

# Role of P&MS in Diversity Management – Exchange of Experience

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# Stakeholders other than the TUs

- Government
- Local Authorities
- HRManagers
- Professional organisations
- Universities and schools
- NGOs
- Networks
- Minority groups
- Engaged individuals

## 2. What assistance can TU's give for developing diversity plans

- Develop guidelines, raise awareness, give reports of cases and good practice
- Support and facilitate co-op with all involved.
- Produce Publications, press-releases
- Put preassure on employers, authorities etc so that they can not ignore the problems
- Local Authorities must not be forgotten – they have basic knowledge and a role as an educator, provider of services, housing...

## 2. cont

- Universities and schools can be useful.
- You need to visualise the entire picture - not only see the most apparent part of the problem.
- Use all sorts of network to reach out
- Discrimination is prevalent in most societies. In France eg an overview of rejected CVs from job interviews show that foreignersounding names will be sorted out. Clear discrimination! Diversity is very seldom a criteria for selection.

## 2. cont

- Illegal workers are thrown out and at the same time there is a shortage of workers.
- We have a role and responsibility to try to influence employers and government to discard discrimination?
- Highlight the positive aspects of diversity.
- What are the mechanisms behind discrimination?

## 2. Cont + 3

- Minorities can be found in circumstances where you would not expect it.
- Discrimination is not always intentional.
- In many countries there are laws and rules on equality and the TUs should use these. However the laws are mostly applicable to already employed people. We need to try to influence the rules and legislation. P&MS are sometimes working with this and they can be a link but they need to be aware of the TU aspects.

### 3. What kind of assistance from P&MS to TUs

- Are TU-reps really interested in the minorities when they are already overwhelmed by traditional work?
- How should WC act when they have members with conflicting needs – a young family person versus an elderly handicapped and one has to be let off.

## 3. cont

- TUs have woken up and are receptive – e.g. web-sites in different languages. P&MS can facilitate.
- Officies in other countries to explain labour law and labour market.
- Collective agreements should be developed into more and more multi-issue agreements - even diversity.

## 3. cont

- There are difficulties in getting knowledge about minority groups. They should be very important as "whistle-blowers" and we must use their knowledge.
- P&MS are responsible for occupational health but need training, resources and time.
- If there are very few TU members among the P&MS it is a problem for them to be open about problems. TUs must try to support these.

# Role of Networks etc

- Build on existing networks. We can complement each others.
- Public services should to go back to earlier committments towards the poor and weak.
- In Finland there is an "Ethical forum" between TUs, Government, Chamber of commerce, Employers organisation.

# Obstacles/Improvements

- TUs need to identify their own agenda in this. If the main aim is to attract new members that is one thing – if the aim is to really see the potential of every individual the focus and approach is different.
- How to make room for this work?
- This must be a joint venture, a multi-stakeholder approach where TUs have a chance to take a lead!