

## UEMPLOY

### NATIONAL REPORT TEMPLATE

#### I. Overview

##### I.1 National Background + Context

Historically, people with disabilities in Ireland have experienced segregation in schooling, vocational education, training and in the terms under which they benefit from and access welfare. The critical message sent to people with disabilities, whether they be young people leaving school or people leaving work with a disability acquired in adult life, is that they are:

(i) dependent and expected to be so

(ii) likely to be economically unproductive or less productive than the general population.

There is no system that seeks to engage systematically with and establish the employment capabilities or aspirations of people with disabilities. The working assumption is that people with disabilities cannot work or cannot work in 'normal' jobs under 'normal' conditions (NDA 2007). Studies in Ireland (Gannon and Nolan, 2004; Johnson et al, 2005) have outlined that labour market inequalities for people with disabilities involve other variables related to age, education and qualifications.

The challenge for Ireland in the current economic climate is to gain political support for an employment strategy for people with disabilities that will embrace a new model, leaving behind welfare dependency models. The State has been severely criticized for lacking any coherent strategic focus on employment and disability, with no defined targets (Wynne, 2006). And, finally there is the legacy of several decades when such services as existed were operated by charities and religious orders with little or no emphasis on standards for employment outcomes.

##### (a) Social environment + disability

The total population of the Republic of Ireland recorded <sup>1</sup> in the 2006 Census is 4,239,848.

The Census of Population, 2006 found that 9.3% of the population (393,800 persons) reported a disability. It also showed that the incidence of disability increased with age: just under 4% of people under 4 had a disability, while 30% of those aged 65 and over had a disability. The National Disability Survey<sup>2</sup> (NDS) (2006) included a broader definition which included categories of disability. The estimated number of people with disabilities is subject to the definition and method of measurement. Table 1.0 illustrates the smaller population range recorded both in the NDS and the Census (325,800). The larger population size (749,100) relates to the NDS only due to the wider definition used, however it is open to a wider sampling error. If the General population sample of "false negatives" is included in the

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<sup>2</sup> The National Disability Survey was piloted in 2006 and addressed the following topics: prevalence and type of disability; level of difficulty experienced in everyday activities due to disability, use of and need for disability specific aids; age of onset of disability; and causes of disability, education, work, transport, the built environment and social participation for people with disabilities

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overall disability rates, the estimated prevalence of disability would increase from 8.1% of the population to 18.5%, or from an estimated 325,800 persons with a disability to 749,100. (National Disability Survey, Vol. 1, p. 4).

**Table 1.0 Estimated prevalence of disability by category**

Disability type	Census disability sample	persons		rate per 000	
		Total population	Census disability sample	Total population	Census disability sample
Seeing	50,600	108,900	13	27	
Hearing	57,600	97,700	14	24	
Speech	35,300	53,200	9	13	
Mobility & dexterity	184,000	334,800	45	83	
Remembering & concentrating	113,000	187,700	28	46	
Intellectual & learning	71,600	126,100	18	31	
Emotional, psychological & mental health	110,600	192,500	27	48	
Pain	152,800	348,500	38	86	
Breathing	71,500	162,100	18	40	
<b>Total persons with any disability<sup>6</sup></b>	<b>325,800</b>	<b>749,100</b>	<b>81</b>	<b>185</b>	
<i>Average disabilities per person</i>	<b>2.6</b>	<b>2.2</b>			

Source: National Disability Survey Vol 1 Table 1.5

## (b) Service development history

Disability specific employment oriented rehabilitation has only been developed in Ireland since the 1960s. Prior to that, people with disabilities were almost entirely catered for in institutional settings, largely (after independence in 1921) operated by the Roman Catholic Church. There is a strong tradition of shame and stigma due to this institutional legacy and also the prevailing culture of guilt regarding disability. While other countries saw their rehabilitation systems develop as a result of the impact of war, Ireland had been neutral. The Irish State developed no policy on disability, let alone rehabilitative outcomes. The first policy statement and dedicated agency was not until 1967.

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As a result, the services that did develop were all charitable, religious or private (in Ireland usually referred to as 'voluntary'). The segregation by disability category (as well as religion and gender) was a marked feature. While some of these agencies went on to pioneer innovative and flexible approaches, many found themselves competing for scarce resources or reacting to externally defined funding criteria. The advent of significant EU funding via the European Social Fund after 1977 transformed the system and developed a new emphasis on standards and disability specific vocational training. Linkage with quality systems in the United States developed, especially in the developmental disability sector (often termed intellectual disability). The services to this day are characterized by a high degree of fragmentation and specialization.

## **(c) Disability + labor market participation**

The National Disability Survey<sup>3</sup> (NDS) 2006, indicated that nearly half (48%) - 83,300 people - of respondents reported they were unable to work due to permanent illness or disability. This ranged from 37% of 18-34 year olds to around 62% of persons aged 45-54 and 55-64. Just under one-third (31%) of respondents aged 18-34 were working for payment or profit, followed by 28% of persons aged 35-44 and 19% of those aged 45-54.

29,200 of the respondents were working for payment or profit, 83,300 were unable to work due to illness/or disability, 7000 were unemployed and 19,600 retired early. (Further results from the NDS is outlined in II.2)

## **(d) Rationale + policy**

In recent years there has been a policy shift towards mainstreaming education, training and employment for people with disabilities. The Irish government has now begun to prioritize the issue of disability in government policy. The new policy context concentrates on enhancing two mutually supporting areas, namely, disability specific services and access for disabled people to mainstream public services. Disability has increasingly been linked to wider equality perspectives: disability is one of the nine designated areas under the Equality Act (2004). The emphasis on mainstreaming has meant the abolition of State services formerly provided by the National Rehabilitation Board (1967-2000). The successor body, the National Disability Authority (2000) has merely an advisory role. Employment related functions in the disability advisory process are delegated to the State training and employment authority, FÁS. This however has provided no specific disability related services since 2001, in effect subcontracting these roles to the 'voluntary' specialized agencies.

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## II. Service Organizations + Agencies

### II.1 Overview of Organizations

The National Disability Authority (NDA) was established in June 2000 as a statutory body under the Department of Justice, Equality and Law Reform. Its principal function is to advise the Minister and inform regarding developments in relation to any disability of persons, which concern issues of policy and practice (NDA Act, 1999). The NDA Act (1999), which underpins the establishment of the Authority, defines disability as “a substantial restriction in the capacity of a person to participate in economic, social or cultural life on account of an enduring physical, sensory, learning, mental health or emotional impairment.”

The NDA Act (1999) further outlines the core functions for the Authority, including:

1. To act as a central, national body to assist the Minister in coordination and development of policy relating to persons with disabilities;
2. To undertake, commission or collaborate in research projects and activities on issues relating to disability and to assist in the development of statistical information appropriate for the planning, delivery and monitoring of programs and services for persons with disabilities. (<http://www.nda.ie> )

In Ireland one of the major challenges is the lack of data on services presently available to people with disabilities. Indeed, monitoring the impact of government policy to promote the equal status of people with disabilities is a key challenge for government in the wake of acknowledged data deficit in Ireland. The NDA was originally envisaged as having responsibility for setting and monitoring standards for disability services (including vocational). It has not however done so.

Other State agencies relevant to vocational policy are the Health Information and Quality Authority (HIQA – standards and monitoring), the Equality Authority (discrimination), the Disability Equality Specialist Support Agency (DESSA), Health and Safety Authority (HSA – safety and prevention), Citizens Information Board (information and advice), People With Disabilities in Ireland (PWDI support and representation) and the Health Services Executive (needs assessment and rehabilitative training).

#### **(a) Categories: PHYSICAL, SENSORY, DEVELOPMENTAL, PSYCHIATRIC, SOCIAL**

DFI is a corporate advocate for the Voluntary Disability Sector. It is a member-representative body which at present has 127 member organizations. It acts as a national support organization for voluntary disability organizations in Ireland who provide services to people with disabilities and disabling conditions:

- Hidden
- Intellectual (developmental)
- Mental Health
- Physical
- Sensory
- Emotional
- Neurological

(DFI) works to ensure that Irish society is fully inclusive of people with disabilities and disabling conditions so that they can exercise fully their civil, social and human rights. In pursuit of this vision DFI :

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- Acts as an advocate for the voluntary disability sector.
- Supports organisations to further enable people with disabilities

In addition to the 127 member organisations, DFI also works with other organisations and groups around the country that have a significant disability interest, mainly from the statutory and voluntary sectors. DFI provides:

- Information
- Training and Support
- Organisation and Management Development
- Research and Policy Development
- Advocacy and Representation
- Networking

DFI lobbies for and represents the disability interest within social partnership through its participation in the Community and Voluntary Pillar. DFI is a member of the Disability Stakeholders Group, which works with government to progress the National Disability Strategy and it is also active in other fora. ([www.disability-federation.ie](http://www.disability-federation.ie) )

## **(b) Voluntary associations, charities, networks & (c) Types of approaches + funding**

Specialist disability services are coordinated or delivered directly by the Health Service Executive (HSE) or non-government agencies which are partly funded by the HSE. Disability service providers receive block funding within designated catchment areas.

- Not for profit service providers provide the majority of disability services (90% of intellectual disability and 60 % of physical /sensory disability services), with the remainder largely provided directly by the HSE.
- A statutory *assessment of need* process is in operation for under-5s. No single system of needs assessment operates for other groups
- People are generally assigned to a specific disability service provider in their locality rather than having a choice of provider or of model of service
- Block funding of providers is based largely on historical allocations, topped up by 'development monies'. The development monies in principle relate to unit prices for services at the time an individual is assigned to that service, but the basis for the core of historical funding is unclear. The result is little consistency in service funding across agencies, and a poor relationship to levels of need.
- In addition to HSE funding of specialist disability services, some additional funding for these services is drawn from other public sources (e.g. FÁS-funded staff), fundraising, and from contributions by those in residential services(drawn from their personal Disability Allowance).

(pg.17 *Advice Paper to VFM and Policy Review of Disability Services Programme*, NDA, July 2010)

Funding for disability services in Ireland (like most developed countries) has traditionally been based on funding disability services to deliver centre-based supports as distinct from funding individual support needs of disabled people.

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## II.2 Statistical Data

### **(a) Number by category**

The National Disability Survey 2006 results provided a much needed insight into the prevalence and profile of people with disabilities in Ireland: (Central Statistics Office, 2006)

The number of people with disabilities included 52% female and 48% male

- Intellectual & learning (61% males)
- Speech (54% males)
- 22% aged 75 and over (but only 5% of population)
- 11% are children – aged 0-17 (25% of population)
- 8% are resident in nursing homes, hospitals or children's homes
- 92% resident in private household
- ` Most commonly reported disabilities
  - Mobility & dexterity – 56%
  - Pain – 47%
  - Remembering & concentrating – 35%
  - Emotional psychological & mental health – 34%
- Severity of disability
  - “Cannot do at all” – 24%
  - “A lot of difficulty” – 43%
  - “Moderate” or lower – 33%

### **(b) Dedicated expenditure**

No specific expenditure on employment for people with disabilities exists in Ireland. Responsibility for vocational training and employment supports rests with FAS. Its focus on mainstreaming subsumes disability into overall expenditure.

### **(c) National coordinating bodies**

In principle, government policy is informed by the work of the NDA while the interests of disabled citizens are represented by the PWDI. No specific bodies exist which focus on the employment or vocational development of disabled citizens. The Higher Education Authority has an Access program for students with disabilities. One trade union (NUB) is composed of blind workers.

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## **(d) Demographic profiles**

Little or no correlation studies between disability and class, aging and/or geographical distribution have been undertaken in Ireland. Some valuable work on disability and higher education involvement has been undertaken by the Disability Support service of University College Cork.

## **(e) Research + policy resources**

Research on people with disabilities is undertaken by the National Disability Authority, Health Research Board and various university units (NUI Galway's Centre on Law and Disability). Employment specific research on disabled workers has been undertaken most extensively by the equality Authority. Research findings are not necessarily linked to policy outcomes in Ireland.

## **(f) Public / Private**

There are no private data gathering systems for people with disabilities in Ireland. Public resources are detailed above: NDA, HSE, HRB, etc. In addition, some service providers have their own research departments (concentrating on their sectors or specific target-populations: Enable Ireland, St Michael's House, John of God Services, NCBI.

## **(g) Independent living**

This movement does exist in Ireland, established as the Dublin based Center for Independent Living in 1991. It has centers across Ireland but is very inadequately funded. Independent Living as a philosophy in Ireland is valued, but not well-resourced.

## **III. National Employment Consultancy Services**

### **III.1 Extent of consultancy services**

#### **(a) Public**

The government department with responsibility for vocational training and employment policies is the Department of Enterprise, Trade and Innovation. The agency responsible for implementing the Department's policies in this area is FÁS. As the National Training and Employment Authority, FÁS anticipates the needs of, and responds to, a constantly changing labour market which employs about 1.8 million people.

Through a regional network of 66 offices and 20 training centres, FÁS operates training and employment programmes; provides a recruitment service to jobseekers and employers, an advisory service for industry, and supports community-based enterprises. (<http://www.fas.ie> )

Employment options open to people with disabilities in Ireland range from variations of 'sheltered' employment, longer term supported employment and open employment. Employment options are based on individual needs and requirements of people with disabilities.

#### **(b) Private**

Specific private employment services do not exist for people with disabilities. There are some private consultancies, staffed primarily by Occupational Therapists in private practice. Some

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insurance companies have a general expertise in job standards assessment norms, but do not themselves provide employment consultancy services.

## **(c) Community / Voluntary**

From time to time some dedicated agencies have been established to provide direct employment consultancy services. These were tied to specific service providers and generally were funded for time limited periods, usually under state subsidized schemes of EU projects.

## **(d) Self-advocacy**

No specific employment programs exist.

### **III.2 Nature of consultancy resources**

#### **(a) Assessment & (b) Eligibility**

In Ireland, if someone is on a means tested payment (i.e. Disability Allowance or Blind Pension) and they secure training, social welfare payment is suspended and they are paid FÁS Training Allowance at the same rate as the social welfare payment. In addition, a weekly training bonus per week is paid.

If on a social insurance payment (Illness Benefit or Invalidity Pension) the standard FÁS Training Allowance is paid as well as the social welfare payment (including any increases for dependants). No training bonus is paid.

People with a disability who do not receive a social welfare payment are paid the standard FÁS Training Allowance and the weekly training bonus. (<http://www.citizensinformation.ie>)

#### **(c) Placement**

No dedicated national placement service exists.

#### **(d) Supports**

FÁS is the agency responsible for providing a range of mainstream employment supports to individuals seeking employment. However, employment service provision also encompasses what is termed 'intermediate or close-to employment' initiatives. These are initiatives where individuals are employed in community/social economy projects as a pathway to employment in the open labour market.

FÁS provides a wide range of supports and services to assist people to find and prepare for employment. These include FÁS Occupational Guidance and Counselling Services, Employer Vacancy Listings (including Job Connect), Training Courses, Apprenticeships, Job Clubs and Net College. These supports and services are available to all people, including people with disabilities. **(See Appendix 1 for Steps to Employment for Disabled People)**

FÁS provides vocational training for the unemployed and re-entrants to the workforce through specific skills training and traineeships, and training for those in employment through apprenticeships and in-company training. People with disabilities are encouraged to avail of all these mainline training options.

FÁS also contracts with 20 Specialist Training Providers (STPs), such as the National Learning Network in its 55 Centres, to deliver training courses to people with disabilities who require

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more intensive support than would be available in non-specialist training provision. (<https://www.fas.ie> )

Some key features of specialist vocational training include:

- Additional training duration
- Adapted equipment
- Enhanced programme content
- Trainer to learner ratio
- Specialist qualifications of staff
- Additional opportunities for assessment
- An individualised approach.

In general, there are 3 broad types of Special Training Needs<sup>4</sup> which are addressed and met through Specialist Training Providers, namely needs relating to access; needs relating to training content and duration; and non-occupational training-related needs.

## Community Employment Scheme (CE)

The largest employment initiative for people wishing to enter the labour market is the Community Employment (CE) scheme. This scheme is designed to provide eligible unemployed people and other disadvantaged persons with an opportunity to engage in useful work within their communities on a temporary basis. Specifically, CE focuses on assisting long-term unemployed people to re-enter the open labour market. It facilitates this by breaking their experience of unemployment through a return to a work routine and assisting them to enhance and develop both their technical and personal skills.

CE schemes are sponsored by public and community groups and must be for public and community benefit. About a quarter of CE participants are people with disabilities. CE is effectively a form of work which offers a protected work environment in an integrated setting, where participants with disabilities work in the mainstream community and alongside other CE participants without disabilities. Participants are sheltered from the full rigours and demands of employment in the open job market. For certain people with disabilities, the rigours of the modern open market workplace may be difficult to sustain (for example people with some mental health conditions, or people with intellectual disabilities who exhibit challenging behaviour).

The current focus of CE is on progression to open employment. However, for those participants who would be unable to sustain employment in the open labour market, even with supports, long-term participation on CE, in the Social Economy programme or a similar programs could provide an opportunity to work in an integrated setting, offering an alternative to the current sheltered work model. The depth of the current economic crisis makes these extended options unlikely. The average number of participants on CE programs in 2009 was 22,780 which included lone parents, participants aged over 55 years, people with a disability and Drug Task Force clients. CE expenditure for 2009 was €374m, 90% of which is related to allowances. (FÁS 2009) (<http://www.fas.ie> )

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<sup>4</sup> See appendix 2 for outline of specialist training needs

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## FÁS Grant Schemes

FÁS also provides a number of grants to assist people with disabilities to access/retain employment in the private sector.

### **(d) Welfare and legal**

Welfare and legal entitlements are the same as those in the wider community. Disability specific provisions are made under some headings (health and care for example). Provisions of the disability Act (2005) do not specifically relate to employment.

### **(e) Monitoring and follow-up**

Monitoring and follow-up provision for disabled participation in employment does not exist.

### **(f) Employer support**

Monitoring and follow-up provision by the State for disabled participation in employment does not exist. For employers, the onset of a disability or the progression of an existing disability may affect the way in which the employee works and his or her work performance. Adaptations may be required to the workplace and also perhaps to the job specification.

## Wage Subsidy Scheme

The FÁS Wage Subsidy Scheme provides financial incentives to employers, outside the public sector, to employ disabled people who work more than 20 hours per week.

A person on the Wage Subsidy Scheme is subject to the same conditions of employment as other employees. These conditions include PRSI contributions, annual leave, tax deductions and the going rate for the job.

Subsidies available through this scheme are Structured under 3 separate strands and employers can benefit under one or all, simultaneously.

## Scheme Structure

**Strand 1** subsidy is a general subsidy for any perceived productivity shortfall in excess of 20% for a disabled person, in comparison to a non disabled peer. An employee must work a minimum of 21 hours per week up to a maximum of 39 hours per week. The rate of subsidy is €5.30 per hour and is based on the number of hours worked, giving a total annual subsidy available of €10,748 per annum based on 39 hour week.

**Strand 2** applies where a company employs more than two disabled people. The company can avail of a grant to cover the additional supervisory, management and other work based costs. This top-up is based on the overall number of disabled employees employed and will range on a sliding scale from an additional 10% of wage subsidy for 3 to 6 disabled employees to a maximum of 50% of wage subsidy for 23+ disabled employees.

**Strand 3** is where an employer employs 30 or more disabled workers. The employer can avail of a grant of €30,000 per annum towards the expense of employing an Employment Assistance Officer.

Other grants include: Disability Awareness Training, Employee Retention Scheme for Employers, Personal Reader Grant and Workplace Equipment Adaptation Grant (WEAG)

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(<http://www.fas.ie> )

## Job Interview Interpreter Grant

FÁS will pay a standard fee (check their website [www.fas.ie](http://www.fas.ie) for the current rate) for a three-hour period for an interpreter to accompany a person with a speech or hearing impairment to a job interview. In addition, there is a set rate for the interpreter's travel costs.

## Personal Reader Grant

This grant provides funding in line with the national minimum wage, for a maximum of 640 hours a year, to employ a personal reader to assist someone who is blind or visually impaired in their work.

## Workplace/Equipment Adaptation Grant

This grant provides funding (€6,348.70 maximum) for a person with a disability who is starting or already in employment in order to make their workplace more accessible or equipment easier to use.

## Supported Employment Programme

This programme helps people with disabilities to get and keep employment. It operates through a range of organisations and provides for job coaches who assist in the employment of people with disabilities.

## Disability awareness training for employers

FÁS also provides grants to employers to assist with the cost of staff training. It is aimed at integrating people with disabilities in the workplace and addressing the concerns that employers and employees may have about working with people with disabilities.

## Employee Retention Grant

The purpose of this grant is to assist employers to retain at work employees who become disabled through sickness or injury. Using this grant, such employees can be offered retraining so that they can undertake alternative duties or continue to work at their existing duties, using modified techniques. (<http://www.citizensinformation.ie>)

### **III.3 Training and support**

#### **(a) Vocational training**

Provision, administration and monitoring of vocational training is the responsibility of FÁS. FÁS provides a large range of pre-vocational/foundation and vocational training courses through FÁS Training Centres, Community Training Workshops, Community Training Programs and contracted training providers.

FÁS is also responsible for providing a large range of designated apprenticeship training. FÁS also offers interactive training courses through its Net College. All of these mainstream training options are available to people with disabilities. (NDA, 2002)

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## (b) Rehabilitation

Rehabilitative training focuses on the development of an individual's core life skills, social skills and basic work skills and aims to enhance the trainee's quality of life and general work capacity. It is generally provided by the Health Service Executive (HSE) or by specialist agencies on its behalf. People with a disability are assessed by the Local Health Office to establish what level of rehabilitative training is appropriate. No standardized assessment tools exist. The HSE has guidance staff who offer information, advice and guidance on HSE training and sheltered work services. (<http://www.citizensinformation.ie>)

## (c) Supported employment/quotas

The Employment Support Scheme (ESS) offers financial support to employers to encourage them to employ people with disabilities whose work productivity levels are 50–80 per cent of normal performance. An employer can apply for ESS funding if a person with a disability has been offered employment and it has been agreed between the employer and employee that there is a shortfall in productivity. FÁS, the employer and the employee with a disability will agree the productivity level. The employer pays the employee the salary as advertised and FÁS then pays the employer a grant to cover the agreed productivity short-fall. It is a condition of the ESS that the employee with a disability must be employed for over 20 hours a week. (NDA, 2002)

### Supported Employment Programme

The Supported Employment Programme is an active labour market initiative to assist jobseekers with a disability to find employment in the open labour market. The Supported Employment Programme facilitates the integration of people with disabilities into paid employment in the open labour market, providing support to assist with this integration process and meet the labour requirements of employers.

Supported Employment has 4 main phases:

**A Needs Assessment.** When someone is referred to Supported Employment, an employment specialist called a Job Coach will carry out a needs analysis to identify the type of job the person would like to do.

**Job Sourcing and Development.** The Job Coach will identify suitable jobs, carry out job analysis and contact possible employers. The Job Coach will then look for suitable job options.

**Matching the jobseeker with a suitable employer.** Providing the employee with necessary support and coaching in the workplace. The Job Coach will support both the employer and employee.

**Aftercare and Follow-up.** To provide an aftercare/on call service for clients and employees where applicable. The amount of support provided should decrease over time as the employee learns the skills required for the job and adapts to the workplace.

The service is open to all eligible persons with a disability who are 'job ready'. For the purpose of the Supported Employment Programme, job readiness is defined as "a person who has the necessary training, education, motivation and ability to pursue work/career in the open labour market and if needed, has the transport to get to and from work". In 2009,

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approximately 1,900 people with a disability completed a period of participation on the programme. Supported Employment expenditure for 2009 was €8.5m. (FAS, 2009)

## **(d) Sheltered employment**

Sheltered employment for people with disabilities is provided or arranged by the HSE. It provides people with disabilities the opportunity to take part in daily work in a sheltered setting where they receive personal support services. In general, this is not regarded as normal employment in the sense that the employees are not insurably employed and are not entitled to the full range of employee benefits. (<https://www.citizensinformation.ie>)

## **(e) Job coaching/mentoring**

This is provided in non-standardized and ad hoc ways only by some agencies. It has usually been dependent on specified funding or EU projects.

## **IV. Legal Framework**

### **IV.1 National Disability Legislation**

#### **(a) Specific laws & (b) Policy Objectives**

*Progress Report on the Implementation of the Recommendations of the Commission on the Status of People with Disabilities: Towards Equal Citizenship (1999)*. This report provided a critical analysis of the progress of the implementation of the Commission's<sup>5</sup> key recommendations in relation to work and training for people with disabilities. The report outlined that legislation had been introduced to outlaw discrimination on the grounds of disability in employment and training (Employment Equality Act 1998). A committee was set up to ensure that the target of 3% of employing people with disabilities be met across the wider public sector. Responsibility for employment and training had been transferred to the Department of Enterprise Trade and Employment from the Department of Health & Children. This transfer indicated a move from the medical model of disability to the social model of disability in line with international strategies.

The National Disability Strategy was launched in 2004. The strategy stated that

“People with disabilities, in the same way as other Irish citizens, will use, wherever possible, mainstream public services, including primary care, information, education, training and employment, to meet the majority of their health and social needs”.

The Disability Act is a key element of the National Disability Strategy. The Act builds on existing policy and legislation including the Employment Equality Act 1998, the Equal Status Act 2000, the Equality Act 2004, the Education for Persons with Special Educational Needs Act 2004 and on the policy of mainstreaming services for people with disabilities.

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<sup>5</sup> Report of the Commission on the Status of People with Disabilities: A Strategy for Equality (1996) Key recommendations included – vocational training and employment policies be transferred from the Dept of Health and Children to the Dept of Enterprise Trade and Employment (DETE) and that employment law be introduced to outlaw discrimination on the grounds of disability in employment

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The National Disability Strategy is made up of five components:

- Disability Act 2005.
- Six Sectoral Plans.
- Education for Persons with Special Educational Needs Act 2004 (EPSEN).
- Citizens Information Act (2007) including commitment to Personal Advocacy Service (PAS).
- A Multi-Annual Investment Programme (2005 – 2009).

These five components build on existing policy and legislation, including the anti-discrimination provisions of the Equality Acts<sup>6</sup> relating to employment and the provision of facilities, goods and services. (*Guide to Government Policy on Disability For Voluntary Disability Organisations*, DFI 2009)

Departmental Sectoral Plans are legislated for. The purpose of these Sectoral Plans is to ensure that disability is given due priority in service planning and delivery in the work of six key Government Departments:

- Health and Children
- Social Protection<sup>7</sup>
- Transport
- Environment, Heritage and Local Government
- Communications, Energy and Natural Resources
- Enterprise, Trade and Innovation<sup>8</sup>

The Sectoral Plans were developed in consultation with the disability sector, and were approved by the Oireachtas in October 2006. Any revisions must be voted by both Houses of the Oireachtas, and progress reports must be submitted to the Oireachtas every three years. Together, the specific obligations on public bodies and the obligations under the Sectoral Plans ensure that responsibility for disability extends across Government. (*Guide to Government Policy on Disability For Voluntary Disability Organisations*, DFI 2009)

## Disability Act 2005

The Act establishes a basis for -

- An independent assessment of individual needs, a related service statement and independent redress and enforcement for persons with disabilities;
- Access to public buildings, services and information;
- Sectoral Plans for six key Departments which will ensure that access for people with disabilities will become an integral part of service planning and provision

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<sup>6</sup> Equality Act (2004,2000,1998)

<sup>7</sup> Previously the Department of Social and Family Affairs.

<sup>8</sup> Previously the Department of Enterprise, Trade & Employment.

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- The Education for Persons with Special Educational Needs Act (2004) (EPSEN) sets out how the State intends to make provision for the education of persons with special educational needs in future
- An obligation on public bodies to be pro-active in employing people with disabilities
- Restricting the use of information from genetic testing for employment, mortgage and insurance purposes
- A Centre for Excellence in Universal Design.

(Guide to the Disability Act 2005, Department of Justice Equality & Law Reform)

## Sectoral Plans

### Department of Health and Children

- Arrangements for co-ordinating services and initiatives between Government bodies in relation to education, housing, income supports, vocational training and employment
- Details of the €900m Multi-Annual Investment Programme 2006 - 2009 under the National Disability Strategy, to provide development funding for disability specific support services.
- (Note: of that €50 million was allocated under MAF in 2008, but instead a reduced amount of €33 million was provided and no funding was provided in 2009).

### Department of Social Protection<sup>9</sup>

- Development of co-ordinated 'activation measures' for people of working age to improve access to training and work, by means of prompt and effective assessment and the removal of disincentives in benefits Programmes.
- Memorandum of Understanding with Department of Enterprise, Trade & Innovation<sup>10</sup> and FÁS to promote activation.

### Department of Enterprise, Trade and Innovation<sup>11</sup>

- The development of a comprehensive employment strategy aimed at promoting systematic engagement with people with disabilities – specific target of 7,000 set for increased employment of people with disabilities.
- An increase in the maximum period during which people with disabilities can be on Community Employment.
- Provision of enhanced employment programmes and vocational training, including implementation of the FÁS Vocational Training Strategy.
- A protocol with Department of Social Protection<sup>12</sup> to extend activation, and with Department of Health and Children bridging rehabilitation and vocational training.

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<sup>9</sup> Previously known as the Department of Social & Family Affairs.

<sup>10</sup> Previously known as the Department of Enterprise, Trade & Employment.

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- Further development of supports to open market employment in both public and private sectors.
- Increased participation rates on Community Employment schemes.
- Increased target for usage of FÁS services.
- Exploration of the extension of the National Employment Action Plan (NEAP) / FÁS referral process to people with disabilities in the context of their special needs.

## Disability Policy Implementation and Monitoring Framework

The implementation of the National Disability Strategy and the realization of the vision for people with disabilities is a huge challenge. The overarching responsibility for the implementation process lies with the Oireachtas, and over time a significant framework has been developed in terms of procedural and monitoring mechanisms to ensure the delivery of Government commitments.

The Department of the Taoiseach, the Department of Community, Equality and Gaeltacht Affairs<sup>13</sup>, and the Office for Disability and Mental Health, as well as a number of other mechanisms, are part of the framework of the monitoring and consultation process for the implementation of the National Disability Strategy. The Department of the Taoiseach has overall responsibility for monitoring the National Disability Strategy

### **(c) Strategic Goals**

#### Towards 2016: Framework for implementation of the National Disability Strategy

The Social Partnership Agreement, Towards 2016, reflects Government policy and practice in relation to the National Disability Strategy and provides the overarching framework for the implementation of the Strategy. It identifies a number of priority commitments to the National Disability Strategy, sets long term goals and outcomes, and advances the mainstreaming agenda for people with disabilities, who will benefit from commitments across the lifecycle framework to children, people of working age, and older people. Monitoring of these specific commitments is done through the specific social partnership structures

*“ Every person with a disability would, in conformity with their needs and abilities, have access to appropriate care, health, education, employment and training and social services”*

*“Every person with a disability would be supported to enable them, as far as possible, to lead full and independent lives, participate in work and in society and to maximise their potential”*

*(Guide to Government Policy on Disability For Voluntary Disability Organisations, DFI 2009)*

### **(e) Standards and Accreditation**

Standards are set by national and European Law. No formal accreditation is available.

## **IV.2 Employment Law**

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<sup>13</sup> Until recently the ‘Equality’ agenda was the responsibility of the Department of Justice, Equality and Law Reform.

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## **(a) Incentives**

Incentives are as in the general scheme of employment incentives covered by FAS. These have been greatly affected by the economic crisis since 2008.

## **(b) Penalties**

There are no specific penalties for not employing people with disabilities. The employment quota system only applies to the public sector (where there is an embargo on recruitment).

## **(c) Job Standards**

These do not exist in Ireland.

## **(d) Health + Safety**

This is extensively covered by specific and detailed legislation and directives.

## **(e) Equality**

Extensively covered by equality specific legislation, most especially the equality Act 2005. This specifically covers disability as one of the nine Grounds in Irish legislation under which discrimination is prohibited in terms of either employment or the provision of goods and services. The other eight grounds are: age, religion, gender, sexual orientation, family status, marital status, ethnic origin, membership of the Travelling Community.

## **(f) Rehabilitation re-training**

This administrative mechanism is administered by the HSE. It does not have agreed national standards and is not professionally quality assured. It does not have specific legislative foundations.

## **(g) Social partner roles**

A key component of Irish employment policy since 1989 has been the function of social partnership. Based on the German '*mitbestimmung*' concept, it posits collaboration and joint action between the State, employers and trade unions in a 'partnership' process. Some shared activities were used to address employment options for disabled people (notably the Dublin Employment pact). Since the crisis in 2008, these initiatives have lapsed.

## **(h) Absence Management**

This is not specifically addressed in disability contexts.

## **(i) Universal Design**

As part of the national disability strategy, a Centre for Excellence in Universal Design was established in 2006. Operated by the national Disability Authority, its function is the development of guidelines and standards to promote access and use for all categories. This has developed significantly.

## **(j) Standards**

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Standards for employment and vocational training for people with disabilities were promoted by the National Rehabilitation Board from 1987 on. Despite significant effort, these standards have never been agreed or rolled out.

## **(k) Accreditation**

Accreditation is provided through the NQAI.

### Employment Equality Act (1998) (superseded by Equality Act 2005)

This act outlaws direct and indirect discrimination in employment on nine grounds, including disability.

Section 16(3) of the Act states that:

- (a) A person who has a disability shall not be regarded as other than fully competent to undertake, and fully capable of undertaking, any duties if, with the assistance of special treatment or facilities, such person would be fully competent to undertake, and be fully capable of undertaking, those duties
- (b) An employer shall do all that is reasonable to accommodate the needs of a person who has a disability by providing special treatment or facilities to which (a) relates to
- (c) A refusal or failure to provide for special treatment or facilities to which paragraph (a) relates shall not be deemed reasonable unless such provision would give rise to a cost, other than a nominal cost, to the employer.

### Equal Status Act (2000)

The Equal Status Act (2000) prohibits discrimination across nine equality grounds including disability, in relation to the provision of goods and services.

### Discrimination in employment

It is illegal in Ireland to discriminate against any employee on the basis of disability and this right is set down in legislation (Employment Equality Acts 1998-2004, and the Equal Status Acts 2000-2004). In the Acts, discrimination is defined as the treatment of one person in a less favourable way than another person is, has been or would be treated. An employer may not discriminate on grounds of disability but that does not mean that the employer must recruit or promote someone who is not willing to do or fully capable of doing the job in question. A person with a disability may be capable of doing a job if special services or facilities are provided. If this is so, the employer may not consider him/her incapable provided those special facilities or services can be supplied without imposing a disproportionate burden on the employer. (<http://citizensinformation.ie>)

## **V. Additional Resources**

### **V.1 Materials (See Appendices)**

## **VI. Analytical Snapshot/Survey**

### **VI.1 Gathering information**

#### **(a) Questionnaire**

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The questionnaire (see appendix 3 for Irish version) was distributed to 16 companies in Ireland. The focus of the questionnaire centered on companies willingness to employ people with disabilities, their attitudes towards Irish legislation and their successful and unsuccessful experiences of hiring people with disabilities.

## **(b) Numbers (by category)**

16 companies were contacted by phone and were subsequently emailed the questionnaire. Two reminders were sent prior to the closing date. 6 companies responded in total.

## **(c) Target companies**

A mix of companies were targeted to complete the questionnaire ranging from small scale to multi-national companies with the number of people employees ranging from 1-1000.

## **(d) Best practice**

The questionnaire was distributed and analyzed using best practices approaches and in line with Enable Ireland's research best practice principles. Question 8 was omitted from the original questionnaire as respondents as well as Enable Ireland found this question as subjective and difficult to answer.

## **VI.2 Evaluating information**

### **(a) Methodology**

The questionnaire was distributed to 16 companies, each of these companies represented a mix of national, foreign, public and NGOs. A mixed methods approach was utilized and the questionnaire consisted of both quantitative and qualitative questions. Respondents were sent an information sheet including information in relation to UEMPLOY, the voluntary nature of their participation and guarantee of confidentiality.

### **(b) Measuring awareness, willingness + capacity to employ people with disabilities (including Qualitative data)**

Results of the questionnaire are as follows:

#### Type of organisation

Five of the companies who responded were national companies, the remaining company was a multi-national company.

#### Number of employees

Two of the respondents have 1-9 employees, one of the respondents have 10-49 employees, two of the respondents have 50-249 employees and the remaining respondent have over 1000 employees

#### Number of people with disabilities currently employed

One respondent outlined they currently have one person with a disability employed. Four of the respondents specified none and the remaining respondent outlined unknown

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## Type of disability currently or previously employed

Physical= 1, Mental Health- 3, Developmental =1 Other =1

## Current legislation

Four of the respondents were not aware of the stipulations of the current legal provisions that refer to hiring people with disabilities. Two of the respondents indicated they are aware. One respondent outlined one example " Organisations are obliged to make reasonable accommodation for people with disabilities"

Three of the respondents outlined that current legal provisions stimulates companies to a small extent to hire people with disabilities. The remaining respondents indicated they don't know.

## Profit and Profitability

Four of the respondents said that hiring people with disabilities would not diminish the profit and profitability of their company. Two respondents specified they don't know.

## Specific Accommodations

Three of the respondents indicated that the working facilities in their company are able to accommodate people with disabilities to a small extent. Two of the respondents outlined to a large extent and the remaining respondent outlined not at all. One respondent specified "We provide services on client property, not our own property".

## People with disabilities attaining employment in Ireland

Four of the respondents illustrated that there is a small chance of people with disabilities attaining a job in Ireland. Two of the respondents believe that people with disabilities chances are equal to other persons.

## Company HR policy

Three of the respondents outlined that their HR policy facilitates the hiring of people with disabilities to moderate extent. Two respondents did not know and the remaining respondent specified to a small extent

## Obstacles

Three of the respondents identified access to the work place as an obstacle that may interfere with their policy of hiring more people with disabilities. Two of the respondents identified the number of vacancies and the final respondent outlined lack of qualifications.

Respondents elaborated further:

*"Large physical element to our work which may hinder people with physical disability from certain roles"*

*"Client sites not on our property"*

*'We don't have a large volume of people with disabilities applying for roles in our company'*

## Measures to encourage employers to hire people with disabilities

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*“Employers need to know that all employees offer the same output/return, perception or fact there is a belief that people with disabilities need extra support that most small businesses just don't have available”*

*“More awareness campaigns specifically at employers”*

*“Education about the benefits it brings”*

*“Don't know doesn't apply to this company due to facilities”*

*“De-stigmatise disabilities as people tend to generalise all disabilities as being debilitating”*

## Attitudes

Respondents were asked to mark true or false to the below statements.

People with disabilities miss more days at the work place                      True =1                      False=5

People with disabilities are liable to more work related accidents    True=0                      False=6

The costs of integrating people with disabilities are far greater                      True=3                      False=3

People with disabilities are less efficient    True=1                      False=5

People with disabilities require special treatment at the work place    True= 4                      False=2

## Examples of good practice /Successful experience of hiring people with disabilities

*“We take in trainees from the **National Learning Network** regularly on a two day week basis. They work in warehouse & van delivery areas. They work well under instruction and often add efficiencies to speed of deliveries. Trainees tend to improve the attitude of full time staff to people with disabilities”*

*“Lady employed in a management role with physical disability – job performance excellent once all necessary facilities were put in place”*

*“We currently have an employee who falls in to the mental health disability category. She was successfully placed through a local programme. The accommodation for her is a shorter working day and she does not complete all tasks on the factory floor. She is well integrated in to her team and her management team is receptive to her needs”*

*“In my previous employment I hired a few people with disabilities and it worked well”*

## Less Successful experience of hiring people with disabilities

*“We employed one person from the training program to work in our warehouse but after several months the employee became disinterested, His girlfriend became all consuming and after regular period of absence he had to be replaced”*

*“Never with less success” “None comes to mind”*

## Specific Problems

*“Regular staff were happy to work with a staff member with disability but evidence showed they did not want additional work pressures on themselves or delays that would not occur with “regular” staff”*

*"Supervisors unsure how to manage people with certain disabilities"*

## **(c) Data analysis + interpretation**

### **Key Results**

- (1) Only one respondent currently employs a person with a disability
- (2) The overall response rate was low which may indicate that companies are not comfortable discussing their current practices of hiring people with disabilities. The respondents who completed the questionnaire were very anxious that their company would not be named and were nervous about returning the information to a disability provider. The majority of respondents are known to Enable Ireland.
- (3) 50% of the respondents found the current legal provisions stimulate companies to hire people with disabilities to a small extent.
- (4) The majority of respondents specified that there is a small chance of people with disabilities attaining employment. This reflects Irish research which has reported that the critical message sent to people with disabilities, whether they be young people leaving school or people leaving work with a disability acquired in adult life, is that they are: (i) dependent and expected to be so; and, (ii) likely to be economically unproductive or less productive than the general population. There is no system that seeks to systematically engage with and establish the employment capabilities or aspirations of people with disabilities. The working assumption is that people with disabilities cannot work or cannot work in 'normal' jobs under 'normal' conditions. (NDA 2010)
- (5) 50% of the respondents were unaware if their HR policy facilitated employment. This is a clear indication that current policies will need to be updated and information will need to be disseminated to employers in order to develop and update HR policies which are receptive to the needs of people with disabilities.
- (6) The largest obstacle that may interfere with respondents hiring people with disabilities identified access to the work place. Further information of adaptations need to be provided in order to facilitate hiring people with disabilities.
- (7) Respondents referred to the lack of information, education and disability awareness. If this were available this may encourage employers to hire people with disabilities. 25% of respondents outlined there is a stigma associated with having a disability which affects employers decision to employ people with disabilities in particular smaller companies. By disseminating clear guidelines and disability awareness training this will enable employers to hire more people with disabilities.
- (8) 50% of the respondents agreed that the costs of integrating people with disabilities are far greater and the remaining respondents disagreed. Further information is required in particular in relation to adaptation grants.
- (9) Successful experiences of hiring people with disabilities were due to ensuring that facilities were put in place to accommodate the person's needs and the

appropriate job was given based on the persons needs. Respondents also commented that attitudes of other staff were improved and learned more in relation to disabilities.

- (10) Respondents outlined that specific problems arose when staff were unsure as to how to manage people with disabilities and that some staff attitudes found that productivity was lesser when they worked with people with disabilities. Again this relates to lack of information and appropriate facilities being in place

## **VI.3 Outlining strategy**

### **(a) Access**

- Education

In order to ensure that people with disabilities are equipped to compete for employment in the contemporary labour market the capacity and effectiveness of the education, training and employment sector needs to be more effective and responsive to people with disabilities needs.

According to the NDS 2006, 28% of all persons with a disability were limited or affected by their disability before completing their full-time education. Overall, just under one third (32%) of respondents indicated that they had stopped their education earlier than they intended because of their disability (CSO,2006). These figures reflect national and international literature in relation to people with disabilities educational careers.

Education is the stepping stone in gaining employment in Ireland. For people with disabilities to attain employment and compete within the current labour market, the support framework needs to be in place from an early age starting with access to education from primary through to higher education. In many cases, access to higher education for people with disabilities is not a viable option. Supports need to be put in place to stop early school leavers and ensure the route to employment begins with full inclusive access to education.

- Employment

According to the NDS 2006- 83,300 were unable to work due to illness or disability, 29,200 of the respondents were working for payment or profit, 7000 were unemployed, 15,600 were looking after the family home, 4000 were a student/pupil, 9,100 retired at a normal age, 4,700 outlined other and 19,600 retired early and 1,100 were looking for their first job.

Public and private sectors need to implement policies and methods of supports to recruit and retain people with disabilities which derive from the knowledge of the capabilities of people with disabilities.

National employment agencies, disability support services, schools, vocational colleges and higher education institutions need to build relationships and trust with employers in relation to hiring people with disabilities.

- Training

According to the NDS 2006- Specific job skills training (56%) and was the most popular work-related training courses taken by Adults. Around 60% of respondents in the age groups 18-34 and 35-44 had taken Specific job skills training to either improve their skills or to learn new skills. General work-related training courses were taken by 43% of respondents followed by 25% for Employment scheme courses.

Flexible work arrangements (45%) were by far the most common aid/feature required by respondents in order to be able to work. The next most common aids/features were Modified

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job tasks (29%) and Wage subsidy (24%). These were also the top three aids/features across all age groups.

Around 13% of respondents aged 18-34 cited Human supports such as a reader, sign language interpreter, job coach or personal assistant as a need. This was double the rate of the other age groups (CSO,2006).

These results again indicate the need for flexible working arrangements that can be put in place for people with disabilities in some cases at a very low cost e.g. free or low cost assistive technology aids.

## Conclusions & Themes

- A responsive framework needs to be put in place for people with disabilities from an early age in order to gain employment in mainstream settings.
- Access to education and training are the key stepping stones and the main theme within this report.
- Physical supports need to be in place in education and training settings this will enhance the number of people who progress and gain employment.
- Enhancing disability awareness focusing on people with disabilities capabilities and skills and specific inclusive policies will motivate and educate employers to hire people with disabilities.
- From an Irish perspective a formal employment strategy is required which is outcome driven and based on the diverse needs of people with disabilities. National standards and code of practices are required in order for public and private bodies to adhere to. People with disabilities are twice as likely to experience poverty, which is closely related to exclusion from the labour market. Adopting a comprehensive strategy on employment for people with disabilities would follow through on public policy commitments to equality, social inclusion, and the reduction of poverty (NDA, 2009)

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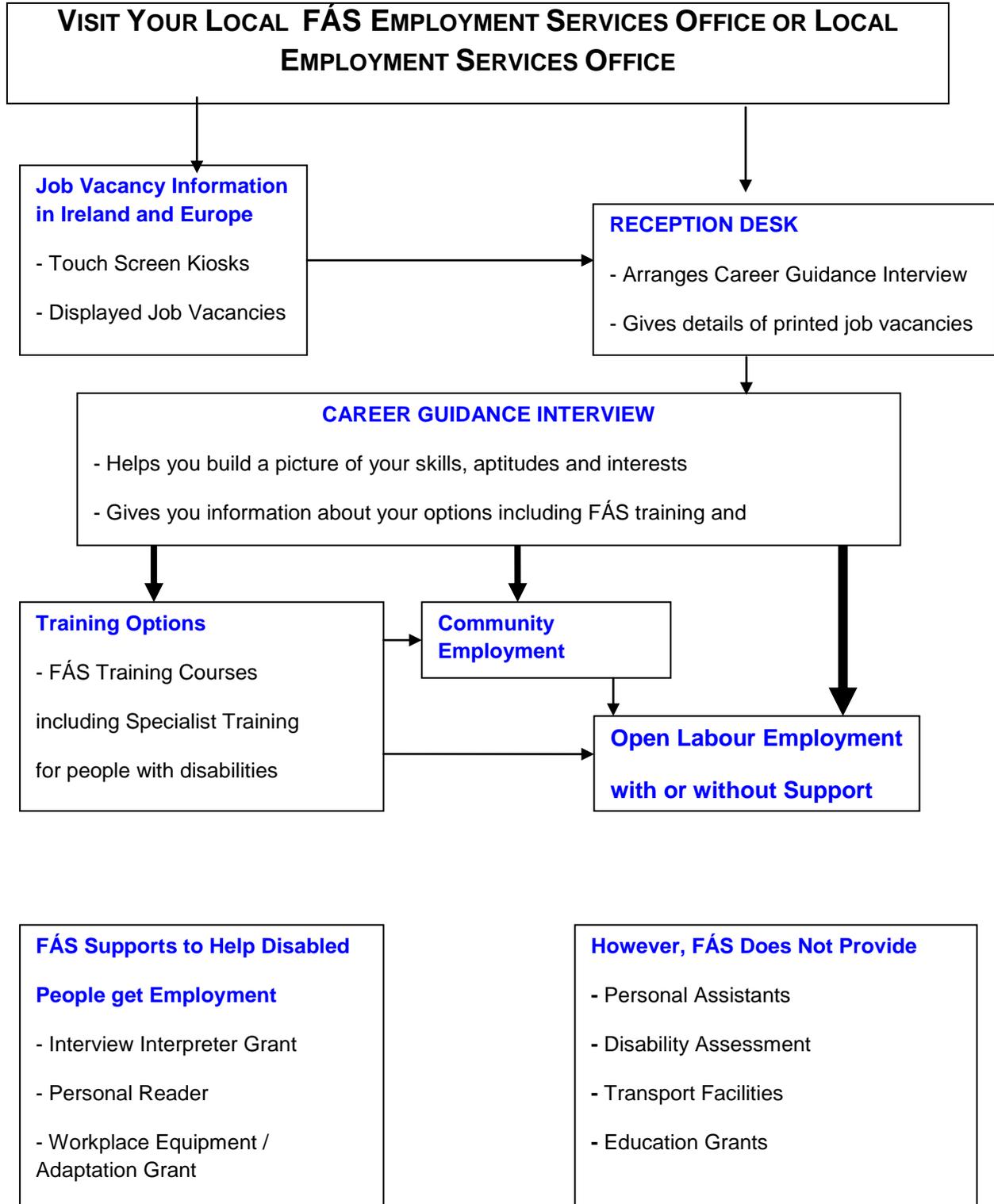
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## Appendix 1



## Appendix 2

**Special Training Needs- Needs relating to Access Barriers-**These are needs, which are to do with getting the potential learner into an appropriate training situation, from which s/he may participate in, and benefit from, essentially the same training provision as a non-disabled peer. Specialist training centres remove or overcome barriers, which, in other training environments, learners with disabilities encounter disproportionately. The removal of access barriers may involve physical support, or the provision of special aids or adaptations for people with disabilities. It would also include a supportive environment which maximises opportunities for learners' to learn through their strengths. Alternatively, access-related needs, might involve preliminary or extra training to put the learner with a disability in the same 'starting position' as others. This might include:

- Longer duration in training;
- Numeracy and/or literacy training for learners with an intellectual disability;
- Low vision training, mobility and Braille training for learners who are partially sighted or blind;
- Sign language provision for learners who are deaf.

### **Needs relating to Training Content and Duration**

These are needs, requiring support, which are such that a learner would be unable to benefit fully from training on the same basis as their non-disabled peers, even if appropriate physical support is made available. These supports include:

- Additional assistance during training for people with emotional and/or behavioural difficulties;
- The provision of trainers who are trained to meet the needs of people with disabilities;
- The need for a longer period of training;
- An individualised approach to the training curricula;
- Additional support modules, e.g. personal effectiveness, managing disability, self-advocacy etc.;
- Work preparation, including extra or different training in job-search skills, personal presentation, etc.

**Non-Occupational Training-Related Needs-** These are needs, in the absence of which, the learner may be unable to benefit. For example, additional help for a person with mental health difficulties in managing his/her medications or learning to manage personal finance for a person with an intellectual disability. Other non-occupational training-related needs might include travel training and/or learning to reside in rented accommodation

(<http://www.fas.ie> )



## Appendix 3

### UEmploy Questionnaire

As a partner in the UEmploy European project ([www.euemploy.eu](http://www.euemploy.eu)), Enable Ireland is carrying out a study regarding the attitude of Irish employers towards hiring people with disabilities and, concurrently, focusing on identifying the obstacles they are faced with and the opportunities they are presented with in the labor market. The study is conducted at the level of 5 European countries (Bulgaria, Finland, Hungary, Ireland and Romania).

We kindly ask you to support us in the successful carrying out of this study by filling in the following questionnaire and by sending it back at the following e-mail address: [kkearney@enableireland.ie](mailto:kkearney@enableireland.ie) . All information you provide will be strictly confidential (including pseudonyms names) and your participation is completely voluntary.

#### A. General information

<b>Contact Details:</b>	Name:		Position:		
	Address:				
	Telephone:		Email:	Website:	
<b>Type or organisation</b> (Please tick ✓ appropriate box)	National company <input type="checkbox"/>	Foreign company <input type="checkbox"/>	Public Institution <input type="checkbox"/>	NGO <input type="checkbox"/>	Other (please specify)
<b>Number of employees</b> (Please tick ✓ appropriate box)	1-9 <input type="checkbox"/>	10-49 <input type="checkbox"/>	50-249 <input type="checkbox"/>	250-999 <input type="checkbox"/>	Over 1000 <input type="checkbox"/>
<b>Number of employees with a disability</b> (Please tick ✓ appropriate box)	1-4 <input type="checkbox"/>	5-10 <input type="checkbox"/>	11-20 <input type="checkbox"/>	Over 20 <input type="checkbox"/>	None <input type="checkbox"/>
<b>What categories of disabled workforce have you ever employed?</b> (Please tick ✓ appropriate box)	Physical <input type="checkbox"/>	Sensory <input type="checkbox"/>	Mental Health <input type="checkbox"/>	Developmental <input type="checkbox"/>	Other <input type="checkbox"/>

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## B. Specific Information (Please tick ✓ appropriate box)

**1a. Are you aware of the stipulations of the current legal provisions that refer to hiring people with disabilities?**

Yes  No

**1b. If yes, please provide at least one example**

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**2. To what extent do you consider that the current legal provisions stimulates companies to hire people with disabilities?**

To a small extent  To a moderate extent  To a great extent  Don't know

**3. Do you consider that by hiring people with disabilities the profit and profitability of your company will diminish?**

Yes  No  Don't know

**4. To what extent are the working facilities in your company able to accommodate people with disabilities?**

Not at all  To a small extent  Largely  Don't know

**5. In your opinion, what are the chances of a person with disability finding a job in Ireland?**

Very small  Small  Equal to the other persons  Great  Very great

**6. As far as your HR policy is concerned, to what extent do you facilitate the hiring of people with disabilities?**

To a small extent  To a moderate extent  To a great extent  Don't know

**7. What are the obstacles that may interfere with your policy of hiring more people with disabilities?**

Access to the working place  Lack of qualifications  Number of vacancies

Lack of information

Other (please specify) \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**9. What other measures can be implemented in order to encourage employers to hire people with disabilities?**

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**10. Please choose True or False for the following:**

People with disabilities miss more days at the work place True  False

People with disabilities are liable to more work related accidents True  False

The costs of integrating people with disabilities are far greater True  False

People with disabilities are less efficient True  False

People with disabilities require special treatment at the work place True  False

**11. Please describe a case (good practice) when you employed a person with a disability with success.**

**12. Please describe a case (en example) when you employed a person with a disability with less success.**

**13. Please describe what specific problems did you face when you employed people with disabilities?**

We thank you very much for the time you have allotted to answering this questionnaire. Your answers will support us in our efforts to make the labour market more accessible to people with disabilities (for additional information please visit the official site of the project: [www.uemploy.eu](http://www.uemploy.eu)).

## Appendix 4

### List of member organizations –Disability Federation Ireland

#### **Ability West (formerly Galway County Association for Mentally Handicapped Children) "Associate Member"**

Blackrock House, Salthill, Co.Galway

Telephone: 091 528122

Fax: 091 528150

Email: [info@galwayca.ie](mailto:info@galwayca.ie)

Web: [www.galwayca.ie](http://www.galwayca.ie)

The Association's vision adopted in 2005 states: The Galway Association is dedicated to enabling people with an intellectual disability realise their dreams and ambitions.

#### **Acquired Brain Injury Ireland (formerly The Peter Bradley Foundation)**

43 Northumberland Avenue, Dun Laoghaire, Co. Dublin

Tel: 01 2804164

Fax: 01 2304630

Email: [info@peterbradleyfoundation.ie](mailto:info@peterbradleyfoundation.ie)

Acquired Brain Injury Ireland (formerly The Peter Bradley Foundation) provides supported living accommodation for people with acquired brain injury, and aims to be a model for the integration of these people into the community. The organisation is working to set up, model, and evaluate a service model for the management of residential homes, and provides a framework to develop an attitude of co-operative and independent living.

#### **Action for Mobility**

8 Elizabeth Street, Dublin 3

Telephone: 01 8378633 (after 6pm)

Email: [actionformobility@eircom.net](mailto:actionformobility@eircom.net)

Action for Mobility (AFM) is a totally voluntary group actively working for the integration of people with and without disabilities. AFM encourages independence, awareness and promotes the rights to equality of people with disabilities.

#### **ACTS - Accessible Community Transport Southside "Associate Member"**

Unit 1, Ballyogan Business Park, Ballyogan Road, Dublin 18

Telephone: 01 292 1573 / 01 292 1574

Fax: 01 292 1575

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Email: [info@actsltd.ie](mailto:info@actsltd.ie)

Web: <http://www.actsltd.ie>

ACTS aims to provide door to door accessible transport to people with disabilities and people with mobility difficulties across south and west of the city.

## **AHEAD "Associate Member"**

East Hall, UCD, Carysfort Avenue, Blackrock, Co. Dublin

Phone: 01-7164396

Email: [ahead@ahead.ie](mailto:ahead@ahead.ie)

Web: [www.ahead.ie](http://www.ahead.ie)

AHEAD (the Association for Higher Education Access and Disability) is an all-Ireland organisation whose central mission is access to, and full participation of, people with disabilities in higher education in Ireland.

## **Alzheimer Society of Ireland**

National Office, Temple Road, Blackrock, Co Dublin

Telephone: 01 2846616

Fax: 01 2846030

Helpline: 1800 341341

Email: [info@alzheimer.ie](mailto:info@alzheimer.ie)

Web: [www.alzheimer.ie](http://www.alzheimer.ie)

The Society provides services and information to support people with Alzheimer's disease or related dementias and their carers. It operates a national network of services including day care and home support-care services while support groups operate around the country for carers. The Society also offers practical information and emotional support through its National Helpline and the provision of literature.

## **APT**

Kilcruddin Centre, Tullamore, Co. Offaly

Telephone: 057 93 41204

Fax: 057 93 52267

Email: [info@apt-irl.ie](mailto:info@apt-irl.ie)

APT exists to promote the economic and social integration of persons with disabilities, through the stimulation, mobilisation and development of local resources.

## **Anne Sullivan Centre "Associate Member"**

Brewery Road, Stillorgan, Co. Dublin

Telephone: 01 2898339

# Enable Ireland

Fax: 01 2898408

Email: [annesullivancentre@eircom.net](mailto:annesullivancentre@eircom.net)

Web: [www.annesullivan.ie](http://www.annesullivan.ie)

The Anne Sullivan Centre is primarily a Residential and Education Centre for low-functioning young adults who are both deaf and blind. The Centre also serves as an information and advisory Centre for professionals, parents and other interest agencies.

## **Arklow Disability Action Group "Associate Member"**

4 Avondale Crescent, Arklow, Co. Wicklow

Telephone: 0402 33245 / 0877571040

Email: [miriamadag@eircom.net](mailto:miriamadag@eircom.net)

Web: [www.dublin.ie/arklowdisabilityactiongroup/](http://www.dublin.ie/arklowdisabilityactiongroup/)

Arklow Disability Action Group aims to improve disability awareness within the community. To get people with disabilities involved by giving them a voice.

## **Arthritis Ireland**

1 Clanwilliam Square, Grand Canal Quay, Dublin 2

Telephone: 01 6618188

Fax: 01 6618261

Email: [info@arthritisireland.ie](mailto:info@arthritisireland.ie)

Web: [www.arthritisireland.ie](http://www.arthritisireland.ie)

The Foundation provides a comprehensive education service which includes; a wide range of information leaflets on different kinds of arthritis, information lectures by health professionals, annual Information Days in Dublin and Cork, quarterly newsletter 'Arthritis News', children's programme, Mail Order Catalogue full of helpful aids and appliances that can make day to day tasks that bit easier. The Foundation is continuing to fund research into Arthritis in Ireland.

## **Asperger Syndrome Association of Ireland (ASPIRE)**

Carmichael House, North Brunswick Street, Dublin 7

Telephone: 01 8780027

Fax: 01 8735737

Email: [admin@aspire-irl.org](mailto:admin@aspire-irl.org)

Web: [www.aspire-irl.org](http://www.aspire-irl.org)

The aims and objectives of the Association are to provide support for those suffering from Asperger Syndrome. The Association provides a support network for families of those affected and promotes research into the condition.

# Enable Ireland

## **Asthma Society of Ireland**

26 Mountjoy Square, Dublin 1.

Telephone: 01 8788511

Fax: 01 8788128

Email: [office@asthmasociety.ie](mailto:office@asthmasociety.ie)

Web: [www.asthmasociety.ie](http://www.asthmasociety.ie)

The Asthma Society of Ireland is a voluntary organisation, established in 1973 which provides information and advice on asthma, funds research, runs courses on asthma and COPD for nurses and lobbies for improved statutory entitlements for all with asthma. Membership is free for the first year.

## **Aware**

72 Lower Leeson Street, Dublin 2

Telephone: 01 6617211

Fax: 01 6617217

Email: [aware@iol.ie](mailto:aware@iol.ie)

Web: [www.aware.ie](http://www.aware.ie)

AWARE provides support for depression sufferers and their relatives through support group and phone line counselling services. It also seeks to educate the public about depression through a "Beat the Blues Campaign" and Youth Forum public lecture series.

## **Bluestack Special Needs Foundation Ltd 'General Member'**

Bluestack House, The Glebe, Donegal Town, Co. Donegal

Telephone: 074 9740828

Fax: 0749748023

Email: [info@bluestack.com](mailto:info@bluestack.com)

Web: [www.bluestackfoundation.com](http://www.bluestackfoundation.com)

The Foundation is a voluntary, not for profit organisation run predominately by parents of children with special needs and professionals who not only work, but have a personal interest in the field. The Foundation supports a registered family base of 132 families. The aim of the Foundation is to enhance the lives of people with special needs

## **Bodywhys - The Eating Disorders Association of Ireland "Associate Member"**

Central Office: P.O. Box 105, Blackrock, Co Dublin

Lo Call Helpline: 1890 200444

Admin Line: 01 2834963

Fax: 01 2056959

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Email: [info@bodywhys.ie](mailto:info@bodywhys.ie)

Website: [www.bodywhys.ie](http://www.bodywhys.ie)

Bodywhys provides information, support and understanding to people with eating disorders as well as their families and friends. They do this through a dedicated website and support services including a helpline, regional network of support groups and weekly online support meetings. Where resources allow, they run educational workshops. Through submissions and participation on working groups, they advocate on behalf of people affected by eating disorders.

## **Brainwave - The Irish Epilepsy Association**

249 Crumlin Road, Dublin 12

Telephone: 01 4557500

Fax: 01 4557013

Email: [info@epilepsy.ie](mailto:info@epilepsy.ie)

Web: [www.epilepsy.ie](http://www.epilepsy.ie)

Brainwave aims to improve the quality of life for people with epilepsy, their families and carers through the provision of information, advice and counselling.

## **Brí - The Acquired Brain Injury Advocacy Association**

c/o National Rehabilitation Hospital, Rochestown Avenue, Dun Laoghaire, Co. Dublin

Telephone: 01 2355501

Email: [info@briireland.ie](mailto:info@briireland.ie)

Web: [www.briireland.ie](http://www.briireland.ie)

Brí is dedicated to advocating for all those affected by acquired brain injury and to providing support through strength and understanding.

## **Camphill Communities of Ireland "General Member"**

Registered Office: Duffcarrig, Gorey, Co Wexford.

Contact: Main St. Kilcullen, Co. Kildare. Telephone: 045 481597

Email: [duffcarrig@camphill.ie](mailto:duffcarrig@camphill.ie)

Web: [www.camphill.ie](http://www.camphill.ie)

Camphill Communities of Ireland is part of an international charitable trust working with people with intellectual disabilities and other kinds of special needs. The aim of the organisation is to create sustainable communities where adults and children of all abilities can live, learn and work in healthy relationships based on mutual care and respect. They have 18 Special Needs Communities. In the Republic of Ireland they have 18 communities

# Enable Ireland

with around 500 people that are mostly land-based, where they endeavour to create places that promote healing and growth in and around nature.

## **Care Alliance Ireland "Associate Member"**

Carmichael Centre, Coleraine House, Coleraine Street, Dublin 7.

Mobile: 0872073265

E-mail: [ndo@carealliance.ie](mailto:ndo@carealliance.ie)

Web: [www.carealliance.ie](http://www.carealliance.ie)

Care Alliance aims to enhance the status and wellbeing of family carers, through supporting the work and activities of family carers. To promote research into family carers lives, and to promote the sharing of information and ideas between family carer organisations.

## **CARE Local "Associate Member"**

Carmichael Centre, North Brunswick Street, Dublin 7.

Telephone: 01 8782358

Fax: 01 8735737

Email: [info@carelocal.com](mailto:info@carelocal.com)

Web: <http://www.carelocal.ie>

Care Local aims to improve the quality of life of frail and housebound elderly people living alone and in residential care through companionship, practical help and advocacy.

## **Carmichael Centre for Voluntary Groups "Associate Member"**

Carmichael House, North Brunswick Street, Dublin 7

Telephone: 01 8735702

Fax: 01 8735737

Email: [info@carmichaelcentre.ie](mailto:info@carmichaelcentre.ie)

Web: [www.carmichaelcentre.ie](http://www.carmichaelcentre.ie)

Carmichael Centre aims to nurture and support the development of small and medium voluntary and community organisations.

## **CASA - Caring & Sharing Association**

Carmichael Centre, North Brunswick Street, Dublin 7

Telephone: 01 8725300

Fax: 01 8725370

Email: [careshare@eircom.net](mailto:careshare@eircom.net)

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CASA builds friendships and supports between able-bodied people and people with disabilities through various projects and activities including local social events, holiday centres, respite care and Lourdes pilgrimages.

## **Catholic Institute for Deaf People (CIDP), "General Member"**

40, Lower Drumcondra Road, Dublin 9.

Telephone: 01 8300522

Fax: 01 8822541

Email: [info@cidp.ie](mailto:info@cidp.ie)

Web: [www.cidp.ie](http://www.cidp.ie)

The aim of the Catholic Institute for Deaf People is to work with, enable and serve the Deaf Community by working in partnership with other Deaf organisation and public bodies to provide services for Deaf People. The mission of CIDP is to promote core Christian values by working with, enabling and serving the Deaf people of Ireland by recognising the distinctive needs of Deaf people, promoting and representing the interests of Deaf people, supporting the education, development and day-to-day living of Deaf people, providing Deaf people with pastoral and religious care, supporting Deaf people to achieve their full potential.

## **Central Remedial Clinic**

Vernon Avenue, Clontarf, Dublin 3

Telephone: 01 8542200

Fax: 01 8336633

Email: [info@crc.ie](mailto:info@crc.ie)

Web: [www.crc.ie](http://www.crc.ie)

The CRC is a non-residential national centre for the care, treatment and development of children and adults with physical and multiple disabilities. Services include physiotherapy, occupational therapy, social work, psychology, nursing, dietetics etc.

## **Center for Independent Living**

Carmichael House, North Brunswick Street, Dublin 7

Telephone: 01 8730455

Fax: 01 8730998

Email: [info@dublincil.org](mailto:info@dublincil.org)

Web: [www.dublincil.org](http://www.dublincil.org)

CIL aims to provide people with the necessary support to live and work in the community. CIL also aims to provide a forum for people with disabilities to explore and realise their

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human, civil, social, political and economic rights and facilitate the raising of disability issues at a Local Government, State, European and international level.

## **Centre for Independent Living Kilkenny "Associate Member"**

5A Upper New Street Kilkenny

Tel: 056 7723966

Fax: 056 7756680

Email: [cilkilkenny@eircom.net](mailto:cilkilkenny@eircom.net)

CIL Kilkenny aims to empower people with disabilities to live independently in their own house and to participate in community life.

## **Centre for Independent Living Mayo**

Mosaic Centre, Harlequin Plaza, Garvey Way, Castlebar, Co Mayo

Tel: 094 9034980

Fax: 094 9044974

Email: [info@mayocil.ie](mailto:info@mayocil.ie)

The Mayo Centre for Independent Living works to seek full and equal rights of people with disabilities, their inclusion in all aspects of society, and to encourage and ensure the provision of appropriate services and supports to enable this to happen.

## **Centre for Independent Living Tipperary**

40 Irishtown, Clonmel, Co. Tipperary

Telephone: 052 6128667

Fax: 052 6124736

Email: [tcn@eircom.net](mailto:tcn@eircom.net)

CIL Tipperary aims and objectives are the empowerment of severely physically disabled people.

## **Centre for Independent Living Blanchardstown "Associate Member"**

Unit 7, Block B, Base Enterprise Centre, Damastown Road, Dublin 15.

Telephone: 01 8270609

Fax: 01 8270676

Email: [cilblanch@eircom.net](mailto:cilblanch@eircom.net)

The Centre for Independent Living Blanchardstown aims to provide information, advice and support to people with disabilities in the Dublin 15 area. The Centre's objective is to provide a suitable Personal Assistant (PA) Service and to lobby for a change in policy.

## **Centre for Independent Living Carlow "Associate Member"**

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Room 8, St Fiacc's Leisure Centre, Graiguecullen, Co. Carlow

Telephone: 059 9130014 / 059 9130233

Fax: 059 9130014

Email: [carlowcilc@eircom.net](mailto:carlowcilc@eircom.net)

The Carlow Centre for Independent Living aims to promote the empowerment of people with disabilities by providing practical assistance to enable the person to exercise control over their own lives.

## **Centre for Independent Living Cork "Associate Member"**

20 Commons Road, Blackpool, Cork.

Telephone: 021 4391570

Fax: 021 4391575

Email: [corkcil@eircom.net](mailto:corkcil@eircom.net)

Web: [www.corkcil.ie](http://www.corkcil.ie)

Centre for Independent Cork aims to promote the inclusion of people with disabilities in the community and to further their aims and objectives of independent living.

## **Centre for Independent Living Donegal "General Member"**

Unit 7 Mc Caul House, Pearse Road, Letterkenny, Co Donegal

Phone: 074 9128945

Fax: 071 9128589

Email: [dcil@eircom.net](mailto:dcil@eircom.net)

Web: [www.donegalcil.ie](http://www.donegalcil.ie)

The main Aims and Objectives of Donegal Centre for Independent Living is to promote Empowerment, Independence and Rights to People with Physical and Sensory Disabilities through the Provision of Services, such as Personal Assistant Service. DCIL is an organisation controlled by People with Disabilities, which meets our objectives towards Independent Living. DCIL consistently aims to promote and encourage the Philosophy of Independent Living in Practical terms and so provide an extensive Service throughout the County.

## **Centre for Independent Living Greater Dublin "Associate Member"**

3rd Floor, Macro Resource Centre, 1 Green Street, Dublin 7.

Telephone: 01 8737039

Fax: 01 8737010

Email: [dublin7@dublincil.org](mailto:dublin7@dublincil.org)

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The Centre for Independent Living Greater Dublin aims and objectives are to support persons with disabilities (mainly physical / sensory) in the Dublin 7 area and the provision of services through CE Schemes.

## **Centre for Independent Living Galway "Associate Member"**

Unit 10, Town Park Centre, Tuam Road, Galway.

Telephone: 091 773910

Fax: 091 773919

Email: [mail@gcil.ie](mailto:mail@gcil.ie)

Web: [www.gcil.ie](http://www.gcil.ie)

CIL Galway raises awareness that people with disabilities have civil rights to run their own lives, be active participants in society, permanent / ongoing personal assistant scheme, self development, acquisition of funds / resources to further objectives.

## **Centre for Independent Living Offaly "Associate Member"**

Opas Ltd / OFCIL CLonminch Road Tullamore Co Offaly

Telephone: 057 93 22532

Fax: 057 93 22832

Email: [ocil@eircom.net](mailto:ocil@eircom.net)

CIL Offaly aims to highlight their continuing quest for a more equal and fairer society with the same opportunities for all and where the worth of people with disabilities is recognised. CIL Offaly also aims to provide a Personal Assistant Service to people with significant physical and sensory disabilities.

## **Centre for Independent Living Sligo "Associate Member"**

Unit 4, Business Centre, Market Yard, Sligo.

Telephone: 071 9141978

Fax: 071 9141978

Email: [sbsligocil@eircom.net](mailto:sbsligocil@eircom.net)

Web: [www.cilsligo.ie](http://www.cilsligo.ie)

CIL Sligo aims to include people with disabilities into daily community life and enable their independence.

## **Centre for Independent Living Waterford "Associate Member"**

Ballinvella, Dunmore East, Co. Waterford

Telephone: 051 383232

Email: [wcil@eircom.net](mailto:wcil@eircom.net)

# Enable Ireland

Waterford CIL aims and objectives are to empower and enable people with physical disabilities to live independent lives of their own choice in the community.

## **Centre for Independent Living Wexford "Associate Member"**

Westlands Community Centre, St. John's Drive, Wexford.

Telephone: 053 42123

Fax: 053 42144

Email: [wddcil@hotmail.com](mailto:wddcil@hotmail.com)

CIL Wexford provides personal assistants to people with physical disabilities within the ethos of independent living.

## **Cheeverstown House Ltd.**

Templeogue Road, Templeogue, Dublin 6W

Telephone: 01 4993700

Fax: 01 4905753

Email: [info@cheeverstown.ie](mailto:info@cheeverstown.ie)

Web: [www.cheeverstown.ie](http://www.cheeverstown.ie)

Cheeverstown House Provides residential day and support services to over 400 persons with an intellectual disability and to their families in Cheeverstown Centre and in the local community. Cheeverstown's mission is to enable people with an intellectual disability to have full and meaningful lives through quality person-centred services in partnership with families.

## **Cheshire Ireland "Associate Member"**

Central Office, Block 4, Bracken Business Park, Bracken Road, Sandyford Industrial Estate, Dublin 18.

Telephone: 01 2974100

Fax: 01 2052060

Email: [info@cheshire.ie](mailto:info@cheshire.ie)

Web: [www.cheshire.ie](http://www.cheshire.ie)

Cheshire Ireland provides a range of accommodation and support services to people, primarily, with a physical disability.

## **Children in Hospital Ireland "Associate Member"**

Carmichael Centre, Coleraine House, Coleraine Street, Dublin 7

Telephone: 01 8780448

Fax: 01 8735283

# Enable Ireland

Email: [info@childreninhospital.ie](mailto:info@childreninhospital.ie)

Web: [www.childreninhospital.ie](http://www.childreninhospital.ie)

Children in Hospital Ireland, a National Organisation aims to ensure all sick children, either in hospital or in the community are cared for appropriately. Works collaboratively with parents, professionals and other organisations.

Activities include:

- Provision of play and recreation by trained Hospital Play Volunteers;
- Consultation and networking;
- Information and advice service;
- Education programmes and Annual Public Lecture;
- Research;
- Publications including Charter for Children in Hospital.

## **Cope Foundation**

Bonnington, Montenotte, Cork

Telephone: 021 4507131

Fax: 021 4507580

Email: [hoadmin@cope-foundation.ie](mailto:hoadmin@cope-foundation.ie)

Web: [www.cope-foundation.ie](http://www.cope-foundation.ie)

COPE Foundation provides a most comprehensive service to 1,600 persons with an intellectual disability from Cork City and County. Services include Assessment Clinic, Domiciliary Nurse, Pre-School, Special Schools, Vocational Training, Sheltered Employment, Occupational Activity Centres, Special Residential Care and Retirement Home facilities. It also provides accommodation at 40 community based residences throughout the city and county.

## **Cork Accessible Transport "Associate Member"**

20 Commons Road, Cork.

Telephone: 0214300804

Fax: 021 4391575

Email: [catrans@eircom.net](mailto:catrans@eircom.net)

Cork Accessible Transport aims to provide accessible affordable transport for people with mobility disabilities.

## **County Roscommon Support Group for People With Disabilities**

# Enable Ireland

Resource Centre, Derrane, Co. Roscommon

Telephone: 090 6625852 / 877.

Fax: 090 6625960.

Email [rsgcil@eircom.net](mailto:rsgcil@eircom.net)

Information Service, Castle Street, Roscommon

Telephone: 090 6625172.

Fax: 090 6625879

Roscommon Support Group of People with Disabilities is a voluntary organisation, established by people with disabilities for people with disabilities. It aims to provide people with disabilities, families, carers and friends with the ability to express their needs and views. They provide a range of services for people with disabilities at their fully accessible

## **CROSSCARE CEDAR PROGRAMME "Associate Member"**

The Red House, Clonliffe College, Dublin 3

Tel: 01 8360011

Fax: 01 6367166

Email: [info@crosscare.ie](mailto:info@crosscare.ie)

Web: [www.crosscare.ie](http://www.crosscare.ie)

The aim of the Cedar Programme is to raise awareness and change attitudes of people to those with disabilities within Parish Communities and throughout the Diocese.

## **Cystic Fibrosis Association of Ireland**

24, Lower Rathmines Road, Rathmines, Dublin 6

Telephone: 01 4962433

Fax: 01 4962201

Email: [cfhouse@cfireland.ie](mailto:cfhouse@cfireland.ie)

Web: [www.cfireland.ie](http://www.cfireland.ie)

The aim of the Association is to provide back-up services for young people with cystic fibrosis.

## **DeafHear.ie (formerly National Association for Deaf People)**

35 North Frederick Street, Dublin 1

Telephone: 01 8723800

Fax: 01 8723816

Email: [info@deafhear.ie](mailto:info@deafhear.ie)

Web: [www.deafhear.ie](http://www.deafhear.ie)

# Enable Ireland

DeafHear.ie promotes the right of deaf people to enjoy an equality of opportunity in all aspects of life and to develop full independence and citizenship. The Association promotes the rights of parents of deaf children to enjoy access to the full range of appropriate supports. DeafHear.ie promotes the following services:

- Family Resource Centre
- DeafTech
- deaf awareness training
- Job Club
- Citizens Information Centre
- classes in sign language
- English and literacy

## **DEBRA. Ireland**

La Touche House, 1 Grove Road, Rathmines, Dublin 6

Telephone: 01 4126924

Fax: 01 6335104

Email: [info@debraireland.org](mailto:info@debraireland.org)

Web: [www.debraireland.org](http://www.debraireland.org)

The aim of the organisation is to fund medical research into EB, to provide specialist care and welfare to patients and their families and to educate the general public and health care professionals about EB

## **Diabetes Federation of Ireland Southern Regional Office "Associate Member"**

32 Grand Parade, Cork.

Telephone: 021 4274229

Fax: 021 4270009

Email: [sro@diabetes.ie](mailto:sro@diabetes.ie)

Web: [www.diabetesireland.ie](http://www.diabetesireland.ie)

The Diabetes Federation aims to provide a quality service in improving the lives of people affected by Diabetes and working with others to prevent complications and raise awareness of the condition.

## **Disabled Drivers Association**

Ballindine, Co. Mayo

Telephone: 094 9364054 / 9364266.

Fax: 094 9364336

# Enable Ireland

Email: [ability@iol.ie](mailto:ability@iol.ie)

Web: [www.ddai.ie](http://www.ddai.ie)

Cork Office: ShopMobility Unit Mahon Point Shopping Centre Cork Tel 021 4313033

Shopmobility Dublin, DDA, Liffey Valley Shopping Centre, Quarryvale, Dublin 22.

Telephone: 01 6208731

The Association promotes independence and equal opportunity through mobility for people with physical disabilities. Operates a National Driving Assessment Centre and Driving School, issues the EU Parking Card to qualifying persons, provides information, advice and support to its members and information to the general public.

## **Disabled People of Clare**

Unit 11, Clonroad Business Park, Clonroad, Ennis, Co. Clare

Telephone: 065 6843488

Fax: 065 6843576

Email: [dpoclare@eircom.net](mailto:dpoclare@eircom.net)

Web: [www.dpoc.ie](http://www.dpoc.ie)

The DPOC was formed in 1992. Their main aim is to give themselves a greater say in the day to day running of their lives, through self organising and lobbying. Areas of concern include job creation, access for all, direct action, housing, education, training and civil rights and personal assistants.

## **Doorway to Life Ltd.**

Abode Hostel and Day Centre Mahon, Blackrock, Co.Cork

Telephone: 021 4916180

Fax: 021 4916190

Email: [info@doorwaytolife.com](mailto:info@doorwaytolife.com)

Web: [www.doorwaytolife.com](http://www.doorwaytolife.com)

The aim of Doorway to Life is to provide services to adults with physical disabilities to enable them to live the life of their choice to its fullest potential.

## **Down Syndrome Ireland**

Citylink Business Park, Old Naas Road, Dublin 12.

Telephone: 01 4266500

Fax: 01 4266501

Email: [info@downsyndrome.ie](mailto:info@downsyndrome.ie)

Web: [www.downsyndrome.ie](http://www.downsyndrome.ie)

# Enable Ireland

DSI is a national organisation representing 2500 member families. As well as providing support for parents and families, it aims to improve medical, social and educational services to people with DS

## **Dyspraxia Association of Ireland "Associate Member"**

Carmichael Centre for Voluntary Groups, North Brunswick Street, Dublin 7.

Phone: 01 4045530

Email: [dyspraxiaireland@eircom.net](mailto:dyspraxiaireland@eircom.net)

Web: [www.dyspraxia.ie](http://www.dyspraxia.ie)

The Dyspraxia Association was formed in 1995 with the aim of raising awareness of dyspraxia in Ireland and to create a better understanding of the difficulties children and parents face. The organisation works to ensure adequate resources are available to support the needs of children with dyspraxia. This includes occupational therapy, speech therapy, physiotherapy and education. Information sharing and a support network for parents are also provided.

## **Dyslexia Association of Ireland**

1 Suffolk Street, Dublin 2

Telephone: 01 6790276

Fax: 01 6790273

Email: [aclid@iol.ie](mailto:aclid@iol.ie)

Web: [www.dyslexia.ie](http://www.dyslexia.ie)

Dyslexia Association of Ireland promotes public awareness of specific learning disability and promotes the welfare of people with this difficulty.

## **Enable Ireland**

Unit 32F Rosemount Park Drive, Rosemount Business Park, Ballycoolin Road, Dublin 11.

Telephone: 01 8727155

Fax: 01 8665222

Email: [info@enableireland.ie](mailto:info@enableireland.ie)

Web: [www.enableireland.ie](http://www.enableireland.ie)

Enable Ireland is a leading national provider of services for people with disabilities and their families. They provide services for children with disabilities and / or developmental delay who require a team-based approach, and young adults with disabilities requiring training, employment, personal assistance and advocacy. Services include a range of educational, therapeutic, training, employment and family support services.

## **EXPRESS YOURSELF LTD. "Associate Member"**

# Enable Ireland

19 Springhill Avenue, Blackrock, Co Dublin.

Tel: 01 2020489

Fax: 012894503

Email: [joel.nudi@expressyourself.ie](mailto:joel.nudi@expressyourself.ie)

Web: [www.expressyourself.ie](http://www.expressyourself.ie)

Express Yourself is a not-for-profit charity created to promote the advancement of Education including pre-school with focus on serving children with speech language development difficulties and any other related activities. They will become a Centre of Excellence in research of treatment plans for children with language delay, a leader in customer service that has a loyal customer following.

## **Extra Care 'DFI Associate'**

Lucas Exchange, 1 Orchard Way, Greystone Road, Antrim BT41 2RU.

Tel: 028 9448 2939 Fax: 028 9448 2950

Email: [info@extra-care.org](mailto:info@extra-care.org)

[www.extra-care.org](http://www.extra-care.org)

Extra Care is the largest, not for profit domiciliary care provider in Northern Ireland and the Republic of Ireland. Extra Care provides a range of domiciliary care services and carer support services to promote independent living. The Organisation works mainly with older people and dependent adults with chronic conditions, physical disabilities or rehabilitation needs who require short or long term care in their own homes

## **Féach "Associate Member"**

41 Main Street, Rathfarnham, Dublin 14.

Telephone: 01 4931896

Fax: 01 4901541

Email: [info@feach.net](mailto:info@feach.net)

Web: [www.feach.net](http://www.feach.net)

Féach works to improve the education, training and communication of blind and visually impaired children. The organisation provides support for parents, and is involved in lobbying for the needs of blind and visually impaired children.

## **Fibromyalgia Support Group (Midlands)"Associate Member"**

Centre for Independent Living, Clonminch Road, Tullamore, Co. Offaly.

Telephone: 1800 201068

Fibromyalgia Support Group (Midlands) aims to help and support others with Fibromyalgia, to share information with regard to the syndrome and to organise public meetings and seminars targeting health professionals and the public in general, and to set up workshops for families.

## **FICTA (Federation of Irish Complementary Therapy Associations) "Associate Member"**

61 Balally Park, Dundrum, Dublin 16.

Telephone: 01 2956129

Fax: 01 2956129

Email: [ficta@iolfree.ie](mailto:ficta@iolfree.ie)

Web: [www.ficta.com](http://www.ficta.com)

The aim of the Association is to promote inclusion of Complementary Therapies in all areas of Healthcare and to represent the interest of the members to Government. FICTA is committed to ensuring the best possible training and education opportunities for its members and having our training courses awarded under the Framework of Qualifications.

## **Fighting Blindness**

1 Christchurch Hall, High Street, Dublin 8.

Telephone: 01 7093050

Fax: 01 7093010

Email: [info@fightingblindness.ie](mailto:info@fightingblindness.ie)

Web: [www.fightingblindness.ie](http://www.fightingblindness.ie)

Fighting Blindness is committed to finding treatments and cures for all forms of blindness and related sensory loss, through the promotion of research. They support those affected through their help lines and monthly counselling sessions and provide information to all interested parties.

## **Friedreich's Ataxia Society of Ireland**

"San Martino", Mart Lane, Foxrock, Dublin 18

Telephone: 01 2894788.

Fax: 01 2898845

Email: [info@ataxia.ie](mailto:info@ataxia.ie)

Web: [www.ataxia.ie](http://www.ataxia.ie)

The Society provides information and support for FA families. It acts as a pressure group on behalf of families and supports research into Friedreich's Ataxia and other genetic ataxias.

## **Genetic and Rare Disorders Organisation**

# Enable Ireland

Carmichael House, North Brunswick Street, Dublin 7

Telephone: 01 2692748

Fax: 01 2692748

Web: [www.grdo.ie](http://www.grdo.ie)

Email: [gido2002@hotmail.com](mailto:gido2002@hotmail.com)

The Inherited Disorders Organisation supports organisations involved with genetic disorders and ensures that adequate genetic services are available in the State

## **GROW 'General Member'**

Grow works to promote mental health and well being for all to prevent mental ill-health for people who are at risk and to support people with mental health problems during their recovery.

## **Hail Housing Association for Integrated Living**

Shamrock Chambers, 59 / 61 Dame Street, Dublin 2

Telephone: 01 6718444.

Fax: 01 6703265.

Email: [info@hail.ie](mailto:info@hail.ie)

Web: [www.hail.ie](http://www.hail.ie)

The Association provides Social housing for people with a range of housing needs including people with mental health problems and disabilities.

## **Headway Ireland - The National Head Injuries Association**

Units 1 - 3, Manor Street Business Park, Manor Street, Dublin 7

Telephone: 01 8102066.

Fax: 01 8102070.

Helpline: 1890 200278

Email: [info@headwayireland.ie](mailto:info@headwayireland.ie)

Web: [www.headwayireland.ie](http://www.headwayireland.ie)

Headway provides training and support services, promotes awareness and understanding, advocacy and lobbying for individuals with an acquired brain injury, their families and carers.

## **Health Action Overseas "Associate Member"**

Carmichael Centre, North Brunswick Street, Dublin 7

Telephone: 01 8733173

Fax: 01 8733006

# Enable Ireland

Email: [haoadmin@iol.ie](mailto:haoadmin@iol.ie)

Web: [www.hao.ie](http://www.hao.ie)

Health Action Overseas aims to facilitate health service development overseas with a particular focus on services for people with a disability.

## **Heart Children Ireland "Associate Member"**

Carmichael Centre, North Brunswick Street, Dublin 7

Telephone: 01 1850 217017.

Fax: 01 8735737

Email: [heartchildren@eircom.net](mailto:heartchildren@eircom.net)

Web: [www.heartchildren.ie](http://www.heartchildren.ie)

Heart Children Ireland aims to support families of children with a congenital heart disorder. To raise awareness of congenital heart disorder in the general public and to endeavour to get the best treatment and facilities for children with congenital heart disorder.

## **Huntington's Disease Association of Ireland**

Carmichael House, North Brunswick Street, Dublin 7

Telephone: 01 8721303

Freephone: 1800 393939

Fax: 01 8729931

Email: [hdai@indigo.ie](mailto:hdai@indigo.ie)

Web: [www.huntingtons.ie](http://www.huntingtons.ie)

The Association provides information and individualised support to those diagnosed with Huntington's Disease, their families and their health care team. Information is updated through links with International and European Associations.

## **i.C.A.R.E. "General Member"**

Looking Glass Brae, Ballymacarry, Buncrana, County Donegal.

Tel: (00353)74-9362226(1pm-5pm) (00353)86 1081200

Inihowen Children's Autism Related Education

Website: [www.icare.ie](http://www.icare.ie)

Email: [majellamcglinchey@yahoo.ie](mailto:majellamcglinchey@yahoo.ie)

Charity No: CHY 14724

Inishowen Children's Autism Related Education (i.C.A.R.E) aims to provide a framework within which families, carers, professionals and tutors have access to training, support and any other help or service necessary in order to help children and young people with Autistic Spectrum Disorders realise their full potential. i.C.A.R.E. provides day respite for

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children and young people with autism at their Day respite and Activity Centre while also providing a programme of activities and days out during school holiday periods for those with ASD and their siblings.

## **Ilikecake Ltd. "DFI Associate"**

124 Upper Kennelsfort Road, Palmerstown, Dublin 20

Phone: 01 654000

Email: [info@ilikecake.net](mailto:info@ilikecake.net)

Web: [www.ilikecake.net](http://www.ilikecake.net)

Ilikecake.net is an accessible design development and consultation organisation for clients mostly in the State sponsored charity and voluntary sector.

## **Institute for Disability & Senior Citizens Ltd "Associate Member"**

Abbotsford, Ballywilliam, Enniscorthy, Co. Wexford.

Telephone: 051 424022

Email: [macalfred@gmail.com](mailto:macalfred@gmail.com)

The Institute aims to develop employment enabling , and quality of life enhancing projects for people with disabilities and seniors.

## **Irish Deaf Society**

30 Blessington Street, Dublin 7.

Telephone: 01 8601878

Fax: 01 8601960

Email: [info@irishdeafsociety.ie](mailto:info@irishdeafsociety.ie)

Web: [www.irishdeafsociety.ie](http://www.irishdeafsociety.ie)

The Irish Deaf Society is a democratically run voluntary organisation that promotes the welfare and interests of deaf people with the aim of improving all aspects of their lives. Managed exclusively by the deaf themselves, it seeks to further its aims through deaf empowerment and advocacy.

## **Irish Electromagnetic Radiation Victims Network**

64, Foxfield Road, Raheny, Dublin 5

Telephone: 01 8314065

Fax: 01 8314065

Email: [cjcolbert@eircom.net](mailto:cjcolbert@eircom.net)

The Irish Electromagnetic Radiation Victims Network advocates on behalf of its members and highlights the hazards of microwave energy.

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## **Irish Guide Dogs for The Blind**

Mobility Training Centre, Model Farm Road, Co. Cork

Telephone: 021 4878200.

Fax: 021 4874152.

Email: [info@guidedogs.ie](mailto:info@guidedogs.ie)

Web: [www.guidedogs.ie](http://www.guidedogs.ie)

Dublin office: 21 Hill Street, Dublin 1.

Telephone: 01 8786732,

Fax: 01 8786732

Sligo office: Loughill, Lavatt, Ballymote, Sligo.

Telephone: 071 84154

Fax: 071 84154

Email: [patmccarrick@eircom.net](mailto:patmccarrick@eircom.net)

The Association provides independent mobility to blind and visually impaired people through guide dogs and long cane training.

## **Irish Hard of Hearing Association**

35 North Fredrick Street, Dublin 1

Telephone: 01-8175700

Fax: 01-8723816

Email: [ihha@deafhear.ie](mailto:ihha@deafhear.ie)

Web: [www.ihha.ie](http://www.ihha.ie)

The IHHA is an association of people who acquired a hearing loss after developing their verbal communication skills. They are a small Irish charitable and voluntary organisation who campaign for greater awareness on hearing loss, greater access to services and generate support for each other.

## **Irish Haemophilia Society**

Cumann Haemifile Na hEireann, First Floor, Cathedral Court, New Street, Dublin 8.

Tel: 01 6579900

Lo Call: 185 87 28 72

Fax: 01 6579901

Email: [info@haemophilia.ie](mailto:info@haemophilia.ie)

The Society provides support and advice for members and aims to improve the quality of life for people with haemophilia and other bleeding disorders. It carries out its work

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through education, publications, advocacy, lobbying, counselling, critical illness service & financial assistance.

## **Irish Kidney Association**

Donor House, Block 43A, Park West, Dublin 12.

Telephone: 01 6689788

Fax: 01 6683820

Email: [info@ika.ie](mailto:info@ika.ie)

Web: [www.ika.ie](http://www.ika.ie)

IKA provides support for those with end stage renal disease and kidney transplants. Prints and distributes Organ Donor Cards. Irish Representative of the World Transplant Games. Holidays for dialysis patients at a 5 apartment Holiday Centre in Tramore. Counselling and financial assistance with 23 branches countrywide. The IKA Renal Support Centre on the grounds of Beaumont Hospital, provides accommodation and support to family members of inpatients while they are in hospital. Publications including a Newsletter, Donor Card Fact Files. Living with Renal Failure, Kidney Kids, Work of the IKA.

## **Irish Motor Neurone Disease Association**

Coleraine House, Coleraine Street, Dublin 7

Telephone: 01 8730422

Fax: 01 8731409

Freephone: 1800 403403

Email: [info@imnda.ie](mailto:info@imnda.ie)

Web: [www.imnda.ie](http://www.imnda.ie)

The IMNDA provides specialised equipment on loan for people who have MND, co-ordination of home care services and facilities, visiting, counselling and information services. The Association also provides some financial assistance for home nursing.

## **Irish Raynaud's and Scleroderma Society**

P.O. Box 2958, Foxrock, Dublin 18

Telephone: 01-2020184 or 01-2148950

Fax: 01 2350900

Email: [info@irishraynauds.ie](mailto:info@irishraynauds.ie)

Web: [www.irishraynauds.com](http://www.irishraynauds.com)

The Society provides information and support for sufferers and their families. It aims to raise awareness amongst health professionals and the general public. An annual Open Information Day is held in February. The Society promotes clinical research, maintains a database and a welfare fund to assist members buy expensive equipment.

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## **Irish Society for Autism**

Unity Building, 16 / 17 Lower O'Connell Street, Dublin 1

Telephone: 01 8744684

Fax: 01 8744224

Email: [autism@isa.iol.ie](mailto:autism@isa.iol.ie)

Web: [www.autism.ie](http://www.autism.ie)

A voluntary organisation of parents, professionals and friends working to promote the welfare of children and adults with Autism. The Society provides an information service and offers support and guidance to people with Autism and their families. The Society also provides residential and vocational services for people with Autism.

## **Irish Wheelchair Association**

Aras Chuchulain, Blackheath Drive, Clontarf, Dublin 3

Telephone: 01 8186400

Fax: 01 8333873

Email: [info@iwa.ie](mailto:info@iwa.ie)

Web: [www.iwa.ie](http://www.iwa.ie)

IWA is the national organisation of people with limited mobility with over 20,000 members and service users. The role of the IWA is:

- to advocate for change, locally and nationally, by representing the issues and concerns of adults and children with limited mobility;
- to research, develop and pilot new concepts of service delivery and to deliver services in partnership with state agencies.

IWA has a broad range of services for people with physical disabilities, which include:

- Advocacy
- Assisted Living Services
- Resource and Outreach Centres
- Independent Living Apartments
- InterAction - a Community Development Project
- Motoring Advice, Assessment and Tuition
- Transport
- Employment, Training and Education
- Sport
- Respite Holidays
- Peer Counselling

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- Information and Publications
- Youth Services.

## **Jack and Jill Children's Foundation**

Johnstown Manor, Johnstown, Naas, Co. Kildare

Telephone: 045 894660 / 894538

Fax: 045 894558

Email: [info@jackandjill.ie](mailto:info@jackandjill.ie)

Web: [www.jackandjill.ie](http://www.jackandjill.ie)

The Foundation aims to create public awareness and provide information / support to all parents of damaged babies under 4 years of age and to finance home care charges borne by parents. It also organises home care visits by its liaison officer / nurse and provides funds to establish a respite unit.

## **KARE**

Industrial Estate, Newbridge Co Kildare

Telephone: 045 431544

Fax: 045 448798

Email: [kare@kareld.com](mailto:kare@kareld.com)

Web: [www.kare.ie](http://www.kare.ie)

KARE provides a comprehensive range of quality services to individuals with intellectual disabilities and their families in County Kildare, East Offaly and West Wicklow.

## **Leitrim Association of People With Disabilities**

Station Rd, Mohill, Co. Leitrim

Tel: 071 9651000

Fax: 071 9651006

Email: [info@lapwd.com](mailto:info@lapwd.com)

Web: [www.lapwd.com](http://www.lapwd.com)

The Association aims to empower and enable people with disabilities to take control of their own lives by providing training, a personal assistant service and creating awareness of needs in the public arena.

## **Livability (formerly John Grooms) "DFI Associate"**

Creevymore, Cliffoney, Co Sligo

Phone: 071 9176632

Fax: 071 9176632

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Email: [jgo@eircom.net](mailto:jgo@eircom.net)

Web: [www.livability.org.uk](http://www.livability.org.uk)

Livability (John Grooms) believe everyone should have the freedom to live their lives and have the chance to use their abilities. They offer a wide range of innovative services to support and empower disabled people throughout their lives. They also provide community organisations with the resources, advice and confidence to impact their neighbourhoods.

## **Lucan Disability Action Group "Associate Member"**

Unit 24, Hills Industrial Estate, Lucan, Co. Dublin.

Telephone: 01 6100475

Fax: 01 6100475

Email: [info@ldag.ie](mailto:info@ldag.ie)

Web: [www.ldag.ie](http://www.ldag.ie)

The Lucan Disability Action Group was formed to promote and develop the concept of independent living for persons with physical and sensory disabilities and in particular to engage in action research programmes aimed at developing services that achieve inclusion in society.

## **Mid West Spina Bifida & Hydrocephalus Association "Associate Member"**

Spina Bifida House, 7 Sexton Street, Limerick

Tel: 061 311637

Email: [mwsb@eircom.net](mailto:mwsb@eircom.net)

The Mid West Spina Bifida & Hydrocephalus Association aims to provide information and advice to members, their parents and carers and to expand and upgrade services for members. To promote choice, control and quality of life for people with Spina Bifida and or Hydrocephalus.

## **Migraine Association of Ireland "Associate Member"**

Unit 14, Block 5 Port Tunnel Business Park Clonsaugh Dublin 17

Tel: 01 8941280 or 01 8941281

Fax: 01 806 4122

Email: [info@migraine.ie](mailto:info@migraine.ie)

Web: [www.migraine.ie](http://www.migraine.ie)

The Migraine Association provides information, support and reassurance to people suffering from migraine in Ireland. It also aims to raise awareness of migraine both among

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the general public and among health professionals. The organisation also works to seek better support services for people with migraine and supports research into the condition.

## **Multiple Sclerosis Society of Ireland**

MS Resource Centre, 80 Northumberland Road, Dublin 4

Telephone: 01 6781600

MS Helpline: 1850 233 233

Fax: 01 6781601

Email: [info@ms-society.ie](mailto:info@ms-society.ie)

Web: [www.ms-society.ie](http://www.ms-society.ie)

The Society provides professional services to people with multiple sclerosis, their families, friends and carers.

## **Muscular Dystrophy Ireland**

71 / 72 Red Cow Lane, North Brunswick Street, Dublin 7

Telephone: 01 8721501

Fax: 01 8724482

Email: [info@mdi.ie](mailto:info@mdi.ie)

Web: [www.mdi.ie](http://www.mdi.ie)

MDI provides support to persons affected by muscular dystrophy and their families through the provision of a range of services e.g. family support service, counselling, freephone, respite care, youth activities, holidays, independent living and training opportunities. It also funds medical research.

## **National Council for The Blind of Ireland**

45 Whitworth Road, Drumcondra, Dublin 9

Telephone: 01 8307033

Fax: 01 8307787

Email: [info@ncbi.ie](mailto:info@ncbi.ie)

Web: [www.ncbi.ie](http://www.ncbi.ie)

The NCBI seeks to optimise the intellectual, social and economic independence of visually impaired people and to minimise the effects of visual impairment. Services include mobility and daily living skills training, peer counselling and family therapy, advice, information and support from a nationwide network of community resource workers, centre based rehabilitation, low vision clinic, talking book and Braille libraries, bi-monthly magazine, information and equipment resource centre, teaching aids, employment support service and technology assessment and support unit.

## **National Federation of Arch Clubs**

74 Meadow Grove, Dublin 16

Telephone: 01 2951081

Fax: 01 2963049

Email: [archclubs@eircom.net](mailto:archclubs@eircom.net)

The Federation provides recreational facilities for people who have learning disabilities.

## **Neurofibromatosis Association of Ireland**

Carmichael Centre, North Brunswick Street, Dublin 7

Telephone: 01 8726338

Fax: 01 8735737

Email: [nfaireland@eircom.net](mailto:nfaireland@eircom.net)

Web: [www.nfaireland.ie](http://www.nfaireland.ie)

The Association aims to provide information on Nf for patients, doctors and others, promoting awareness and understanding of the problems encountered in the disorder; to bring sufferers of Nf together in order to overcome their feeling of isolation; to link sufferers and the medical profession to their mutual benefit; to act as a mutual support group for parents and sufferers, sharing problems and ideas; to raise funds to realise these objectives and to liaise with international research units and further Nf research at all levels.

## **NEUROLOGICAL ALLIANCE OF IRELAND "Associate Member"**

Coleraine House, Coleraine Street, Dublin 7

Tel: 01 8724121

Fax: 01 8735283

Email: [naiireland@eircom.net](mailto:naiireland@eircom.net)

The Neurological Alliance of Ireland aims to promote the development of services for people with neurological conditions, their families and carers. To raise awareness of the needs of people with neurological conditions.

## **North West MS Therapy Centre**

Ballytivnan, Co. Sligo

Telephone: 071 9144748

Fax: 071 9141943

Email: [mstherapy@eircom.net](mailto:mstherapy@eircom.net)

The Centre provides a treatment and management service for people with Multiple Sclerosis.

## **North West Stroke Group "General Member"**

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"Bel Alp", Carrowroe, Co Sligo

Phone: 01 9160368

Email: [class19632000@yahoo.com](mailto:class19632000@yahoo.com)

The North West Stroke Group aims to provide support to those directly impacted by a stroke and their carers and to provide information and increase awareness.

## **Noinin Support for Autism "Associate Member"**

C/o Mary Bryson, Cloonteach, Newtownforbes, Co. Longford.

Telephone: 043 24225

Email: [noininfund@eircom.net](mailto:noininfund@eircom.net)

Noinin Support for Autism aims to provide assistance from funds raised for treatments, therapies or programmes which are deemed to directly enhance the lives of children with autism and to offer individual support and information to parents and carers and to form a circle of friends to provide support in times of crisis.

## **ONET "Associate Member"**

Bru na bhFiann, Smithfield Market, North King Street, Dublin 7

Tel: 01 4850600

Fax: 01 4850601

Email: [info@oneconnect.ie](mailto:info@oneconnect.ie)

Web: [www.oneconnect.ie](http://www.oneconnect.ie)

The main objective of ONET is to ensure the welfare of ex-servicemen and women by way of providing accommodation to homeless, elderly or disabled members in need of such domestic accommodation and shelter and other assistance that may be required. They also promote social cultural and sporting activities in order to develop a spirit of comradeship between serving and retired members of the services, as well as provision of information in the area of pensions, social welfare benefits and other entitlements.

## **Out and About Association "Associate Member"**

140 St Lawrence's Road, Clontarf, Dublin 3

Tel: 01 8338252

Fax: 01 8334243

Email: [oandamartinamce@eircom.net](mailto:oandamartinamce@eircom.net)

OANDA, the Out and About Association was founded in 1974 to help people who suffered from agoraphobia. All OANDA groups are locally based in the community and offer self-help support for sufferers and their families.

## **Parkinson's Association of Ireland**

Carmichael Centre, North Brunswick Street, Dublin 7

Telephone: 01 8722234

Fax: 01 8735737

Freephone: 1800 359359

Email: [info@parkinsons.ie](mailto:info@parkinsons.ie)

Parkinson's Association of Ireland assists patients, their carers and families, providing advice and information. The Organisation also fund and assist research into the effects, causes and possible cure of Parkinson's disease.

## **Peacehaven Trust "Associate Member"**

C/o 1&2 Hillside, Greystones, Co Wicklow

Tel: 01 2876743

Fax: 01 2871629

Email: [peacehavenadmin@eircom.net](mailto:peacehavenadmin@eircom.net)

Peacehaven Trust was founded to provide care and wellbeing for people with an intellectual disability in a home environment with an evangelical ethos.

## **Post Polio Support Group**

Unit 319, Capel Building, St. Mary's Abbey, Dublin 7

Telephone: 01 8898920

Fax: 01 88898924

Email: [info@ppsg.ie](mailto:info@ppsg.ie)

Web: [www.ppsg.ie](http://www.ppsg.ie)

The Post Polio Support Group creates awareness and provides information regarding The Late Effects of Polio among both Polio survivors and the wider medical profession, and works to ensure that no polio survivors have needs relation to their condition, which are not being met.

## **Rathmines Pembroke Community Partnership "Associate Member"**

11 Wynnefield Road. Rathmines, Dublin 6

Tel: 01 4965558

Fax: 01 4965590

Email: [info@rcpc.ie](mailto:info@rcpc.ie)

Rathmines Community Partnership aims to develop the social, economic and environmental resources of designated areas of Rathmines and Terenure. To counter

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social exclusion and promote equality of participation and opportunity and benefit for all sections of the community.

## **Reach Ireland**

"Fair Stream", Hedge Road, Garristown, Co. Dublin

Telephone: 01 8354953 / 087 2400786

Email: [reach@reach.org.uk](mailto:reach@reach.org.uk)

Web: [www.reach.org.uk](http://www.reach.org.uk)

The Association for children with limb deficiency.

## **Rehab Group**

Roslyn Park, Beach Road, Sandymount, Dublin 4.

Telephone: 01 20572000

Fax: 01 2057381

Email: [info@rehab.ie](mailto:info@rehab.ie)

Web: [www.rehab.ie](http://www.rehab.ie)

The Rehab Group is an independent, not for profit, non governmental organisation, operating across national boundaries, which is dedicated to promoting social integration, economic independence and equal opportunities especially for people with disabilities.

## **Royal Hospital Donnybrook**

Off Morehampton Road, Donnybrook, Dublin 4.

Telephone: 01 4972844

Fax: 01 4066605

Email: [management@rhd.ie](mailto:management@rhd.ie)

The Royal Hospital provides respite care and long term stay facilities to people with a disability and chronic illness.

## **Shine - Supporting People Affected by Mental Ill Health.**

38 Blessington Street, Dublin 7

Telephone: 01 8601620

Fax: 01 8601602

Email: [info@shineonline.ie](mailto:info@shineonline.ie)

Web: [www.shineonline.ie](http://www.shineonline.ie)

Shine is dedicated to achieving the best possible quality of life for all those affected by schizophrenia.

## **Sonas aPc Ltd "General Member"**

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St Mary's, 201 Merrion Road, Dublin 4

Phone: 01 2608138

Fax: 01 2195937

Email: [sonasapc@iol.ie](mailto:sonasapc@iol.ie)

Web: [www.sonasapc.ie](http://www.sonasapc.ie)

Sonas aPc aims to enhance to quality of life and activate the potential of older people with impaired communication, by providing training to carers and care-providing organisations and to promote awareness and understanding of communication in dementia to the wider community.

## **Sophia Housing Association Ltd**

25 Cork Street, Dublin 8

Telephone: 01 4738300

Fax: 01 4736229

Email: [info@sophia.ie](mailto:info@sophia.ie)

Web: [www.sophia.ie](http://www.sophia.ie)

Sophia Housing is a weaving of holistic support for marginalised people to enable them to become aware of their own inner potential, so that they may participate fully in society.

## **Spina Bifida Hydrocephalus Ireland**

National Resource Office, Old Nangor Road, Clondalkin, Dublin 22

Telephone: 01 4572329

Fax: 01 4572328

Email: [info@sbhi.ie](mailto:info@sbhi.ie)

Web: [www.sbhi.ie](http://www.sbhi.ie)

The Association's primary and long term aim is to complement, support and provide for the various stages of development in the lives of its members with disabilities, their families and friends.

## **Special Olympics Ireland**

4th Floor, Park House, North Circular Road, Dublin 7

Telephone: 01 8823972

Fax: 01 8688250

Email: [info@specialolympics.ie](mailto:info@specialolympics.ie)

Web: [www.specialolympics.ie](http://www.specialolympics.ie)

To provide quality sports training and competition programme for people with learning disabilities.

## **Spinal Injuries Ireland**

National Rehabilitation Hospital, Rochestown Avenue, Dun Laoghaire, Co. Dublin

Telephone: 01 2355317

Fax: 01 2350955

Email: [info@siairl.org](mailto:info@siairl.org)

Web: [www.siairl.org](http://www.siairl.org)

The Association was founded in 1993 to promote the welfare and provide support services for all people with spinal cord injuries and their families.

## **St. Catherine's Association**

Management Office, St. Catherine's, Newcastle, Co. Wicklow

Telephone: 01 2819485 / 2873895 (24 hrs)

Fax: 01 2819052

Email: [info@stcatherines.ie](mailto:info@stcatherines.ie)

The Association promotes the welfare of young people of all ages with special needs throughout Co. Wicklow. It provides a comprehensive service to all children (new born - 18 years) and support for their families.

## **St. Gabriel's School and Centre**

Crabtree House, Springfield Drive, Dooradoyle, Co. Limerick

Telephone: 061 302733

Fax: 061 302734

Email: [info@stgabriels.ie](mailto:info@stgabriels.ie)

The Centre provides educational and therapy services for children and young adults with physical and multiple disabilities.

## **St Joseph's Centre for the Visually Impaired**

Grace Park Road, Drumcondra, Dublin 9

Tel: 018373635

Fax: 018368403

Email: [info@stjosephs.ie](mailto:info@stjosephs.ie)

St. Joseph's Centre for the Visually Impaired offers a comprehensive service to Ireland's young visually impaired population. Services available in St. Joseph's include a primary school, an integrated secondary school, a vocational training unit, a weekly optomology clinic run in conjunction with Temple Street Hospital, a twice monthly low vision clinic, a residential service based in houses in the community, an assessment service, speech and

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language therapy, occupational therapy, physiotherapy, orientation and mobility training, self care and technical skills training, the National Braille Production Centre and a family support centre.

## **St. Mary's Centre (Telford) Ltd. "General Member"**

185-201 Merrion Road, Ballsbridge Dublin 4

Phone: 01 2693411

Fax: 01 2698868

Email: [mfm@stmarysblind.ie](mailto:mfm@stmarysblind.ie)

St Mary's Centre aims to provide care and accommodation to blind elderly ladies and provide support and assistance as required. To promote all residents to be as independent and active as possible and integrate in their local community. To maintain close contact with families and relatives as so desired by residents.

## **St. Michael's House**

Supporting Intellectual Disability

Ballymun Road, Ballymun, Dublin 9.

Telephone: 01 8840200

Fax: 01 8840213

Email: [info@smh.ie](mailto:info@smh.ie)

Web: [www.smh.ie](http://www.smh.ie)

St. Michael's House aims to deliver a quality service that is influenced and shaped by the people it serves. To empower people with a learning disability and their families to make choices on the type of education, work, recreation and living arrangements they require. Provide a continuum of innovative services that support people to integrate with the community. Ensure that service delivery is effective, cost efficient and accountable to service users, the organisation's staff and the funding authorities. Ensure that service delivery is effective, cost efficient and accountable to service users, the organisation's staff and the funding authorities. Advocate and negotiate with government agencies, voluntary bodies and others for the improvement and development of services.

## **S.T.E.E.R. Ireland "General Member"**

5, Rosemount Villas, Letterkenny, Co. Donegal.

Telephone: 074 9177311

Fax: 074 9177311

Email: [steerireland@donegal.net](mailto:steerireland@donegal.net)

Web: [www.steermentalhealth.com](http://www.steermentalhealth.com)

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S.T.E.E.R. (Support Training Education Employment Research) was established to develop a range of mental health services based upon the Recovery model approach to mental health and to promote a human rights agenda in mental health services. They seek to alleviate poverty and social exclusion of their client groups and to advance service users involvement within the mental health environment.

## **The Carers Association “General Member”**

Market Square, Tullamore, Co. Offaly

Phone: 0579322920

Fax: 057 9323623

Email: [info@carersireland.com](mailto:info@carersireland.com)

Web: [www.carersireland.com](http://www.carersireland.com)

The Carers Association aims to provide family carers with on hand and practical supports; to promote the interest of family carers and those receiving care in the home through effective partnership, lobbying and advocacy and to gain recognition and social justice for carers invaluable contribution to Irish society.

## **Vantastic**

Unit 2A, Howth Junction Business Park, Kilbarrack, Dublin 5.

Telephone: 01- 8392449

Fax: 01- 8392429

Email: [info@vantastic.ie](mailto:info@vantastic.ie)

Web: [www.vantastic.ie](http://www.vantastic.ie)

Vantastic aim to provide transport services in the greater Dublin area to people with mobility impairments that are fully accessible, affordable, accountable and demand responsive.

## **Vergemount Housing Fellowship**

50 The Hawthorns, Abberley, Killiney, Co. Dublin

Telephone: 01 2856654

Fax: 01 2856654

The aim is to provide long term homes for people with experience of mental illness.

## **Voluntary Services International**

30 Mountjoy Square, Dublin 1

Phone: 01 8551011

Fax: 01 8551012

# Enable Ireland

Email [info@vsi.ie](mailto:info@vsi.ie)

Web: [www.vsi.ie](http://www.vsi.ie)

Voluntary Service International (VSI) is the Irish branch of Service Civil International, a worldwide peace movement that began in 1920. They work to promote peace, social justice, sustainable development and intercultural understanding through volunteering abroad and in Ireland.

## **Walkinstown Association**

1 Long Mile Road, Dublin 12

Tel: 01 4650388

Fax: 01 4607899

Email: [info@walk.ie](mailto:info@walk.ie)

Web: [www.walk.ie](http://www.walk.ie)

The Walkinstown Association was formed to provide quality-based community services that promote independence and facilitate integration for people with intellectual disabilities.

## **Western Care Association**

Pool Road, Castlebar, Co Mayo

Telephone: 094 9025133

Fax: 094 9025207

Email: [info@westerncare.com](mailto:info@westerncare.com)

Western Care is a voluntary organisation made up of parents, family members, staff, supporters and volunteers. The association exists to serve people with a learning disability and their families in Mayo.

## **West Limerick Independent Living "General Member".**

Enterprise Centre

Sheehan's Road

Newcastle West

Co. Limerick

Phone: 06977320

Email : [info@limerickcil.com](mailto:info@limerickcil.com)

Web: [www.limerickcil.com](http://www.limerickcil.com)

West Limerick Independent Living is a not for profit company established in 1997 by a small group of people, many of whom have a disability. The main objective of the organisation is to develop and deliver high quality Personal Support Service for people with disabilities in

## **Enable** Ireland

the Mid West region of Ireland. Personal Support Services include Personal Assistant (Self Directed) service, Personal Care Assistant (Supported) service, Advocacy service and Accessible Transport.

## Appendix 4

### List of Websites

#### Disability

##### I. Government Departments

- [Government Department Listing](#)
- [Dept. of Social & Family Affairs](#)
- [Dept. of Health & Children](#)
- [Dept. of Education & Science](#)
- [Revenue Commissioners](#)
- [Dept. of Enterprise, Trade & Employment](#)
- [Dept. of Justice, Equality & Law Reform](#)

##### II. Agencies

- [National Disability Authority](#)
- [Citizens Information Board](#)
- [Equality Authority](#)
- [Action for Mobility \(tel.: +353 \(0\)1 837 8633\)](#)
- [AHEAD](#)
- [Central Remedial Clinic](#)
- [Centre for Independent Living](#)
- [Disability Federation of Ireland](#)
- [Disabled Drivers' Association of Ireland](#)
- [GROW \(tel.: +353 \(0\)21 277 520\)](#)
- [Irish Wheelchair Association](#)
- [NAMHI](#)
- [National Federation of Voluntary Bodies](#)
- [National Council for the Blind in Ireland](#)
- [Polio Fellowship of Ireland](#)
- [The Rehab Group](#)
- [Create](#)

##### III. Disabilities & Associated Organisations

- **Asperger Syndrome**

Aspire – Asperger Syndrome Association of Ireland

Coleraine House

Carmichael Centre

Coleraine Street

Dublin 2

[www.aspire-irl.org](http://www.aspire-irl.org)

- **Attention Deficit Hyperactivity Disorder (ADHD)**

ADHD Ireland

ADHD Ireland website gives information about ADHD and has links to various help organisations. There is a lively discussion board where problems are discussed.

[www.adhd.ie](http://www.adhd.ie)

- **Autism**

The Irish Society for Autism

Unity Building

16 Lower O'Connell Street

Dublin 1

Website: <http://www.autism.ie/>

- **Cerebral Palsy**

Enable Ireland National Services

32f Rosemount Park Drive

Rosemount Business Park

Ballycooling Road

Dublin 11

work Tel: +353 (0)1 872 7155

work fax Fax: +353 (0)1 866 5222

[www.enableireland.ie](http://www.enableireland.ie)

Enable Ireland is a leading national provider of services for children and adults with disabilities and their families. It supports over 3,500 service users through a combination of centre-based and outreach services in 14 regional locations. It provides support, education and therapy for children 0-18 years and for young adults; there is a personal assistant service, assistive technology/information technology programmes, supported and enterprise employment as well as social, cultural and community programmes. All services are provided free of charge.

- **Depression**

AWARE

72 Lower Leeson Street

# Enable Ireland

Dublin 2

[www.aware.ie](http://www.aware.ie)

Aware is a voluntary organisation established to assist those whose lives are directly affected by depression and works to dispel the myths and misunderstandings of this devastating illness. Aware offers nationwide support groups – see its website for details

- **Dyslexia**

Dyslexia Association of Ireland

Suffolk Chambers

1 Suffolk Street

Dublin 2

<http://www.dyslexia.ie>

- **Dyspraxia**

The Dyspraxia Association of Ireland

69a Main Street

Leixlip

Co. Kildare

[www.dyspraxiaireland.com](http://www.dyspraxiaireland.com)

The Dyspraxia Association was established in 1995 by parents of children with Dyspraxia. It is run by volunteer parents and is active in the following areas: promoting awareness of Dyspraxia in Ireland in order to create a better understanding of the difficulties children and parents face; working and liaising with other related organisations, particularly those dealing with spectrum disorders; lobbying government departments and relevant bodies in the areas of education, health, therapies, etc. The association also provides a national telephone information helpline, distributes information packs, circulates a newsletter, organises annual conferences with professional speakers and gives presentations to schools and colleges, and finally, fundraises

- **Friedreich's Ataxia**

The Friedreich's Ataxia Society Ireland

San Marino

Mart Lane

Foxrock

Dublin 18

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<http://www.ataxia.ie>

The Society is the national voluntary organisation that cares for people with Friedreich's and other Ataxias. It also acts as a forum for those with the condition and their relatives. They provide information, respite and advocacy services. In addition, they help fund research and lobby for better services for those affected and their relatives.

- **Sensory Disabilities**

Irish Deaf Society (IDS)

30 Blessington Street

Dublin 7

[www.irishdeafsociety.org](http://www.irishdeafsociety.org)

The IDS is the only Irish Charity concerned with the Deaf that was created by the indigenous deaf community. The IDS supports the development and promotion of Irish Sign Language (ISL) and seeks its recognition as the third official language by the state

National Council for the Blind of Ireland (NCBI)

45 Whitworth Road

Drumcondra

Dublin 9

[www.ncbi.ie](http://www.ncbi.ie)

The NCBI provides information, advice and support from a nationwide network of rehabilitation, mobility and community resource workers as well as trainers in the use of adaptive technology. The council offers services to people in their own homes or locality as appropriate, and to this end runs regional resource centres and low vision services throughout the country. Services administered by community-based staff include mobility and daily living skills training, rehabilitation, peer counselling and family therapy.

The NCBI also operates an employment support unit and jobseeking skills programme. It offers advice to both employers and employees on application procedures, interviews and career advancement, as well as advice on what adaptations can be made to assist a person with a vision impairment in the workplace and the grants that are available.

- **Mental Health**

Mental Health Ireland

Mensana House

6 Adelaide Street

Dun Laoghaire

Co. Dublin

# Enable Ireland

<http://www.mentalhealthireland.ie>

Mental Health Ireland aims to promote positive mental health and to actively support persons with a mental illness, their families and carers by identifying their needs and advocating their rights

- **Motor Neurone Disease (MND)**

The Irish Motor Neurone Disease Association

Coleraine House

Clerraine St

Dublin 7

[www.imnda.ie](http://www.imnda.ie)

The Irish Motor Neurone Disease Association provides support for people with MND, their families and friends through home visits, financial assistance for home nursing and the supply of specialised equipment

- **Multiple Sclerosis**

MS Ireland

80 Northumberland Road

Dublin 4

<http://www.ms-society.ie/>

- **Muscular Dystrophy**

Muscular Dystrophy Ireland

71/72 North Brunswick Street

Dublin 7

[www.mdi.ie](http://www.mdi.ie)

Muscular Dystrophy Ireland provides support to persons affected by muscular dystrophy and their families through a range of services e.g. counselling, freephone, family support service, respite care, holidays, youth activities, information, independent living and training opportunities.

- **Spina Bifida & Hydrocephalus**

Irish Association for Spina Bifida & Hydrocephalus (IASBAH)

Old Nagor Road

Clondalkin

# Enable Ireland

Dublin 22

<http://www.iasbah.ie>

The IASBAH was established for the care, treatment, education and advancement of those with the condition at local and national level through its services and activities. It provides information, support and advice to people with spina bifida and hydrocephalus, their parents and carers, as well as promoting social inclusion and equality for people with spina bifida and hydrocephalus in Irish society.

Working together with its members, the association is now able to provide a network of services to best meet its member's needs. IASBAH also works in partnership with a network of organisations to share information and provide its members a range of high-quality support and specialist services.

#### IV. Other Useful Links

- [Abdo Consultants](#) (experience of working with people with hidden disabilities particularly Dyslexia, Dyspraxia, AD(H)D & Aspergers Syndrome)
- [Accessible Information for People with Disabilities](#)
- [Centre for Independent Living](#)
- [Contact a Family](#) (this website maintains a database of a substantial number of specific conditions and rare disorders)
- [Eastern Vocational Enterprises \(EVE\)](#)
- [IBEC - Workway programme](#)
- [Independent Living Institute](#)
- [Irish Association of Supported Employment](#)
- [Irish Deaf Society](#)
- Sign Language Interpreting Service (tel.: +353 (0)1 413 9670)
- [National Adult Literacy Agency \(NALA\)](#)