‘10 year diversity commission in Flanders’

Managing Diversity in Europe

Isabella Biletta
Research Manager, Eurofound

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What is Eurofound?

- “European Foundation for the Improvement of Living and Working Conditions”
- Tripartite EU agency
- Established 1975, EC Council Regulation
- joint-oldest EU agency (with Cedefop)
- 20.7 mEUR (2013)
- 115 people in Dublin and in Brussels
Monitoring trends and developments in the quality of work and life, industrial relations and structural change

Exploring and assessing policies and practices

Communicating knowledge and organising debate and exchange with target groups

Stakeholder involvement

Need for EU level social policy making on inter-disciplinary scientific basis

Missions

scientific information and technical data
On Diversity....

- European Network of Cities for Local Integration Policies for Migrants (CLIP):
  
  *Equality and diversity in jobs and services: case studies*
  
  http://www.eurofound.europa.eu/areas/populationandsociety/clipdiversitycases.htm

  *Equality and diversity in jobs and services: City policies for migrants in Europe*
  
  http://www.eurofound.europa.eu/publications/htmlfiles/ef0871.htm

- Working conditions of nationals with a foreign background

  http://www.eurofound.europa.eu/ewco/studies/tn1012015s/index.htm

- Women, men and working conditions in Europe

  http://www.eurofound.europa.eu/publications/htmlfiles/ef1349.htm
WHY?

- Diverse population/workforce
- Labour shortages
- Workers
- Skills
- 2nd Generation
- Disabled
- Foreing Background
• Programmes
• Campaigns
• Regulatory frameworks
• Values and Visions
• Belief and commitments
**European Aspects**

- **Eu 2020 strategy**: *importance of diversity management practices as a way to promote inclusive growth*
  - Youth Unemployment: 15.7%(07) - 22.8%(12)
  - Migrants workers: lower employment rate (59.7% vs 64.6% in 2011) + higher unemployment rate (16.8% vs 9.1% in 2011) + higher rise of unemployment (+4.8% pts vs +2.2% pts, 07-10)

- **No clear picture**:
  - no variability within population groups nor other workers characteristics (sex, age, nationality, sexual orientation, ethnic background, religious and political belief, disability)

- **EC initiatives**
  - Training for companies
  - Equality charters/handbooks and repositories of company cases related to diversity management
Company examples: WHY?

- Dublin Bus (IE): diverse workforce / racists attacks
- Carrefour (FR): fighting discrimination
- Farrell 14 (UK): unleashing creativity / utilising all employees potential contributions / Inclusive employer / magnet for talent
- US Steel Kosice: equal opportunity and social cohesion
- Deakon (AT): diversity, women, family and environment friendly
Company examples: How?

US Steel Košice
- Education
- Better Life
- Motivation
- Responsibilities
- Housing

Employees
- Performance
- Economic

Financial

Carrefour
Company examples: How?

Farnell 14

- **NOT** about:
  - Policies
  - Processes
  - Goals and objectives on diversity in place,

- **BUT** it is about:
  - changing the way people think about diversity.

*Only by working together can we deliver results*
Other key factors

- Regulation
- Voluntarism

- Dynamic process / Adaptability
  - Ex: TEMPO/ Smes

- Beyond workplace’s organisation
SMEs networking and support

TEMPO

- Tool devised by the ANACT
- Support and advise to SMEs on developing strategies and negotiations on challenging issues re workforce and work organisation
- Three compulsory negotiations: Older workers/Equal opportunities/Painfulnessness
- Diagnosis/holistic approach/shared approach/beyond the legal request
- Learning from the others and building a network
What’s needed?

• Willingness and clear determination
• A leading figure at the top but even more convinced people all around
• Clear targets, discussion and involvement of all
• Adapt and adjust .. No definitive answer….on going dynamic process

Not only for Diversity !!!
Challenges

- For Collective Bargaining
  - NO homogeneous categories of « diverse » population
  - Various impacts for the overall workforce

- For Social Partners
  - Both EO and TU: attempts towards diversification
  - Especially TU, the end of ‘industrial TU’
  - Pb of representation and visibility

- Crisis
  - Dead end?
  - Opportunity? What kind?

The importance of all stakeholders involvement
Not business vs workers
Not government vs companies
Diversity ....

...Bees ‘do it’