

6<sup>th</sup> May, 2016

Ms Emily Logan  
Chief Commissioner  
Irish Human Rights & Equality Commission  
16-22 Green Street  
Dublin 7 D07 CR20

Dear Emily

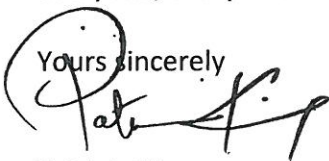
I am writing to you to follow up on our meeting during the consultation process for your strategic plan last year. I note that you have since launched the plan in January and in particular that it includes – under goal 2 – a commitment to “effectively monitor equality and human rights compliance in employment and service delivery”; and in goal 4 - to "having a strong collaboration with workers and employer groups to drive equality and human rights". Worker and employer participation on the Equality Authority proved to be very productive for all concerned and we look forward to working with IHREC in this regard.

During our meeting, I outlined to you the failure of the Irish government to meet commitments previously made to bring forward legislation granting the right to collective bargaining and representation to certain classes of freelance/atypical workers. The use of Competition Law to inhibit the right to collective representation for atypical workers serves to undermine the rights of a growing cohort of workers. I also explained the outstanding issues in relation to the right of trade unions to represent their members as set out in the Wilson Judgement of the European Court of Human Rights. There are also other issues of mutual interest that were outlined in our submission to you during the consultation

The purpose of my letter is to seek to advance these issues with the IHREC. I note that Section 18 of the IHREC Act relating to advisory committees states that the Commission “shall, for the purpose of establishing and maintaining effective cooperation with representatives of relevant agencies and civil society— appoint such and so many advisory committees as it thinks fit to assist and advise it on matters relating to its functions”. It is our view that the appointment of such a committee could be a very useful vehicle to discuss relevant matters with IHREC representatives and indeed employers, and we would ask that the Commission give strong consideration to the setting up of such a structure. We would be willing to meet you and fellow Commissioners should you wish to discuss further.

I look forward to hearing from you and to future cooperation towards our shared vision of an inclusive Ireland where human rights and equality are respected, protected and fulfilled for everyone, everywhere – including the workplace.

Yours sincerely



Patricia King  
General Secretary

pk/es