respect from country people. We have high morals but are seen as scum.*'

8.0 RECOMMENDATIONS

As demonstrated, ample evidence exists about the disadvantage and discrimination experienced by Irish Travellers. This mapping exercise confirms Travellers' keen awareness of inequality in Northern Ireland and also their lack of trust in politicians and public officials to take the necessary steps to bring this inequality to an end. Government and other bodies are fully aware of the calls for action from national and international bodies, yet despite steps that have been taken, the overwhelming view of Travellers is that disadvantage and discrimination persist.

The commitment of the Northern Ireland Executive to put in place a strategy to address racial equality is a welcome step. In order to shape an effective strategy on the integration of Irish Travellers, this report's recommendations add to and reiterate many of the recommendations made by NICEM, the ECNI and others on which action is still outstanding.

In addition to recommendations on the five integration indicators, there are two overarching and underpinning recommendations applicable to all action to address the disadvantage and discrimination experienced by Irish Travellers.

The first is that Travellers must be involved in shaping the Executive's strategies and actions to tackle the racial inequality they face. An approach which fails to include their views, which fails to address their sense of alienation and distrust of politicians and public officials, which fails to respect their values and harness their suggestions, is doomed from the outset. The participation of Travellers in shaping action to address the disadvantage they experience is a fundamental democratic, equality principle and one that has been urged on government by the UN CERD, the EU's 10 Common Principles for Roma Inclusion and the European Commission's Framework document, among others.

In this mapping exercise, Travellers have made a number of positive constructive suggestions for ways to improve their sense of integration and belonging. Government must seize the opportunity and find ways to build on these suggestions in order to identify the best approaches to redressing the persistent discrimination and disadvantage Travellers experience.

The second overarching recommendation is that the Northern Ireland Executive needs to implement an overarching strategy to ensure Traveller inclusion.

 The persistent discrimination and disadvantage experienced by generations of Travellers in Northern Ireland is well documented by NICEM, the ECNI[36], the All-Ireland Traveller Health study, the UN CERD, UN CEDAW, UN Committee on the Rights of the Child, the UN Committee on Economic, Social and Cultural Rights and the Council of Europe's Advisory Committee on the Framework Convention for the Protection of National Minorities.

This body of evidence and the recommendations to the UK from international bodies to take steps to protect and fulfill the rights of Travellers obliges the Executive to take urgent action to target the issues highlighted. This requires the Executive's special focus with clear overarching strategies across government to in order to co-ordinate effective action in all the areas identified by the international bodies and reiterated in this mapping report. The publication of the Racial Equality Strategy 2014 – 2024 provides government with the opportunity to set out a clear plan to fulfill its obligations; OFMDFM should take the lead role in this task.

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36. ECNI Racial Equality Policy Priorities & Recommendations, May 2014

8.1 Overarching recommendations

It is recommended that OFMDFM should:

8.1.1 As recommended by NICEM, reconvene the thematic sub-group on Irish Traveller issues under the Racial Equality Panel and ensure it includes Traveller representatives;

8.1.2 Ensure that the Racial Equality Panel has an overarching role and develops clear terms of reference, an agreed action plan, and mechanisms to measure targets and monitor outcomes across all Executive departments;

8.1.3 Ensure that the funding required to build capacity, including through Traveller-led initiatives, and to retain and expand Traveller organisations, is made available in order to support their integration and ensure they have equal access to services and civil society;

8.1.4 Provide and resource opportunities for Travellers to teach the general population about their rich cultural heritage and different way of life;

8.1.5 Ensure that the Racial Equality Strategy includes distinct strategic objectives and a targeted action plan aimed at ensuring the inclusion of Irish Travellers in Northern Ireland, as required as part of the UK's National Roma Integration Strategy under the EU Framework; the strategy should have clear arrangements on accountability and reporting on targets by departments to the Racial Equality Panel and other stakeholders;

8.1.6 As recommended by the ECNI, take the lead in coordinating the collection of disaggregated data to monitor the actions and outcomes which the strategy seeks to advance;

8.1.7 Take steps to obtain an accurate up-to-date measurement of the numbers of Travellers living in Northern Ireland in order to ensure that all governmental departments and public authorities have a clear understanding of the true extent of need and take action accordingly;

8.1.8 As recommended by the ECNI, take the lead on coordinating departmental action aimed at identifying and addressing institutional racism, including through the use of Section 75 processes, as part of the Racial Equality Strategy 2014 - 2024;

8.1.9 Ensure that action taken to implement its Together: Building a United Community strategy which is the '*strategic framework for action to tackle sectarianism, racism and other forms of intolerance*'[37] includes specific action to tackle racism against Travellers and that such action is monitored and reported on;

8.1.10 Ensure that there is synergy between the RES and TBUC so that, together, they can deliver racial equality in Northern Ireland;

8.1.11 Create opportunities for community dialogue around racist incidents and education across the community;

8.1.12 Launch a national public awareness-raising campaign aimed at tackling discrimination and racism against Irish Travellers;

8.1.13 Take urgent measures to address the intolerance and inappropriate characterisation of Irish Traveller children, especially adolescents, within the society, including in the media;

37. Together: Building a United Community, OFMDFM, para 1.2

8.1.14 As recommended by the ECNI, consider the findings of the Leveson[38] report with regards to '*discriminatory, sensational or unbalanced reporting in relation to ethnic minorities, immigrants and/or asylum seekers*' and takes relevant action to ensure appropriate media reporting in Northern Ireland;

8.1.15 Take the lead in supporting training for service providers, employers, and government officials on promoting integration and anti-racism.

8.2   Recommendations on employment:

8.2.1 The Department for Employment and Learning (DEL) should:

8.2.1.1 As recommended by the ECNI[39], develop long-term Traveller specific initiatives to improve employment opportunities for members of that community including incorporating learning from projects such as the Belfast Health and Social Services Trust (BHSST) Traveller employment project;

8.2.1.2 Undertake research on the links between unemployment and education among Travellers taking into account factors such as age, gender, literacy, formal versus non-formal education etc. in order to inform and develop Traveller specific job related training and education initiatives;

8.2.1.3 As recommended by the ECNI, ensure that Travellers are involved in mainstream employment training provision including support in employment and training and ensure that employability strategies and mainstream services are accessible to them.

8.2.2 The Department of Education for Northern Ireland should ensure that the Careers Service undertakes outreach and awareness raising activities with Irish Traveller communities and young people on apprenticeships and vocational training opportunities.

8.2.3 The Department of Enterprise, Trade and Industry should work in partnership with Invest NI, the universities and the BME sector to identify and implement ways to support Irish Travellers to develop and utilize self-employment/entrepreneurship skills.

8.3   Recommendations on education:

8.3.1 The Department of Education for Northern Ireland (DE) should:

8.3.1.1 As recommended by the ECNI, take action to ensure that the Traveller Child in Education Action Framework (2013) and Traveller Education Support Service is progressed, monitored and evaluated with progress reported at the Traveller subgroup of the OFMDFM's Racial Equality Panel and that Traveller children and parents are closely involved in the development and implementation of the Framework, to ensure that tangible outcomes are delivered;

8.3.1.2 Take action to assess the need for special measures to improve educational outcomes for Traveller boys and develop an action plan targeting their educational access, attendance and advancement;

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38. Leveson (2012): *Criticism of the Culture, Practices and Ethics of the Press*, para 8.51.
Available at: http://www.official-documents.gov.uk/document/hc1213/hc07/0780/0780_ii.pdf

39. http://www.equalityni.org/Delivering-Equality/Equality-Themes/Racial-equality.aspx

8.3.1.3   As recommended by the ECNI, ensure that schools provide regularly updated in-service training to staff on the impact of racist bullying and on the strategies to tackle and prevent it and that training on prejudice-based bullying is incorporated within teacher training;

8.3.1.4   Together with the Northern Ireland Anti-Bullying Forum implement a system to monitor and tackle racial bullying in Northern Ireland's schools and support schools and teachers to fulfil their statutory duties and ensure a consistent and coordinated approach to anti-bullying policy and practice consistently across all schools;

8.3.1.5   As recommended by the ECNI, consider placing a duty on schools to record disaggregated data on incidents of bullying in order to improve their understanding of, and responses to, prejudiced-based bullying; any duty placed on schools should include appropriate safeguards to encourage schools to be open about reporting incidents of bullying;

8.3.1.6   Ensure the Northern Ireland curriculum includes education that contributes to cultural competence and values and respect for difference consistent with international human rights obligations and standards;

8.3.1.7   Ensure that Traveller children see their culture reflected in the classroom and the school curriculum with more mainstreaming of multi-cultural events;

8.3.1.8   Ensure the current arrangements of the Traveller Education Support Service to strengthen and improve support to Traveller children, young people and their parents, are effective and learning is applied and outcomes monitored and reported consistently across all education and library boards.

8.3.2   The Education and Training Inspectorate should as part of its inspection regime assess how Northern Ireland schools are addressing and monitoring racial and other forms of bullying.

8.3.3   The ECNI should:

8.3.3.1   Review and report on the extent to which the provisions of its good practice guide to Racial Equality in Education[40] are being implemented consistently across schools and make recommendations for ways to enhance adherence to good practice;

8.3.3.2   Continue to urge government to implement its recommendations[41] on equality legislation in relation to education provision including strengthening the enforcement mechanisms for complaints and extending the Section 75 equality duties to schools.

8.3.4   The Northern Ireland Children and Young People's Commissioner should, in partnership with DE and others across the sector including teacher training providers, develop and promote models of good practice on intercultural and inclusive teaching provision drawing on lessons from across the UK and elsewhere.

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40. http://www.equalityni.org/ECNI/media/ECNI/Publications/Employers%20and%20Service%20Providers/ RaceEqualityinEducationGoodpracticeguide2001.pdf

41. ECNI Racial Equality Policy. Priorities and Recommendations, May 2014

8.4   Recommendations on social inclusion:

8.4.1   As part of and to complement recommendations 8.1.12, 13 and 14, BBC, UTV, local radio and other media channels should counter negative stereotypes and promote knowledge of the rich cultural heritage and traditions of Travellers and build knowledge among the public of Irish Travellers' history, culture and the contribution they make to Northern Ireland society.

8.4.2   NICEM should:

8.4.2.1   Work with the Electoral Commission and the Traveller sector to identify and implement ways to encourage the registration of Traveller voters;

8.4.2.2   Continue to find ways to increase participation and encourage involvement in order to build capacity among Traveller individuals and communities to engage with their public institutions and political representatives and hold them to account;

8.4.2.3   In partnership with the ECNI, seek funding to pilot schemes such as peer support or community development schemes which take a rights-based approach to empowering Travellers to build their confidence and capacity to participate in political life.

8.4.3   The Department of Social Development (DSD) should, as recommended by the ECNI, establish and lead a multi-agency Taskforce on Traveller accommodation to direct and co-ordinate the various authorities/agencies involved in all aspects of the development and maintenance of sites.

8.4.4   The Northern Ireland Housing Executive should:

8.4.4.1   As recommended by NICEM comply with the Housing (NI) Order 2003 and ensure that the socio-economic conditions and basic living standards on serviced and transit sites are drastically improved to guarantee access to electricity, clean water and adequate sanitation and washing facilities in line with the right to an adequate standard of living;

8.4.4.2   Review its Traveller Accommodation Programme to ensure that the need for extended family provision is being met.

8.4.5   The Department for Health, Social Services and Public Safety (DHSSPS) and the Health and Social Care Trusts should:

8.4.5.1   As recommended by the ECNI, co-ordinate actions to address the known health inequalities amongst Traveller populations to ensure measurable improvements in health outcomes;

8.4.5.2   Provide information and services consistent with equality of access and ensure that staff are trained in anti-racism and cultural awareness;

8.4.5.3   Develop a system for monitoring health inequalities experienced by Travellers, including comprehensive data collection/review so that adverse impacts can be identified and addressed.

8.4.6   Service providers and agencies working with Traveller communities should, review their over-reliance on written text and consider piloting schemes such as peer support or community development schemes which empower individuals to disseminate information at grass roots levels.

8.4.7   All new district councils should ensure that the needs and interests of Irish Travellers are integral to the development and implementation of their community planning function.

8.5 Recommendations on active citizenship:

8.5.1 The All Party Group on Ethnic Minority Communities should consider the findings of this report and work with the NI Assembly's outreach programme to assist them develop opportunities for politicians to meaningfully engage with their Traveller electorate and encourage lobbying, debate and participation of Irish Travellers in public and political life.

8.5.2 The Local Government Staff Commission for Northern Ireland should consider how its equality and diversity work in relation to participation can raise the profile of Irish Traveller individuals and communities within district councils and enable their voices to heard.

8.5.3 All Northern Ireland political parties should make public, as part of their manifestos and policy papers, their commitment to addressing racial discrimination and proactively take steps to determine and address issues of concern to Irish Travellers.

8.5.4 The PSNI should implement a programme of engagement and outreach across Northern Ireland to build on and develop positive relationships and challenge and address reasons for distrust within some Irish Traveller communities.

8.5.5 The Northern Ireland Assembly should ensure that its Code of Conduct and Guide to the Rules Relating to the Conduct of Members sets the highest standards for members in line with the requirements of national and international human rights and equality law.

8.6 Recommendations on a welcoming society:

8.6.1 OFMDFM should, as part of its oversight role in promoting racial equality in Northern Ireland:

8.6.1.1 Ensure through the RES that government departments and agencies adopt and implement the recommendations in this mapping report;

8.6.1.2 Ensure that the RES and the strategies referred to in section 3.2.2 take account of Travellers' multiple identity needs and issues.

8.6.2 The PSNI, the Public Prosecution Service and the Department of Justice should prioritise the reduction and elimination of racial violence including the identification of a range of effective actions to improve reporting and how racist hate crimes are addressed, and to reduce and prevent racist violence (including re-offending).

8.6.3 The Independent Press Standards Organisation should work with the BME and Traveller sector to raise awareness of its role, its Code and standards and how Irish Travellers can report issues of concern.

Appendix 1: Mapping questionnaire

SECTION A: Integration Themes

1. EMPLOYMENT

1.1 Have you been able to get a job that pays enough for you to live on and covers your expenses?

Yes ☐   No ☐

1.2 Have you been able to get a job that uses your qualifications, skills and experience?

Yes ☐   No ☐

1.3 Do you feel or have you felt that you experienced discrimination/less favourable treatment in your workplace because you are perceived as a 'foreigner', or a member of an ethnic minority group?

Yes ☐   No ☐

1.4 If you lost your job, what would you do? *(Please tick all that apply)*

Find another job   ☐

Apply for social security/help from the state   ☐

Return to my country of origin   ☐

Rely on family or friends   ☐

Other, please specify: _____

2. EDUCATION

2.1 If you have children in school, is their education meeting the standards you expect?

Yes ☐   No ☐   Not applicable ☐

2.2 Do you participate in adult education? (e.g. attend evening classes, English language classes or schools or other educational activities)

Yes ☐   No ☐

3. SOCIAL INCLUSION

3.1 Is your income sufficient to meet your family's basic needs?   Yes ☐   No ☐

3.2 Are you able to access the healthcare you need for yourself and your family?   Yes ☐   No ☐

3.3 Is your home safe and adequate for you and your family's needs?   Yes ☐   No ☐

4. ACTIVE CITIZENSHIP

4.1 If you are registered to vote, do you vote in any of the following elections?'

Local district council elections	Yes ☐	No ☐
NI Assembly elections	Yes ☐	No ☐
UK Westminster elections	Yes ☐	No ☐
European Parliament election	Yes ☐	No ☐
I am not registered to vote	Yes ☐	No ☐
I do not know if I am registered to vote	Yes ☐	No ☐
Not applicable	Yes ☐	

If you are registered but do not vote, why not? _____

SECTION A: Integration Themes continued

4.2 Are you actively involved in any of the following *(please tick all that apply)*:

    a.   Local church/mosque/temple/place of worship? ☐

    b.   Local community centre ☐

    c.   Community group associated with your nationality ☐

    d.   Special interest group or club (e.g. women's group, angling club) ☐

    e.   English language school ☐

    f.   Parents' group ☐

    g.   Local gym or leisure centre ☐

4.3 Do you know and mix with people from backgrounds different from your own?

    Yes ☐   No ☐

5. WELCOMING SOCIETY

5.1 Do you perceive Northern Ireland as a welcoming society?

    Yes ☐   No ☐   Partly ☐

    Explain or add your comments, if any: _____

5.2 Do you trust your politicians/ public officials to promote racial equality and to do their best to make your life better? [For example, do they understand your needs; do they represent your interests, etc.?]

    Yes ☐   No ☐   Partly ☐

    Explain or add your comments, if any: _____

5.3 Do you trust that the police will help you if you are the victim of a crime?   Yes ☐   No ☐

5.4 Have you ever experienced any of the following?: (tick all that apply)

Verbal or physical attack at **your home**?	Yes ☐	No ☐
Verbal or physical abuse on **the street**?	Yes ☐	No ☐
Humiliation/harassment by a client or colleague in **your workplace**?	Yes ☐	No ☐
Racially motivated bullying of your **child or children in school**?	Yes ☐	No ☐
Different treatment because of your **ethnicity, country of origin, colour or religion**?	Yes ☐	No ☐
Less favourable treatment when you are **shopping or using public services**?	Yes ☐	No ☐
If you have experienced any of the above, did you report it to the authorities? (i.e. the police, the Equality Commission for NI, the school head teacher etc.)	Yes ☐	No ☐

    If not, why not: _____

6. YOUR ISSUES AND CONCERNS

What are the 3 main issues affecting your life and your family? [For example, cheaper childcare, recognition of your qualifications, secular schools, access to education/language skills etc.]

    1. _____

SECTION A: Integration Themes continued

2. _____

3._____

If you have experienced any problems or difficulties in relation to employment, education, social inclusion, or a 'welcoming society', tell us more about what you would like to change for the better:

_____

_____

_____

_____

_____

_____

_____

SECTION B: About you

To ensure we understand the context of your answers to the questions, please tell us more about your background and characteristics as follows:

1. **What is your gender?** *(tick one box only)*   Male ☐   Female ☐

2. **In which of the following regions do you live?** *(tick one box only)*

Belfast or the North East ☐
Mid Ulster or Down ☐
North West ☐

3. **What age are you**? *(tick one box only)*

Under 19	☐	45 – 49	☐
20 – 24	☐	50 – 54	☐
25 – 29	☐	55 – 59	☐
30 – 34	☐	60 – 64	☐
35 – 39	☐	65 – 69	☐
40 – 44	☐	70 +	☐

4. **What qualifications do you have?** *(tick all the boxes which apply)*

☐ Primary school education

☐ Secondary school education or equivalent in another country
(e.g. O + A Levels/CSE/GCSEs, Diplomas, NVQs, BTEC, City and Guilds etc.)

☐ **Third level qualifications** (e.g. BA, BSc, MA, PhD, PGCE etc.)

☐ **Professional qualifications** (e.g. teaching, nursing, accountancy)

☐ **Other qualifications** (e.g. vocational/work-related qualifications)

☐ Other qualifications gained outside the UK

5. **How long have you been resident in NI? (tick one box only)**

Less than 3 months	☐	5 - 10 years	☐
3 months – 1 year	☐	Over 10 years	☐
1 - 2 years	☐	All my life	☐
3 - 4 years	☐		

6. **What is your country of birth?**

China	☐	Nigeria	☐	South Africa	☐
Hong Kong	☐	Northern Ireland	☐	United Kingdom (other)	☐
Hungary	☐	Pakistan	☐	Zimbabwe	☐
India	☐	Philippines	☐	Other (*please specify*):	
Ireland	☐	Poland	☐	_____	
Kenya	☐	Portugal	☐		
Latvia	☐	Romania	☐		
Lithuania	☐	Slovakia	☐		

SECTION B: about you continued

7. What is your ethnic group?

Chinese ☐		Bangladeshi ☐		Mixed ☐	
Irish Traveller ☐		Asian (other) ☐		White ☐	
Roma ☐		Black Caribbean ☐		Other (*please specify*):	
Indian ☐		Black African ☐		_____	
Pakistani ☐		Black (other) ☐			

8. What is your immigration status? *(Please tick one box only)*

UK national/British citizen ☐	Visitors Visa ☐
Asylum seeker ☐	Student Visa ☐
Refugee ☐	Work permit ☐
European Union citizen ☐	Spouse/dependent visa ☐
Spouse of European Union citizen ☐	Overstayed visa ☐
Spouse of non-EU national ☐	No immigration status ☐
Indefinite leave to remain ☐	Other (*please specify*): _____

9. Language

How well would you rate your own English language ability in the following areas? *(Please tick one box for each skill.)*

a. Reading Ability None ☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐

b. Writing Ability None ☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐

c. Speaking Ability None ☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐

d. Understanding Ability None ☐ Poor ☐ Fair ☐ Good ☐ Excellent ☐

10. Employment status

Are you:

Employed ☐   Not in employment ☐   Self-employed ☐   Seeking work ☐

If employed, are you a member of a Trade Union?   Yes ☐   No ☐

What type of job do you do?

Administrative services (e.g. receptionist) ☐	Food Services (e.g. meat processing) ☐
Business Owner ☐	Hotel and Catering (e.g. waiter, chef) ☐
Childcare and Social Work ☐	IT (e.g. computer technician) ☐
Cleaner/Domestic help ☐	Manufacturing and Production ☐
Construction (e.g. builder, joiner) ☐	Medical and Healthcare (e.g. nurse) ☐
Customer services and Call centre ☐	Professional and scientific (e.g. lawyer) ☐
Education and Training (e.g. teacher) ☐	Retail Trade (e.g. supermarket cashier) ☐
Finance and Insurance (e.g. bank worker) ☐	Agriculture (e.g. mushroom picker) ☐

Other (please specify): _____

Appendix 2: EU Integration indicators

POLICY AREA	INDICATORS
Employment	o Employment rate o Unemployment rate o Activity rate o Self employment o Over qualification
Education	o Highest educational attainment (share of population with tertiary, secondary and primary or less than primary education) o Share of low-achieving 15 year olds in reading, mathematics and science o Share of 30 – 40 year olds with tertiary education attainment o Share of early leavers from education and training o Language skills of non-native speakers
Social inclusion	o Median net income (of the immigrant population as a proportion of the median net income of the total population) o At risk of poverty rate (share of population with net disposable income of less than 60% of the national median) o The share of population perceiving their health status as good or poor o Ratio of property owners to non-property owners among immigrants and the total population
Active citizenship	o The share of immigrants that have acquired citizenship o The share of immigrants holding permanent or long-term residence permits o The share of immigrants among elected representatives o Voter turnout

Source: the Zaragoza Declaration

POLICY AREA	ADDITIONAL INDICATORS	
Employment	o Public sector employment o Temporary employment o Part-time employment	o Long-term unemployment o Share of foreign diplomas recognised o Retention of international students
Education	o Participation in early childhood education o Participation in life-long learning	o Not in education, employment or training o Concentration in low-performing schools
Social inclusion	o Child poverty o Self-reported unmet need for medical care o Life expectancy o Healthy life years	o Housing cost over-burden o Overcrowding o In-work poverty risk o Persistent poverty risk
Active citizenship	o Participation in voluntary organisations o Membership in trade unions	o Membership in political parties o Political activity
Welcoming society	o Perceived experience of discrimination o Trust in public institutions o Sense of belonging	o Public perception of racial discrimination o Public attitudes to political leaders with ethnic minority backgrounds

Appendix 3: Profile of Irish Traveller respondents to the mapping project questionnaire

AGE		
AGE GROUP	**NUMBER**	**PERCENTAGE OF TOTAL**
Under 24	32	21.19%
25 – 34	35	23.18%
35-44	48	31.79%
45-54	24	15.89%
55-64	7	4.64%
Over 65	5	3.31%
TOTAL	**151**	

EMPLOYMENT STATUS		
STATUS	**NUMBER**	**PERCENTAGE OF TOTAL**
Employed	12	8%
Self-employed	41	27.33%
Not employed	80	53.33%
Looking for work	17	11.33%
TOTAL	**150**	

SEX				
MALE		**FEMALE**		**TOTAL**
Number	**Percentage**	**Number**	**Percentage**	
70	46.98%	79	53.02%	149