



**Inclusion &
Accessibility
Labs**

Irish Digital Accessibility Index

2022

for National Council for the Blind



Inclusion & Accessibility Labs DAC

Registered in Ireland No. 693460 | +353 (1) 224 8089 | www.ialabs.ie
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Introduction from the Chief Executive Officer of NCBI

NCBI commissioned this ground-breaking report on the development and adoption of digital accessibility in Ireland. This report highlights how far we have come in a short period of time. As of April 2022, 89% of government departments have accessible websites, and only 11% of government department websites are not compliant with the International Web Content Accessibility Guidelines (WCAG) 2.1 AA standard. That is a



Figure 1: Chris White, NCBI Chief Executive Officer

massive improvement from where we were a mere five years ago. However, Ireland can continue to improve further, and we should not hide from the fact that significant improvements are indeed required.

The for-profit sector has also embraced digital accessibility, with 28% of the Irish Times top 100 companies having made attempts at making their websites accessible, despite no legal requirement to do so. This figure needs to be higher.

Digital accessibility is crucial for creating a truly inclusive world for everyone, especially since today's world is ever more reliant on the internet. That reliance is linked to remote working. Thus, digital accessibility can be a massive step forward in providing greater employment opportunities for people with disabilities.

Nevertheless, although digital accessibility offers people with disabilities the opportunity of equal access to employment, online education, online healthcare, remote work, e-commerce, digital leisure and entertainment, the individual websites run by the related companies, agencies and charities do not fully facilitate the same.

Simply put, we believe the world, be it online or offline, will be a better place when people of all abilities will be able to participate in and access it. We believe digital accessibility is necessary for creating that world and that Ireland as a hub for global IT companies should be at the forefront of digital accessibility.

What is digital accessibility?

Digital accessibility refers to a situation when a website, an app or any digital experience is accessible to all possible users regardless of their abilities.

For example, if a person cannot access the content of a web page because they cannot use a mouse to hover and click on a link, that page is inaccessible. However, if that same web page offers other ways to consume the content – perhaps the ability to press a key to sift through and click the links without a mouse – it becomes more accessible.

Overall, accessibility is a spectrum. Users have many varying needs and preferences when it comes to using digital products, so there is no one-size-fits-all accessibility definition. Nonetheless, best practices for web developers have been established and are regularly updated.

What is the legislation?

The Web Accessibility Directive (Directive [EU] 2016/2102) has been in force since December 22, 2016 and requires all websites and applications of public

sector bodies to meet specific accessibility standards; exceptions include public broadcasters and live streaming.

The Directive requires

- An accessibility statement for each website and mobile application.
- A feedback mechanism so users can flag accessibility problems or request information published as non-accessible content.
- Regular monitoring of public sector websites and applications by Member States as well as reporting on the results.

In September 2020, Ireland transposed the Web Accessibility Directive into Irish law under S.I. No. 358/2020. The Directive necessitates the Irish public sector to comply with the WCAG 2.1, Level AA.

In 2019, the Directive (EU) 2019/882 (the European Accessibility Act [EAA]) was adopted with the aim to introduce harmonised rules regarding accessibility for private sector products and services in the EU. It is set to become a law in the EU countries by 28 June 2022, and measures must apply from 28 June 2025.

As mentioned, the public sector is already obliged to adopt accessibility measures; now, the private sector will soon have to implement them as well. This leads us to the conclusion that sooner or later we all will have to develop and provide services and products with inclusive design in mind [1].

Why is accessibility important?

One in eight adults in Ireland have some type of disability. According to the Central Statistics Office (CSO), 600,000 people in Ireland have a disability, and that number will continue to grow due to an ageing population [2].

If we don't work diligently to improve digital accessibility, we risk blocking 600,000 people from participating in everyday activities, including tasks such as taking classes online, keeping in contact with friends and family through social media or accessing important information about their own healthcare or financial management.

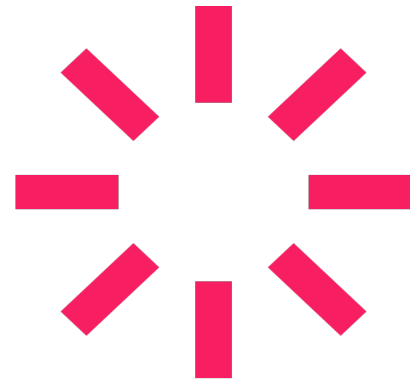
Simply put, digital accessibility is important since numerous people rely on the web for critical day-to-day activities.

Where does digital accessibility show up?

It's easy to think of digital accessibility as something that exists just on websites and mobile apps. However, in reality, it pops up everywhere.

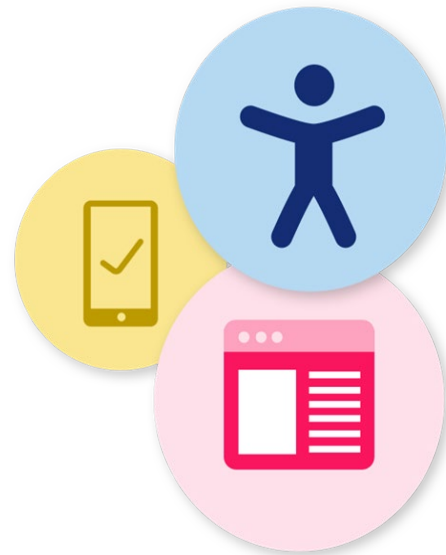
Digital accessibility also helps people who are not disabled. For instance, if you have ever enlarged the text on your smartphone, you have enjoyed the fruits of digital accessibility.

Basically, if it's digital, accessibility should be part of the equation.



Digital accessibility is a huge boost for business


There are 135 million people living with disabilities in Europe and 600,000 in Ireland alone [3]. Those 600,000 people with disabilities have significant spending power. In the US, people with disabilities of working age control nearly \$500 billion worth of disposable income [4]. Those people are much more likely to spend their hard-earned money on businesses with easily accessible platforms. The same is true in Ireland and the wider EU.



It is not just consumers with disabilities either! A total of 70% of millennials actively consider a company's values when making a purchase.

Therefore, digital accessibility is not only good for the world but makes a business smart, thereby benefiting it.

NCBI and Inclusion & Accessibility (IA) Labs will review the progress Ireland Inc is making on its journey to full digital inclusion and will publish this Digital Accessibility Index annually.



Chris White

Group Chief Executive Officer

National Council for the Blind Ireland

Introduction to IA Labs

IA Labs was established in 2021 with the aim of pushing equal digital inclusion and accessibility all across Ireland.

Developed under the umbrella of NCBI, the staff of IA Labs have training and experience in the various ways the internet has failed to consider people with disabilities as well as the ways it can improve. They specialise in auditing websites, mobile applications and digital documents against the WCAG and providing useful feedback on fixing issues. A completed audit done by IA Labs is a guarantee that a website or an app is an inclusive space for everyone and can be accessed regardless of a user's ability or disability.

IA Labs believe wholeheartedly in giving people equal opportunity to make the most of the digital world and all the services they provide. With this report, they hope to highlight how important it is for Ireland to continue to strive towards full digital accessibility.

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Abstract

The purpose of this document is to showcase how accessible or inaccessible the technological world is for someone with disabilities in Ireland. It has eight sections: the accessibility of (i) government department websites, (ii) political party websites and their Teachtaí Dála (TDs') pages, (iii) the home pages of Ireland's top 100 companies in 2021 (according to The Irish Times), (iv) education, (v) employment, (vi) hospitals, (vii) food retailers and (viii) housing.

The websites have been tested for their compatibility with JAWS and NVDA screen readers and with TalkBack and VoiceOver for any mobile applications. They have been tested against the WCAG 2.1 AA standard, which is the latest version.

The websites have also been tested against the Google Lighthouse automated accessibility auditing tool, which checks websites for accessibility. The tool has been compared to manual IA Labs testing to discern whether it can find as many issues as an expert accessibility tester.

This report has been designed according to NCBI's clear print guidelines.

Assumptions

It has been assumed that the people using the above-mentioned websites have received basic training in screen readers and assistive technologies.

For the websites in this report, only a section of each website was tested since this was deemed sufficient to make comparisons with Google Lighthouse in determining whether a website was accessible or not. The section tested always included the navigation pane, header, home page and footer in order to adhere to a standard testing procedure across the websites and allow a fair comparison to be drawn. Each website has been tested in accordance with the WCAG 2.1 standard.

Each website in this report has been allocated a pass or fail mark based on how accessible it is. The passing criterion was that a user with a disability should be able to access every part of the section tested and know what element the section focuses on. In this scenario, a 'pass' does not mean that a website is perfectly accessible, but that it is usable. If a website failed, it did so on two bases. It was either completely inaccessible to someone using a keyboard or a lack of contextual labelling made it impossible for a user to interact with the elements on the website.

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Executive Summary

This report highlights the difficulties that people with disabilities face every day when accessing technology such as websites, apps and digital experiences. Technology has changed how we live and has afforded us the ability to work, shop, bank, arrange housing, engage friends, study, train and manage our healthcare from the comfort of our kitchen table.

Unfortunately, 600,000 Irish people, or one in every eight of us, will have difficulties in working, shopping, banking, training and interacting online. This is because many of our websites, apps and such technology do not meet clearly established EU standards which enables someone with a disability to properly use it to study, work and do all of the things that technology has given us the freedom to do online.

Inclusion & Accessibility (IA) Labs has been operating in Ireland since 2021, working relentlessly to assist public sector and private sector organisations to become more digitally accessible.

In this report, commissioned by the National Council for the Blind, IA Labs audit, compare and contrast the average digital accessibility of websites, apps and digital experiences across a number of sectors from Ireland's political parties, politicians, to our leading companies, our hospitals, employment websites, housing bodies and education providers. This report contrasts industries to evaluate performance on a sector by sector basis giving each organisation a pass or fail based on an established accessibility review. This report audits which websites have up to date accessibility statements and highlights areas where improvements can and should be made.



In highlighting failings, in conjunction with progress, IA Labs are trying to shine a light on the inequality that exists for the disabled person who cannot study online, book a train, transfer funds or book a hospital appointment because the website or app they need to do so is not fully digitally accessible.

IA Labs have used established tools and developed an expertise in evaluating how accessible technology is. These insights can help and guide those organisations who are committed to inclusion and equality but who may need more tools to help them to make their digital offerings more accessible.

The report highlights how small changes made to websites, apps and digital experiences can make an enormous difference to the end user with a disability.

Ireland is a leading voice in the global technology community. We can and must lead the way in making technology accessible for all so that every person with a disability has the same access, the same opportunities and the same chance to succeed that technology affords us all.

Key Findings

This report highlights clear progress across our government department websites where 89% are now accessible. Only three of our political party websites in Dail Eireann passed the IA Labs' digital accessibility tests. Whilst an improvement year on year, five out of eight of our political parties still have websites that are inaccessible to those with a disability. The private sector is beginning to embrace digital accessibility with 28% of our leading companies having improved their digital accessibility. There is



considerable room for improvement in the private sector. The industry with the highest percentage of accessibility was the technology and communications industry. The industries with the lowest levels of accessibility were the retail, construction and property industries. Ireland's top five **grocery retailers** and Ireland's top ten real estate and **housing association** websites all failed the IA Labs digital accessibility tests. This report highlights disappointing accessibility levels in our education and healthcare websites and apps. IA Labs audited 28 websites from Ireland's leading universities, private and public secondary schools. All failed the IA Labs digital accessibility tests. Out of the twenty leading public and private hospitals in our **healthcare system**, this report shows that only one of their websites passed the IA Labs accessibility test. One of the most worrying findings in this report is that only one out of nine of Ireland's leading job search websites passed the IA Labs accessibility test.



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Government Departments



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Government Departments

The first section of the report focuses on government department websites. These websites are an important interface between government departments and the wider public, providing valuable information on policy formation, funding and sectoral interests.

Moreover, as per the law, under the WCAG 2.1 AA standard, all of the digital content on these websites must be accessible to everyone. Further, to comply with the 2020 regulations, they must meet the European standard EN 301 549 V2.1.1 (2018-08) [1].

A total of 18 Irish government department websites were tested for accessibility.

The departments are listed as follows:

1. Dept. of Agriculture, Food and the Marine
2. Dept. of Children Equality, Disability, Integration and Youth
3. Dept. of Defence
4. Dept. of Education
5. Dept. of Enterprise, Trade and Employment
6. Dept. of Environment, Climate and Communications
7. Dept. of Finance
8. Dept. of Foreign Affairs
9. Dept. of Further and Higher Education
10. Dept. of Health
11. Dept. of Housing, Heritage and Local Government
12. Dept. of Justice
13. Dept. of Public Expenditure and Reform

14. Dept. of Rural and Community Development
15. Dept. of Social Protection
16. Dept. of An Taoiseach
17. Dept. of Tourism, Culture, Arts, Gaeltacht, Sport and Media
18. Dept. of Transport

Accessibility review: Pass or fail

The average number of issues found were 35 each.

Figure 2 shows the number of accessibility issues found on the homepage of each department website.

Figure 2: The amount of Accessibility issues found per Government Department

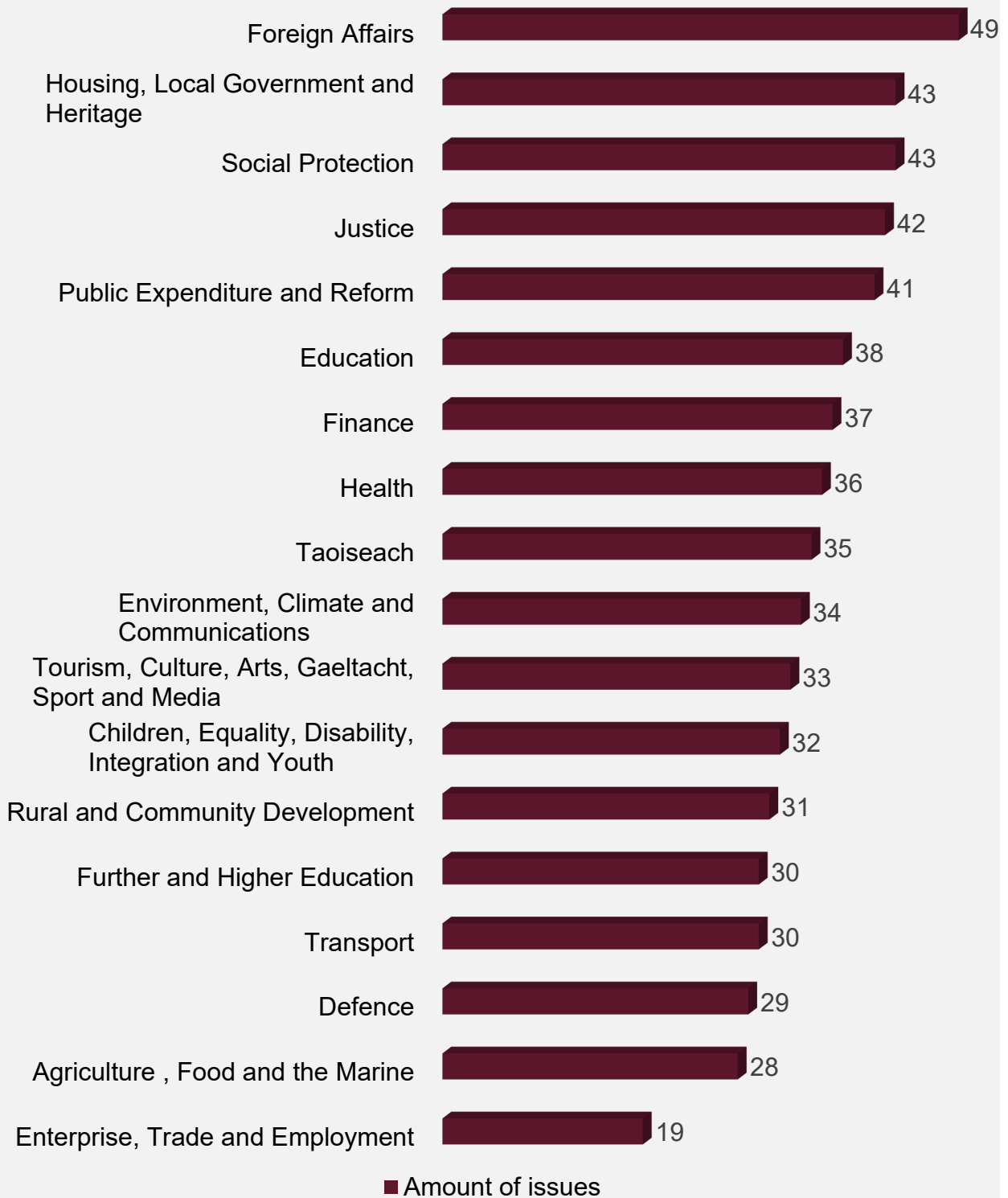


Figure 2: Number of accessibility issues per department website

Of the 18 department websites, two (11%) failed and 16 (89%) passed IA Labs' application of the standard. Although the websites that passed still had some accessibility issues, they did not prevent someone with a disability from navigating around the website. The breakdown is shown in Table 1.

	DEPARTMENT	2021	2022
1	Agriculture, Food and the Marine	Pass	Pass
2	Children, Equality, Disability, Integration and Youth	Pass	Pass
3	Defence	Pass	Pass
4	Education	Fail	Pass
5	Enterprise, Trade and Employment	Pass	Fail
6	Finance	Pass	Pass
7	Foreign Affairs	Fail	Fail
8	Further and Higher Education	Pass	Pass
9	Health	Pass	Pass
10	Housing, Local Government and Heritage	Pass	Pass
11	Justice	Fail	Pass
12	Public Expenditure and Reform	Pass	Pass
13	Rural and Community Development	Pass	Pass
14	Social Protection	Pass	Pass
15	Environment, Climate and Communications	Pass	Pass
16	Taoiseach	Pass	Pass
17	Tourism, Culture, Arts, Gaeltacht, Sport and Media	Pass	Pass
18	Transport	Pass	Pass

Table 1: Government departments and accessibility of their websites

The websites that were considered largely accessible had the following issues:

- Low colour contrast ratio
- Links without descriptive labels

Whilst these issues did not stop users from accessing information, they did make the websites difficult to navigate.

The websites that were considered inaccessible had issues that prevented disabled users from accessing certain part. These issues are listed below:

- Inaccessibility of the main navigation menu
- Heading structure issues

In 2021, three of the government departments had failed IA Labs' implementation of the WCAG 2.1 standard; this year, only two did. This is because the Department of Education no longer has an external website, but has webpages on www.gov.ie, which are overall accessible.

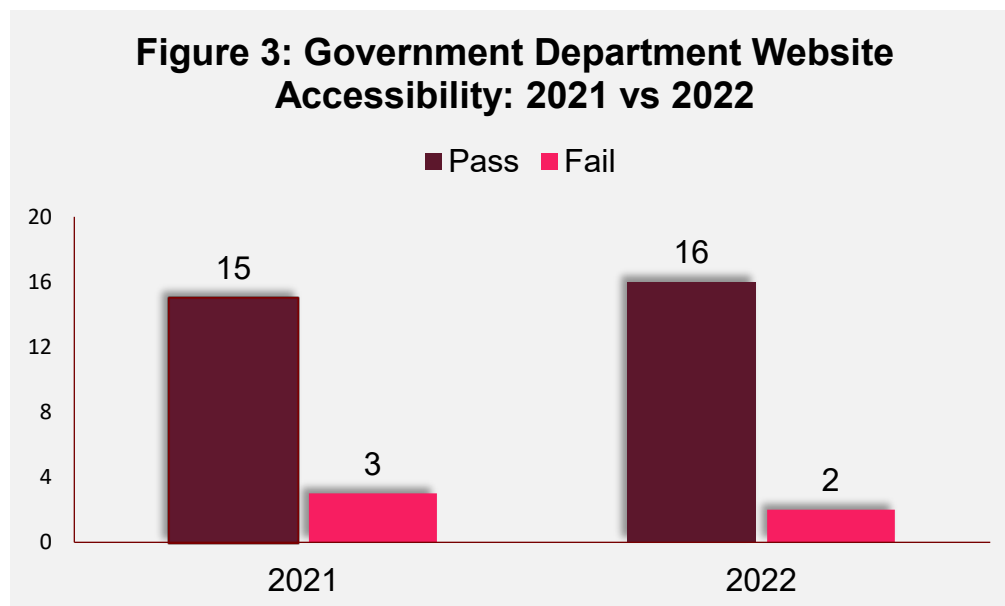


Figure 3: Government department website accessibility: 2021 vs 2022

Accessibility statement

All of the government department websites had an accessibility statement and referenced the correct WCAG 2.1 AA standard.

The number of government department websites with an accessibility statement has increased by one. Within the last few months, the Department

of Justice has added an accessibility statement referencing the correct standard.

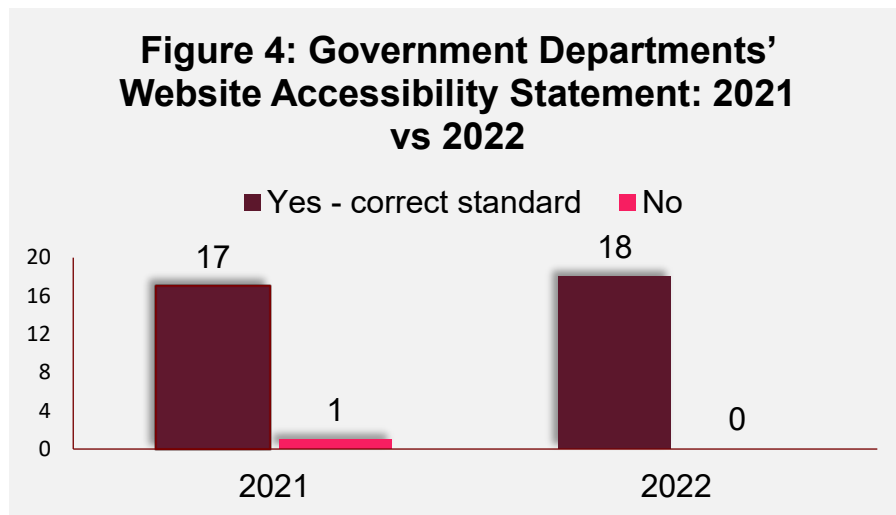


Figure 4: Government departments' website accessibility statement: 2021 vs 2022

Google Lighthouse vs IA Labs

Google Lighthouse found a total of 125 issues across the 18 government department websites, compared to a total of 630 found by IA Labs. IA Labs discovered 404% more issues than Google Lighthouse.

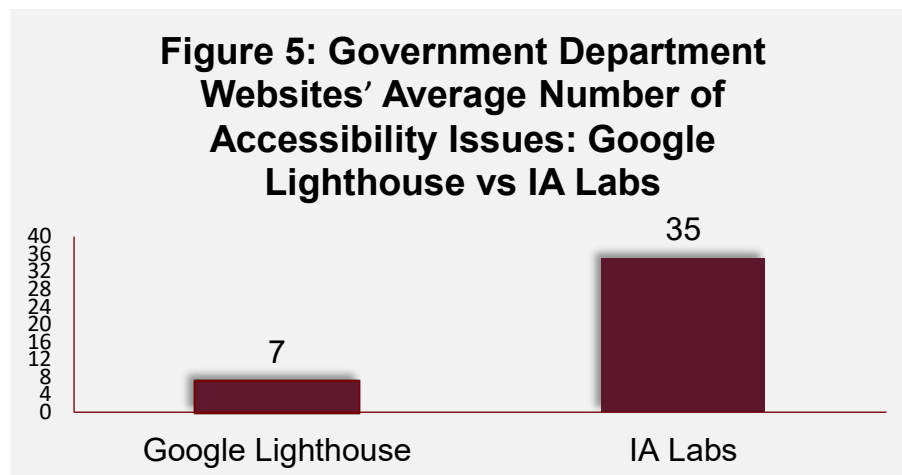


Figure 5: Government department websites' average number of accessibility issues: Google Lighthouse vs IA Labs

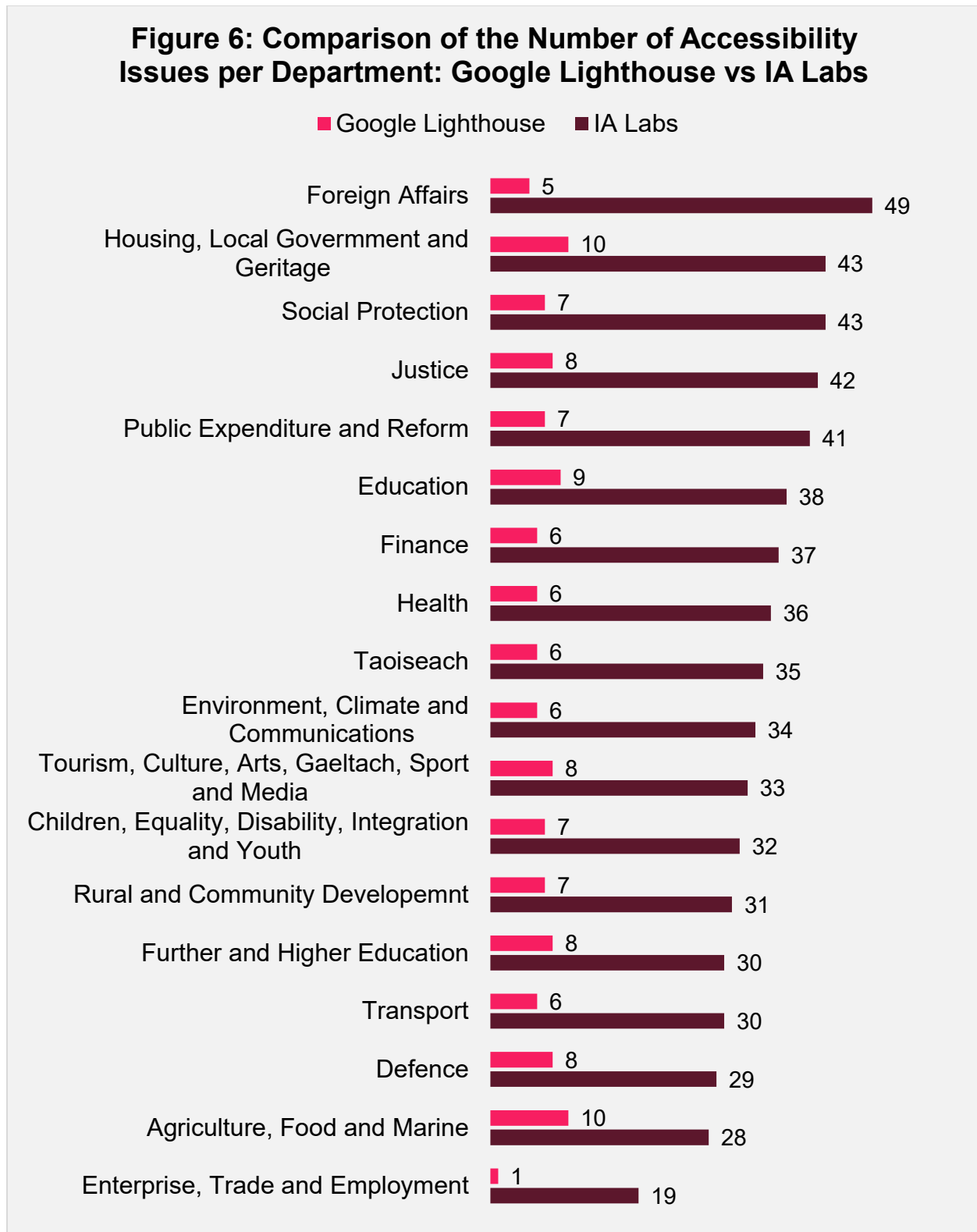


Figure 6: Comparison of Accessibility issues found by Google Lighthouse vs IA Labs per department





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Political Parties and TD



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Political Parties and TD

This section focuses on the websites of Irish political parties and their TDs. Members of the Oireachtas propose, amend and pass laws and raise important issues in Dáil and Seanad Éireann. As public figures, their websites and other digital content must meet the accessibility standards outlined in the EU Web Accessibility Directive 2020 [1].

This section goes through the accessibility of each Irish political party website, their accessibility policies, and each TD's specific priorities related to disability inclusion.

Year on year comparison: 2021 vs 2022

Accessibility review: Pass or fail

Last year, all of the political parties failed IA Labs' implementation of the WCAG 2.1 AA standard. This year, Fianna Fail, Labour and People Before Profit have passed. In the websites that passed, a lot of issues around labelling and low colour contrast have been corrected, which makes it possible for people with disabilities to access all parts of these websites, albeit still with a few issues.

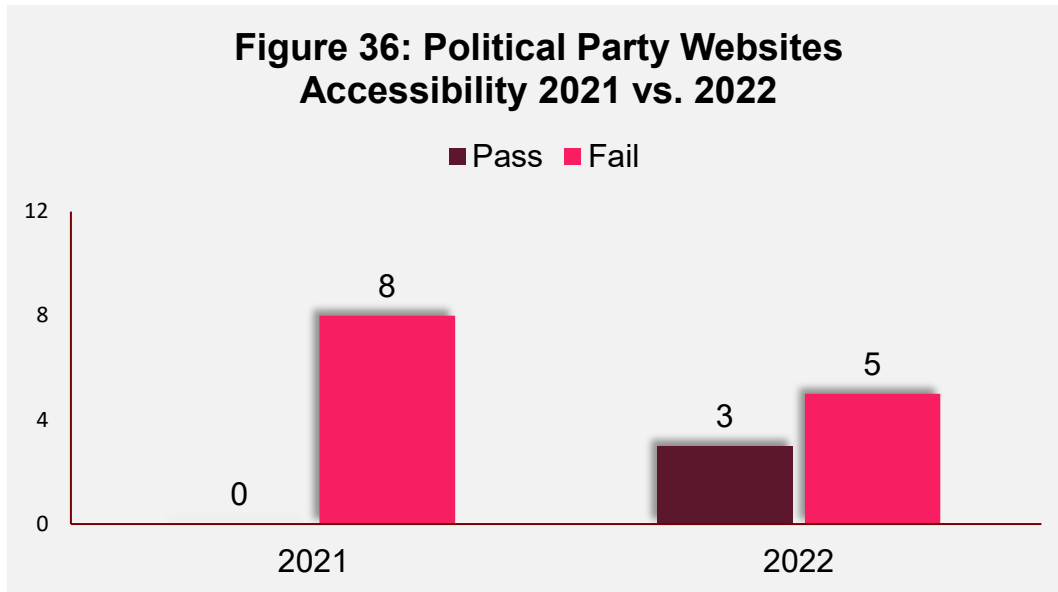


Figure 36: Accessibility of political parties' websites: 2021 vs 2022

Accessibility statement

Although three parties have made an effort to increase the accessibility of their websites, none of them have accessibility statements that reference the correct standard – WCAG 2.1 AA.

Accessibility policies

Last year, only half of the parties made concise references to disability inclusion in their policy. This has now increased to 75%.

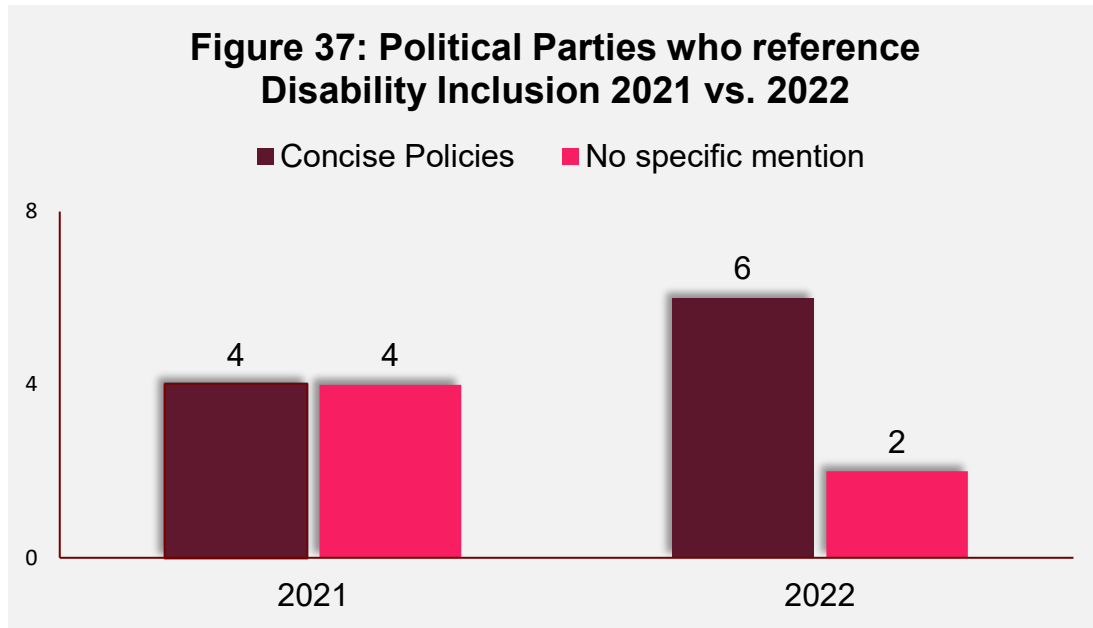


Figure 37: Political parties that do/do not reference disability inclusion: 2021 vs 2022

Fianna Fáil

Accessibility review: Pass or fail

A section of Fianna Fáil's website was first tested using Google Lighthouse, which found 15 issues. When the test was conducted by a member of IA Labs, 44 issues were discovered; these include

- Low colour contrast
- Unlabelled form elements and links
- Images with no alt text



Regardless of the issues, the website can still be used by someone with a disability, and has been given a pass mark.

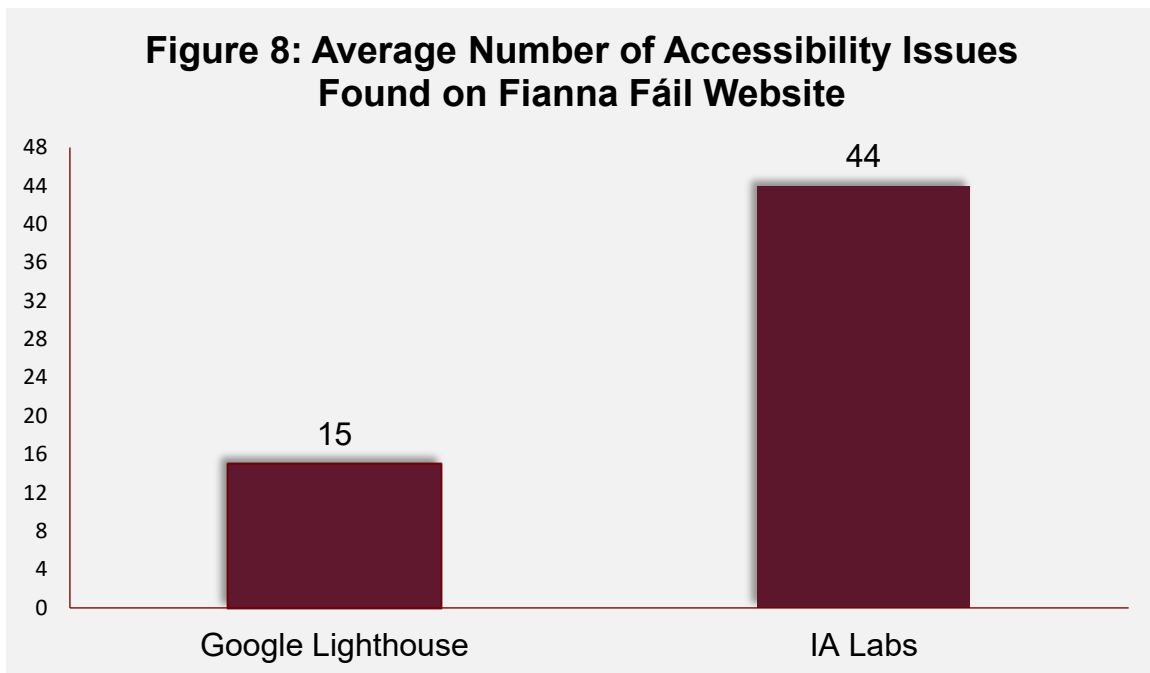


Figure 8: Average number of accessibility issues found on Fianna Fáil Website

Accessibility statement

The website does have an accessibility statement but does not reference any standard.

Accessibility policies

Fianna Fáil mentions disability support in their 2020 Programme for Government, with an emphasis on raising awareness, employment supports, residential and respite care and day services.

TD

Fianna Fáil have 36 TDs in the Dáil, who all have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the 36 TDs, only two (Anne Rabbitte and Michael Moynihan) make reference to disability inclusion in their list of priorities.

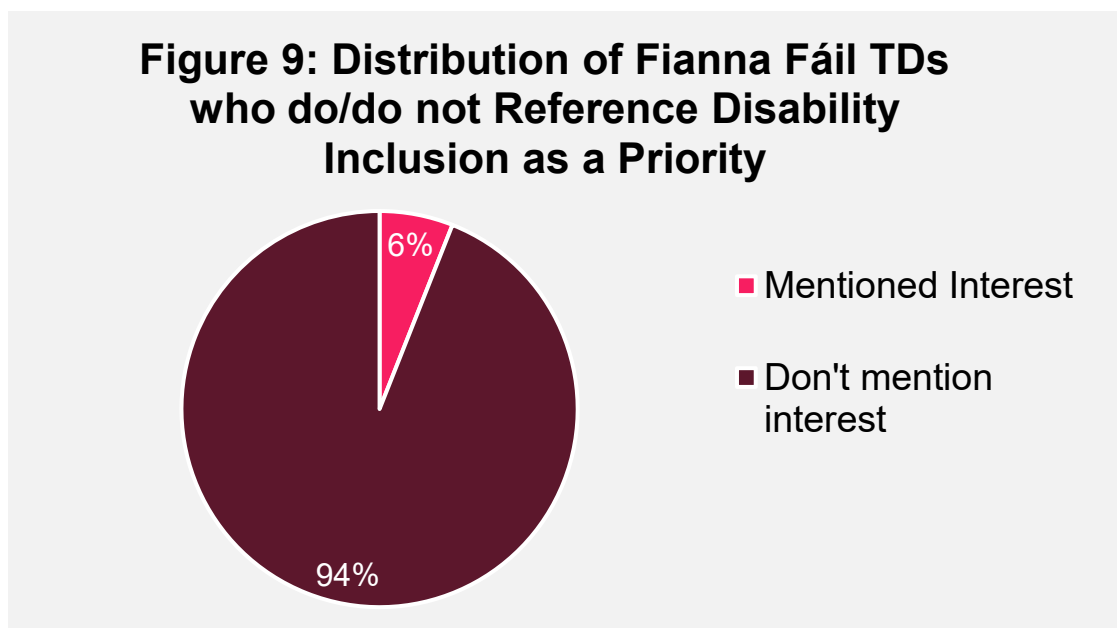


Figure 9: Distribution of Fianna Fáil TDs who do/do not reference disability inclusion as a priority

Fine Gael

Accessibility review: Pass or fail

A section of Fine Gael's website was first tested using Google Lighthouse, which discovered one issue. When the test was conducted by a member of IA Labs, 47 issues were found; these include

- Low colour contrast
- Unlabelled form elements and links
- Images with no alt text
- Text is skipped in reading order
- Inaccessibility of the 'Access Cookies' popup



Issues such as the inaccessibility of the "Access Cookies" pop up and skipped text limits the information that people with disabilities can see on the Fine Gael website. Thus, Fine Gael's website fails the IA Labs implementation of the WCAG 2.1 AA standard.

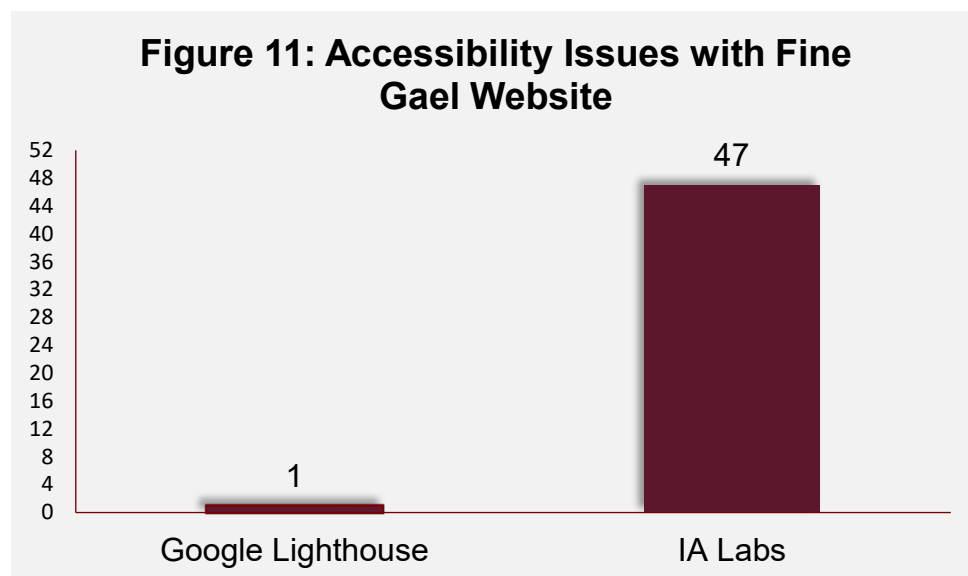


Figure 11: Accessibility issues with Fine Gael website

Accessibility statement

The website does have an accessibility statement; however, it does not reference any standard at all.

Accessibility policies

In their 2020 Programme for Government, Fine Gael mentions raising awareness, employment supports, residential and respite care and day services.

TD

Fine Gael have 35 TDs in the Dáil, all of whom have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the 35 TDs, only four (Joe Carey, Simon Harris, Emer Higgins and David Stanton) make reference to disability inclusion.

Figure 12: Distribution of Fine Gael TDs who do/do not Reference Disability Inclusion

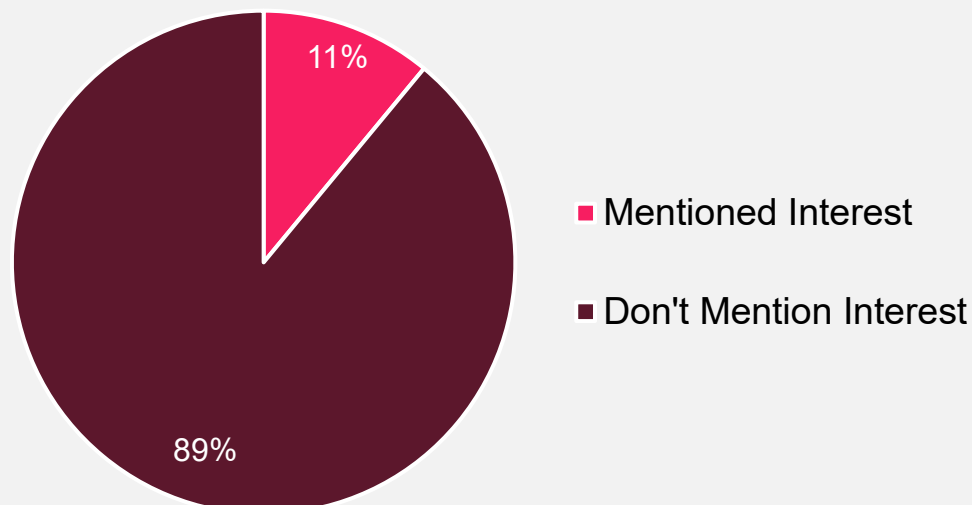


Figure 12: Distribution of Fine Gael TDs who do/ not reference disability inclusion

Sinn Féin

Accessibility review: Pass or fail

A section of Sinn Féin's website was first tested using Google Lighthouse, which found only seven issues. When the test was conducted by a member of IA Labs, 27 issues were found; these include

- Low colour contrast
- Inaccessible videos
- Images with no alt text
- Text is skipped in reading order
- Inaccessibility of the 'Access Cookies' popup



Figure 13: Sinn Féin logo

Issues such as inaccessibility of the Access Cookies' pop up and skipped text limits the information that people with disabilities can see on the Sinn Féin website. Thus, Sinn Féin's website fails the IA Labs implementation of the WCAG 2.1 AA standard.

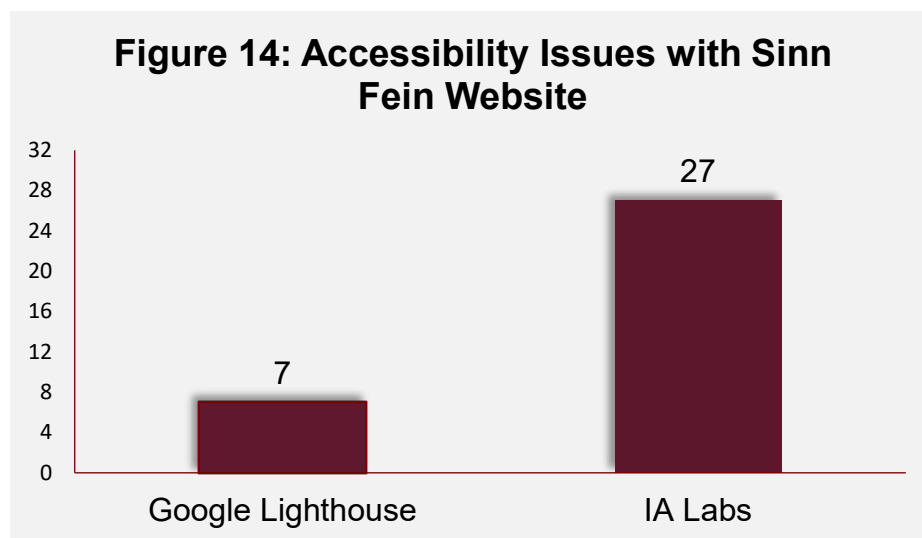


Figure 14: Accessibility issues with Sinn Féin website

Accessibility statement

The website does have an accessibility statement but it does not reference any standard at all.

Accessibility policies

Sinn Féin published an Alternative Budget in 2022 with a section specifically on disability support. In that document, Sinn Fein emphasised the need for increased funding for disability services such as early intervention, respite care, support and adaption grants, accessible public transport and disability allowance.

TD

Sinn Féin have 37 TDs in the Dáil, all of whom have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the 37 TDs, only six (16%; Pat Buckley, Sorca Clarke, Pa Daly, Pauline Tully, Marc Ward and Violet-Anne Wynne) make reference to disability inclusion.

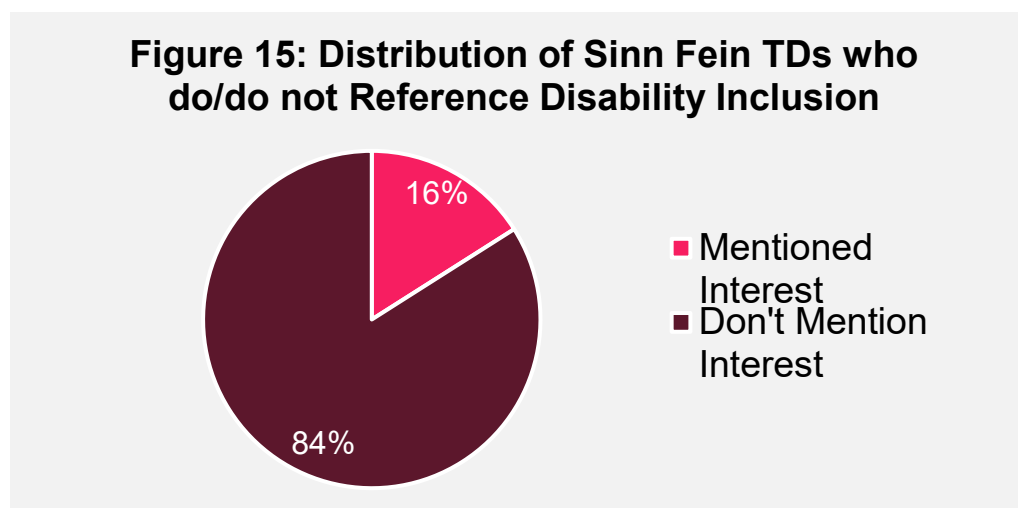


Figure 15: Distribution of Sinn Féin TDs who do/do not reference disability inclusion

Labour

Accessibility review: Pass or fail

A section of Labour's website was first tested using Google Lighthouse, which only found seven issues. When the test was conducted by a member of IA Labs, 26 issues were found; these include

- Low colour contrast
- Elements with less descriptive labels

Although issues are present, a person with disability could still navigate the website and have access to all information. Thus, Labour's website passes the IA Labs implementation of the WCAG 2.1 AA standard.



Figure 16: Labour Party logo

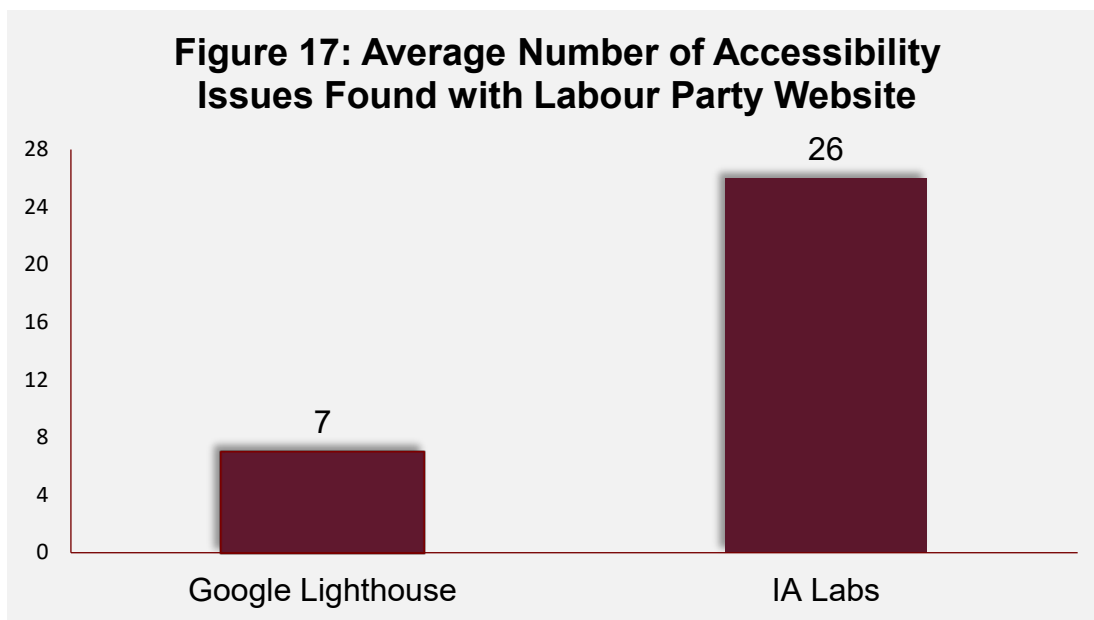


Figure 17: Average number of accessibility issues found with Labour Party website

Accessibility statement

The website does not have an accessibility statement.

Accessibility policies

The Labour Manifesto 2020 mentions disability support, with an emphasis on respite care and home help, employment, early intervention and support and adaptation grants.

TD

Labour have seven TDs in the Dáil, all of whom have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the seven TDs, only two (Aodhan O’Riordain and Ivana Bacik) mention any sort of interest in disability inclusion.

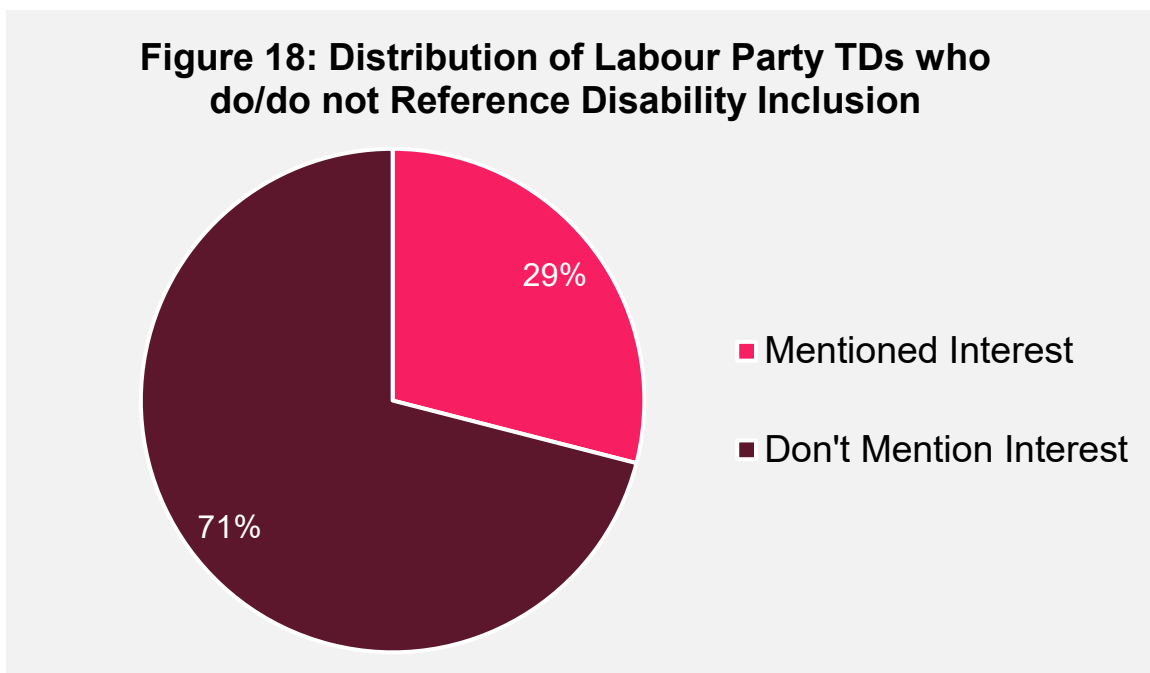


Figure 18: Distribution of Labour Party TDs who do/do not reference disability inclusion

Green Party

Accessibility review: Pass or fail

A section of the Green Party's website was first tested using Google Lighthouse, which found only 23 issues. When the test was then conducted by a member of IA Labs, 38 issues were found; these include



Figure 19: Green Party logo

- Low colour contrast
- Automatic movement of elements, with no way to pause them
- Navigation menu doesn't expand using a keyboard
- Inaccessibility of the 'Access Cookies' popup

Existence of issues such as inaccessibility of the 'Access Cookies' popup means that information is being kept from people with disabilities. Thus, Green Party's website fails the IA Labs implementation of the WCAG 2.1 AA standard.

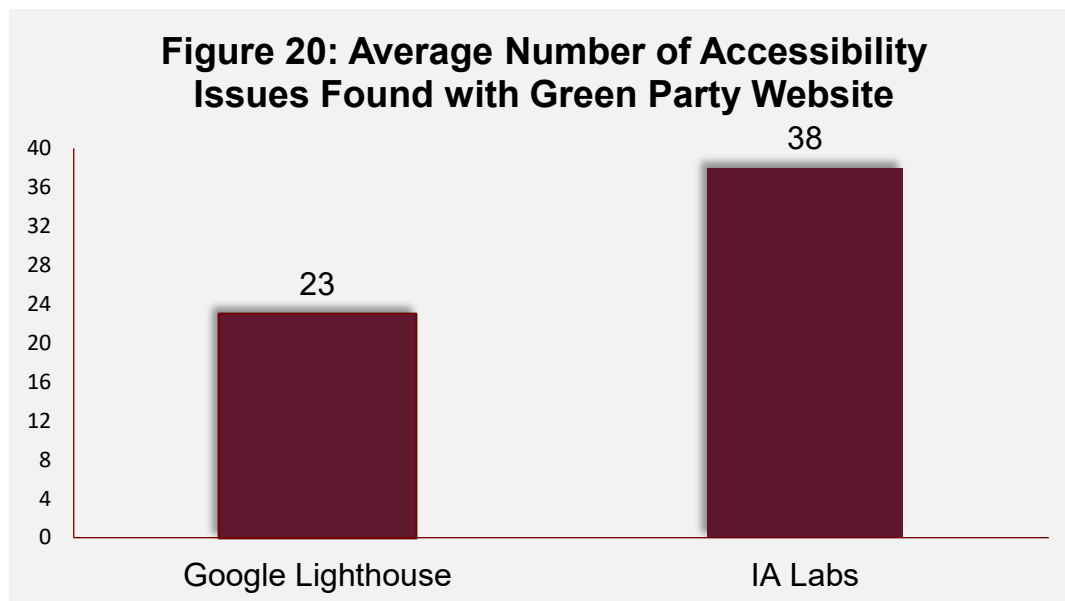


Figure 20: Average number of accessibility issues found with Green Party website

Accessibility statement

The website does not have an accessibility statement.

Accessibility policies

The Green Party website does not mention any specific policies related to accessibility support.

TD

The Green Party has 12 TDs in Dáil Éireann, all of whom have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the 12 TDs, only two (Neasa Hourigan and Joe O'Brien) mention any sort of interest in disability inclusion.

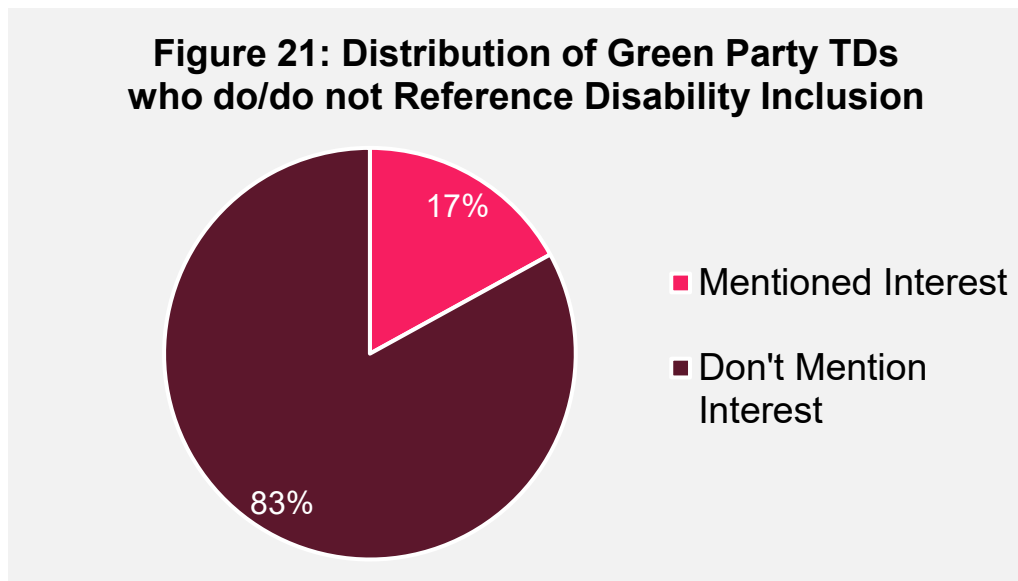


Figure 21: Distribution of Green Party TDs who do/do not reference disability inclusion

Social Democrats

Accessibility review: Pass or fail

A section of the Social Democrats' website was first tested using Google Lighthouse, which found only 13 issues.

When the test was then conducted by a member of IA Labs, 33 issues were found; these include



Figure 22: Social Democrats logo

- Low colour contrast
- Images with no alt text
- Elements without descriptive labels
- Inaccessibility of the 'Access Cookies' popup

Issues such as the inaccessibility of the "Access Cookies" pop up limits the information that people with disabilities can see on the Social Democrats website. Thus, Social Democrats' website fails the IA Labs implementation of the WCAG 2.1 AA standard.

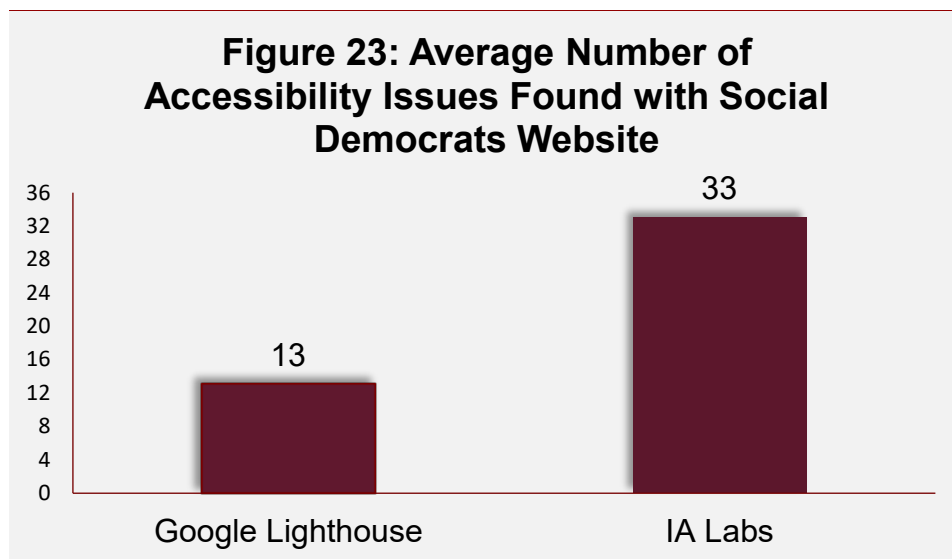


Figure 23: Average number of accessibility issues found with Social Democrats website

Accessibility statement

The website does not have an accessibility statement.

Accessibility policies

The Social Democrats have a disability policy, which mentions that their main objective is to fully ratify the United Nations Convention on the Rights of Persons with Disabilities protocol in Ireland. The policy also mentions support for universal design and improved housing, transport, health access, employment and education for people with disabilities.

TD

The Social Democrats have six TDs in the Dáil, all of whom have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the six TDs, only three (Holly Cairns, Catherine Murphy and Roisin Shortall) make reference to disability inclusion.

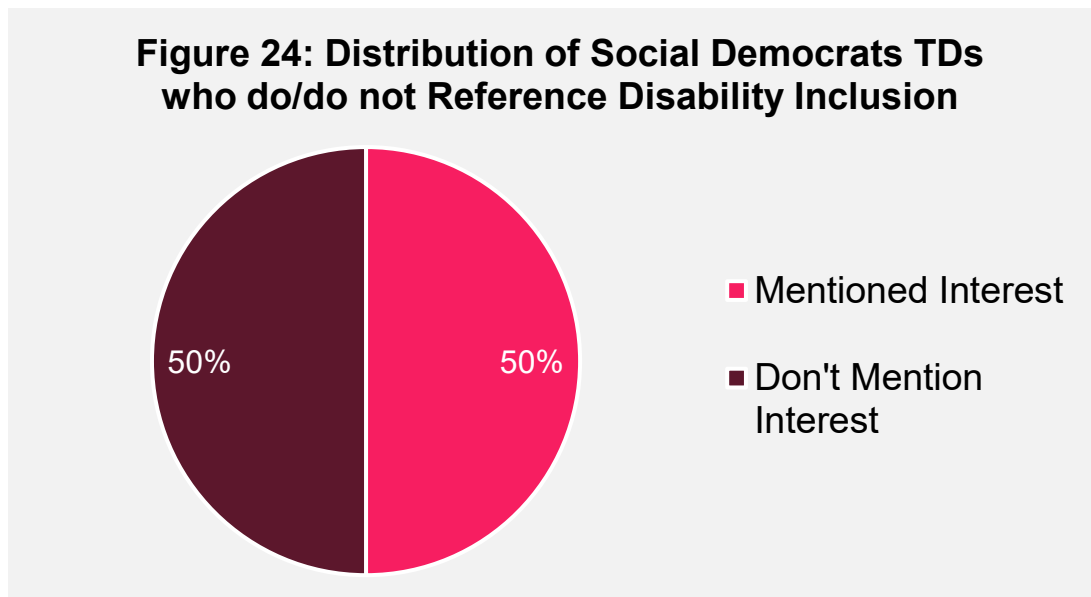


Figure 24: Distribution of Social Democrats TDs who do/do not reference disability inclusion

People Before Profit

Accessibility review: Pass or fail

A section of the People Before Profit Party's website was first tested using Google Lighthouse, which found only six issues. When the test was then conducted by a member of IA Labs, 34 issues were found; these include

- Low colour contrast
- Images with no alt text
- Heading structure could be improved



Figure 25: People Before Profit logo

Although issues are present, a person with disability could still navigate the website and have access to all information. Thus, the People Before Profit Party's website passes the IA Labs implementation of the WCAG 2.1 AA standard.

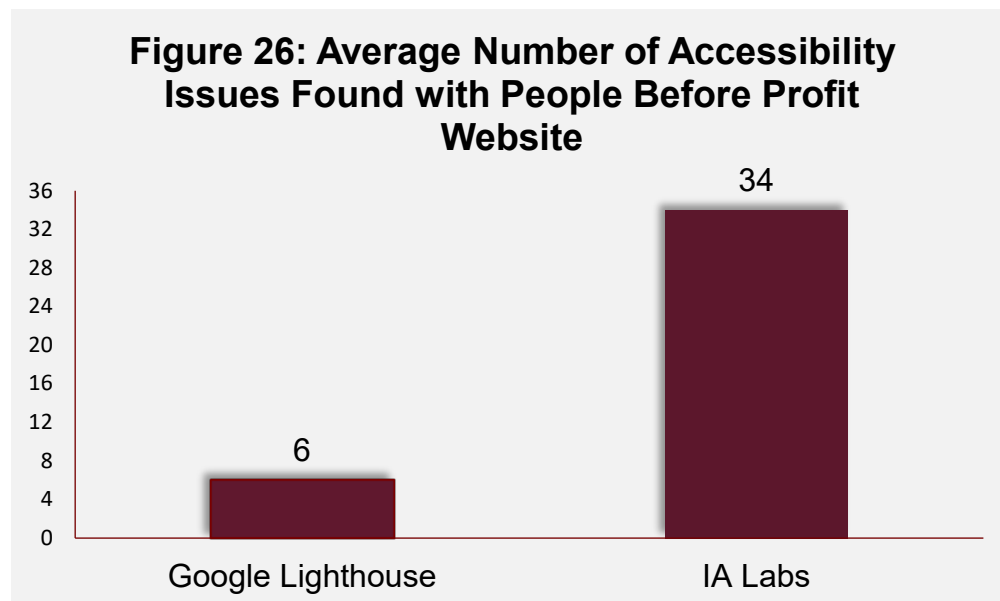


Figure 26: Average number of accessibility issues found with People Before Profit website

Accessibility statement

The website does not have an accessibility statement.

Accessibility policies

People Before Profit have a disability policy, which mentions support for care centres, accessible housing and increased funding to disability services and the disability allowance.

TD

People Before Profit have five TDs in the Dáil, all of whom have a web page describing themselves and their priorities. All of them have similar accessibility issues with their webpages.

Out of the five TDs, three (Mick Barry, Gino Kenny and Paul Murphy) make reference to disability inclusion.

Figure 27: Distribution of People Before Profit TDs who do/do not Reference Disability Inclusion

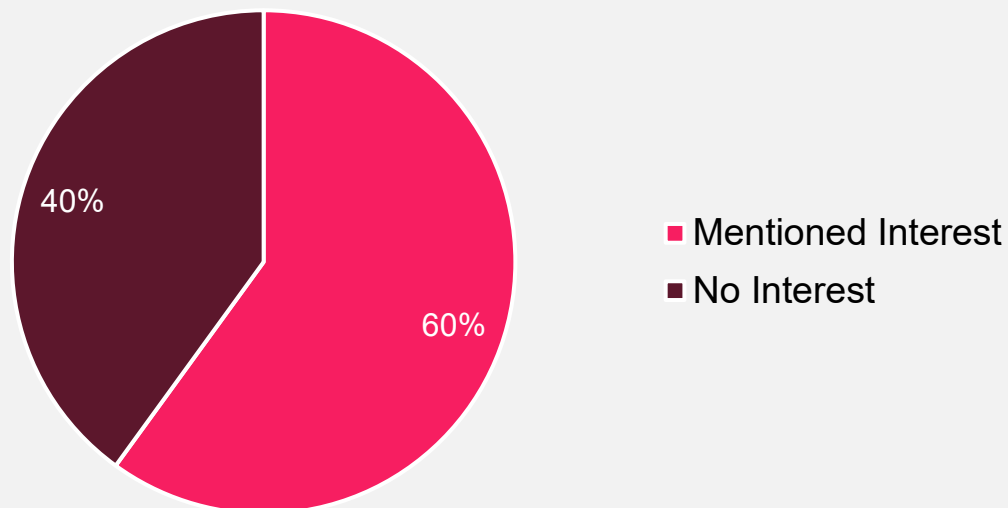


Figure 27: Distribution of People Before Profit TDs who do/do not reference disability inclusion

Aontú

Accessibility review: Pass or fail

A section of Aontú's website was first tested using Google Lighthouse, which found 58 issues. When the test was then conducted by a member of IA Labs, 66 issues were found; these include

- Low colour contrast
- Images with no alt text
- Unlabelled elements
- Inaccessibility of dropdown navigation menu using keyboard
- Heading structure issues



Figure 28: Aontú logo

Issues such as inaccessibility of the navigation menu using a keyboard limits the information that people with disabilities can see on the Aontú website. Thus, Aontú's website fails the IA Labs implementation of the WCAG 2.1 AA standard.

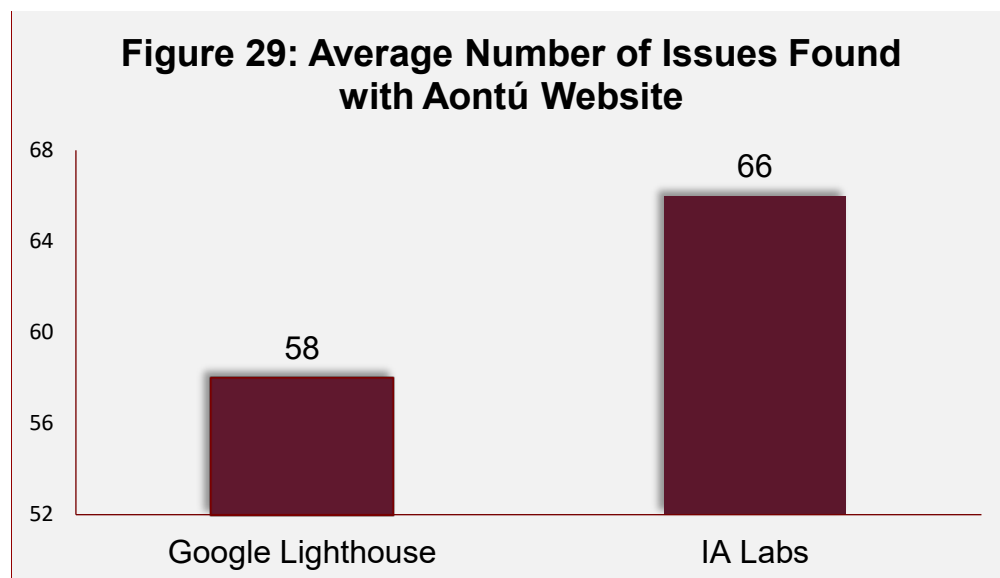


Figure 29: Average number of issues found with Aontú website

Accessibility policies

Aontú's website does not mention any specific accessibility policies.

Accessibility statement

The website does not have an accessibility statement.

TD

Aontú has one TD in the Dáil, who has a webpage describing themselves and their priorities.

The TD does not refer to disability inclusion.

Independent TD

There are 20 Independent TDs, 10 of whom have their own websites, and 10 of whom have web pages on Oireachtas.ie.

Accessibility review: Pass or fail

The 10 (50%) TDs who have webpages on the Oireachtas website passed IA Labs' implementation of the WCAG 2.1 standard. Although it has issues, the Oireachtas website can be navigated using a screen reader.

The 10 (50%) TDs who have their own websites all failed. The accessibility issues include

- Inability to access menu items
- Inaccessible videos
- Lack of contextual labelling
- Lack of alt text
- Colour contrast issues
- Incorrect heading structures
- Focus issues

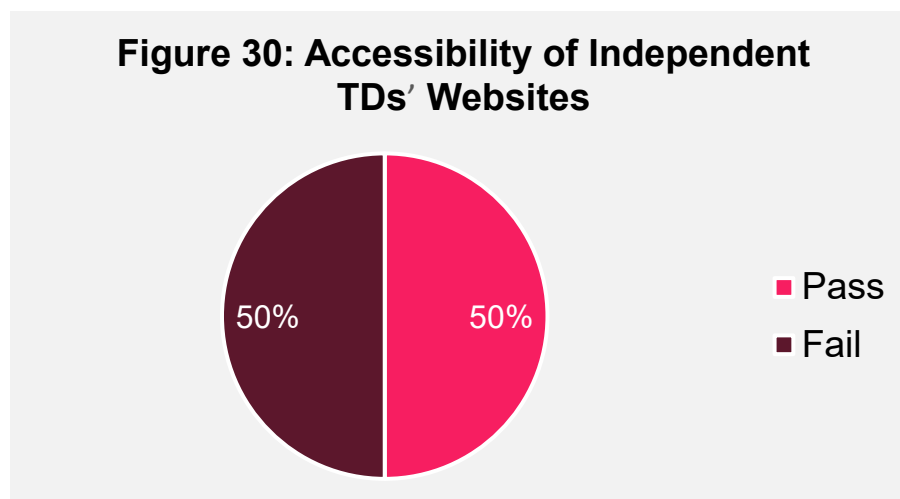


Figure 30: Accessibility of Independent TDs' websites



Accessibility statement

The accessibility statement of the Oireachtas website references the correct standard, so the 10 TDs that do not have their own websites have one through Oireachtas.

None of the TDs who have their own websites has an accessibility statement.

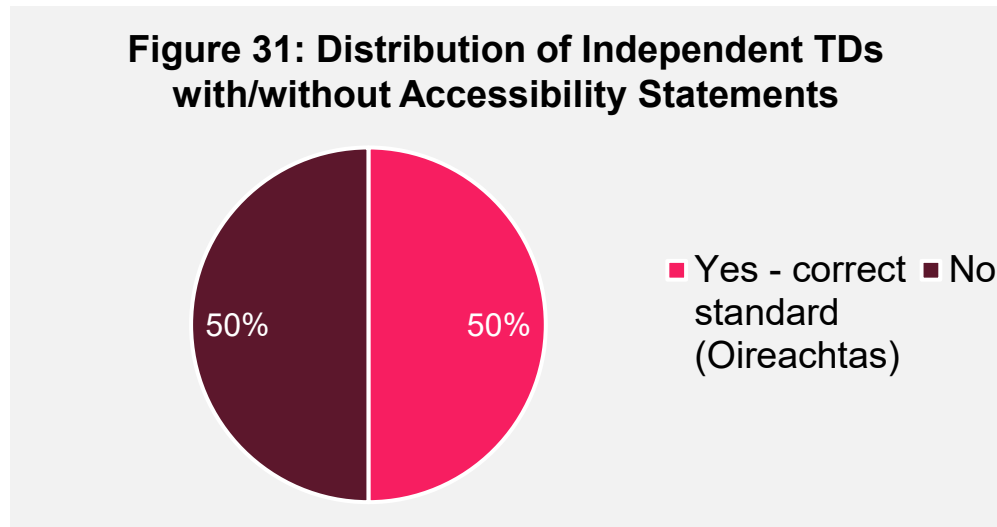


Figure 31: Distribution of Independent TDs with/without accessibility statements

Accessibility policies

Out of the 20 Independent TDs, only three (Sean Canney, Michael Fitzmaurice and Thomas Pringle) mention disability inclusion as a priority.

Figure 32: Distribution of Independent TDs who do/do not Reference Disability Inclusion

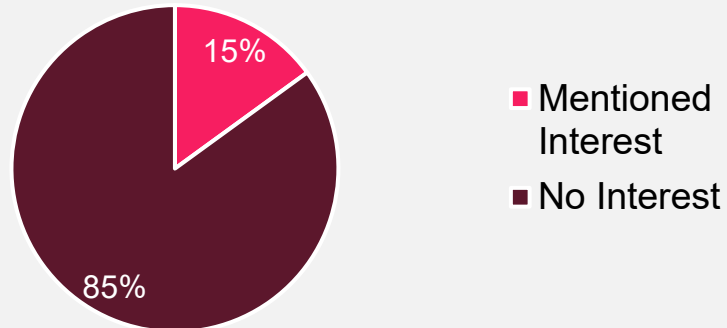


Figure 32: Distribution of Independent TDs who do/do not reference disability inclusion

Party Comparison

Accessibility review: Pass or fail

Of the eight political parties, three (38%) of them passed, with an average of 34.7 accessibility issues each.

The five (62%) parties that failed have an average of 42.2 issues each.

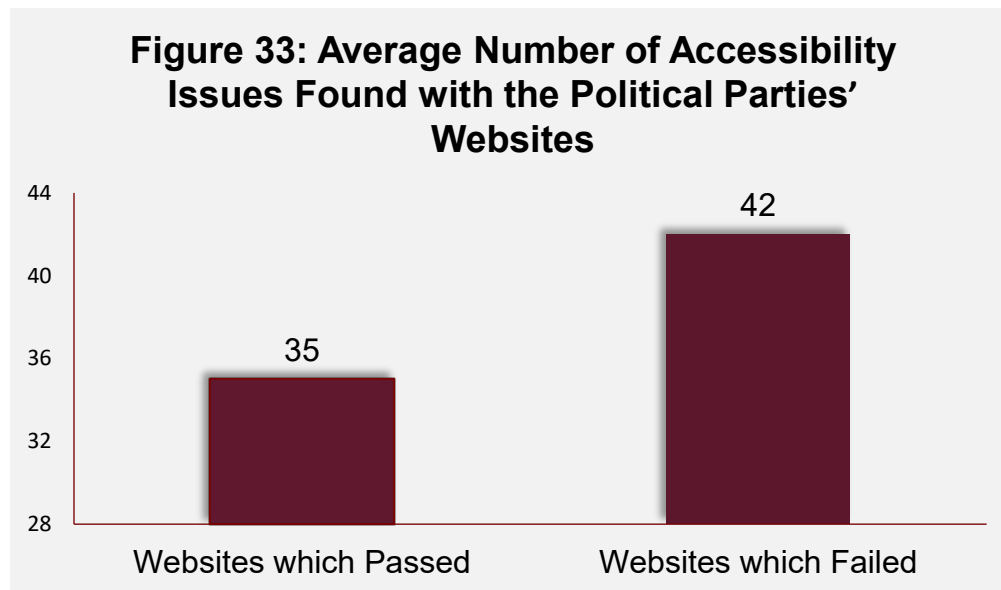


Figure 33: Average number of accessibility issues found with the political parties' websites

Accessibility statement

- Five (62%) Irish political parties have no accessibility statement on their website.
- Three (38%; Fianna Fail, Sinn Fein and Fine Gael) Irish political parties have a statement but reference an outdated standard.
- None (0%) references the current WCAG 2.1 standard.

Figure 34: Distribution of Political Parties' Websites with/without Accessibility Statements

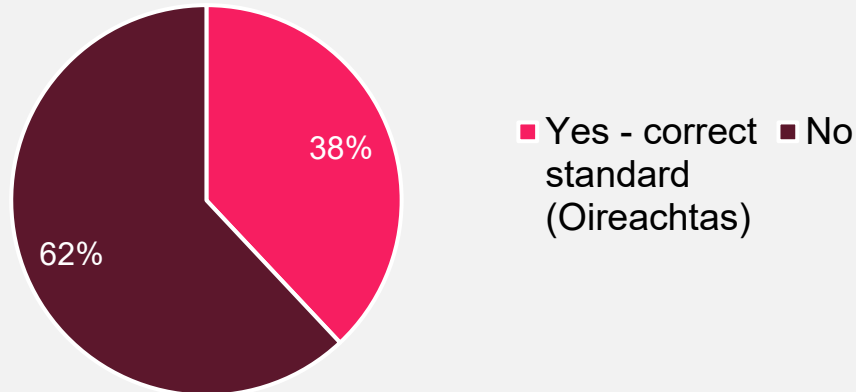


Figure 34: Distribution of political parties' websites with/without accessibility statements

Accessibility policies

Of the eight political parties in Ireland, six (75%) make reference to disability inclusion as a priority. Two of them (Green Party and Aontú) make no reference at all.

Figure 35: Distribution of Political Parties that do/do not Reference Disability Inclusion

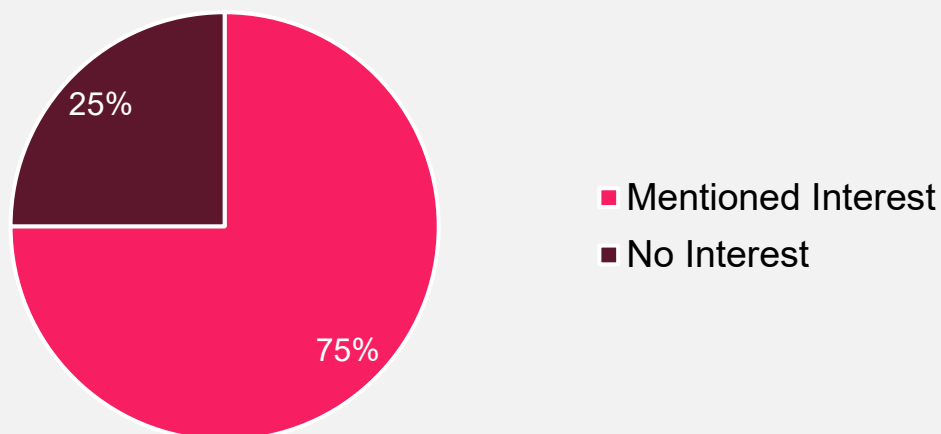


Figure 35: Distribution of political parties that do/do not reference disability inclusion



**Inclusion &
Accessibility
Labs**

Top 100 Companies



Inclusion & Accessibility Labs DAC

Registered in Ireland No. 693460 | +353 (1) 224 8089 | www.ialabs.ie
Registered Office: PV Doyle House, Whitworth Road, Drumcondra, Dublin 9.

Top 100 Companies

These 100 websites were taken from the Irish Times' 2021 list of top 100 companies in Ireland [5]. The list is updated annually to record the largest companies in the country, regardless of whether they are Irish or multinational.

A section of each website was tested for accessibility; the exact section is detailed in the Assumptions section of this document. Although none of these websites are run by public sector companies and, therefore, are not required to meet the WCAG 2.1 AA standard, it is very likely that the 2020 EU regulations will expand to include private sector bodies in the near future.

General overview

Accessibility statement

Out of the 100 company websites, only 26 have an accessibility statement, 21 of which reference an outdated standard or do not reference at all. Only five companies have a statement that references the current WCAG 2.1 AA standard.

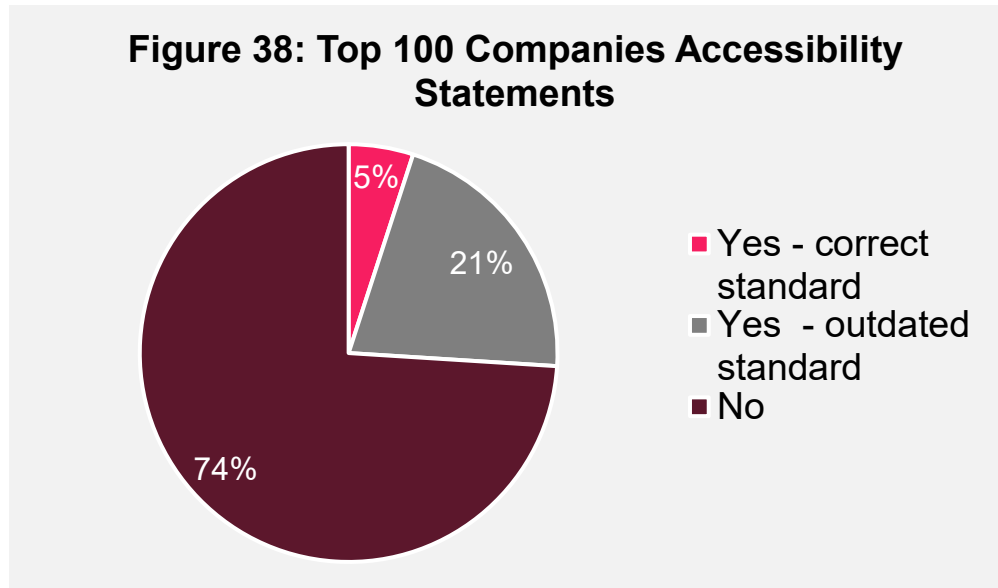


Figure 38: Top 100 companies' website accessibility statements

The companies that reference the correct standard in their accessibility statement are as follows:

- LinkedIn
- Valero Energy Corporation
- Salesforce
- Regeneron Ireland
- Eli Lilly

The 26 companies with an accessibility statement have an average of 28.7 issues.

The other 74 companies have an average of 33.1 issues each, which shows an increase of 15% in the number of issues in comparison to companies with an accessibility statement.

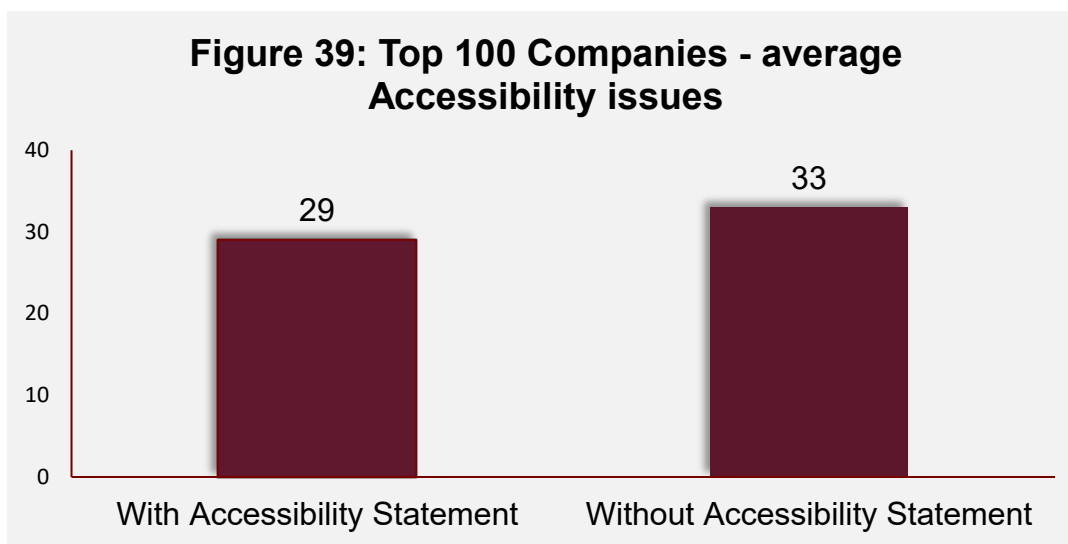


Figure 39: Top 100 companies' average number of accessibility issues

Accessibility review: Pass or fail

Out of the 100 companies, 28 of them passed. These have an average of 20.4 issues each.

The 72 failed websites have an average of 36.4 accessibility issues each. This is an increase of 79% in comparison to the passing websites.

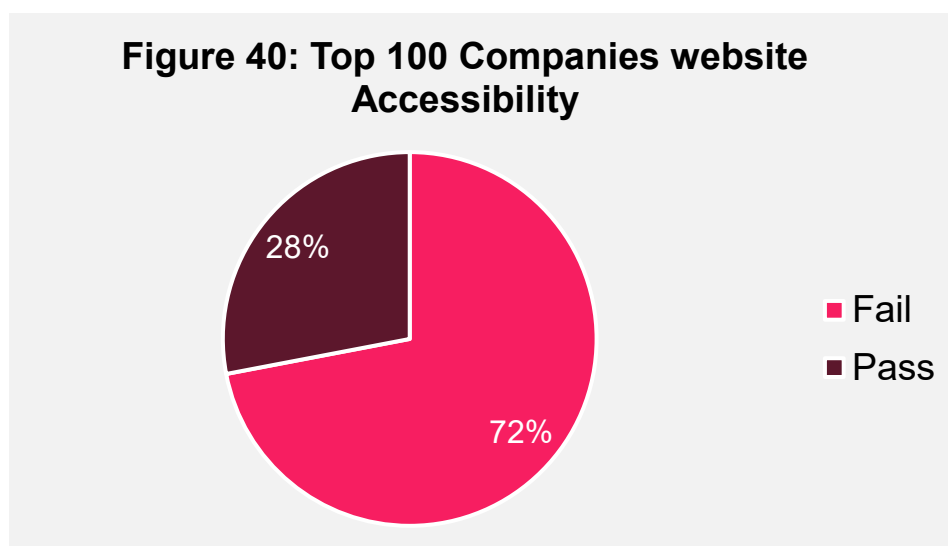


Figure 40: Distribution of top 100 companies that do/do not pass website accessibility check

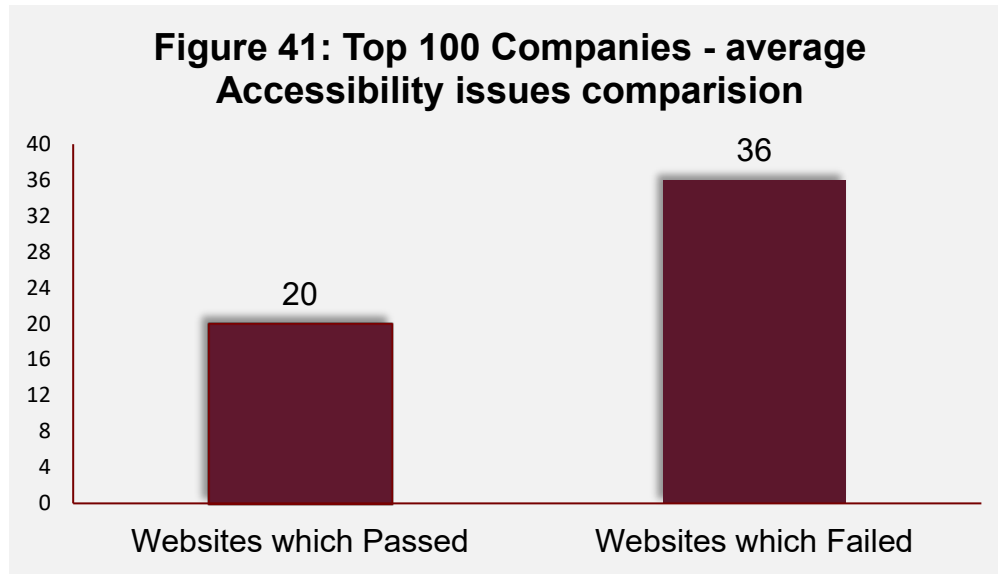


Figure 41: Number of accessibility issues with websites of top 100 companies

Google Lighthouse vs IA Labs

Google Lighthouse found an average of 14.7 issues per website.

When each site was tested manually by a member of IA Labs, the average issues found were 32. This is an increase of 118%.

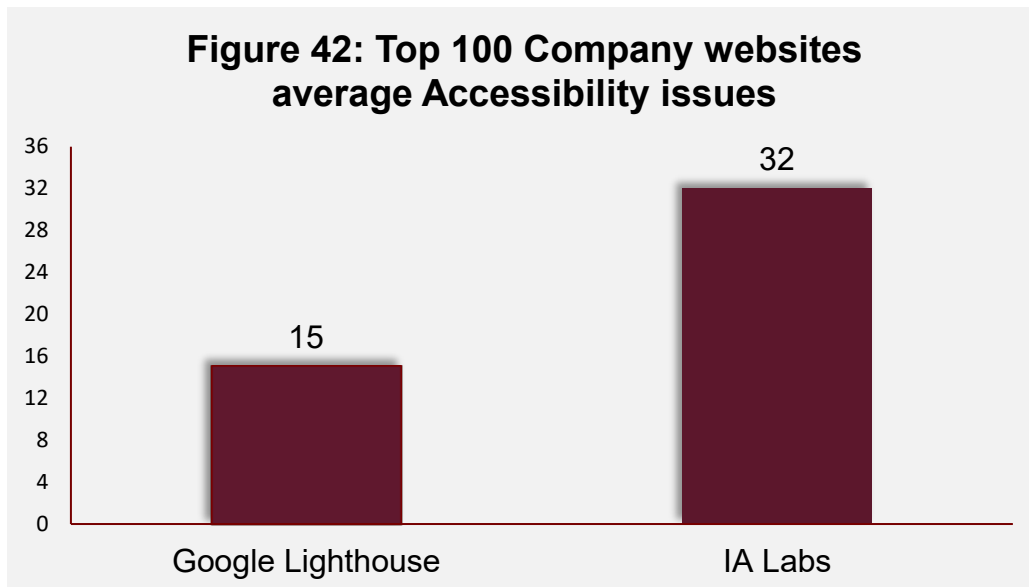


Figure 42: Average number of accessibility issues with websites of top 100 companies

Variation in the number of accessibility issues based on company ranking

The company ranking correlates directly to how accessible their website is. The websites that ranked from 91 to 100 have an average of 34 issues each. However, the websites that ranked from 1 to 10 have an average of 17.7 issues each. The higher a company placed in the Irish Times top 100 ranking, the more accessible their websites tended to be.

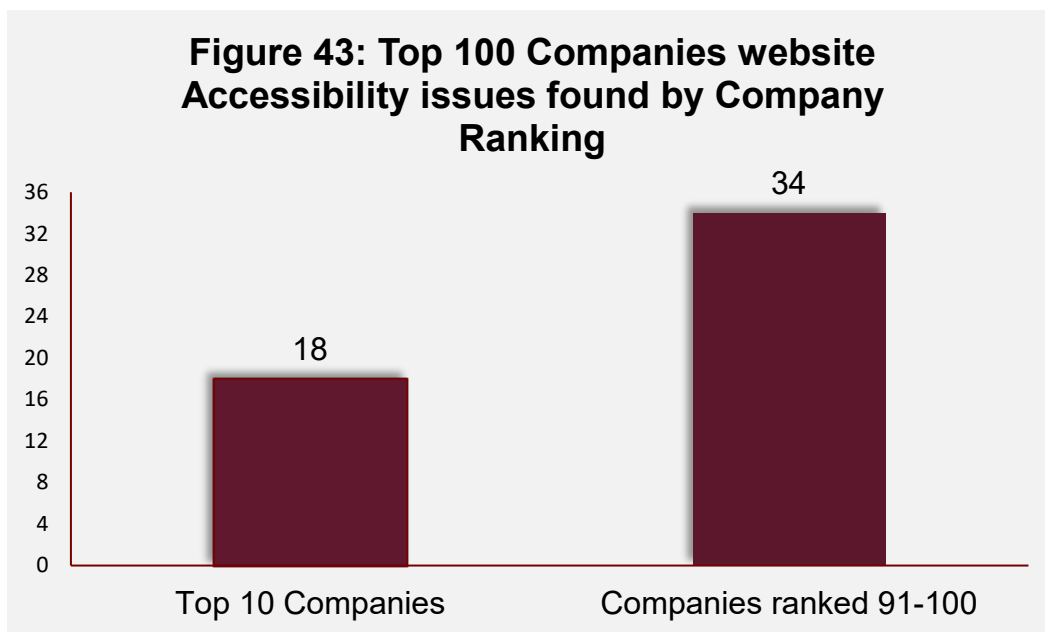


Figure 43: Variation in the accessibility of top 100 companies' websites based on company ranking

Comparison to 2021

Accessibility Statement

Last year, five companies had an accessibility statement and referenced the correct standard (WCAG 2.1 AA). This year remains the same.

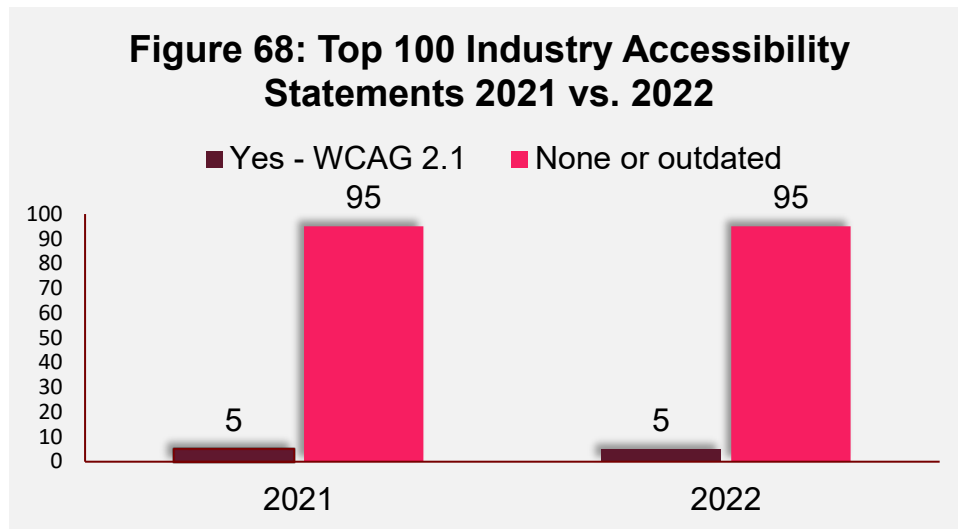


Figure 68: Top 100 Industry Accessibility Statements 2021 vs. 2022

Accessibility Review: Pass or Fail

Last year 22 of the top 100 company websites passed. This year, 28 did.

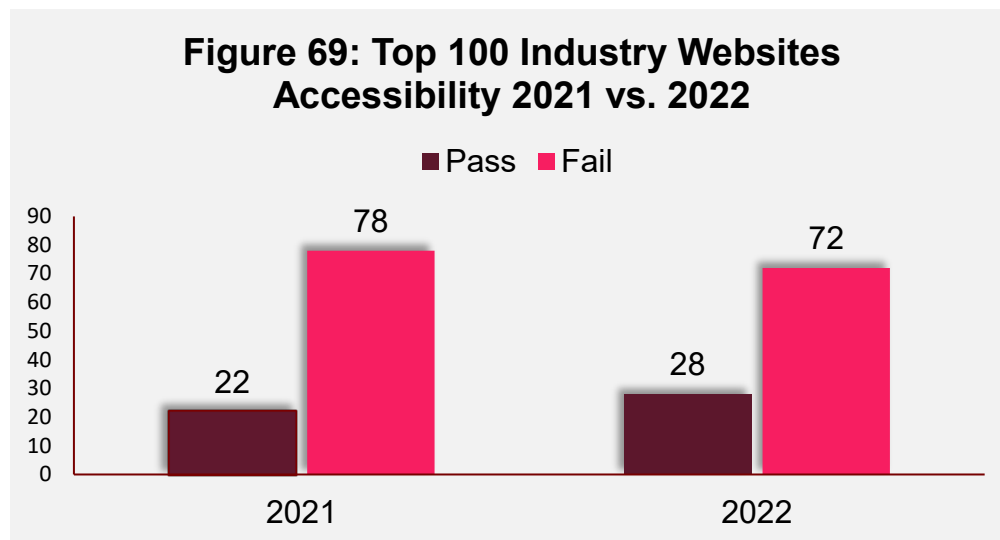


Figure 68: Top 100 Industry Website Accessibility 2021 vs. 2022

Industry analysis

This section focuses on the specific industries within the top 100 to see if there is any correlation between accessibility and certain types of industries.

Manufacturing

Of the top 100 companies, 12 belong to the manufacturing sector. These are listed below:

- Apple Ireland
- Medtronic plc
- Eaton Corp
- Trane Technology
- Dell Ireland
- MSD
- Smurfit Kappa
- Ardagh Glass Sales
- Microchip Technology
- Glen Dimplex
- Greencore
- Sisk Group

Accessibility statement

- Ten (83%) have no accessibility statement on their website.
- Two (17%; Smurfit Kappa and Sisk Group) have a statement but reference an outdated standard.
- None references the current WCAG2.1 standard.

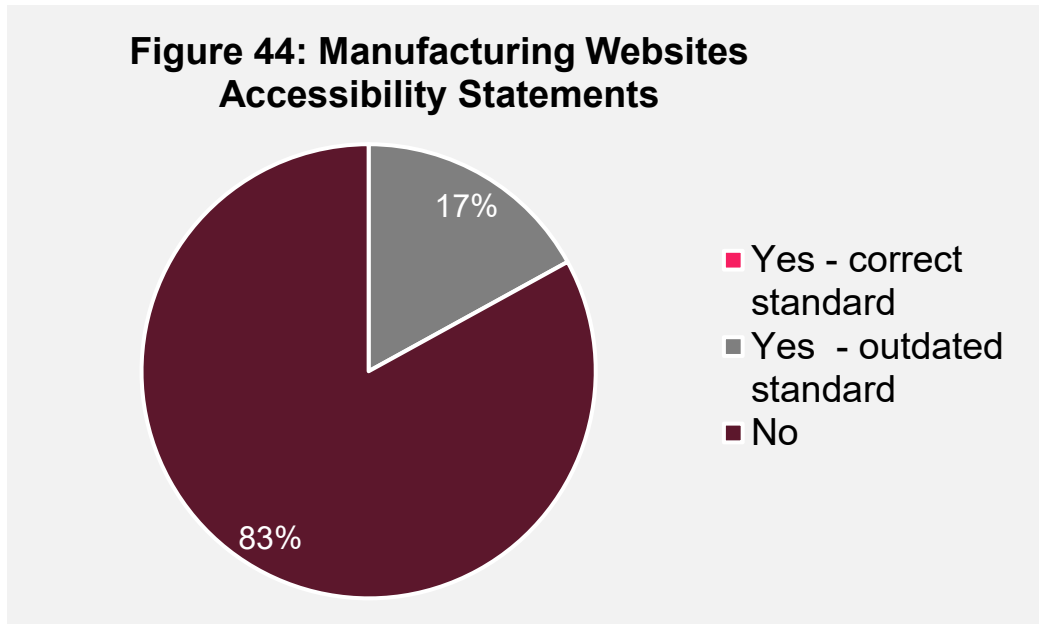


Figure 44: Manufacturing websites' accessibility statements

Accessibility review: Pass or fail

Out of the 12, one (8%) of them passed, as they have only a few minor issues. This was Apple Ireland with 14 accessibility issues.

The other 11 (92%) failed, with an average of 27.5 issues each. The main issues include

- Navigation menu inaccessible/cannot be expanded
- Carousel moved automatically and couldn't be paused
- Images skipped in reading order and with no alt text
- Unlabelled interactive elements
- Confusing reading order

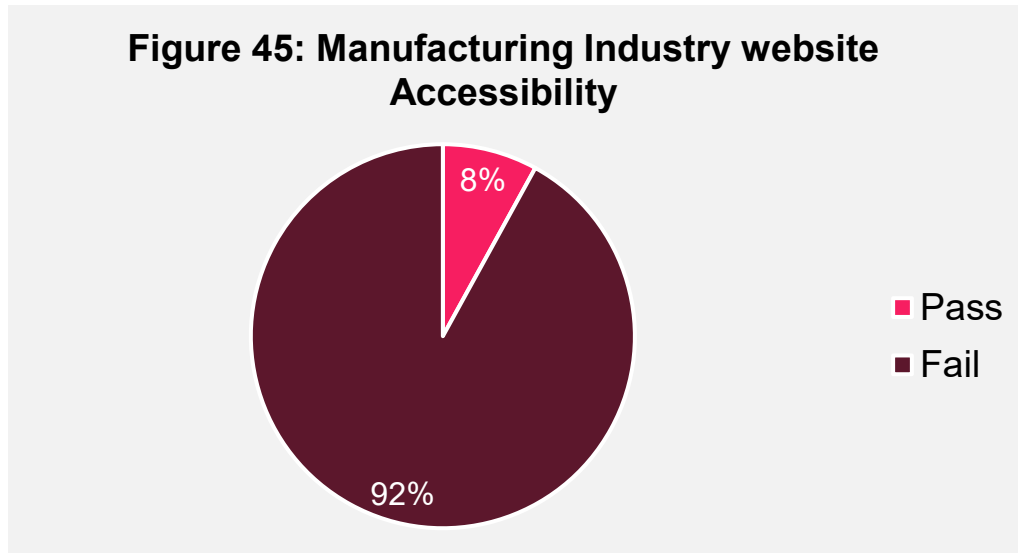


Figure 45: Manufacturing industry's website accessibility

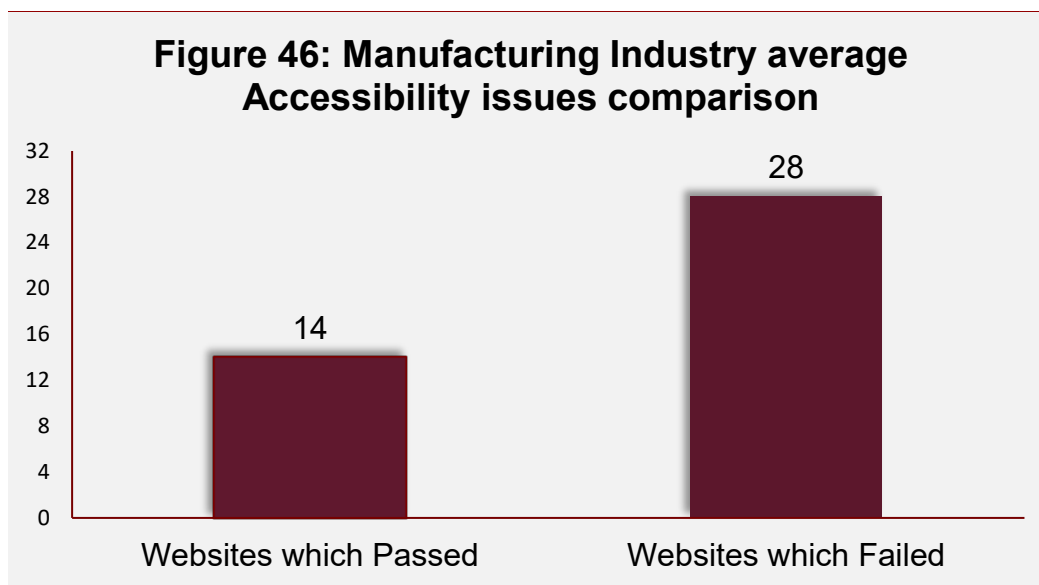


Figure 46: Manufacturing industry's average number of accessibility issues

Critical user journeys

The most critical issue in the manufacturing industry is the inability to access navigation menus. If menus cannot be expanded, or are hover only, they cannot be accessed using a keyboard, and people using screen readers cannot access the same information as everyone else.

Technology and communications

Of the top 100 companies, 26 belong to the technology and communications sector. These are listed below:

- Apple Ireland
- Google
- Microsoft
- Facebook
- Johnson Control
- DCC
- Oracle
- Kingston
- SanDisk
- VMWare
- Adobe
- Analog Devices
- Intel Ireland
- Amazon Data Services
- Maxim Integrated Products
- Salesforce
- NCR
- Eircom
- Amdocs
- Twitter
- HP Ireland
- Dell Ireland
- Microchip Technology

- Glen Dimplex
- Sandvik
- LinkedIn

Accessibility statement

- Seventeen (65%) have no accessibility statement on their website.
- Seven (27%; Google, Facebook, DCC, NCR, Eircom, Twitter and Sandvik) have a statement but reference an outdated standard.
- Only two (8%; Salesforce and LinkedIn) reference the current WCAG2.1 standard.

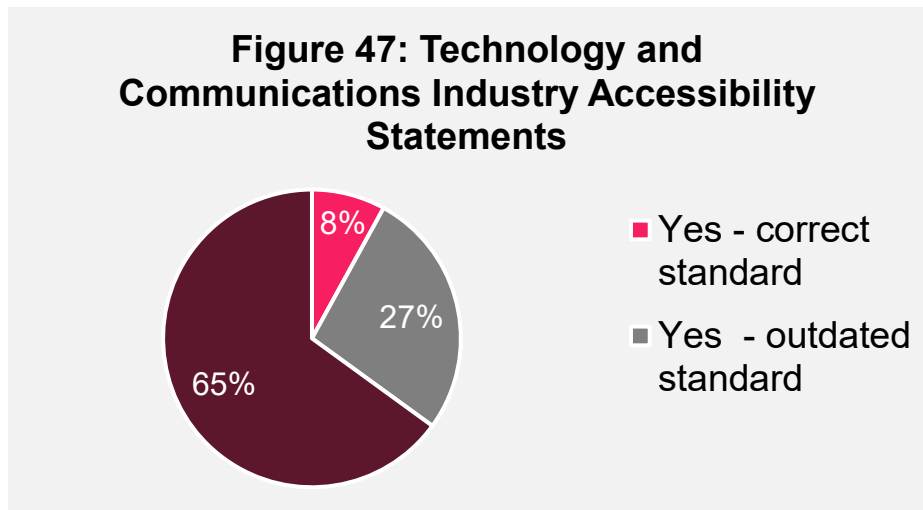


Figure 47: Technology and communications industry's accessibility statements

Accessibility review: Pass or fail

Out of the 26, 12 (46%) passed, as they have only a few minor issues. These websites have an average of 20.9 accessibility issues each.

The other 14 (54%) failed and have an average of 37.1 issues each. The main issues include

- Images skipped in reading order and with no alt text
- Low colour contrast ratio



- Disappearing focus
- Interactive elements not labelled uniquely or descriptively
- Inability to access cookie popups
- Navigation menu inaccessible using a keyboard
- Sections of content inaccessible using a keyboard

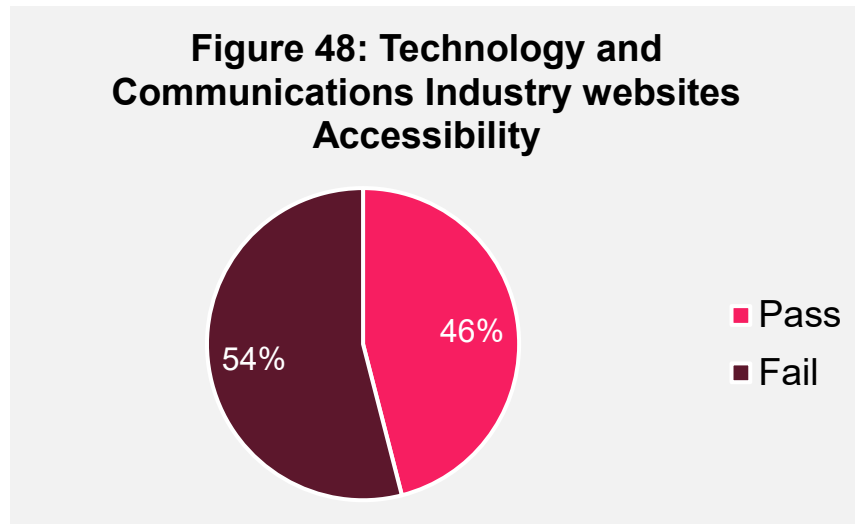


Figure 48: Technology and communications industry's website accessibility

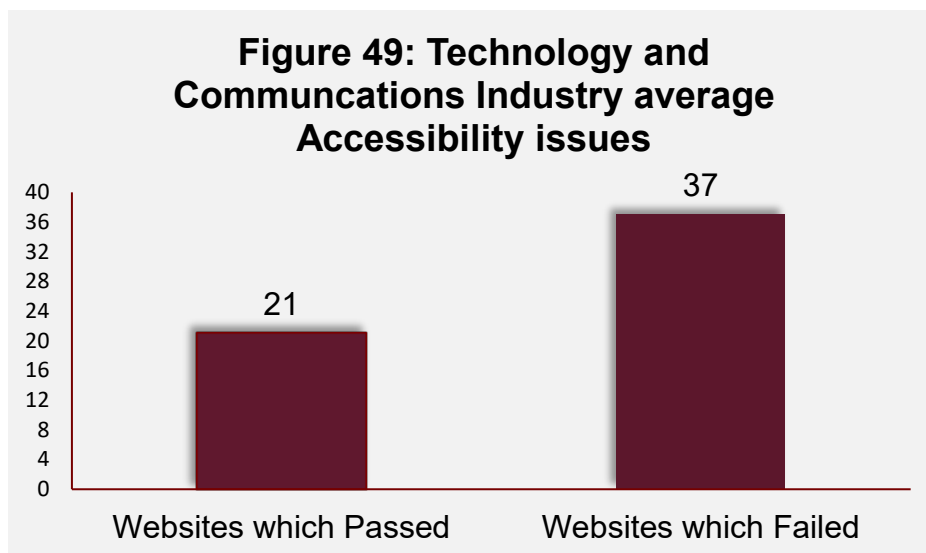


Figure 49: Technology and communications industry's average number of accessibility issues

Critical user journeys

The most critical issue in the technology and communications industry is the inability to access content using only a keyboard, including cookie popups and navigation menus. If people using screen readers cannot open menus, accept cookie settings or read sections of content, this means they are being blocked from information and are likely to avoid using the website in the future.



Health and pharmaceuticals

Of the top 100 companies, 23 belong to the health and pharmaceuticals sector. These are listed below:

- DCC
- Medtronic plc
- Allergan Inc
- AbbVie
- Pfizer
- Gilead Sciences
- MSD
- Boston Scientific
- Perrigo
- Abbott Laboratories
- Alexion Pharmaceuticals
- Icon plc
- Jazz Pharmaceuticals
- BD
- Uniphar
- Mallinckrodt Pharmaceuticals
- Shire
- Regeneron Ireland
- Sanofi Genzyme
- Eli Lilly
- Horizon Therapeutics
- UDG Healthcare
- BioMarin

Accessibility statement

- Eighteen (78%) have no accessibility statement on their website.
- Three (13%; DCC, Shire and Sanofi Genzyme) have a statement but reference an outdated standard.
- Only two (9%; Regeneron Ireland and Eli Lilly) reference the current WCAG2.1 standard.

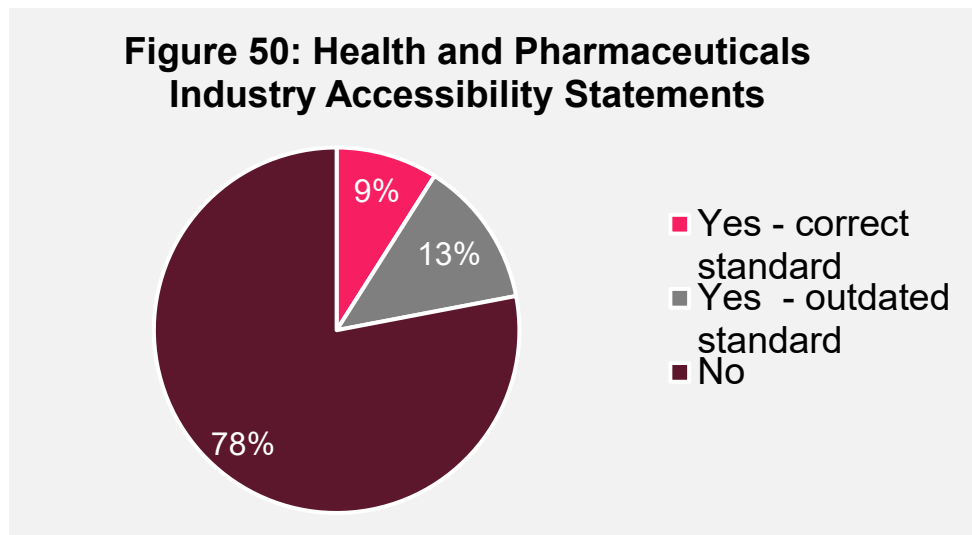


Figure 50: Health and pharmaceuticals industry's accessibility statements

Accessibility review: Pass or fail

Out of the 23, five (22%) passed, as they have only a few minor issues. These are Allergan Inc, Gilead Sciences, Boston Scientific, Shire and Eli Lilly. The websites of these companies have an average of 17.6 accessibility issues each.

The other 18 (78%) websites failed and have an average of 30.3 issues each. The main issues include

- Navigation menu inaccessible using a keyboard
- No Skip to Content button
- Images with no alt text

- Unlabelled interactive elements
- Low colour contrast ratio
- Videos/carousels play automatically and can't be paused
- Confusing heading structure

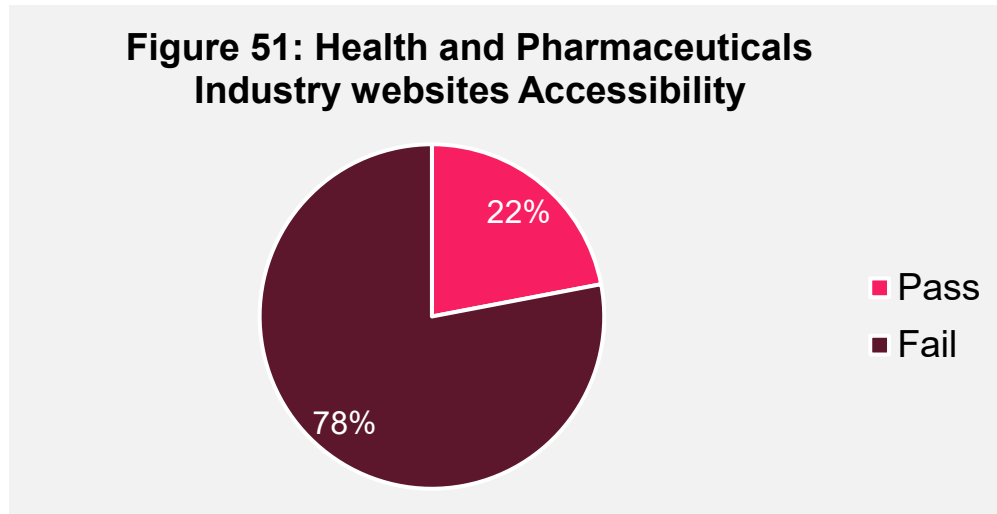


Figure 51: Health and pharmaceuticals industry's website accessibility

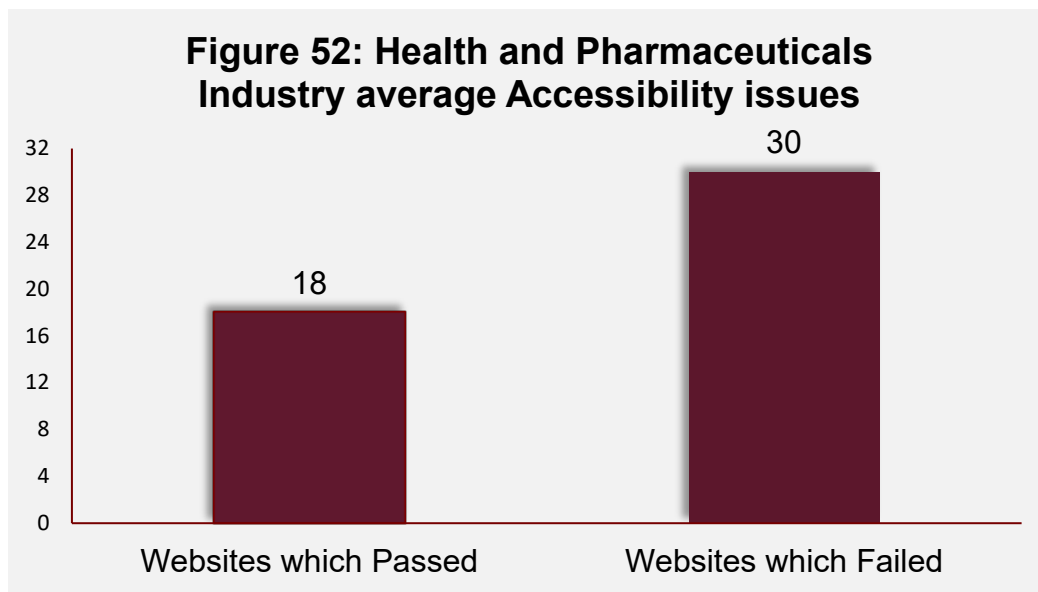


Figure 52: Average number of accessibility issues with websites of the health and pharmaceuticals industry

Critical user journeys

The most critical issues in the health and pharmaceuticals industry are inaccessible navigation menus and carousels of content that move automatically. Inability to open menus using only a keyboard means that users will not be able to access other pages on a website. Content that moves, blinks or scrolls automatically with no way to pause it can disorientate people with disabilities and cause problems with screen readers, thereby making it more difficult to use websites.



Construction and property

Of the top 100 companies, eight of them were in the construction and property Industries. These are listed below:

- Exyte Northern Europe Limited
- Mercury Engineering
- CRH
- Trane Technologies
- Kingston
- Kingspan
- Grafton Group plc
- Sisk Group

Accessibility statement

- Five (62%) have no accessibility statement on their website.
- Three of them (38%; CRH, Grafton Group Plc and Sisk Group) have a statement but reference an outdated standard.
- None references the current WCAG2.1 standard.

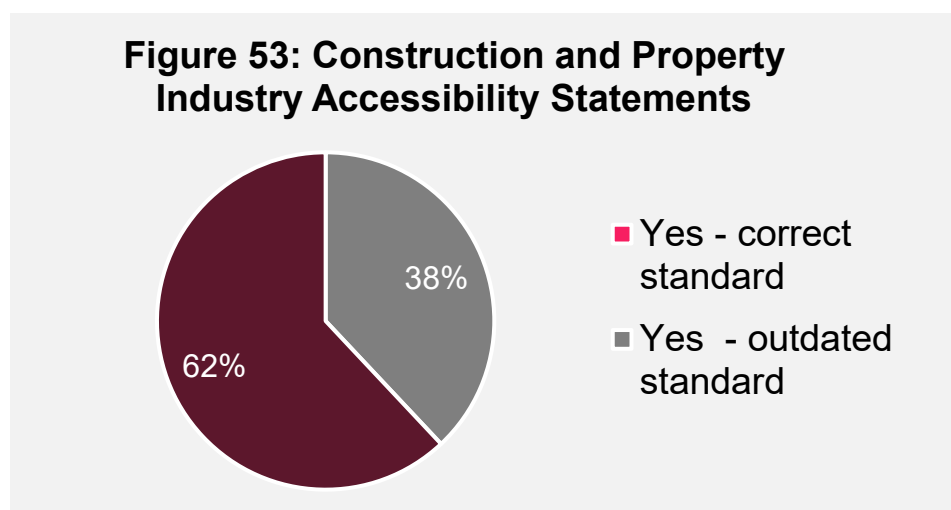


Figure 53: Construction and property industry's accessibility statements

Accessibility review: Pass or fail

Out of the eight companies assessed, none of them passed.

All eight failed and have an average of 33.6 accessibility issues each. The main issues include

- Inaccessible videos
- Low colour contrast
- Focus moving to hidden objects
- Carousels move automatically with no way to pause
- Interactive elements not labelled uniquely
- Content disappears when page is zoomed in
- Confusing reading order

Critical user journeys

Critical accessibility issues in the construction and property industry are inaccessible videos and carousels of content that move automatically. If a video does not have subtitles or an alternative version such as a text transcript or audio descriptions, users with a disability cannot access the same information as everyone else. Having content that moves or updates itself with no option for screen reader users to pause or stop it can disorientate people and make a website difficult to interact with.

Energy and resources

Of the top 100 companies, 12 of them belong to the energy and resources sector. These are listed below:

- CRH
- DCC
- Peninsula Petroleum
- ESB
- Applegreen
- Circle K Ireland Energy Group Ltd
- Whitegate Refinery
- Tullow Oil
- Irish Water
- Tedcastle
- Energia

Accessibility statement

- Seven (59%) have no accessibility statement on their website.
- Four of them (33%; CRH, DCC, ESB and Tullow Oil) have a statement but reference an outdated standard.
- Only one (8%; Valero Energy Corporation) references the current WCAG2.1 standard.

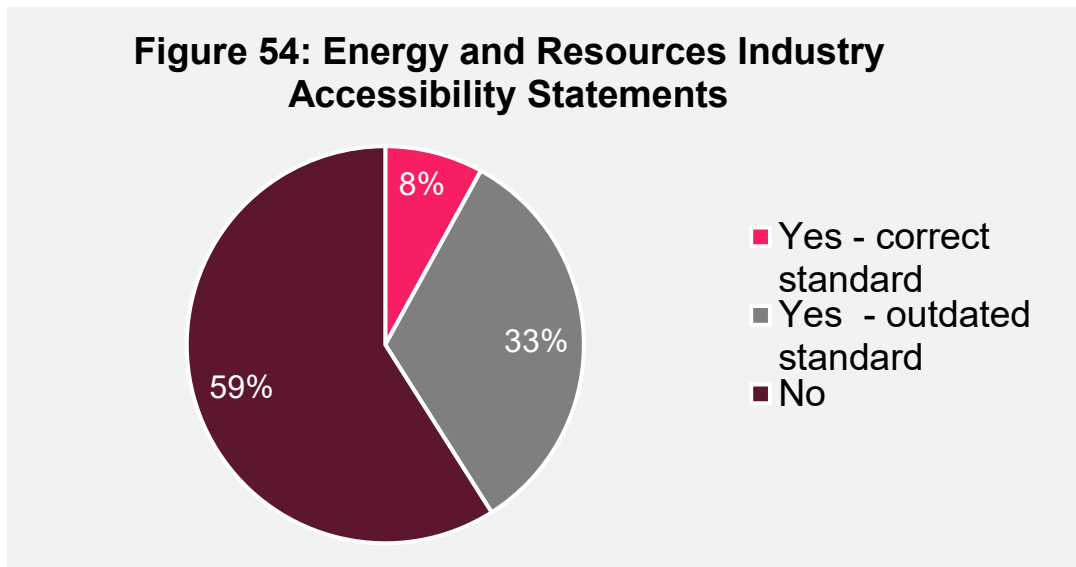


Figure 54: Energy and resources industry's accessibility statements

Accessibility review: Pass or fail

Out of the 12, three of them (25%) passed, as these have only a few minor issues. These were Peninsula Petroleum, Valero Energy Corporation and Whitegate Refinery. The websites of these companies have an average of 18.3 accessibility issues each.

The other nine (75%) failed and have an average of 34.3 issues each. The main issues include

- Carousel/video moves automatically with no way to pause it
- Images and graphs with no alt text
- Navigational menu inaccessible to a keyboard
- Focus order issues
- Content disappears when page is zoomed in
- Interactive elements without descriptive/unique labels
- Heading structure issues

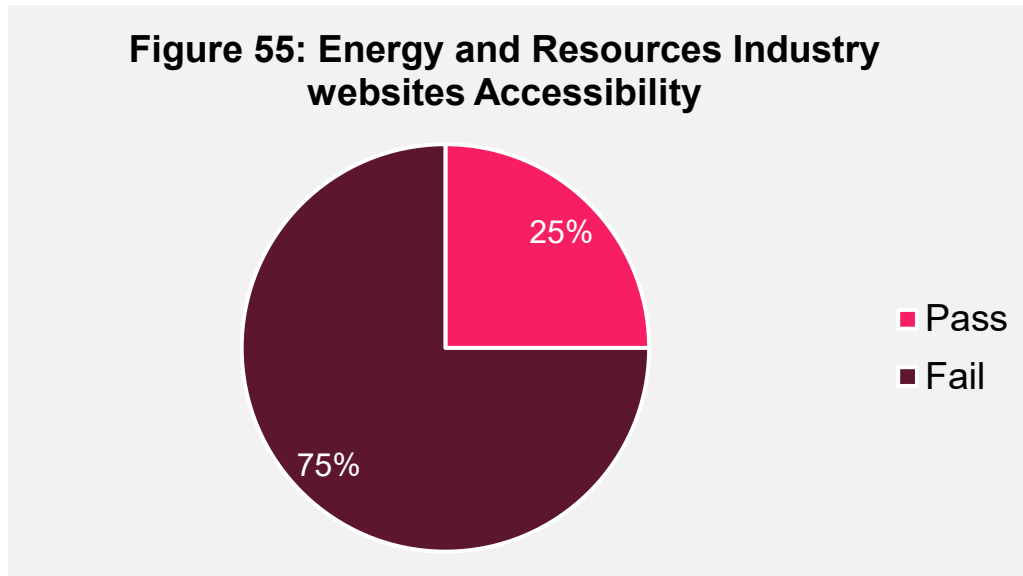


Figure 55: Energy and resources industry's accessibility statements

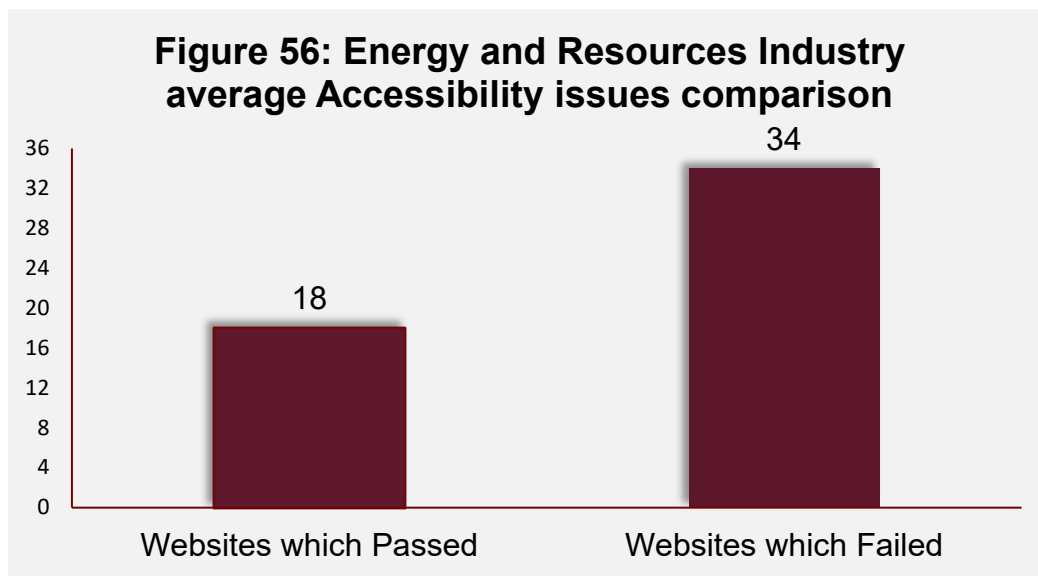


Figure 56: Average number of accessibility issues with energy and resources industry

Critical user journeys

Critical accessibility issues in the energy and resources industry are inability to access navigation menus and content that disappears when a page is zoomed in. Navigation menus that appear only on hover or that can't be opened using only a keyboard and a screen reader block people with

disabilities from the full content of a website. The same is the case with content disappearing when a page is zoomed in, as users who need to magnify a page to read it will not be able to access information.



Professional services and finances

Of the top 100 companies, five belong to the professional services and finance industries. These are listed below:

- Trane Technologies
- Salesforce
- Amdocs
- PCH International
- Experian

Accessibility statement

- Four (80%) have no accessibility statement on their website.
- Only one (20%; Salesforce) references the current WCAG2.1 standard.

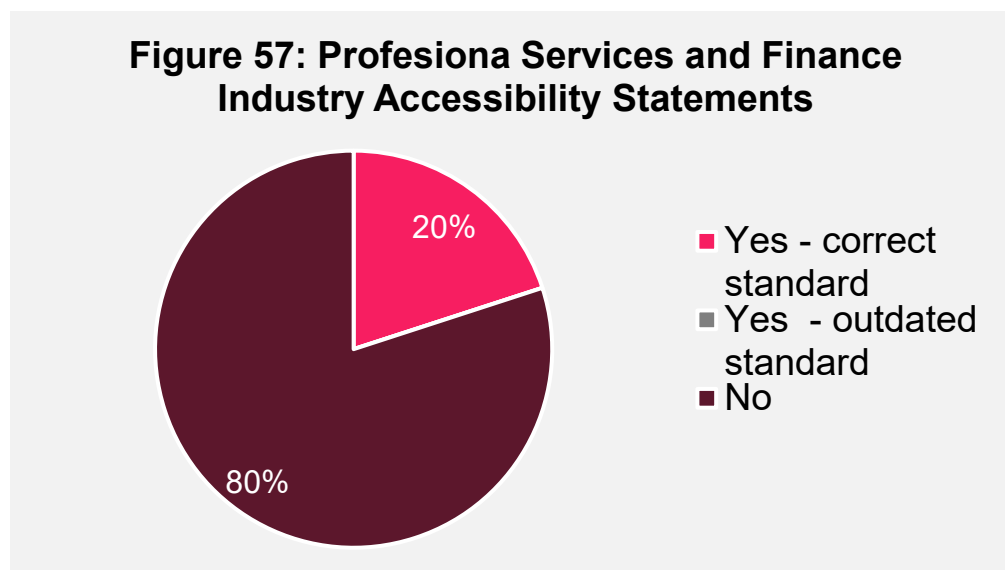


Figure 57: Professional services and finance industry's accessibility statements

Accessibility review: Pass or fail

Out of the five companies, only one (20%) passed, as the company website has only a few minor issues – 34 in total. This was Salesforce.

The other four (80%) failed and have an average of 28 issues each. The main issues include

- Images missing alt text or needing more descriptive alt text
- Confusing heading structure
- Inaccessible navigation menus

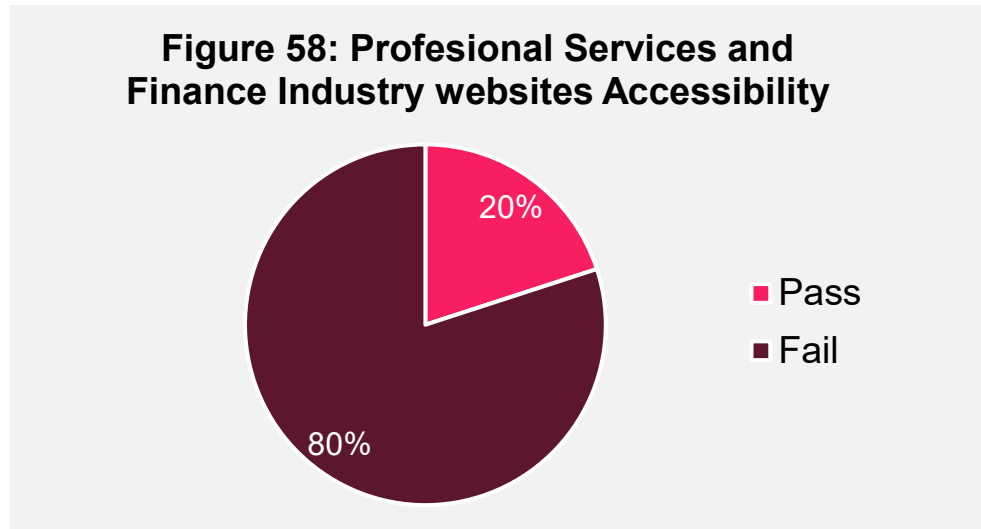


Figure 58: Professional services and finance industry's accessibility statements

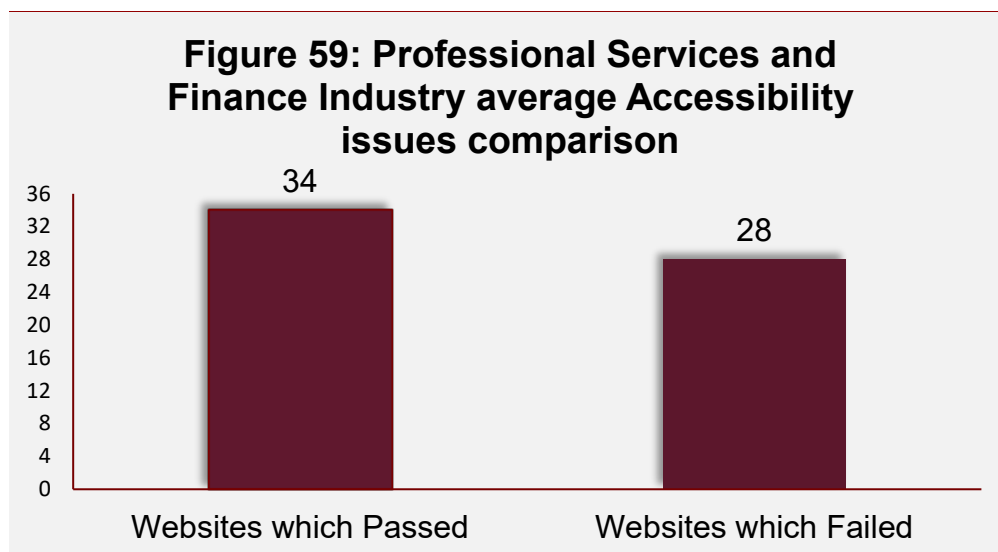


Figure 59: Average number of accessibility issues with professional services and finance industry

Critical user journeys

The most critical issue in the professional services and finance industry is the inability to access navigation menus. If menus cannot be opened using only a keyboard and a screen reader, users will not be able to progress past the home page and will miss out on the full content of a website.



Transport and tourism

Of the top 100 companies, three of them belong to the transport and tourism sector. These are listed below:

- Applegreen
- Ryanair
- Airbnb

Accessibility statement

- None (0%) has an accessibility statement on their website.

Accessibility review: Pass or fail

Out of the three companies, one (33%) company passed. This was Airbnb; the company has eight issues.

The other two (67%) failed and have an average of 38 issues each. The main issues include

- Incorrect or confusing focus order
- Inability to book flights
- Images of text that have no alt text

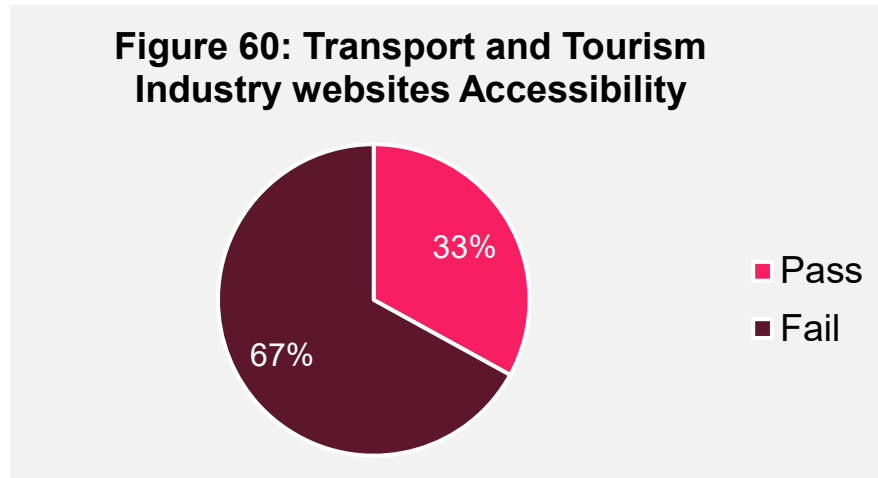


Figure 60: Transport and tourism industry's accessibility statements

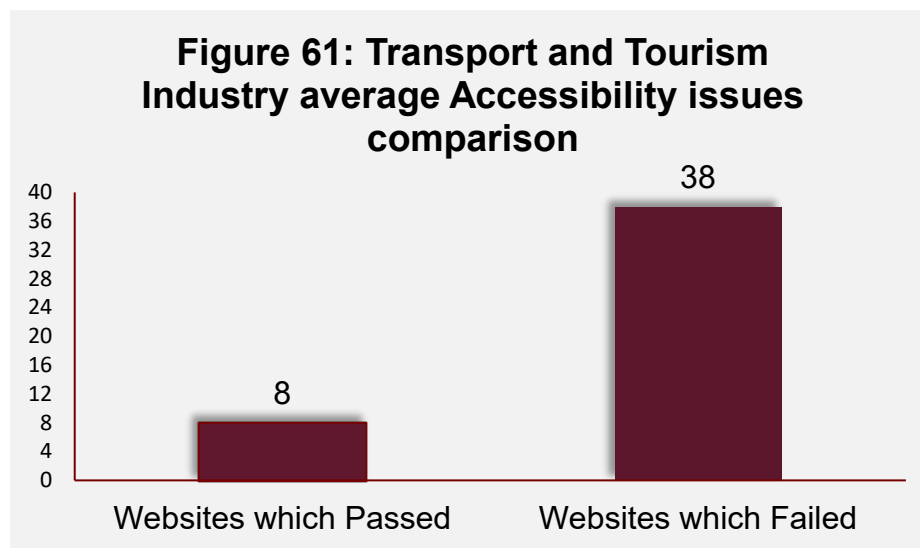


Figure 61: Average number of accessibility issues with transport and tourism industry

Critical user journeys

The most critical accessibility issue in the transport and tourism industry is the inability to book services such as flights or accommodation. As the main purpose of the related websites is to facilitate easy online bookings, this issue makes these websites completely inaccessible to people with disabilities.

Agribusiness and Food

Of the top 100 companies in Ireland in 2021, 19 of them were in the agribusiness and food industries. These are listed below:

- Kerry Group
- Total Produce
- Glanbia
- Ornua
- Dawn Meats
- Moy Park
- Origin Enterprise Plc
- Kepak
- Dunbia
- Dairygold
- Musgrave
- ABP Food Group
- Diageo
- Greencore
- C&C Group Plc
- BWG Group
- Valeo Foods
- Kellogg Ireland
- Lakeland Dairies

Accessibility Statement

- 14 (74%) had no accessibility statement on their site
- Five (26%) of them had a statement, but referenced an outdated standard (Total Produce, Glanbia, Moy Park, Diageo, Valeo Foods).

- None (0%) referenced the current WCAG2.1 standard.

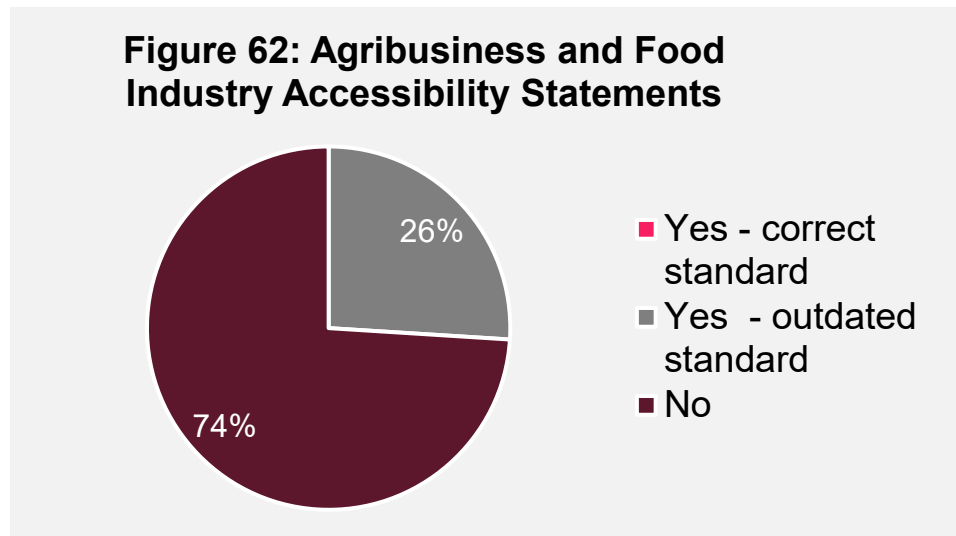


Figure 62: Agribusiness and Food Industry Accessibility Statements

Accessibility Review: Pass or Fail

Out of the 19, seven (37%) of them passed, with only a few minor issues. These were Kerry Group, Total Produce, Ornua, Origin Enterprises, Dunbia, ABP Food Group and Diageo. These sites had 24 accessibility issues respectively.

The other 12 (63%) failed IA Labs application of the WCAG 2.1 AA standard, and had an average of 40.4 issues each. The main issues found included:

- No 'skip to main content' links
- Inaccessible navigation menus
- Carousels that move automatically
- Images with no alt text
- Interactive elements without descriptive/unique labels

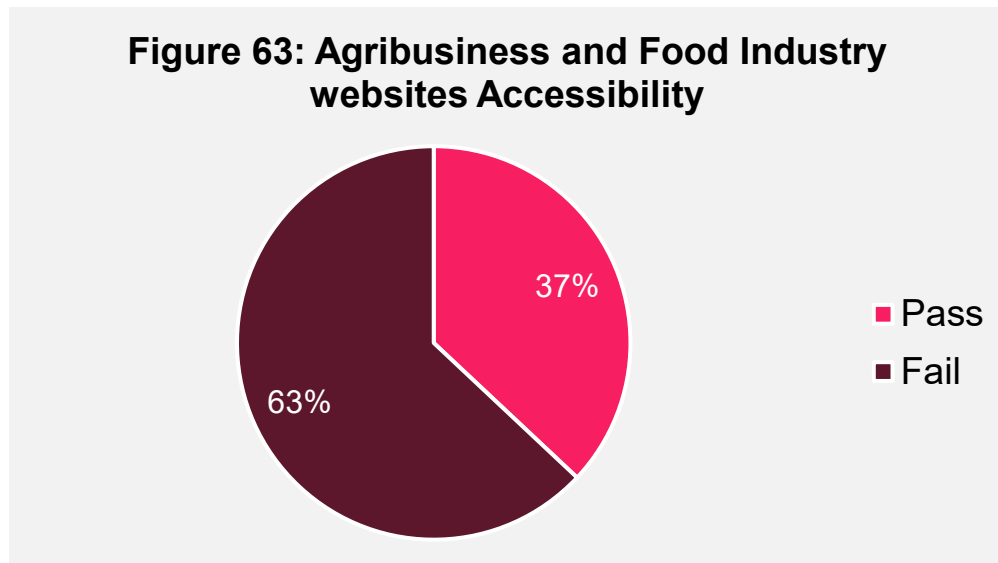


Figure 63: Agribusiness and Food Industry Websites' Accessibility

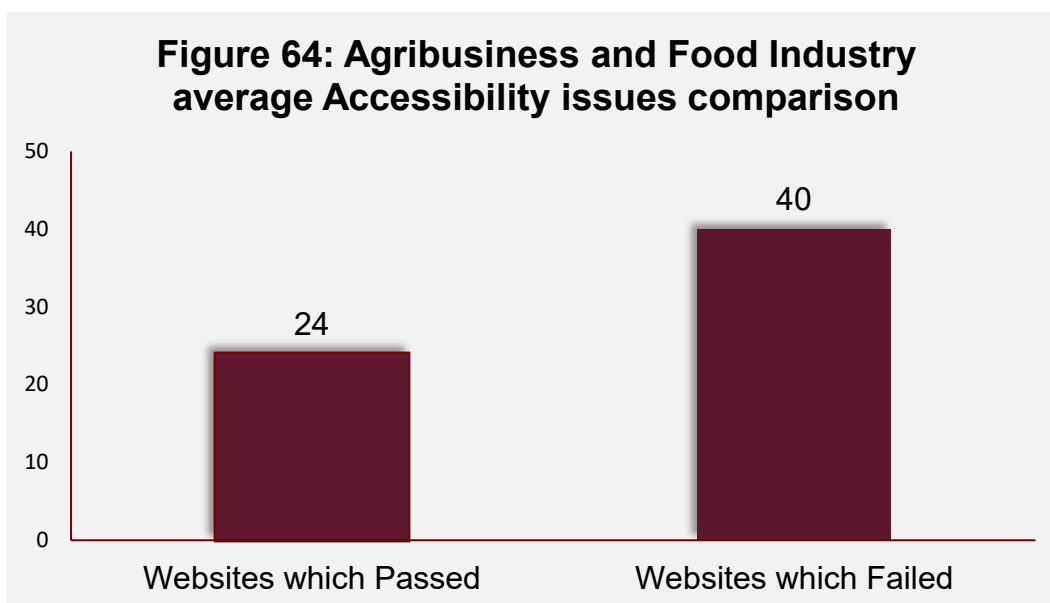


Figure 64: Agribusiness and Food Industry Average Accessibility Issues

Critical User Journeys

The most critical issue in the agribusiness and food industry is inaccessible navigation menus. Menus that appear only on hover or that cannot be opened by screen reader users deprive people from viewing the full content of a website.

Retail

Of the top 100 companies in Ireland in 2021, 16 of them were in the retail industry. These are listed below:

- Penneys
- Musgrave
- Dunnes Stores
- Applegreen
- Grafton Group Plc
- Tesco
- Circle K Ireland Energy Group Ltd
- Maxim Integrated Products
- Amazon Data Services
- Aldi
- Lidl
- BWG Group
- Henderson Group
- Boylesports
- Smyths
- Flutter

Accessibility Statement

- 14 (87%) had no accessibility statement on their site
- Two (13%) of them had a statement but referenced an outdated standard (Grafton Group Plc, Henderson Group).
- None (0%) referenced the current WCAG2.1 standard.

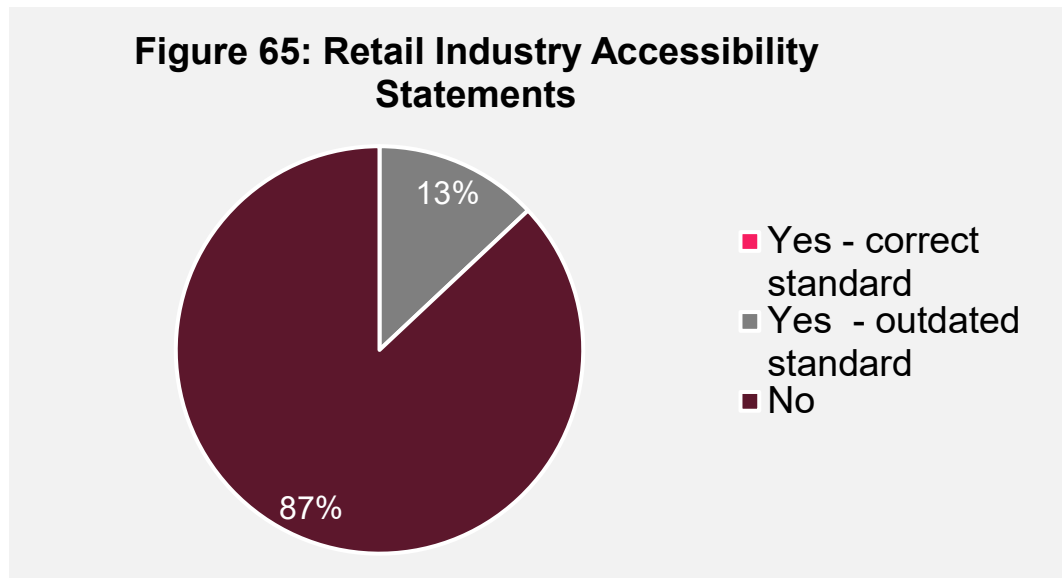


Figure 65: Retail Industry Accessibility Statements

Accessibility Review: Pass or Fail

Out of the 16, none passed.

All failed the IA Labs application of the WCAG 2.1 AA standard and had an average of 48 issues each. The main issues found included:

- Interactive elements that need descriptive/unique labels
- Images missing alt text
- Inaccessible navigation menus
- Heading structure issues
- Reading and focus order issues
- Sections of content inaccessible using a keyboard

Critical User Journeys

The most critical accessibility issues in the retail industry are images missing alternative text or needing clearer, more descriptive alt text. The main purpose of these websites is to provide a way for users to easily buy products online, and this is usually done by displaying pictures of the products. If these

pictures lack descriptions so people with disabilities don't know what they are purchasing, the website becomes inaccessible to them.



Industry Comparison

Accessibility Statement

The industry with the highest percentage of accessibility statements referencing the correct standard was the professional services and finance industry at 20%.

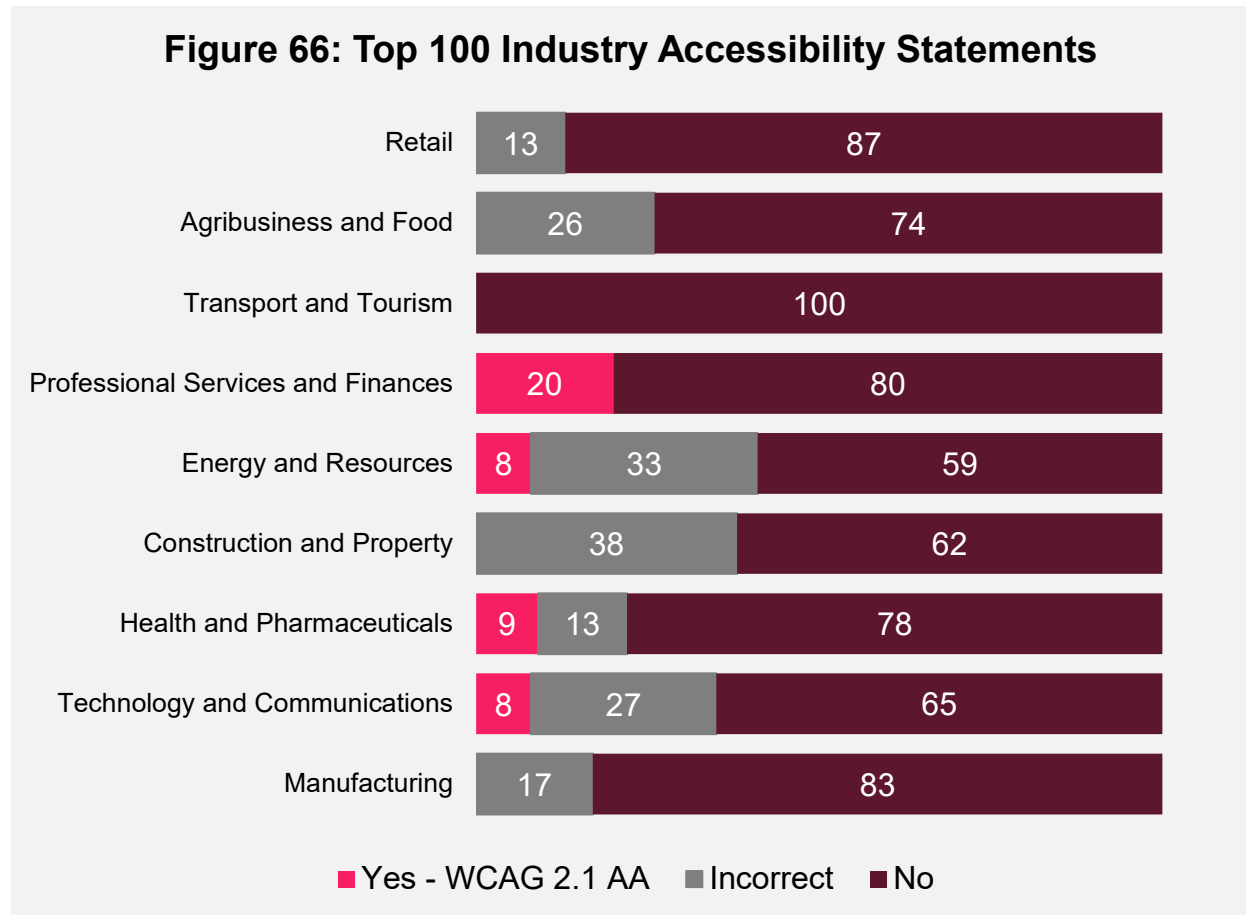


Figure 66: Top 100 Industry Accessibility Statements

Accessibility Review: Pass or Fail

The industry with the highest percentage of pass marks was the technology and communications industry, with 46% of websites passing.

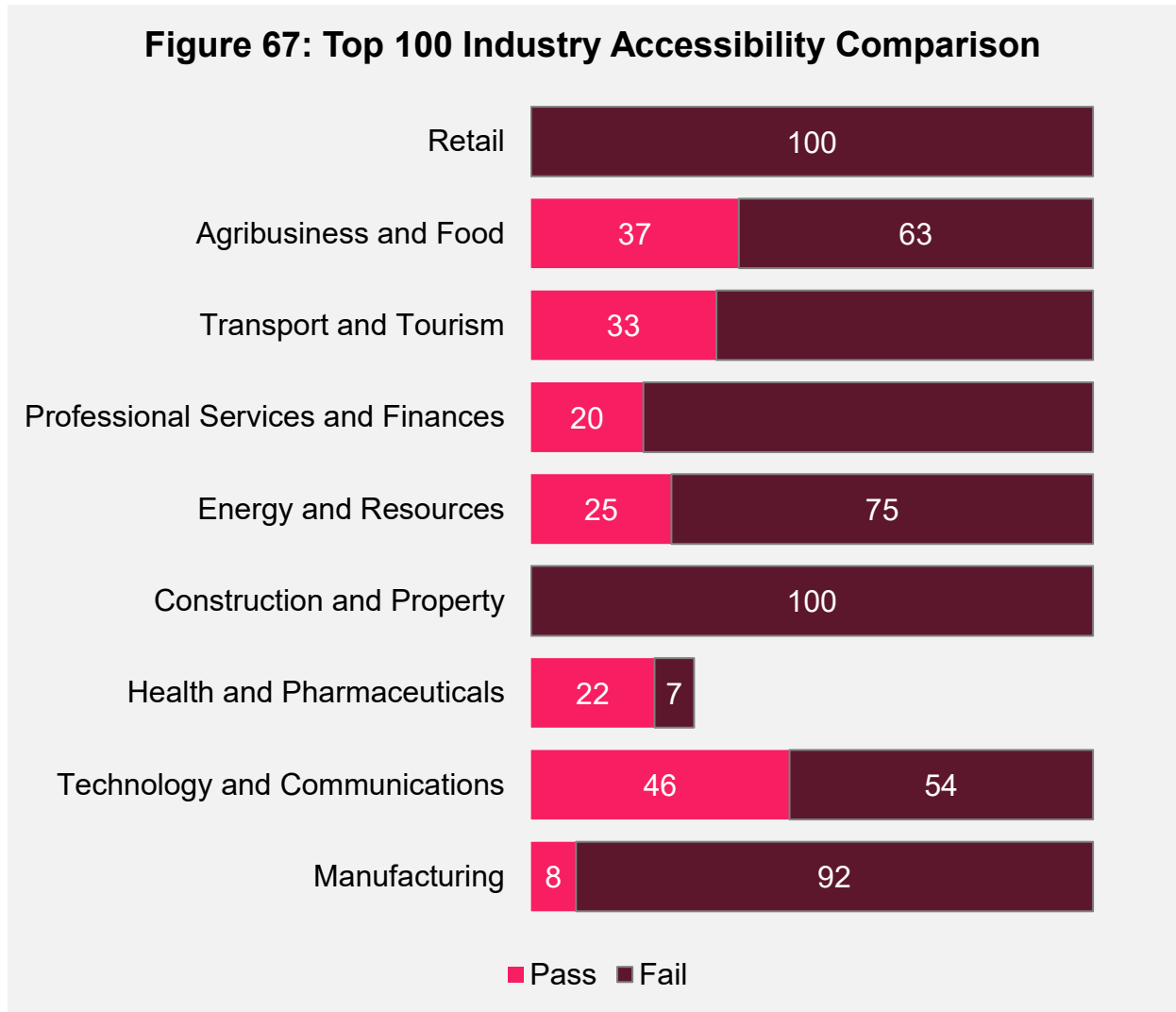


Figure 67: Top 100 Industry Accessibility Comparison



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Education



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Education

Access to education is a right for every child in Ireland. Due to its significance, the accessibility of the websites of our leading universities, our top 10 private secondary schools, and our top 10 public secondary schools in the Republic of Ireland was analysed for this report [6]. All of the listed public schools and universities (except for the Royal College of Surgeons) are considered public sector bodies, and therefore must comply with the EU Web Accessibility Directive 2020 [1].

The university websites:

- Dublin City University
- Munster Technology University
- National University of Ireland
- Royal College of Surgeons
- Technological University Dublin
- Technological University of the Shannon: Midlands Midwest
- University of Limerick
- University of Dublin (Trinity College Dublin)

The top 10 private secondary schools:

1. Gonzaga College, Ranelagh, Dublin
2. Loreto College, St Stephen's Green, Dublin
3. Scoil Mhuire, Sidney Place, Cork
4. Mount Anville Secondary School, Goatstown, Dublin
5. The Teresian School, Donnybrook, Dublin
6. St Gerard's School, Bray, Wicklow
7. Loreto High School Beaufort, Rathfarnham, Dublin



8. St Michael's College, Ailesbury Road, Dublin
9. St Kilian's Deutsche Schile, Clonskeagh, Dublin
10. St Mary's College, Rathmines, Dublin

The top 10 public secondary schools:

1. Colaiste Iosogain, Booterstown, Dublin
2. Laurel High Colaiste FCJ, South Circular Road, Limerick
3. Holy Faith Secondary School, Clontarf, Dublin
4. Muckross Park College, Donnybrook, Dublin
5. Salerno Jesus and Mary Secondary School, Salthill, Galway
6. Gaelcholaiste Reachrann, Donaghmede, Dublin
7. Colaiste na Coiribe, Knicknacarra, Galway
8. Colaiste Naomh Mhuire, Naas, Kildare
9. Colaite Iognaid SJ, Sea Road, Galway
10. Mount Mercy College, Model Farm Road, Cork

General Overview

Accessibility Statement

- 26 (93%) had no accessibility statement on their site
- Two (7%) of them had a statement but referenced an outdated standard (Royal College of Surgeons, University of Dublin).
- None (0%) referenced the current WCAG2.1 standard.

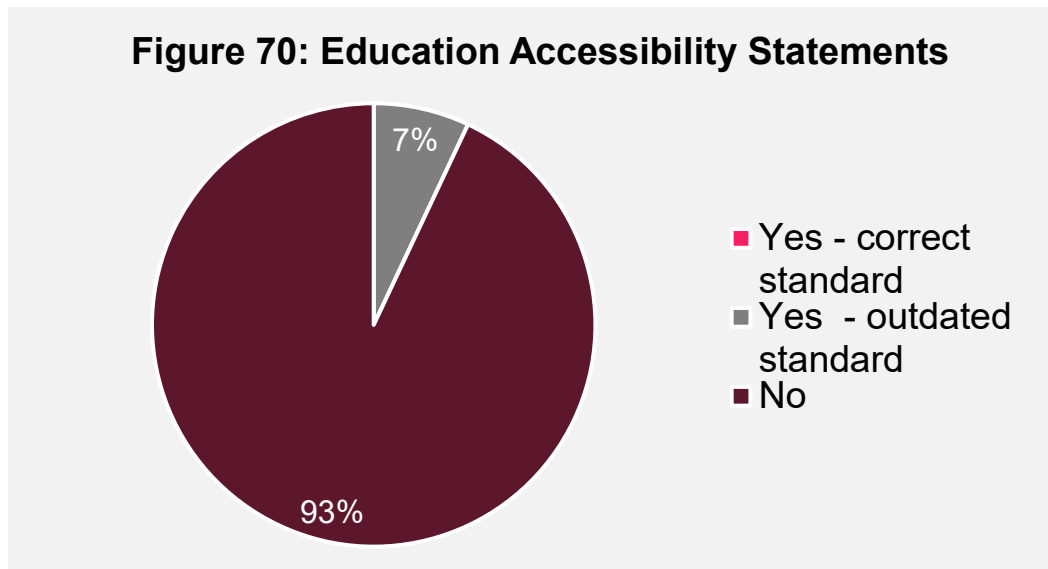


Figure 70: Education Accessibility Statements

Accessibility Review: Pass or Fail

Out of the 28 websites, none passed.

All of them failed IA Labs application of the WCAG 2.1 AA standard and had an average of 32.8 issues each. The main issues found included:

- Videos without captions, and no text alternative
- Navigation menu inaccessible using keyboard
- No 'skip to content' links
- Images with no alternative text
- Low colour-contrast ratio
- Focus order issues
- Issues when the zoom is at 200%
- Carousels that move automatically or are skipped in reading order
- Missing lang attribute
- Confusing heading structure
- Images without descriptive alt text, or with no alt text



Google Lighthouse vs IA Labs

A section of each of the education websites was first tested using Google Lighthouse Accessibility Tool, which found an average of 19.7 issues each. When the test was conducted by a member of IA Labs, there were 32.8 Issues found. This is an increase of 67% in accessibility issues found.

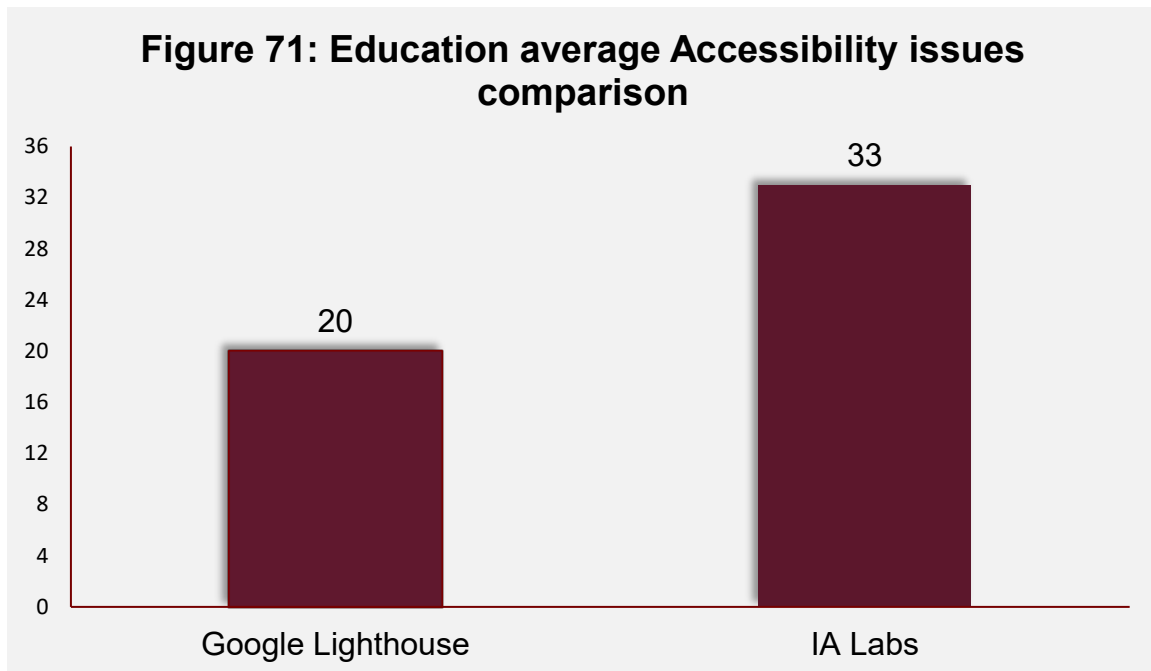


Figure 71: Education Average Accessibility Issues

Critical User Journeys

The most critical issue in the Education category is that users with disabilities cannot access some information. They cannot access the navigation submenus, so they cannot navigate to certain web pages, and they don't have access to information from videos or images, due to a lack of alternative text or missing captions. The content that is skipped in reading order may also cause the user to miss information.

Universities

Accessibility Statement

- Six (75%) had no accessibility statement on their site
- Two (25%) of them had a statement but referenced an outdated standard (Royal College of Surgeons, University of Dublin).
- None (0%) referenced the current WCAG2.1 standard.

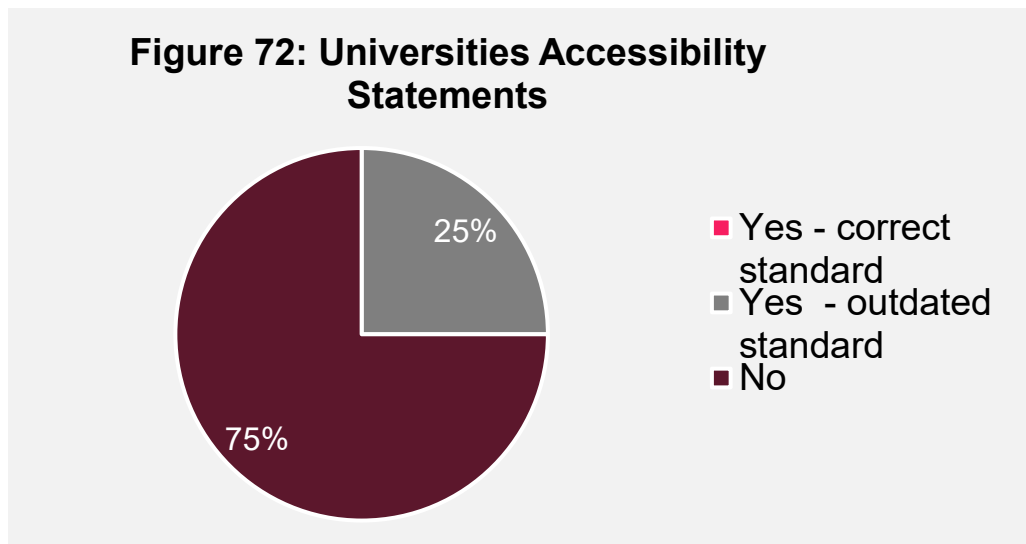


Figure 72: Education Accessibility Statements

Accessibility Review: Pass or Fail

Out of the eight websites, none passed.

All failed the IA Labs application of the WCAG 2.1 AA standard and had an average of 34.4 issues each. The main issues found included:

- Video with no captions and no text alternative
- Images with no alt text
- Interactive elements not labelled uniquely or descriptively
- Low colour-contrast issues
- Navigation menu inaccessible using keyboard



- Carousels that move automatically
- Elements/Content that is skipped in reading order

It is notable that Technological University Dublin has recently received a full accessibility audit of its entire website and it is implementing fixes.

Google Lighthouse vs IA Labs

A section of each of the university websites was first tested using Google Lighthouse Accessibility Tool, which found an average of 22.4 issues each. When the test was conducted by a member of IA Labs, there were 34.4 Issues found. This is an increase of 54% in accessibility issues found.

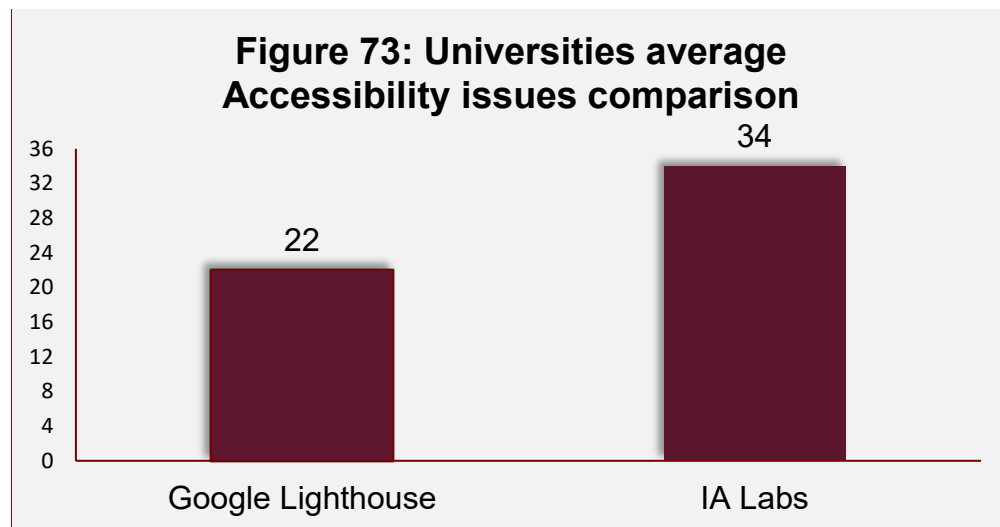


Figure 73: University Average Accessibility Issues

Critical User Journeys

The most critical issue in the University category is that users with disabilities cannot access some information. They cannot access the navigation submenus, so they cannot navigate to certain web pages, and they don't have access to information from videos or images due to a lack of alternative text or missing captions. The content that is skipped in reading order may also cause the user to miss information.

Secondary Schools

Top 10 Private

Accessibility Statement

- None (0%) had an accessibility statement on their website.

Accessibility Review: Pass or Fail

Out of the 10 websites, none passed.

All of them failed IA Labs application of the WCAG 2.1 AA standard and had an average of 34.6 issues each. The main issues found included:

- Video without captions and no text alternative
- Focus order issues
- Navigation menu inaccessible using keyboard
- No 'skip to content' links
- Images without descriptive alt text or with no alt text
- Carousels move automatically
- Missing language attribute

Google Lighthouse vs IA Labs

A section of each of the top 10 private secondary school websites were first tested using Google Lighthouse Accessibility Tool, which found an average of 21.8 issues each. When the test was then conducted by a member of IA Labs, there were 34.6 Issues found. This is an increase of 59% in accessibility issues found.

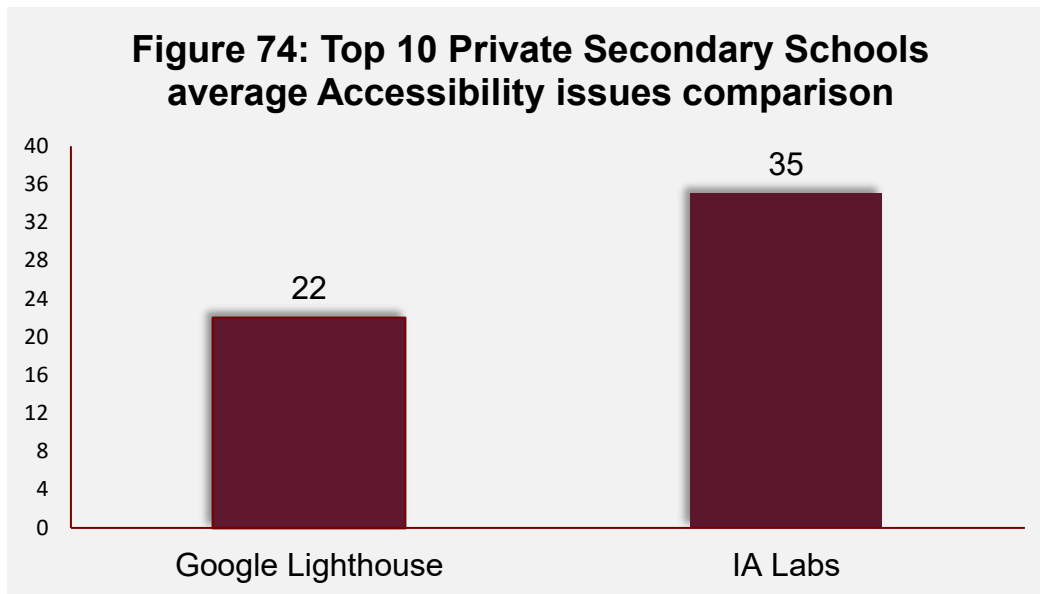


Figure 74: Top 10 Private Secondary Schools Average Accessibility Issues

Critical User Journeys

The most critical issue in the Private Secondary Schools category is the same as in the University category, that users cannot access information. Navigation menus that appear only on hover or that cannot be opened by keyboard, videos and images without alternative text or captions block people with disabilities from the full content of a website. Also, other issues, such as lack of 'skip to navigation' links, carousels that move automatically, and focus issues make websites very difficult for people to use.

Top 10 Public

Accessibility Statement

- None (0%) had an accessibility statement on their website.

Accessibility Pass or Fail

Out of the 10 websites, none passed.

All of them failed IA Labs application of the WCAG 2.1 AA standard and had an average of 29.7 issues each. The main issues found included:



- Carousels that move automatically
- Navigation menu inaccessible using keyboard
- Confusing heading structure
- Issues when the zoom is at 200%
- Missing language attribute
- Focus order issue

Google Lighthouse vs IA Labs

A section of each of the top 10 public secondary school websites were first tested using Google Lighthouse Accessibility Tool, which found an average of 15.5 issues each. When the test was then conducted by a member of IA Labs, there were 29.7 issues found. This is an increase of 92% in accessibility issues found.

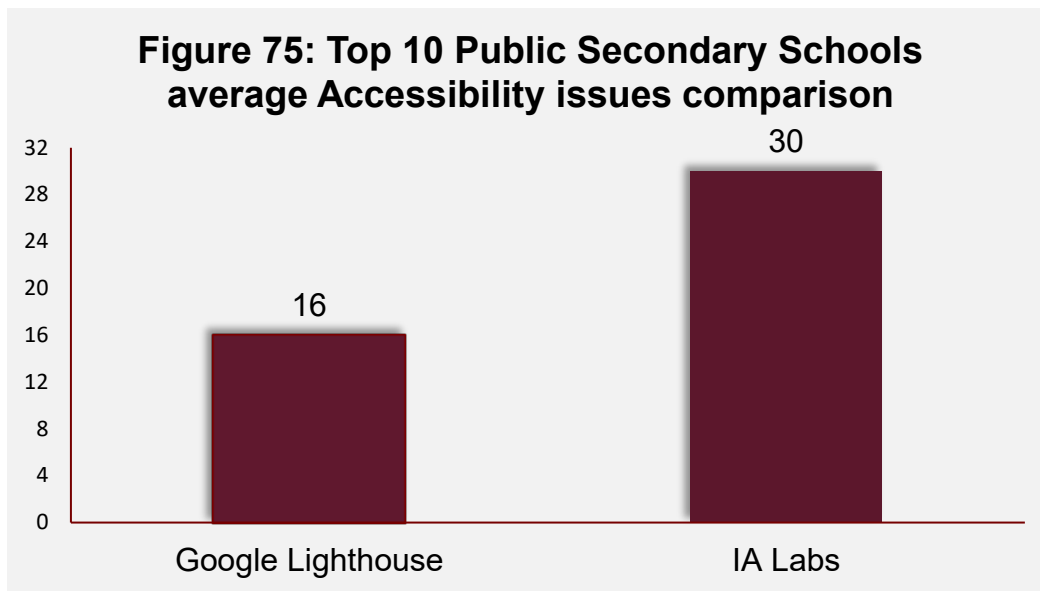


Figure 75: Top 10 Public Secondary Schools Average Accessibility Issues

Critical User Journeys

The most critical issue in the Public Secondary Schools category is the same as in the previous two categories, that users with disabilities cannot access

some information. If menus cannot be expanded, are hover-only or are skipped in reading order, they cannot be accessed using a keyboard, and people using screen readers are being deprived of the same information that other people have easy access to. Also, issues such as carousels that move automatically, missing language attributes, focus and zoom issues make websites very difficult for people to use.





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Employment



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Employment websites

Searching for work is a daunting experience, and even more so for people with disabilities. As part of this report, nine employment websites in Ireland were audited to showcase the ease and accessibility of applying for jobs online. The websites chosen are:

- Public Jobs
- Monster
- Indeed
- Active Link
- Irish Jobs
- Jobs
- Abadoo
- Jobs Ireland
- Recruit Ireland

Two of these websites, Public Jobs and Jobs Ireland, are run by the Public Appointments Service and the Department of Social Protection, respectively. This means their digital content must meet the WCAG 2.1 standards, as outlined in the 2020 EU Regulations. The others are private sector companies; but, since they provide a service to the public, it would be ideal for them to meet the current web accessibility standards even before it is required by law.

Accessibility Statement

- Six (67%) had no accessibility statement
- One (11%) had an accessibility statement but referenced no standard (Monster)

- Two (22%) had a statement and referenced the correct standard (Public Jobs, Indeed)

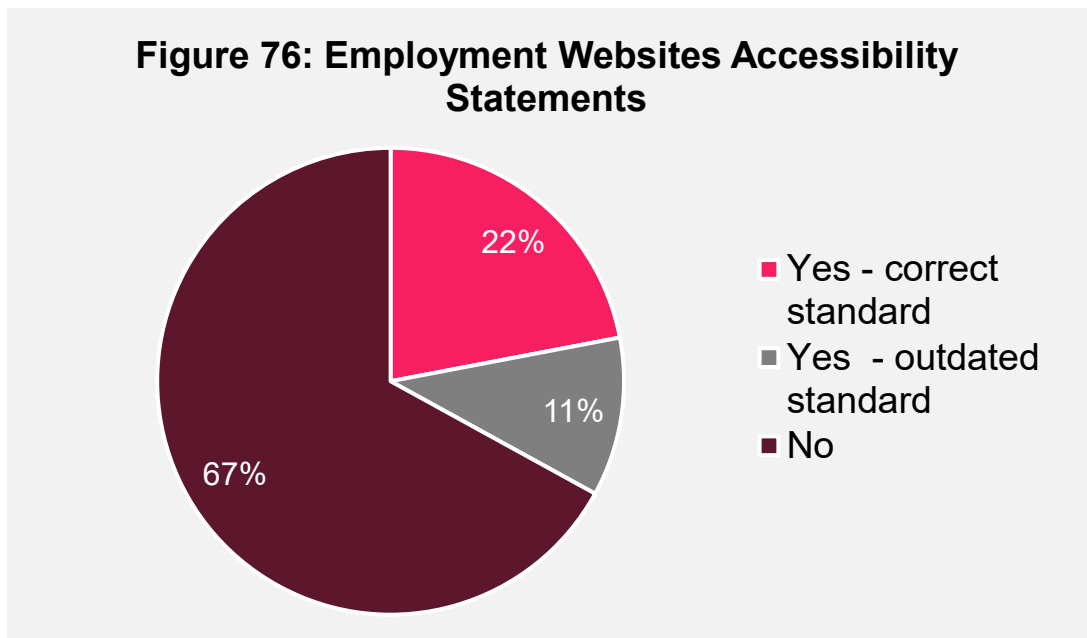


Figure 76: Employment Websites Accessibility Statements

Accessibility Review: Pass or Fail

Of the nine websites, only one, Indeed, passed IA Labs' implementation of the WCAG2.1 AA standard. It had 12 accessibility issues; some interactive elements didn't have adequately descriptive labels, but, overall, it could be used. The other 11 websites had an average of 50 issues each. These included:

- Inaccessible navigation menus
- Incorrect reading order
- Interactive elements unlabelled
- Invisible elements
- Inaccessible tables
- Focus issues

- Low colour-contrast ratio
- Images without alt text

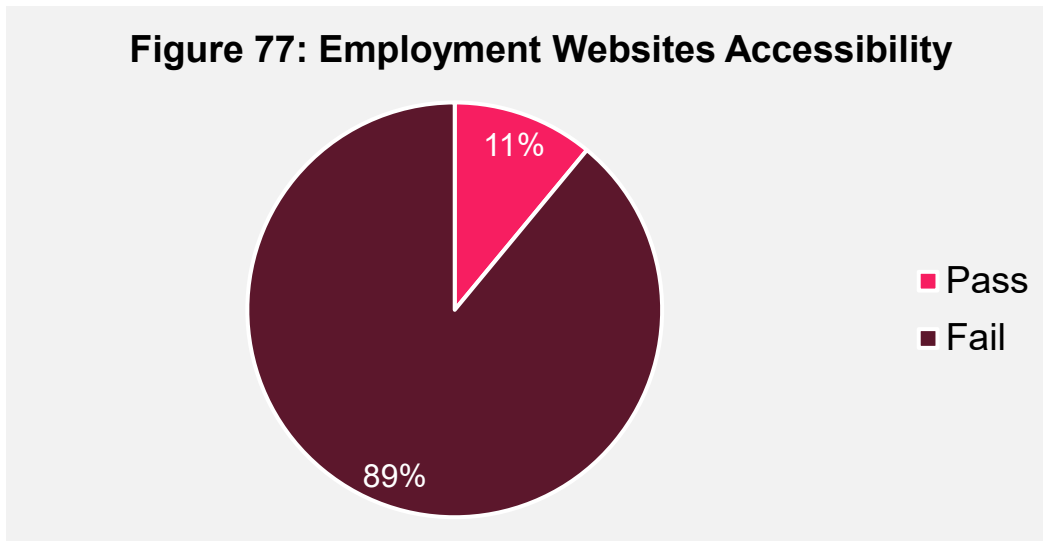


Figure 77: Employment Websites' Accessibility

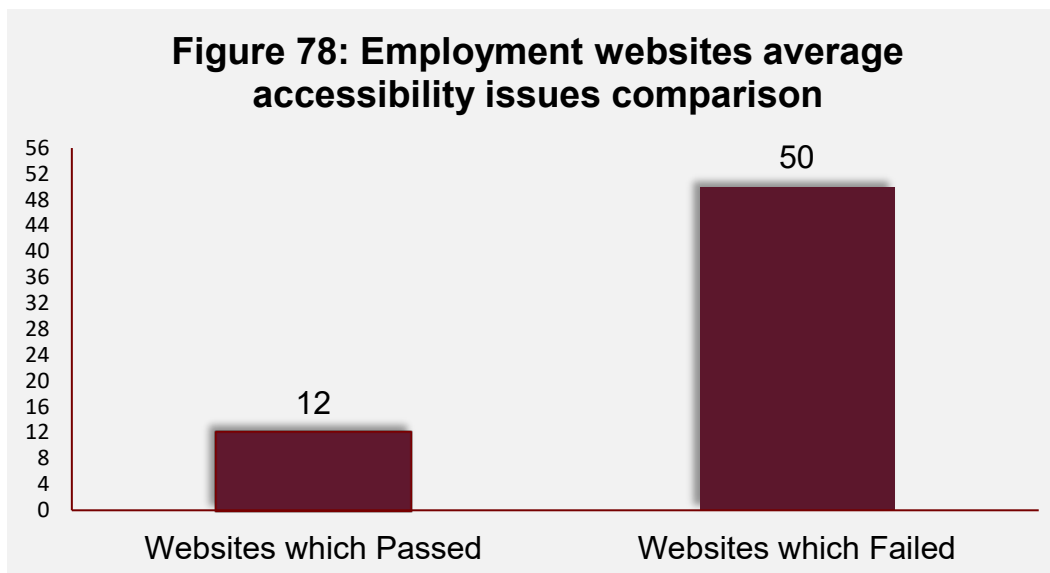


Figure 78: Employment Websites Average Accessibility Issues

Google Lighthouse vs IA Labs

Google Lighthouse Accessibility Tool found an average of 20 issues per website. When a member of IA Labs completed a manual audit, an average

of 45 issues were found. This is an increase of 125% in the number of issues found.

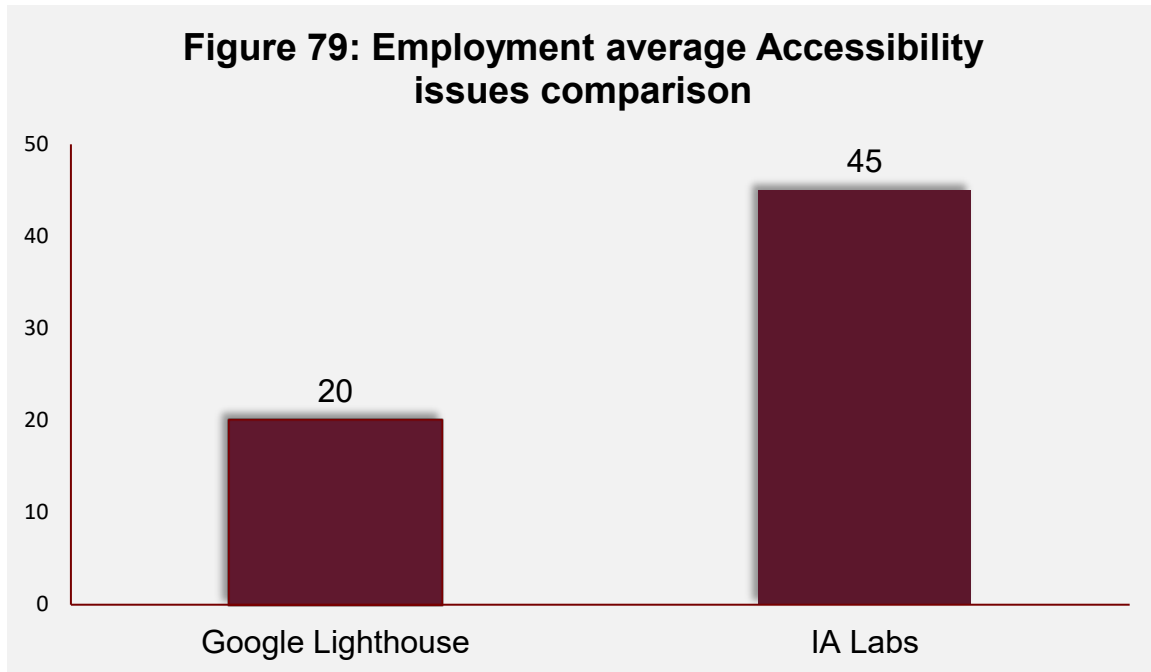


Figure 79: Employment Average Accessibility Issues

Critical User Journeys

Due to the number and severity of issues, eight out of the nine job websites make it extremely difficult or impossible to apply for any jobs that are listed.



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Hospitals



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Hospitals

Similar to the case of education, the healthcare sector – in this case hospitals – plays an important role in society. Being able to access information about the services that hospitals provide is crucial for people with disabilities. The following Irish hospitals were chosen for this report according to their overall world ranking [7]. All 10 of the public hospitals [8] audited for this report are required to follow the 2020 EU Regulations as well as those of the St John of God Hospitaller Services and the National Rehabilitation Hospital [1].

The following are the top 10 public hospitals:

- St Vincent's University Hospital
- St James's Hospital
- Beaumont Hospital
- Mater Misericordiae University Hospital
- Tallaght University Hospital (Adelaide and Meath Hospital, Dublin)
- The National Maternity Hospital
- Rotunda Hospital
- Coombe Women and Infants University Hospital
- Temple Street Children's University Hospital
- Children's Health Foundation

The following are the top 10 private hospitals:

- Beacon Hospital
- Optilase Laser Eye Clinic
- Blackrock Clinic
- St John of God Hospitaller Services
- The National Rehabilitation Hospital

- Mater Private Cork
- Hermitage Medical Clinic
- Wellington Eye Clinic
- Galway Clinic
- SIMS International Fertility Clinic

General overview

Accessibility statement

- 12 (60%) had no accessibility statement.
- 7 (35%) had an accessibility statement but referenced no standard.
- 1 (5%) had a statement and referenced the correct standard (St Vincent's University Hospital).

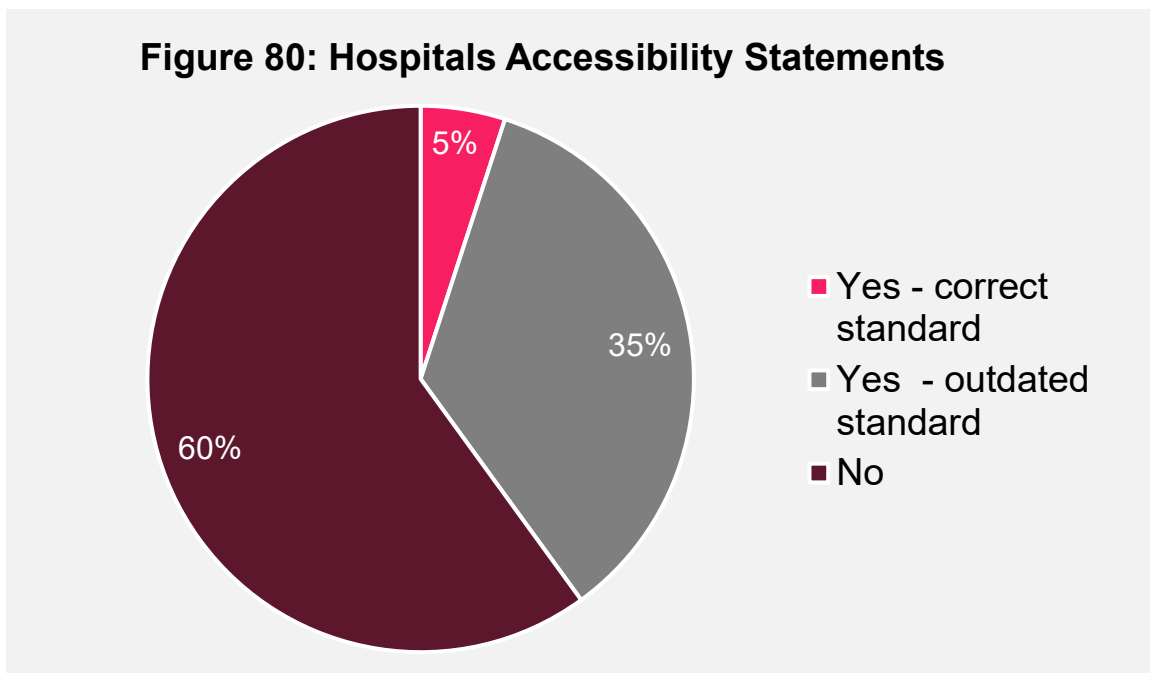


Figure 80: Hospitals' accessibility statements

Accessibility review: Pass or fail

Out of the 20 hospital websites, only one passed IA Labs' implementation of the WCAG 2.1 AA standard (Beaumont Hospital). It had 11 accessibility issues; some links could have had more unique labels and there were no skip-to-main-content links, but, overall, the website could be used. The other 19 websites had an average of 37 issues each.

These included the following:

- Inaccessible navigation menus
- Focus issues
- Low colour contrast ratios
- Images without alt text
- Heading-level structure issues
- Videos playing automatically
- Carousels moving automatically

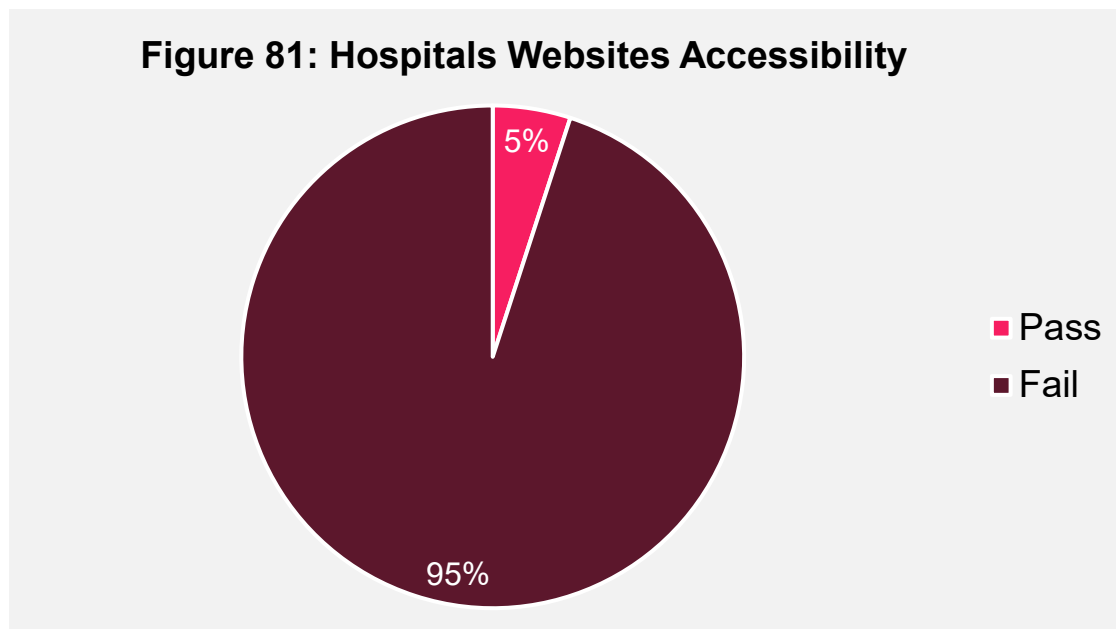


Figure 81: Hospital websites' accessibility

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 20 issues per website. When a member of IA Labs completed a manual audit, an average of 35.5 issues were found. This is a 78% increase in the number of issues found.

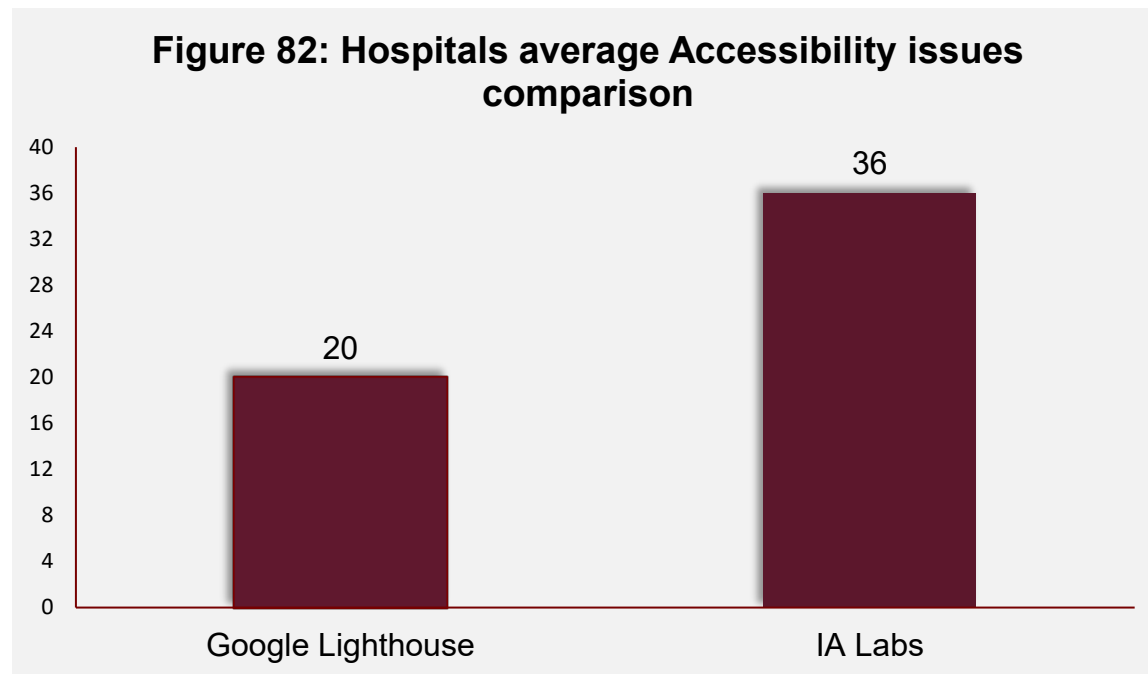


Figure 82: Hospitals' average accessibility issues

Critical user journeys

The most critical issues in the hospitals category comprise the inability to access content using only a keyboard, carousels of content that move automatically, inaccessible videos and images of text. If people using screen readers cannot access some content on a website, they are being blocked from gaining information that could be helpful for their well-being. If menus cannot be expanded, or are hover-only, or if individuals cannot get past certain pop-up windows or must be advanced screen users to be able to bypass the issues, they are deprived of certain information that other people have easy access to. Due to images of text and videos without captions,

descriptions or transcripts, individuals with disabilities may lose out on important information. In addition, automatically moving content, videos that start automatically can be extremely disorientating for users with low vision and intellectual disabilities. Web pages that cannot be resized to 200%, without losing content or function, can make a website very difficult to interact with.



Top 10 public Hospitals

Accessibility statement

- 4 (40%) had no accessibility statement.
- 5 (50%) had an accessibility statement but referenced no standard.
- 1 (10%) had a statement and referenced the correct standard (St Vincent's University Hospital).

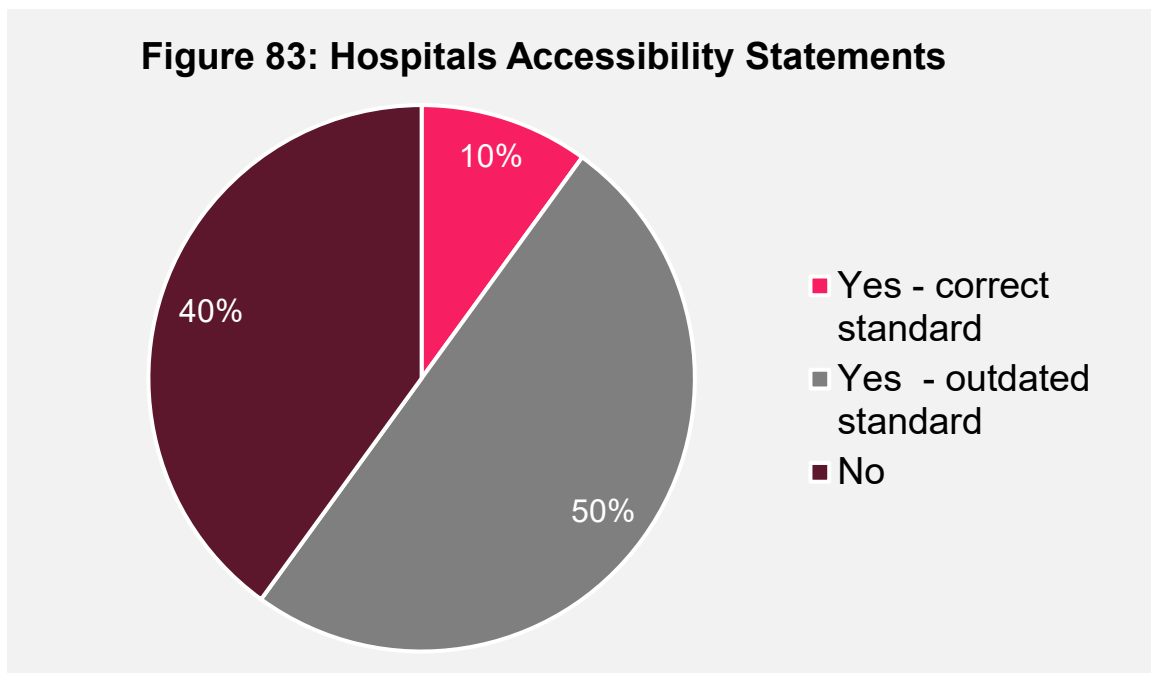


Figure 83: Top 10 Public hospitals' accessibility statements

Accessibility review: Pass or fail

Of the 10 websites, only one passed (Beaumont Hospital). It had 11 accessibility issues; some links could have had more unique labels and there was no skip-to-main-content link, but, overall, the website could be used. The other 9 (90%) websites had an average of 42 issues each.

These included the following:

- Focus issues

- Images without alt text
- Low colour contrast
- No skip-to-content links
- Images of text
- Confusing heading structures

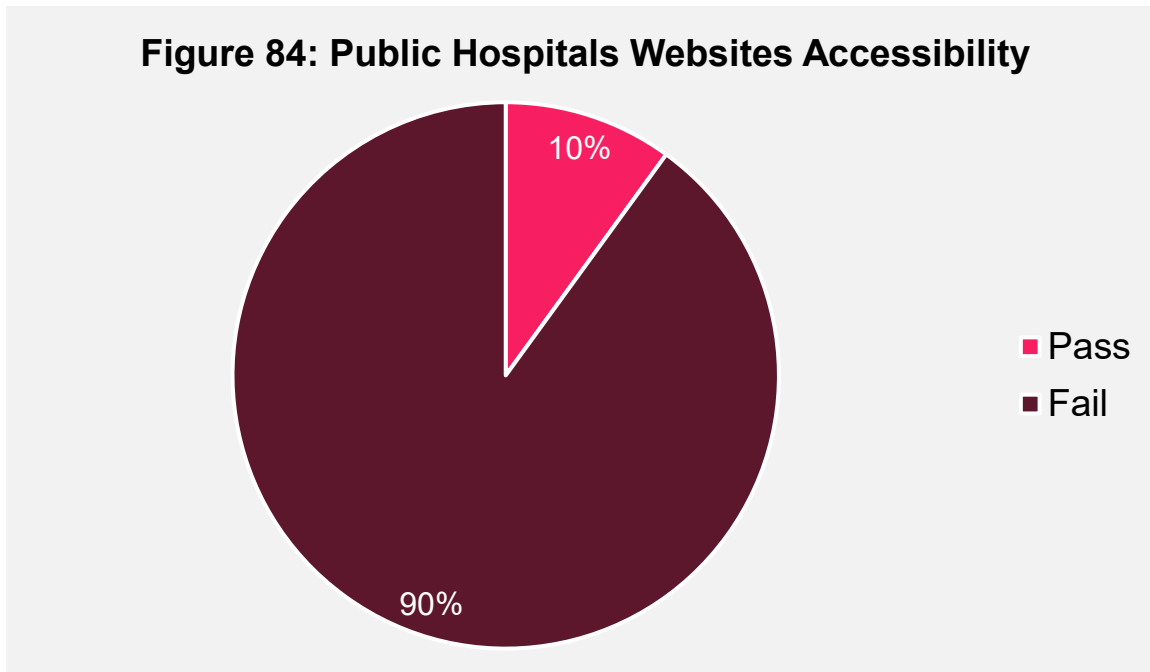


Figure 84: Public hospital websites' accessibility

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 24 issues per website. When a member of IA Labs completed a manual audit, an average of 39 issues were found. This is a 63% increase in the number of issues found.

Critical user journeys

The main critical issues in the public hospital websites are due to focus. Keyboard focus cannot move away from the cookie pop up, never goes to some sections and does not have a correct order. These issues make the

content of the websites inaccessible or hard to access for people with disabilities. Images without alt text or images of text, confusing heading structures and the lack of labels create extra difficulties for users who use assistive technology.



Top 10 private Hospitals

Accessibility statement

- Eight (80%) had no accessibility statement.
- Two (20%) had an accessibility statement but referenced no standard.
- None (0%) had a statement and referenced the correct standard.

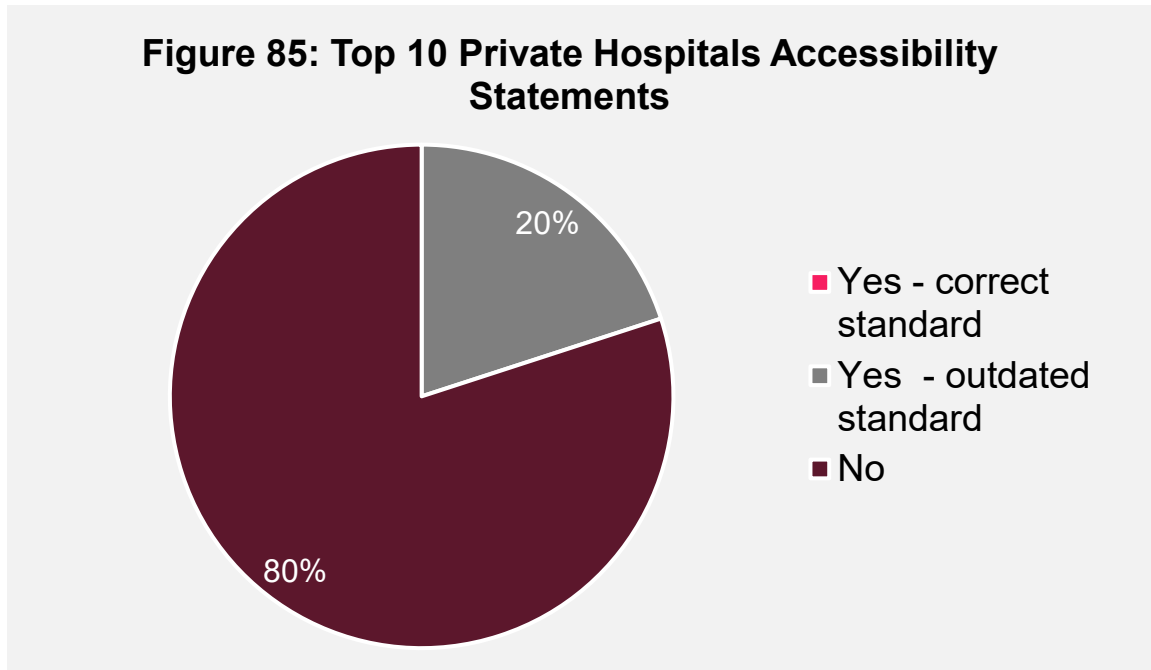


Figure 85: Top 10 private hospitals' accessibility statements

Accessibility review: Pass or fail

Of the 10 websites, none passed. All of them failed the IA Labs' application of the WCAG 2.1 AA standard and had an average of 32 issues each. The main issues found included the following:

- No skip-to-content links
- Carousels moving automatically
- Lack of labels
- Images skipped in the reading order
- No option to expand navigation submenus



- Videos with no captions or text alternative

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 17 issues per website. When a member of IA Labs completed a manual audit, an average of 32 issues were found. This is an 88% increase in the number of issues found.

Critical user journeys

The most critical issue in the private hospital websites is the inability to access the navigation submenus. If menus cannot be expanded, or are hover-only, some users cannot access information using only a keyboard. As such, they may be deprived of the information that other people have access to. Content that cannot be accessed, together with content that moves or starts automatically, can disorientate people with disabilities and make a website more difficult to use.



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Food Retailers



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Food Retailers

This section of the report focuses on the top five food retailers in Ireland. People with disabilities may find it easier to shop for food online, and they will probably choose one of the websites audited for this report. These retailers control almost 91% of the grocery market in Ireland [9]. None of them are public sector bodies; so, they do not have to comply with WCAG 2.1 standards or the EU Web Accessibility Directive 2020. However, it is likely that they will also be required to have accessible digital content in the near future.

Top 5 retailers

- Lidl
- Aldi
- Supervalu
- Dunnes
- Tesco

Accessibility statement

- None (0%) of the retailers had an accessibility statement on their website.

Accessibility review: Pass or fail

Out of the five websites, none passed. All of them failed IA Labs' application of the WCAG 2.1 AA standard and had an average of 45 issues each.

These included the following:

- Low colour contrast
- Images of text



- Images with no or poor alt text
- Missing or poor heading level structures

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 7 issues per website. When a member of IA Labs completed a manual audit, an average of 45 issues were found. This is a 543% increase in the number of issues found.

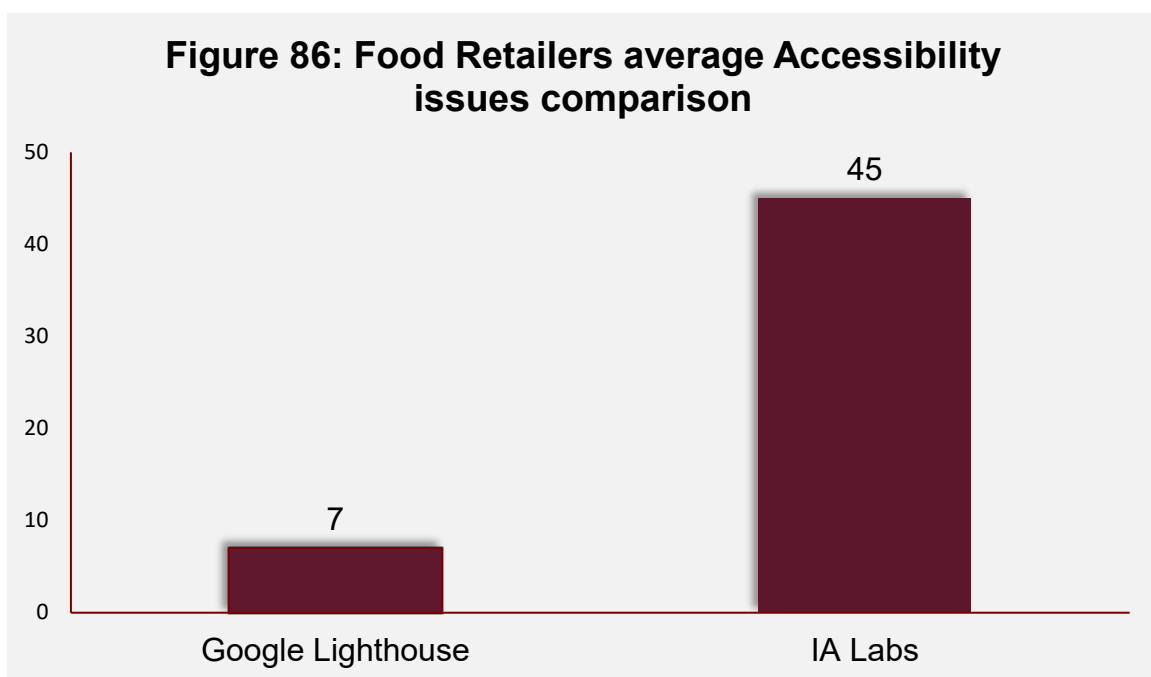


Figure 86: Food retailers' average accessibility issues

Critical user journeys

The most critical accessibility issues in the food retailer industry are missing images, need for clearer, more descriptive alternative text and images of text. The main purposes of these websites are to provide users with a way to easily buy products online, make them aware of the variety of products available and display current promotions. This is usually done by putting up images of the products and promotions. If these images lack descriptions or

have alt text that is not clear, not descriptive enough or wrong, it will confuse users and make it difficult for them to order the products they want, benefit from the available promotions or be properly informed.





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Housing



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Housing

The final part of the report focuses on the websites of the top real estate and housing associations in Ireland. Being able to look for housing options online is as important as being given equal access to housing in the first place, and people with disabilities will not be able to make the most of these opportunities if housing websites are not accessible to them. The companies and associations running these websites do not yet need to meet the digital accessibility standards outlined in the 2020 EU Regulations, but it would greatly benefit the people who use them if they did so.

General overview

The following Real Estate Websites were audited:

- Daft
- My Home
- Rent
- Property

The following Housing Body Websites were audited:

- Clúid
- Respond
- Tuath
- Oaklee Housing
- Circle VHA
- Cooperative

Accessibility statement

- 8 (80%) had no accessibility statement.



- 1 (10%) had an accessibility statement but referenced no standard.
- 1 (10%) had a statement and referenced the correct standard (Cooperative Housing Association).

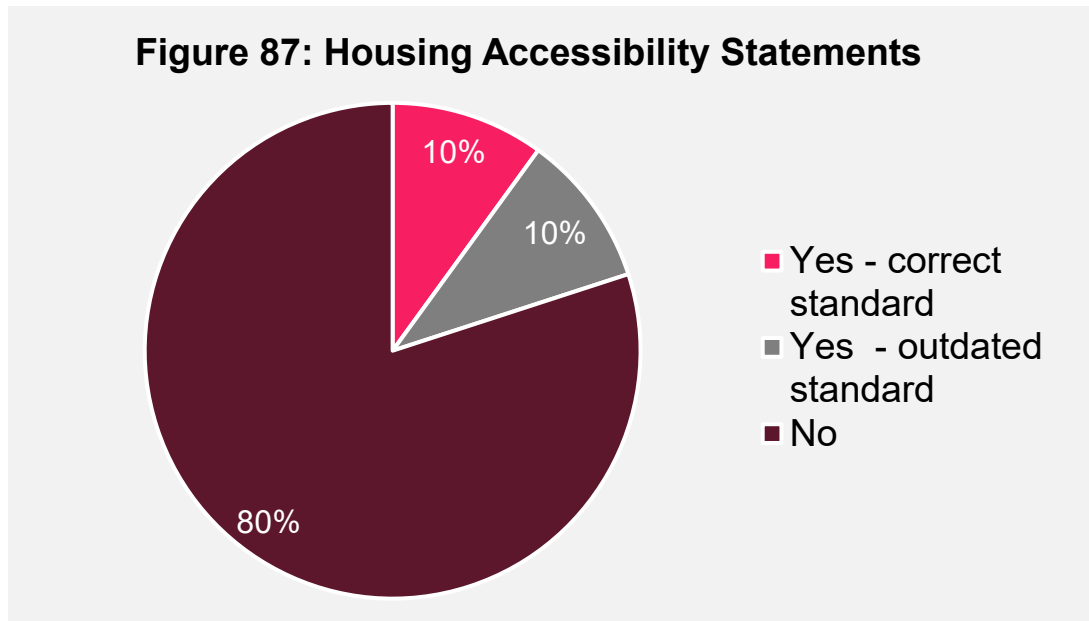


Figure 87: The housing industry's accessibility statements

Accessibility review: Pass or fail

Out of the 10 websites, none passed. All of them failed the IA Labs' application of the WCAG 2.1 AA standard and had an average of 36 issues each. The main issues found included the following:

- No skip-to-content links
- Lack of labels
- Carousels moving automatically
- Incorrect or confusing focus order
- Images of text
- Videos with no captions and no text alternative
- No option to expand navigation submenus

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 30 issues per website. When a member of IA Labs completed a manual audit, an average of 36 issues were found. This is a 20% increase in the number of issues found.

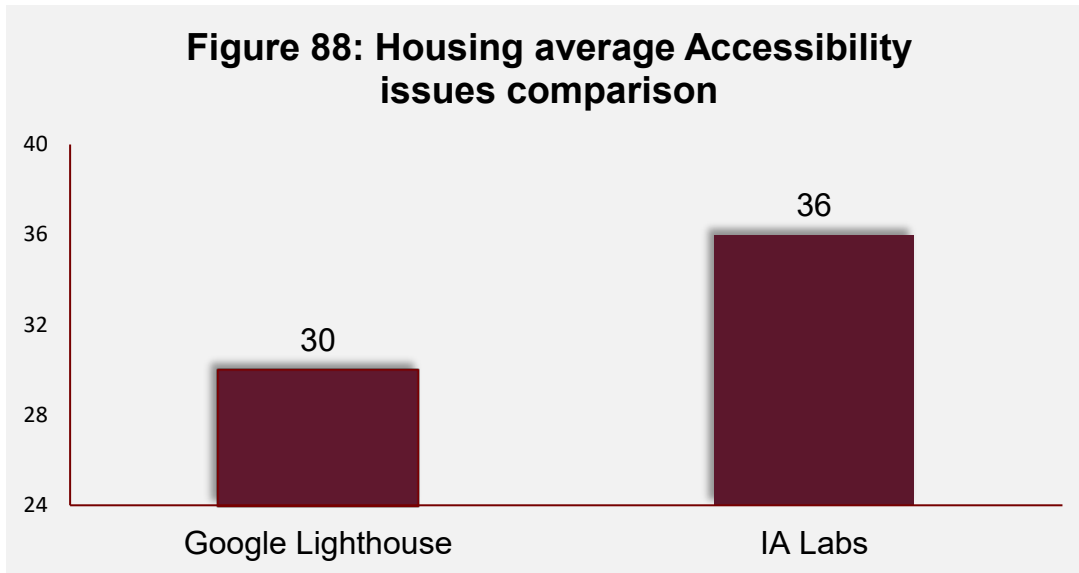


Figure 88: The housing industry's average accessibility issues

Critical user journeys

The most critical issues in the housing category involve videos with no captions and no text alternative, carousels of content that move automatically and focus trapped in the pop-up cookie window. Being unable to move their focus away from the cookie pop-up means that users are not able to access the content of the website. Content that moves automatically and navigation submenus that cannot be accessed make websites difficult to use. In addition to these are videos that do not have subtitles or text alternatives, which make some information inaccessible for users with disabilities.

Real estate websites

The real estate websites audited were chosen due to the fact that they are the leading property portals in Ireland, garnering between 600,000 and 6 million visits per month [10].

Accessibility statement

None of the websites had accessibility statements.

Accessibility review: Pass or fail

Out of the 4 websites, none passed. All of them failed the IA Labs' application of the WCAG 2.1 AA standard and had an average of 40 issues each. The main issues found included the following:

- No skip-to-content links
- Lack of labels
- Low colour contrast
- Images of text
- Confusing reading order
- Carousels moving automatically

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 31 issues per website. When a member of IA Labs completed the manual audit, an average of 40 issues were found. This is a 29% increase in the number of issues found.

Critical user journeys

The most critical issues in the real estate industry are images of text and videos that play automatically and have inaccessible information. Due to these issues, users with disabilities are deprived of the same information that

others have easy access to. Additionally, content that moves or scrolls automatically with no way to pause it can disorientate people, making it more difficult for them to use a website.



Housing associations

The housing associations audited were chosen since they are the six largest housing bodies in Ireland, with combined assets of 2.8 billion euros [11].

Accessibility statement

- 4 (67%) had no accessibility statement.
- 1 (16%) had an accessibility statement but referenced no standard.
- 1 (17%) had a statement and referenced the correct standard (Cooperative Housing Association).

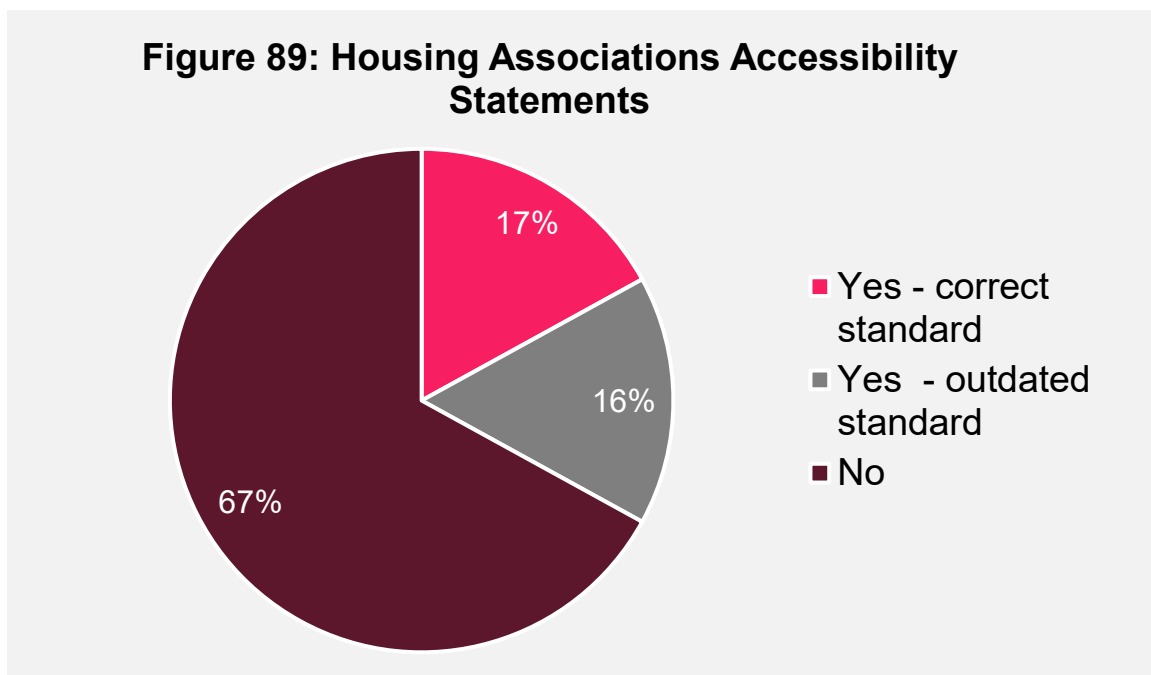


Figure 89: Housing associations' accessibility statements

Accessibility review: Pass or fail

Out of the 6 websites, none passed. All of them failed the IA Labs' application of the WCAG 2.1 AA standard and had an average of 32 issues each.

The main issues found included the following:

- Images missing alt text

- Interactive elements that need descriptive/unique labels
- Inaccessible navigation menus
- Carousels that move automatically
- Focus issues

Google Lighthouse vs IA Labs

The Google Lighthouse accessibility tool found an average of 26 issues per website. When a member of IA Labs completed the manual audit, an average of 32 issues were found. This is a 23% increase in the number of issues found.

Critical user journeys

The most critical issues in the housing associations category comprise images of text, carousels of content that move automatically and focus that is trapped. Being unable to move focus away from a section of the website means that users are not able to access the content of the website. In addition to these are images of text, which make some information inaccessible for users with disabilities. Content that moves automatically and navigation submenus that cannot be accessed make the websites more difficult to use.



**Inclusion &
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Conclusions



Inclusion & Accessibility Labs DAC

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Conclusions

We cannot change what we are not aware of...

This report seeks to raise awareness of the everyday difficulties that people with disabilities face when using websites, apps and other digital experiences.

Every day, we engage friends, work from home, study, train, job hunt and interact online. One in eight Irish people, who live with a disability, don't have this opportunity because many of the websites, apps or digital experiences we use every day are not digitally accessible for people with a disability.

In this report, IA Labs have looked at private industry and the public sector using a standard testing procedure to evaluate the accessibility of hundreds of websites, apps and digital experiences.

IA Labs findings were mixed. 89% of government departments now have accessible websites, in compliance with the most up to date standards. 28% of Irish Times Top 100 companies have made their websites more accessible even though they are not required by law to do so. Whilst enormously positive and welcome, there is room for considerable improvement here.

Ireland's top five **grocery retailers** and Ireland's top ten real estate and **housing association** websites **all failed** the IA Labs digital accessibility tests. Out of the twenty leading public and private hospitals in our **healthcare system**, this report shows that only one of their websites passed the IA Labs accessibility test. In our **education** system, a sample of twenty eight websites of our leading universities, private and public secondary schools all failed the IA Labs digital accessibility tests.



This body of work shows that there are clear barriers for people with a disability who need to access websites, apps and technology to arrange education, housing, healthcare and grocery shopping.

Probably most significant is this report's audit of nine job search websites to test their digital accessibility. Only one passed. If an employer refused to hire someone because of their disability, it would be illegal. What if the person with the disability cannot even apply for the job in the first place because their disability prevents them from using a mouse to click on the job application link? Simple design changes to technology so that links can be clicked by pressing a key on the keyboard suddenly opens up several new opportunities for a person with a disability.

Only three of our political party websites in Dáil Eireann passed the IA Labs' digital accessibility tests. Although an improvement on 2021, when no political party passed the accessibility test, it necessitates leadership from our political parties who can light the way in digital accessibility.

This report shows that while digital accessibility has improved dramatically in the last five years, there is much to be done. People with disabilities still do not have access to full digital public services like healthcare, education, and employment. Organisations continue to take small but concrete steps to make their technology more accessible. IA Labs has committed to publish this Digital Accessibility Index annually. Awareness is the first step, implementation is the second step on the pathway to building what can be a truly inclusive digital future for all in Ireland.



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Appendix



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Appendix

Definition of Disability – by the National Disability Authority

Different definitions of disability are used in different contexts, for example, to set eligibility for particular services or to outlaw discrimination on grounds of disability. There is no definitive list of conditions that constitute a disability. Any such list could leave out people with significant but rare conditions. Many differences exist in terms of how individuals with a particular condition are affected, ranging from mild to severe difficulties. A person's environment, which includes the support they have and the physical or social barriers they face, influences the scale of the challenges they face in everyday life.

The Disability Act, 2005 has set out the following definition:

‘disability’, in relation to a person, means a substantial restriction in the capacity of the person to carry on a profession, business or occupation in the State or to participate in social or cultural life in the State by reason of an enduring physical, sensory, mental health or intellectual impairment

The **Equality Acts** (Employment Equality Acts and the Equal Status Acts), which outlaw discrimination on grounds of disability, use a wider definition and cover past as well as current disability:

‘Disability means:

- (a) the total or partial absence of a person's bodily or mental functions, including the absence of a part of a person's body;
- (b) the presence, in the body, of organisms causing, or likely to cause, chronic disease or illness;

- (c) the malfunction, malformation or disfigurement of a part of a person's body;
- (d) a condition or malfunction which results in a person learning differently from a person without the condition or malfunction; or
- (e) a condition, disease or illness which affects a person's thought processes, perception of reality, emotions or judgement or which results in disturbed behaviour.'

Census 2011 and other official surveys have used the following definition of disability:

A person with one or more of the following long-lasting conditions or difficulties:

- Blindness or a severe vision impairment
- Deafness or a severe hearing impairment
- An intellectual disability
- A difficulty with learning, remembering or concentrating
- A difficulty with basic physical activities
- A psychological or emotional condition
- A difficulty with pain, breathing, or any other chronic illness or condition

Dates on which the websites were tested

The dates are stated in the DD/MM/YYYY format.

Government Departments

Index	Government Department	Date of Audit
1	Department of Agriculture, Food and the Marine	20/01/2022
2	Department of Children, Equality, Disability, Integration and Youth	20/01/2022



3	Department of Defence	20/01/2022
4	Department of Education	20/01/2022
5	Department of Enterprise, Trade and Employment	20/01/2022
6	Department of Finance	20/01/2022
7	Department of Foreign Affairs	20/01/2022
8	Department of Further and Higher Education	20/01/2022
9	Department of Health	20/01/2022
10	Department of Housing, Local Government and Heritage	20/01/2022
11	Department of Justice	20/01/2022
12	Department of Public Expenditure and Reform	20/01/2022
13	Department of Rural and Community Development	20/01/2022
14	Department of Social Protection	20/01/2022
15	Department of the Environment, Climate and Communications	20/01/2022
16	Department of the Taoiseach	20/01/2022
17	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media	20/01/2022
18	Department of Transport	20/01/2022

Political Parties and Teachta Dala

Index	Political Parties	Date of Audit
1	Fianna Fail	25/01/2022
2	Fine Gael	25/01/2022
3	Labour	02/02/2022
4	Sinn Fein	02/02/2022
5	Green	03/02/2022
6	Social Democrats	03/02/2022
7	PBP	03/02/2022
8	Aontu	03/02/2022

Index	Teachta Dala	Date of Audit
1	James Brown	25/01/2022
2	Mary Butler	25/01/2022
3	Thomas Byrne	25/01/2022
4	Jackie Cahill	25/01/2022
5	Dara Calleary	25/01/2022
6	Jack Chambers	25/01/2022
7	Niall Collins	25/01/2022



8	Barry Cowen	25/01/2022
9	Cathal Crowe	25/01/2022
10	Eamonn O Cuiv	25/01/2022
11	Cormac Devlin	25/01/2022
12	Stephen Donnelly	25/01/2022
13	Joe Flaherty	25/01/2022
14	Sean Fleming	25/01/2022
15	Norma Foley	25/01/2022
16	Sean Haughey	25/01/2022
17	John Lahart	25/01/2022
18	James Lawless	25/01/2022
19	Michael Martin	25/01/2022
20	Paul McAuliffe	25/01/2022
21	Charlie McConalogue	25/01/2022
22	Michael McGrath	25/01/2022
23	John McGuinness	25/01/2022
24	Michael Moynihan	25/01/2022
25	Aindrias Moynihan	25/01/2022
26	Darragh O'Brien	25/01/2022
27	Jim O'Callaghan	25/01/2022
28	James O'Connor	25/01/2022
29	Jennifer Murnane O'Connor	25/01/2022
30	Willie O'Dea	25/01/2022
31	Christopher O'Sullivan	25/01/2022
32	Padraig O'Sullivan	25/01/2022
33	Anne Rabbitte	25/01/2022
34	Brendan Smith	25/01/2022
35	Niamh Smyth	25/01/2022
36	Robert Troy	25/01/2022
37	Colm Brophy	25/01/2022
38	Richard Bruton	25/01/2022
39	Colm Burke	25/01/2022
40	Peter Burke	25/01/2022
41	Ciaran Cannon	25/01/2022
42	Joe Carey	25/01/2022
43	Simon Coveney	25/01/2022
44	Michael Creed	25/01/2022
45	Alan Dillon	25/01/2022
46	Paschal Donohoe	25/01/2022
47	Bernard Durkan	25/01/2022
48	Damien English	25/01/2022
49	Alan Farrell	25/01/2022
50	Frank Feighan	25/01/2022
51	Charles Flanagan	25/01/2022
52	Brendan Griffin	25/01/2022



53	Simon Harris	25/01/2022
54	Martin Heydon	25/01/2022
55	Emer Higgins	25/01/2022
56	Heather Humphreys	25/01/2022
57	Paul Kehoe	25/01/2022
58	Jennifer Carroll MacNeill	25/01/2022
59	Josepha Madigan	25/01/2022
60	Helen McEntee	25/01/2022
61	Joe McEntee	25/01/2022
62	Joe McHugh	25/01/2022
63	Hildegard Naughton	25/01/2022
64	Kieran O'Donnell	25/01/2022
65	Patrick O'Donovan	25/01/2022
66	Fergus O'Dowd	25/01/2022
67	John Paul Phelan	25/01/2022
68	Neale Richmond	25/01/2022
69	Michael Ring	25/01/2022
70	David Stanton	25/01/2022
71	Leo Varadkar	25/01/2022
72	Brendan Howlin	08/02/2022
73	Alan Kelly	08/02/2022
74	Ged Nash	08/02/2022
75	Aodhan O'Riordain	08/02/2022
76	Sean Sherlock	08/02/2022
77	Duncan Smith	08/02/2022
78	Ivana Bacik	08/02/2022
79	Chris Andrews	08/02/2022
80	John Brady	08/02/2022
81	Martin Browne	08/02/2022
82	Pat Buckley	08/02/2022
83	Matt Carthy	08/02/2022
84	Sorca Clarke	08/02/2022
85	Rose Conway-Walsh	08/02/2022
86	Reada Cronin	08/02/2022
87	Sean Crowe	08/02/2022
88	David Cullinane	08/02/2022
89	Pa Daly	08/02/2022
90	Pearse Doherty	08/02/2022
91	Paul Donnelly	08/02/2022
92	Dessie Ellis	08/02/2022
93	Mairead Farrell	08/02/2022
94	Kathleen Funchion	08/02/2022
95	Thomas Gould	08/02/2022
96	Johnny Guirke	08/02/2022
97	Martin Kenny	08/02/2022



98	Claire Kerrane	08/02/2022
99	Padraig Mac Lochlainn	08/02/2022
100	Mary Lou McDonald	08/02/2022
101	Denise Mitchell	08/02/2022
102	Imelda Munster	08/02/2022
103	Johnny Mythen	08/02/2022
104	Eoin O'Broin	08/02/2022
105	Donnchadh O'Laoghaire	08/02/2022
106	Ruairi O'Murchu	08/02/2022
107	Louise O'Reilly	08/02/2022
108	Darren O'Rourke	08/02/2022
109	Maurice Quinlivan	08/02/2022
110	Patricia Ryan	08/02/2022
111	Aengus O'Snodaigh	10/02/2022
112	Brian Stanley	08/02/2022
113	Pauline Tully	08/02/2022
114	Mark Ward	08/02/2022
115	Violet-Anne Wynne	08/02/2022
116	Marc O'Cathasaigh	08/02/2022
117	Patrick Costello	08/02/2022
118	Francis Noel Duffy	08/02/2022
119	Neasa Hourigan	08/02/2022
120	Brian Leddin	08/02/2022
121	Catherine Martin	08/02/2022
122	Steven Matthews	08/02/2022
123	Malcolm Noonan	08/02/2022
124	Joe O'Brien	08/02/2022
125	Roderic O'Gorman	08/02/2022
126	Eamon Ryan	08/02/2022
127	Ossian Smyth	08/02/2022
128	Holly Cairns	08/02/2022
129	Gary Gannon	08/02/2022
130	Catherine Murphy	08/02/2022
131	Cian O'Callaghan	08/02/2022
132	Roisin Shortall	08/02/2022
133	Jennifer Whitmore	08/02/2022
134	Richard Boyd Barrett	08/02/2022
135	Mick Barry	08/02/2022
136	Gino Kenny	08/02/2022
137	Paul Murphy	08/02/2022
138	Brid Smith	08/02/2022
139	Peadar Toibin	08/02/2022
140	Joan Collins	10/02/2022
141	Cathal Berry	09/02/2022
142	Sean Canney	10/02/2022

143	Michael Collins	10/02/2022
144	Catherine Connolly	10/02/2022
145	Michael Fitzmaurice	10/02/2022
146	Peter Fitzpatrick	10/02/2022
147	Noel Grealish	10/02/2022
148	Marian Harkin	10/02/2022
149	Danny Healy-Rae	10/02/2022
150	Michael Healy-Rae	10/02/2022
151	Michael Lowry	10/02/2022
152	Mattie McGrath	10/02/2022
153	Michael McNamara	10/02/2022
154	Verona Murphy	10/02/2022
155	Denis Naughten	10/02/2022
156	Carol Nolan	10/02/2022
157	Richard O'Donoghue	10/02/2022
158	Thomas Pringle	10/02/2022
159	Matt Shanahan	10/02/2022

Top 100 Companies

Rank	Top 100 Companies	Date of Audit
1	Apple Ireland	11/01/2022
2	Google	11/01/2022
3	Microsoft	11/01/2022
4	Facebook	19/01/2022
5	CRH	13/01/2022
6	Medtronic plc	11/01/2022
7	Johnson Controls	11/01/2022
8	DCC	12/01/2022
9	Eaton Corp	12/01/2022
10	Allergan Inc	12/01/2022
11	Abbvie	13/01/2022
12	MSD	13/01/2022
13	Dell Ireland	17/01/2022
14	Trane Technologies	13/01/2022
15	Smurfit Kappa	13/01/2022
16	Pfizer	19/01/2022
17	Oracle	17/01/2022
18	Kerry Group	14/01/2022
19	Kingston	17/01/2022
20	Total Produce	14/01/2022
21	Gilead Sciences	14/01/2022
22	Peninsula Petroleum	17/01/2022



23	Ardagh Glass Sales	17/01/2022
24	Flutter	17/01/2022
25	Sandisk	19/01/2022
26	Kingspan	18/01/2022
27	Experian	19/01/2022
28	Vmware	18/01/2022
29	Boston Scientific	18/01/2022
30	Perrigo	19/01/2022
31	Dunnes Stores Ireland	19/01/2022
32	Musgrave	19/01/2022
33	Adobe	19/01/2022
34	Glanbia	20/01/2022
35	ESB	20/01/2022
36	Penneys	20/01/2022
37	Analog Devices	20/01/2022
38	Applegreen	20/01/2022
39	ABP Food Group	20/01/2022
40	Abbott Laboratories	20/01/2022
41	Tesco	21/01/2022
42	Intel Ireland	21/01/2022
43	Grafton Group Plc	21/01/2022
44	Microchip Technology	27/01/2022
45	Circle K Ireland Energy Group Ltd	21/01/2022
46	Amazon Data Services	24/01/2022
47	Alexion Pharmaceuticals	21/01/2022
48	Linkedin	21/01/2022
49	Ornua	24/01/2022
50	icon plc	24/01/2022
51	C&C Group Plc	24/01/2022
52	Dawn Meats	25/01/2022
53	Glen Dimplex	24/01/2022
54	Aldi	25/01/2022
55	Jazz Pharmaceuticals	25/01/2022
56	BD	25/01/2022
57	Moy Park	25/01/2022
58	Valero Energy Corporation	25/01/2022
59	Uniphar	25/01/2022
60	Exyte Northern Europe Limited	25/01/2022
61	Mallinckrodt Pharmaceuticals	26/01/2022
62	Shire (Takeda Ireland)	26/01/2022
63	Maxim Integrated Products	26/01/2022
64	Salesforce	27/01/2022
65	Regeneron Ireland	27/01/2022
66	Ryanair	27/01/2022
67	Lidl	27/01/2022



68	Whitegate Refinery	31/01/2022
69	Bwg Group	27/01/2022
70	Origin Enterprises Plc	27/01/2022
71	Kepak	27/01/2022
72	Diageo	27/01/2022
73	Boylesports	31/01/2022
74	Sisk Group	31/01/2022
75	Greencore	31/01/2022
76	NCR	31/01/2022
77	Sandvik	01/02/2022
78	Sanofi Genzyme	01/02/2022
79	Dunbia	01/02/2022
80	Smyths	01/02/2022
81	Eli Lilly	01/02/2022
82	Valeo Foods	01/02/2022
83	Eircom	03/02/2022
84	Horizon Therapeutics	01/02/2022
85	Amdocs	02/02/2022
86	Tullow Oil	02/02/2022
87	Air BnB	03/02/2022
88	Irish Water	03/02/2022
89	Kellogg Ireland	03/02/2022
90	Tedcastle	03/02/2022
91	Henderson Group	03/02/2022
92	UDG Healthcare	03/02/2022
93	Mercury Engineering	03/02/2022
94	Lakeland Dairies	04/02/2022
95	Biomarin	03/02/2022
96	Twitter	04/02/2022
97	Energia	04/02/2022
98	PCH International	04/02/2022
99	Dairygold	04/02/2022
100	HP Ireland	04/02/2022

Education

Index	Institute University	Date of Audit
1	Dublin City University	04/02/2022
2	Munster Technological University	04/02/2022
3	National University of Ireland	07/02/2022
4	Royal College of Surgeons	07/02/2022
5	Technological University Dublin	04/02/2022



6	Technological University of the Shannon: Midlands Midwest	07/02/2022
7	University of Limerick	07/02/2022
8	University of Dublin	07/02/2022
	Private Secondary School	
11	Gonzaga College, Ranelagh, Dublin 6	07/02/2022
12	Loreto College, St Stephen's Green, Dublin 2	07/02/2022
13	Scoil Mhuire, Sidney Place, Cork	07/02/2022
14	Mount Anville Secondary School, Goatstown, Dublin 14	07/02/2022
15	The Teresian School, Donnybrook, Dublin 4	07/02/2022
16	St Gerard's School, Bray, Co Wicklow	10/02/2022
17	Loreto High School Beaufort, Rathfarnham, Dublin 14	10/02/2022
18	St Michael's College, Ailesbury Road, Dublin 4	10/02/2022
19	St Kilian's Deutsche Schule, Clonskeagh, Dublin 14	12/02/2022
20	St Mary's College, Rathmines, Dublin 6	12/02/2022
	Public Secondary School	
21	Colaiste Iosogain, Booterstown, Co. Dublin	08/02/2022
22	Laurel High Colaiste FCJ, South Circular Road, Limerick	08/02/2022
23	Holy Faith Secondary School, Clontarf, Dublin 3	08/02/2022
24	Muckross Park College, Donnybrook, Dublin 4	08/02/2022
25	Salerno Jesus and Mary Secondary School, Salthill, Galway	08/02/2022
26	Gaelcholaiste Reachrann, Donaghmede, Dublin 13	14/02/2022
27	Colaiste na Coiribe, Knocknacarra, Galway	14/02/2022
28	Colaiste Naomh Mhuire, Naas, Co Kildare	16/02/2022
29	Colaiste Iognaid SJ, Sea Road, Galway	16/02/2022
30	Mount Mercy College, Model Farm Road, Cork	16/02/2022

Employment

Index	Employment Website	Date of Audit
1	Public jobs	16/11/2021
2	Monster	16/11/2021
3	Indeed	27/10/2021



4	Active Link	19/11/2021
5	Irish Jobs	02/11/2021
6	Jobs	04/11/2021
7	Abadoo	02/11/2021
8	Jobs Ireland	04/11/2021
9	Recruit Ireland	04/11/2021

Hospitals

Index	Hospital	Date of Audit
Public Hospital		
1	St Vincents University Hospital	07/02/2022
2	St James Hospital	07/02/2022
3	Beaumont Hospital	08/02/2022
4	Mater Misericordiae University Hospital	07/02/2022
5	Adelaide and Meath Hospital National Children's Hospital	08/02/2022
6	National Maternity Hospital	16/02/2022
7	Rotunda Hospital	16/02/2022
8	Coombe Women and Infants Hospital	16/02/2022
9	Temple Street Children's University Hospital	16/02/2022
10	Children's Health Foundation	17/02/2022
Private Hospital		
11	Beacon Hospital	08/02/2022
12	Optilase Laser Eye Clinic	08/02/2022
13	Blackrock Clinic Dublin	08/02/2022
14	St John of God Hospitaller Services	08/02/2022
15	National Rehabilitation Hospital	08/02/2022
16	Mater Private Cork	16/02/2022
17	Hermitage Medical Clinic	16/02/2022
18	Wellington Eye Clinic	16/02/2022
19	Galway Clinic	17/02/2022
20	SIMS International Fertility Clinic	17/02/2022

Food Retailers

Index	Food Retailer	Date of Audit
1	Supervalu	31/01/2022
2	Tesco	21/01/2022
3	Dunnes	19/01/2022
4	Lidl	27/01/2022
5	Aldi	25/01/2022



Housing

Index	Housing	Date of Audit
	Real Estate	
1	Daft	08/02/2022
2	My Home	09/02/2022
3	Rent	09/02/2022
4	Property	09/02/2022
	Housing Associations	
1	Cluid	09/02/2022
2	Respond	09/02/2022
3	Tuath	09/02/2022
4	Oaklee Housing	09/02/2022
5	Circle VHA	09/02/2022
6	Cooperative	09/02/2022

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