

For Diversity



Against Discrimination

**DIVERSITY**

in small and medium-sized enterprises

EUROPEAN CONFERENCE 2006

**Maria Hegarty**

**Equality Strategies Ltd  
Ireland**



An initiative of the European Union

[www.stop-discrimination.info](http://www.stop-discrimination.info)



## Better Understanding through

- Research
- Guidance
- Support for Planned and Systematic approaches to promoting equality and managing diversity in the workplace





## Support for Research

- Barriers for SME's in Ireland - two examples
  - Maria Hegarty and Breda McNally (2003) - SME's operating in all areas
  - David Walsh (2005) - SME's in Hotel Industry
    - Lack of awareness of business case, legal context and diversity challenges;
    - Absence of Human Resource expertise, diversity management skills;
    - Fear of litigation and fear of change.

➔ Awareness

➔ Programme of Action





## Prepare Guidance

- Codes of Practice re legislative provisions – Government Agencies
- Good Practice Guidance
  - Examples on
    - Development of Employment Equality Policies
    - Design and development of Equality and Diversity Training

➔ Dissemination and Support for Implementation





## Provide Support

- Case study - Equal Opportunities at the Level of the Enterprise
  - National Committee
  - Representative of all Social Partners
  - Multi-layered response - research, guidance and direct support





## Role of Intermediaries

- ➔ Support for establishing and expanding business case - commercial organisations
- ➔ Supporting development, implementation and review of good and leading edge practice initiatives- Government Agencies
- ➔ Networking - Professional Associations, Trade Unions, Employer Representatives
- ➔ Strategic Partnerships- Industry level, Issue Specific and geographic

