

AGE MANAGEMENT - HUMAN RESOURCE PROFESSIONALS TACKLING DISCRIMINATION

TRED or Training Response to Equality and Diversity - is tackling discrimination in the labour market by devising training for organisations to support inclusive work practices and diversity management. The DP is supporting individuals with responsibility for HR within organisations to respond positively to equality and diversity issues. This also promotes innovation and maintains job security and organisational survival.

Increasingly, legislation is coming into effect promoting equality and diversity which employers need to respond to. For example, in 2000, the Equality Act came into effect in Ireland which focuses on combating 9 areas of discrimination including age, gender, disability, ethnic origin, sexual orientation etc. The main aim of the project is to develop an accredited training programme to support HR professionals to devise tools and interventions which help organisations bring about change and combat discrimination in the workplace.

The main activities being undertaken by the DP are based around the training of people, from various sectors, to support the implementation of inclusive work practices, diversity management and lifelong learning in the workplace. The training modules developed are competency based nationally accredited modules. A number of training responses across both the public and private sectors are being piloted, and a focus is given to supporting SMEs because they do not tend to have dedicated HR specialists. Trainers are working with selected clusters of SMEs to train managers in identifying and addressing equality and diversity issues within their organisations.

In order to better understand the needs of workers and employers, a beneficiaries group has been set up for workers to share their experiences, and an employers group where organisations discuss the issues as they affect them.

The project is also exploring the possibility for a national recognition standard or benchmark which would symbolise inclusive and non-discriminatory practices. This represents one of the sustainable outcomes of the DP work, as does the training module which is being developed, and which will carry on beyond the life of the project. In addition, the trainers who have been trained will take their knowledge with them throughout their working lives.

The DP is meeting a need identified by both employers and trainers. Project activities are innovative in terms of providing an integrated range of training responses to cover training, modules to support cultural change in enterprises, and tools and systems to support changes in people management practices. Creating an opportunity for dialogue between HR Managers and those experiencing discrimination and the development of an accredited training module with national recognition are also innovative.

DP information

Member State: Ireland

DP Identifier: IE-14

Link to [DP website](#)

Link to [EQUAL database description](#)

All comments and information should be emailed to empl-equal-etg3@ec.europa.eu