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**Public Sector Equality and Human Rights Duty**

At the Public Appointments Service, we continue to work to fulfil our obligations under the Public Sector Equality and Human Rights Duty, as set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014.

Much of this work forms part of our Equality, Diversity, and Inclusion (ED&I) strategy and activities, and below is an overview of some of the work we have undertaken in this regard in recent times:

**Inclusive routes to employment**

We continue to partner with civil service departments, bodies, and not for profit organisations, to develop new inclusive routes to employment in the civil service.

The results of some of this work include:

* We developed a new route to permanency for graduates of AHEAD’s Willing Able Mentoring (WAM) programme, which promotes access to the labour market for graduates with disabilities. Since its inception, over a dozen candidates have taken up permanent positions at Executive Officer level in the civil service.
* We actively supported the new internship programme for members of the Traveller and Roma communities.
* We continue to support the Oireachtas Work Learning (OWL) programme, to find meaningful and viable employment for graduates with an intellectual disability.
* We continue to develop strategic partnerships with civil service departments, ED&I related charities, and not for profit organisations.
* We have increased access to employment opportunities in the civil service for candidates with disabilities and from minority communities, tackling structural and other barriers.

**Transforming Reasonable Accommodations**

We received funding from the Public Service Innovation Fund 2023, to lead a project to transformation reasonable accommodations for candidates with disabilities during the recruitment and onboarding stage, for civil and public service roles.

The results of some of this work include:

* We partnered with the accessibility and inclusion consultancy, Tilting the Lens, to use universal and creative design thinking to transform our approach to reasonable accommodations.
* We ran ideation sessions with a range of stakeholders including disabled employees (from the civil service and other sectors), employing departments and local HR recruitment units.
* We staged a number of online Town Halls on disability awareness, to launch the project and update stakeholders about progress.
* We believe the project will result in a codesigned blueprint for a universally accessible process, that supports candidates with reasonable accommodations, local HR teams, and hiring managers to ensure the best possible outcome for all. It is intended that the process will be piloted in 2024.

**Change to Citizenship Eligibility Criteria in the Civil Service**

We led a review of the citizenship requirements for employment in the civil service, and recommended changes to them.

The results of some of this work include:

* We collaborated with the Open Doors Initiative and Fragomen in the review of citizenship requirements.
* We were part of an interdepartmental working group who recommended changes to the citizenship requirements, which was endorsed by the Public Service Leadership Board and the Civil Service Management Board.
* There is now no particular condition required for Stamp 4 visa holders. Under the new requirement, all non-EEA citizens who have a Stamp 4 visa meet the citizenship requirement to work in the Irish civil service.
* We have increased access to employment opportunities in the civil service for candidates from a migrant background, tackling structural and other barriers.

**Building capability and influencing**

Our dedicated ED&I function within publicjobs.ie, continues to raise awareness about and act as a key influencer on ED&I related issues in the civil and public service.

The results of some of this work include:

* Publicjobs.ie is viewed as a trusted partner on ED&I by public and private sector organisations, and we have a dedicated team of five staff who operationalise and embed ED&I in recruitment processes across the civil and public service.
* We have established structures in publicjobs.ie for continued ED&I objective setting and accountability e.g. our ED&I Board.
* Our Head of ED&I, Siobhán McKenna, won the Chartered Institute of Personnel and Development’s (CIPD) first ever *Diversity Champion* Award.
* We hosted the *You Count – Building an Inclusive and Diverse Public Sector* conference in Dublin Castle in March 2023, which was attended by hundreds of colleagues from across the civil and public service.

**Equality Monitoring Dashboard**

We partnered with the Economic and Social Research Institute (ESRI) to develop an Equality Monitoring Dashboard, to get a better understanding and insight into the diversity profile of candidates who apply for roles via publicjobs.ie, and to identify key emerging trends and barriers.

The results of some of this work include:

* We analysed data relating to 1,109 recruitment campaigns.
* We reviewed all recruitment competitions over a three-year period between 2019 and 2021.
* We leveraged data capability within the wider civil and public service to advance ED&I.
* We developed metrics to enhance our understanding of the ED&I demographics of candidates who apply for roles via publicjobs.ie.

**ED&I Diagnostic Review**

We commissioned Deloitte to conduct an ED&I diagnostic review of our internal culture and practice, and external operational recruitment processes (surveys, focus groups, interviews, and document reviews).

The results of some of this work include:

* We benchmarked our organisation on the Our Public Service 2020 ED&I Maturity Model.
* We received several recommendations for integrating ED&I into all aspects of our organisation.
* We enhanced the understanding of ED&I within our organisation and recruitment processes, with practical actions to increase ED&I within the civil and public service.

If you would like further information about the work we do to fulfil our obligations under the Public Sector Equality and Human Rights Duty, please email [amanda.kavanagh@publicjobs.ie](mailto:amanda.kavanagh@publicjobs.ie).