Galway Traveller Movement

Submission to the Oireachtas 'Joint Committee on Key Issues affecting the Traveller Community'

May 2021

GTM welcomes the opportunity to make a proposal to the *Joint Committee Key issues affecting the Traveller Community*.

This submission is made with regard to issues relating to enterprise and work, which is one of our key areas of work.

1. INTRODUCTION TO GALWAY TRAVELLER MOVEMENT

The Galway Traveller Movement (GTM) was set up as an independent Traveller organisation by Travellers and settled people in Galway with the ultimate aim to achieve equality and self-determination for the Traveller community in Galway. Since its inception it has been a force in creating positive social change for Travellers with a strong emphasis on mobilising Travellers to work collectively to challenge discrimination in all its forms. GTM works with Travellers throughout Galway city and county.

Our Vision

Full equality, social justice and human rights realised for members of the Traveller community, and meaningful participation of Travellers in social, economic, political and cultural life.

Our Mission

To challenge discrimination and racism experienced by the Traveller community in Galway city and county; to challenge the status quo and to empower members of the Traveller community to take action to realise Traveller rights.

2. THE SITUATION OF TRAVELLERS WITH REGARD TO ENTERPRISE AND WORK

2.1. Census data

Census 2016 enumerated 4,245 Travellers in Galway city or county, representing 1.6% of the population. Some of the key findings of census 2016 are as follows:

- **The age profile of Travellers is far lower than the population as a whole**, with 39.7% of the population aged 14 years or under, compared with 21.4% of the national population. Similarly only 3% of Travellers are aged over 65 years, compared with 13% of the national population.

- There are 10,653 Travellers in the labour force, with **an unemployment rate of 80.1%.** This is only slightly lower than the 84.3% unemployment rate in census 2011 which was the height of the recession, and it is higher than the 74.9% unemployment rate of 2006.

- The **level of education attainment among Travellers remained well below that of general population**: 13.3 per cent of Traveller women were educated to upper secondary or above compared with 69.1 per cent of the general population. Nearly 6 in 10 Traveller men (57.2%) were educated to at most primary level in sharp contrast to the general population (13.6%). Only 167 Travellers in Ireland held a third level qualification in 2016 (an increase on 2011 numbers which was 89).

2.2. Labour market / enterprise barriers

Research undertaken by the *Equal at Work* initiative (2003) identified barriers to labour market progression experienced by Travellers, and these include literacy confidence (more so than literacy problems); educational qualifications – e.g. where Leaving Certificate is an entry level requirement for jobs; ageism – e.g. older workers who have not had the opportunity to complete the Leaving Certificate, prejudice in relation to where people live, and confidence.[1]

It has been common practice for Travellers to organise and initiate their own economic activity. The government-appointed Task Force on the Travelling Community (1995)[2] explained the distinguishing features of the Traveller economy as being not so much the particular economic activities that Travellers engage in but the distinct manner in which these activities are organised'.

However, there remains little evidence of the Traveller economy currently, in particular due to the impact of regulations, which have had the effect of pushing Travellers out of key industries in the Traveller economy due to Government legislation.[3] For example, the anti-trespass legislation (Housing (Miscellaneous provisions) Act 2002); The Casual Trading Act (2005); Control of Horses Act (1996); EU directive on end of life of vehicles (2000); as well as legislation on scrap metal. There has been no impact assessment undertaken prior to the introduction of these Acts, nor has there been any measures taken by the State to mitigate their impact on Travellers.

The main barriers currently experienced by Travellers as regards the labour market as well as enterprise activities include:

- Discrimination – whether direct or indirect - half of all Travellers feel that they experience direct discrimination[4]

- Lack of appropriate enterprise guidance and support from mainstream enterprise support organisations, and lack of trust amongst Travellers with traditional business support providers.[5]

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[1] Murphy, P. (2003): *Report on Community Employment Skills and Progression.* Report carried out by Equal at Work on behalf of South Dublin Public Sector Site

[2] Task Force on the Travelling Community (1995): *Report of the Task Force on the Travelling Community*. Dublin: Government Publications.

[3] The report of the Task Force on the Travelling Community (1995) stated that 'with increasing regulation and enforcement in work areas associated with Travellers, e.g. recycling, waste disposal, horse trading, opportunities for self-employment have become more difficult to find.'

[4] According to the AITHS referred to above..

[5] European Commission (2004): Policy brief: taking business support closer to hard-to-reach communities. Brussels: DG Social affairs and Employment - Equal programme.

- The specific sectors that some Traveller entrepreneurs engage in are excluded from enterprise supports: for example, the sectors eligible for support from national and local enterprise programmes do not include many of the enterprise sectors Travellers participate in, and therefore have a discriminatory effect on Travellers.

- Fear of failure and lack of confidence, particularly for Traveller women entrepreneurs[6]

- Education and skills

- Financial barriers for Travellers as well as other ethnic minority groups[7]

- Loss of benefits, or fear of loss of benefits[8] particularly in relation to the medical card, given Travellers health status.[9] This can mean that Travellers will be fearful of testing the market and new enterprise ideas

- Information and access to networks

- Lack of visible role models as many Travellers need to hide their identity to succeed in a hostile and anti-Traveller work environment.

2.3. National survey of Travellers (2017)

The second ever national survey of Travellers, was carried out by Behaviour & Attitudes in 2017 (a repeat of a survey undertaken in 2000) on behalf of Traveller representative organisations. In general, this survey found that just over 60% of Travellers classify themselves as being 'Satisfied with life in general in Ireland these days' compared with 71% in the 2000 research. Only 26% of Travellers consider life in general to have got better for Travellers over the last 5-10 years (versus 61% in 2000). The survey found that 77% of Travellers had experienced discrimination in the past year.

In relation to work and employment, the following findings are key:

- 52% of Travellers said they had experienced an obstacle when accessing employment, and

- 43% of Travellers indicated they have encountered discrimination while accessing employment. These included discrimination because of identity; not meeting required level of skills; having to modify and hide identity when applying, or being known as a Traveller and not gaining employment as a result.

- Travellers believe the 92% of the Traveller community is adapting their behaviour and the way they present 'fit in' more when looking for work, and 83% when at work.

- 60% of the community indicate that they are 'not working' compared with 62% in 2000.

- 66% of Travellers have experience of a training scheme and 30% of those have gained employment as a result.

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[6] Cooney, T. (2009): 'Developing Entrepreneurship Programmes for Female Members of the Irish Traveller Community'. International Journal of Gender and Entrepreneurship, Vol. 1, no.2, 2009.

[7] Cooney, Thomas M. and Flynn, Anthony (2008): A mapping of ethnic entrepreneurship in Ireland. Dublin: Institute of Minority Entrepreneurship, Dublin Institute of Technology

[8] Pearn Kandola Occupational Psychologists (2003): Travellers' Experiences of Labour Market Programmes:Barriers to Access and Participation. Dublin: Equality Authority; WRC (2003): Accommodating Diversity in Labour Market Programmes. Dublin: Equality Authority; Ronayne, T. (2000): 'Reaching the Excluded' a paper presented to the VTOS 10th Anniversary Conference in 2000.

[9] Department of Health and Children (2010): Our Geels: All-Ireland Traveller Health Study. Dublin: Stationery Office

- Only 26% of Travellers said the obstacle to their employment was not meeting the required skill level.
- Only 17% of people in the settled population surveyed said they would employ a Traveller.[10]

3. ENTERPRISE AND WORK ACTIVITIES OF GTM

3.1. Track record to date

Since 2007, GTM has pursued ambitious enterprise and social enterprise development strategy, with the following outcomes:

GTM has formed two social enterprises: **First Class Insulation**, (FCI) provides home insulation services in the west of Ireland since 2010 (and delivers the SEAI's Better Energy Warmer Homes Scheme), and **Bounce Back Recycling** which recycles mattresses in the Connaught/Ulster waste region since 2017 (one of only three mattress recyclers in the country).

Our social enterprise mission is

> To explore and expand new social enterprise opportunities in order to
> 1) increase employment opportunities for Traveller men and women,
> 2) develop a powerful model of economic self-determination to inspire the wider community,
> 3) Reclaim the community's role in environmental and economic sustainability.
> Finally we will
> 4) promote the visibility of our work in order to challenge racism and discrimination

A third social enterprise (**Springback Upcycling)** providing furniture refurbishment and upcycling is at start-up stage. All our social enterprises employ members of the Traveller community, providing employment to 16 Travellers, as well as additional further training opportunities for five community employment participants.

We have contributed to case studies and practice and GTM is regarded as a model of best practice in social enterprise development.[11] Bounce Back is one of 16 national awardees of the *Social Innovation Foundation Ireland's Social Enterprise Development Fund Award 2019*.[12]

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[10] From the simultaneous barometer survey undertaken among the national population on attitudes towards Travellers and other groups.

[11] Costello, A., O'Riada, M and Ward, M (2012): 'Social enterprise in action – A Traveller organisation's experience', in Doyle, G and Lalor, T (2012) *Social Enteprrise in Ireland: A People's Economy*. Cork: Oak Tree Press.

[12] http://www.socialinnovation.ie/social-enterprise-development-fund-2019/

GTM has provided enterprise support programmes to men and women entrepreneurs, and in 2011 to 2012, delivered the **Empowering Traveller Women Entrepreneurs** (ETWE) programme, an *Equality for Women Measure* funded initiative[13] which was a peer-led support programme, providing training and mentor support to Traveller women in business planning and development. This led to a series of **equality mainstreaming initiatives**, involving Traveller women supporting enterprise and training agencies (as well as the local authority) to ensure that their services were designed and implemented to meet the needs of Travellers.[14]

3.2. Achievements

Our recent achievements include:

- Bounce Back Recycling is nominated for a Green Award 2020 (in the Green NGO award), which will be announced in February 2020.[15]

- A feature on Bounce Back mattress recycling was broadcast on RTE Radio 1's *Today with Sean O'Rourke* on 21 November 2019.[16]

- The model of Galway Traveller Movement's social enterprise activities (First Class Insulation, Bounce Back Recycling) featured as a key contributor and the basis of a workshop at the first National Social Enterprise Conference, organised by Department of Rural and Community Development on 21 November 2019.

- Bounce Back is one of 16 national awardees of the *Social Innovation Foundation Ireland's Social Enterprise Development Fund Award 2019.*[17]

- Bounce Back is working with the *Climate Kic Accelerator* programme with Trinity College Dublin.

- Our social enterprise work has contributed to case studies and practice and are regarded as a model of best practice in social enterprise development.[18]

- FCI has successfully tendered for appointment to the panel of SEAI contractors.

- First Class Insulation (FCI) has delivered the *Better Energy Warmer Homes* scheme to over 1,500 homes in county Galway.

- GTM was funded by the Department of Justice and Equality[19] to develop a model and toolkit for supporting Traveller women entrepreneurs which was targeted at enterprise programmes at local and national level.[20]

3.3. *Claiming the space - Realising Rights for the Traveller Community*- Strategic Plan 2018-2022

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[13] Funded by the Department of Justice and Equality, and administered by Pobal.

[14] GTM delivered equality mainstreaming supports to Galway Rural Development, Galway City Partnership, Galway City Council and Galway Roscommon Education and Training Board (GRETB).

[15] https://www.greenawards.ie/shortlist

[16] This is available online at https://www.rte.ie/radio1/today-with-sean-o-rourke/programmes/2019/1121/1094280-today-with-sean-orourke-thursday-21-november-2019/

[17] http://www.socialinnovation.ie/social-enterprise-development-fund-2019/

[18] Costello, A., O'Riada, M and Ward, M (2012): 'Social enterprise in action – A Traveller organisation's experience', in Doyle, G and Lalor, T (2012) *Social Enteprrise in Ireland: A People's Economy*. Cork: Oak Tree Press.

[19] As part of the Equality for Women Measure

[20] http://gtmtrav.ie/about/publications/

Enterprise and work are key areas of activity in our strategic plan. We will continue to develop models of good practice, realising Traveller rights, in relation to new social enterprise development creating employment opportunities; and in relation to work – we will design and deliver a 'right to work campaign'.

4. OUR CALL TO ACTION – GENERAL <u>UNDERPINNING</u> PRINCIPLES FOR ALL BODIES

We believe that all agencies, state bodies and government departments with a remit in enterprise, social enterprise and labour market measures should undertake the following measures,[21] and should be required to report on progress across all.

4.1. Preparation of strategies, programmes and consultation

It is essential that the needs of key marginalised and minority ethnic groups, such as Travellers, are assessed in preparation for all enterprise, employment and labour market programmes, in order to ensure that services are appropriate to the needs and experiences of members of the Traveller community.

Consultation with Travellers must take account of this diversity, and must be included at all levels and stages of planning and preparations of plans and actions undertaken at national and local level as well as across all agencies and organisations with a remit in enterprise, employment and labour market support.

Decision-making and participation by Traveller representative organisations must be a part of the operating rules of organisations and departments formulating policies and programmes relating to enterprise, employment and social enterprise.

4.2. Equality impact assessment

We would strongly recommend that mandatory equality (and gender) proofing and impact assessment of all strategies, policies and action plans within the remit of enterprise, employment labour market bodies takes place. All proofing measures should be overseen by a steering or working group which include Traveller organisation representatives as well as other stakeholders.

4.3. Data collection and monitoring

Bodies with a remit in this area should put in place a system for capturing data on the participation of Travellers (as well as other minority ethnic groups) in all thematic areas and actions within its remit.[22] This would include mandatory implementation of an ethnic identifier. This would involve the production of disaggregated data on the numbers of Travellers accessing supports, programmes and initiatives, and where Travellers are under-represented in take-up, bodies should be required to take action to remedy this situation.

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[21] This includes policy making government departments, enterprise support agencies operating a national and local level, and providing supports to enterprises, SMEs, Micro-enterprises and social enterprises as well as local authority structures (local enterprise offices, grant making bodies and local economic development structures operating at local and national level).

[22] The Council of Europe Convention 108 specifies certain conditions for the processing of personal data and in order for the collection of ethnic data to be legitimate and lawful, these requirements must be fulfilled.

Any system of implementing an ethnic identifier should be in keeping with a human rights framework and include the voice of minority ethnic groups in the design, implementation and provision of training to its introduction.

A comprehensive monitoring programme participation and outcomes for the Traveller community must be put in place across all public sector bodies, and reports published in order to ensure accountability and transparency, and to support greater equality of outcome.

4.4. HR and capacity building measures

Anti-racism and cultural awareness training should be mandatory, and repeated at regular intervals, for all staff in the departments and agencies with a remit in enterprise and work, whether at local or national level.

Anti-racism and equality selection criteria and performance indicators should be included in job descriptions of staff.

The performance management system for the public sector (PMDS) should also include wider criteria in their measurement of performance to include outcomes in terms of progressing equality for Travellers in Ireland.

4.5. Public Sector Equality and Human Rights Duty

The legislation for the establishment of the Irish Human Rights and Equality Commission (IRHEC) introduced a new Public Sector Equality and Human Rights Duty which obliges public bodies to have regard, in the performance of their functions, of the need to eliminate discrimination and promote equality, and protect human rights, in their daily work.

The actions proposed in this submission would contribute to this duty (for example, equality mainstreaming measures, positive action measures) and should be adopted in order to fulfil this legal obligation.

In the UK, this public sector duty was extended to include consideration of a social impacts of procurement processes (The Public Services (Social Value) Act. This required public bodies to consider how procurement processes could improve the economic, social and environmental wellbeing of communities. In the UK, this has had some success in engaging social enterprises in contributing to social value in procurement processes.

5. OUR CALL TO ACTION – SUPPORTING <u>EMPLOYMENT</u> FOR TRAVELLERS

5.1. Positive action in the public sector

We would urge departments and state bodies to target the employment of Travellers in any future recruitment processes, and we recommend that a **positive action programme** should be a key policy for government, and explicitly stated in policies of the Public Appointments Service (PAS). A working group, comprising senior management, and Traveller representation would be convened to oversee the process, and plan accordingly. These should draw upon

established good practices and initiatives involving government departments, the PAS and Pavee Point.[23]

In addition, in preparation for new recruitment drives, a job analysis should be undertaken to ensure that there are no entry requirements or job criteria which are not necessary for completion of the role. Such minimum requirements (for example, the leaving certificate) may disproportionately impact on Travellers, given the education disadvantage experienced by the community, and have the effect of excluding Travellers from accessing public sector employment.[24] There is existing practice and guidelines in this regard.[25]

This should take place within the context of a national action plan to mainstream Traveller employment across all facets of the public service, with targets set for all relevant agencies.

5.2. Private sector employers

The state provides significant supports for private sector bodies (for example, through foreign direct investment supports). The state should require private sector employers that are in receipt of public funding to put in place strategies and actions to secure diversity in the workplace. This state should provide supports and models for this to take place.

5.3. Special Initiative for Travellers (SIT)

The Special Initiative for Travellers aimed to explore practical approaches to redressing the imbalance in Traveller under-employment, support Travellers already engaged in the Traveller economy and provides a special training fund (small grants) to address the training needs of adult Travellers. providing Traveller Support Workers and assistance for employment and enterprise development.

This should be used to resource Traveller projects to develop enterprise and employment initiatives.

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[23] The Traveller Internship Pilot Programme consisted of placing Travellers in Clerical Officer or General Operative positions in the Civil Service in 2006-2007. The Department of Finance had a central role in developing, promoting and monitoring equality of opportunity in the Civil Service. The programme was built on experimental experiences of the then Department of Communications, Marine and Natural Resources, and pilot schemes of, amongst others, South Dublin County Council together with some Traveller representative organisations. The design and implementation of the Initiative involved close cooperation between the Civil Service Equality Unit in the Department of Finance, FÁS, the Public Appointments Service and the Department of Justice, Equality and Law Reform (DJELR).

Conroy P and O'Leary H (2017) *Not Like Usual: Review of a Civil Service Traveller Internship Pilot Programme*. Dublin: Dept of Justice and Equality. Available online: http://www.justice.ie/en/JELR/Pages/Publications-equality-disability?opendocument&start=0&year=2007

[24] For example, in 2003, Dublin City Council (DCC) and South Dublin County Council (SDCC) (with the support of the Local Government Management Services Board, the Office of the Civil Service and Local Appointments Commission) developed a Clerical Officer competency framework which reviewed the minimum educational requirements which resulted in a government circular with the effect of amending the Clerical Officer Qualifications to enable relevant experience to be taken into account for the purposes of admitting potential candidates to Clerical Officer competitions where such candidates may not fulfil the Leaving Certificate requirement.

[25] See also Traveller Health Unit HSE (2007): *Toolkit and Guidelines for the Employment of Travellers in the HSE*. Dublin: Traveller Health Unit. Available online: https://www.paveepoint.ie/resources/health/

6. OUR CALL TO ACTION – SUPPORTING TRAVELLER-LED <u>SOCIAL ENTERPRISE</u>

GTM welcomed the *National Social Enterprise Policy* and we are hopeful that it will provide opportunities to advance the sector. Our recommendations in relation to social enterprise are outlined below.

6.1. Traveller participation and decision-making

Given the labour market barriers experienced by Travellers, and the successful models of social enterprise developed by GTM, there needs to be greater space for replicating these models, and providing space for this experience to influence and contribute to the development of the sector, as well as the development of policy. A practitioner-led approach will be critical for social enterprises to flourish, and there is a key opportunity for Traveller organisations to lead this development.

GTM could be funded as a **selected organisation** to engage on a nationwide basis with Traveller organisations to replicate its model of practice and support new social enterprise development.[26] In the late 1990s, selected organisations were supported by Pobal to undertake a practitioner led approach with regard to social enterprise and this model should be reinstated. We are well placed to do this, and as a result of recent national radio and conference coverage, we are receiving requests for support from Traveller organisations and from Local Development Companies.

6.2. Key performance indicators that promote equality of outcome

We believe that the national policy needs to develop clear Key Performance Indicators for social enterprises supported throughout all stages of development (from concept stage to trading stage) and that these KPIs should include KPIs for Traveller-led social enterprise development.

6.3. Strategy for community of interest social enterprise development

The policy needs to develop strategies for specific 'communities of interest' actions, including Travellers, and that these strategies should be developed in collaboration with Traveller representative organisations.

The Community of interest strategy for Travellers would support Traveller-led social enterprise activity and would resources Traveller representative organisations to instigate and support Traveller led social enterprise activity.

Traveller representative organisations are already delivering programmes and supports on an outreach basis, for example, to Travellers (through the PHCP), and are well placed to identify general needs, social enterprise support needs, and to deliver these supports. There are also strong demonstration social enterprises (including those developed by Galway Traveller Movement) which could act as a model for other communities. Galway Traveller Movement could deliver a programme of support to Traveller organisations in order to support replication of the models of good practice that we have developed.

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[26] Travellers are under-represented as beneficiaries of other programmes such as SICAP, and we assert that specific targeted provisions are required in addition to greater mainstream service delivery.

The above actions would also add value to the National Traveller and Roma Inclusion Strategy (NTRIS), of which Traveller employment is one element.

6.4. Actions to achieve climate action and renewable energy[i]

A **green economy and climate action social enterprise strategy** should be developed. Social enterprises are well placed to contribute to wider government climate action objectives, and to support the role of community engagement in these policy measures.[27]

A stakeholder group involving the Department of Communications, Climate Action and Environment, the Department of Rural and Community Development, SEAI and social enterprises as well as local stakeholders should develop this economy. Galway Traveller Movement as a leader in social enterprise development activity (particularly in the circular and green economy) should form part of this process. We could pilot actions and develop demonstration projects in Galway as well as support the development of initiatives throughout the country.[28]

Local authority **adaptation strategies** (developed under the **National Adaptation Framework**) should engage communities in the strategy's development; and include a requirement to incorporate community and social enterprise actions, consistent with other national policy frameworks for climate action. GTM can facilitate this process and advise local authorities in undertaking this requirement.

6.5. Access to capital infrastructure

To address the difficulty social enterprises can experience in securing appropriate facilities, the State should develop a community asset transfer policy.[29] This would enable community organisations and social enterprises to make a request for land and buildings from local authorities and other public bodies.

6.6. Social Procurement

The use of **social clauses and social considerations in the procurement process** should form part of the process of supporting the development of social enterprise sector, as a means of meeting wider social objectives of government departments. A pilot initiative exploring how Travellers enterprise and social enterprise opportunities could be supported through social considerations in the procurement processes of public bodies should be considered. This would enhance equality of outcome for Travellers, while ensuring be consistency with current EU Procurement Directives.

GTM has direct experience of demonstrating a contribution and added-value to programmes through the procurement process (as a community-based provider of the SEAI Better Energy Warmer Homes scheme, and by using its expertise in working with communities to support their take-up of this scheme).

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[27] For example, in the **Renewable Energy Support Scheme,** all projects looking for support under the new RESS will need to meet pre-qualification criteria including offering the community an opportunity to invest in and take ownership of a portion of renewable projects in their local area. A national register of community benefit payments will also be established.

[28] This would be undertaken as part of our franchising strategic objectives.

[29] Community Asset Transfer is a change in management and / or ownership of land or buildings, from public bodies to communities. There is established practice for this in Scotland.

This could be undertaken with the support of the Department of Public Expenditure and Reform with local authority stakeholders (e.g. the Local Government Management Agency) and Galway Traveller Movement.

7. OUR CALLTO ACTION LOCAL ECONOMIC DEVELOPMENT AND ENTERPRISE DEVELOPMENT

Much support for enterprise development is managed and planned at local levels, through local authorities (Local Enterprise Office), as informed by Local Economic and Community Plans (LECPs), and by local development companies (e.g. delivering SICAP supports and Leader programmes). In addition to the general principles highlighted above (which should apply to all agencies and bodies), the following are local level specific measures.

7.1. Specific measures at Local Authority level

GTM believes that planning should be based on needs and that local planning processes must formally provide for participation and engagement of those communities that have experienced the most disadvantage, and explicit commitment to this must be provided by local authorities. Unless Traveller organisations are participating in the structures developing local plans, we believe that the plans that emerge cannot meet the needs, experience, and situation of Travellers. This means that:

- The Strategic Policy Committee (SPC) for Economic Development (which will have responsibility for the development of the economic strand of the LECP) must have representation of Traveller interests.

- The LECP elements covering the common economic and community elements is overseen by a joint steering group, and Traveller interests must be represented on the steering group.

- We urge that achieving equality of outcome should be a key objective of the LECPs, and should be included in the guiding principles and objectives for the LECPs.

- In developing high-level needs, opportunities, objectives and associated indicators, provision must be made for disaggregation of all data, needs, objectives, targets and indicators to include Travellers.

- Reporting on outcomes must also be disaggregated to include take up, outcomes, and supports accessed by Travellers.[30]

- Consultation processes undertaken as part of the LECP preparation process must be implemented in close cooperation with Traveller organisations.

- Specific provisions for Traveller economy inclusion must be part of the LECP, and these should include

  o General programmes as well as group-specific (targeted) initiatives to support Travellers in enterprise, mainstream labour market and the Traveller economy

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[30] We note that in the SICAP programme (2015-2017) Travellers are Roma were the least represented target groups in terms of accessing supports under this programme.

- Formal and visible recognition of the potential of Traveller entrepreneurs, and the Traveller economy, and corresponding support measures should be included in social inclusion and LECP provisions.

- Enterprise supports at local level (including those provided by LEOs and local development companies) should be culturally specific and target the engagement of Traveller trainers and mentors.

- Collaboration should take place with Traveller organisations in designing, delivering and promoting targeted supports and programmes, including enterprise programmes and social enterprises.

- Ensure that members of the Traveller community are fully included as part of the employment recovery plan post Covid-19

"Enterprising for social change"

Galway Traveller Movement

bounce back recycling

BBR Flagship Social Enterprise

Innovators at its best

- ➢ To explore and expand social enterprise opportunities in order to

- ➢ Increase employment opportunities for Traveller men and women

- ➢ Develop a powerful model of economic self-determination to inspire the wider community,

- ➢ Reclaim the community's role in environmental and economic sustainability.

- ➢ Promote the visibility of our work in order to challenge racism and discrimination

bounce back recycling

About BBR

➢ Since 2017, we have recycled 50,000 mattresses

➢ 12 Travellers have been employed since 2017

➢ We have a waste facility and a waste permit

➢ We deliver our household collections in 10 counties

➢ We have the capacity to deliver a nationwide collection service to businesses and local authorities

Social Impact

EMPLOYEMENT

EDUCATION

HEALTH

ENVIRONMENT

The Future

➢ BBR will train, provide work experience and employment opportunities to 25 members of the Traveller community.

➢ BBR will be a nationally recognized brand, positioned as the market leader in Ireland for mattress recycling.

➢ BBR will install Ireland's first automated mattress recycling machine that will enable us to process 100,000 mattresses annually at our facility in Galway and build a profitable social enterprise.

➢ BBR will reinvest profits made from the social enterprises into achieving GTM's strategic objectives and maximising our social impacts.

The right to work

National and international law places an obligation on the state and its agencies to ensure that Travellers can avail of their human rights with regard to the right to work. This means that it must take action when this right is undermined – whether in employment or self-employment, when accessing employment or when availing of labour market and self-employment programmes and supports.

bounce back recycling

Social Change – Requires

➢ Employers to recruit Travelers and champion the social change.

➢ A complete overhaul of the current system that is not delivering on equality outcomes

➢ The development of an innovative Employment strategy with clear targets and adequate resources for success

➢ Investment in peer led social enterprise models that can deliver on results for the Traveller community

➢ A Government to take leadership and implement meaningful change.
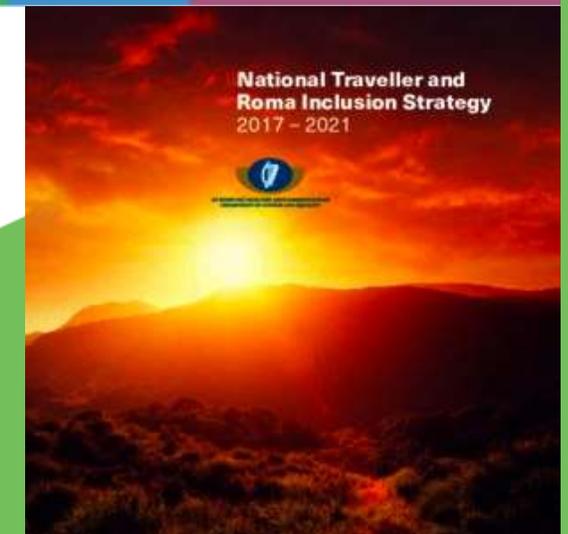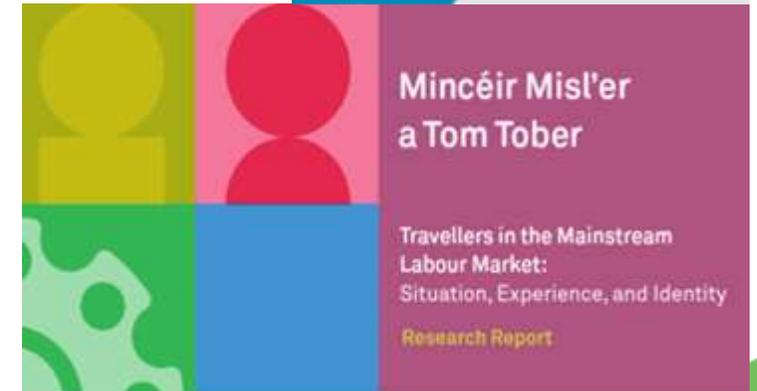
Thank You

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