

*From Practice to Policy:*

# Promoting Equality in the Labour Market

## Lessons from the EQUAL Community Initiative

Between 2001 and 2007, the EQUAL Programme has supported 43 partnership projects across the country. EQUAL has mobilised and involved over 450 different organisations (from the community and voluntary, public and private sectors) that have sought to develop and pilot innovative solutions to tackling labour market inequality and discrimination.

The **EQUAL Closing Conference** will present and reflect on four key messages emerging from the practical innovations developed by EQUAL projects. These key messages are grouped under four headings (listed below) that are relevant to ongoing policy debate and related practice concerning labour market inequality and

associated inequality in an increasingly diverse society:

- ▶ Implementing Integrated Service Provision;
- ▶ Accommodating Diversity in Service Provision;
- ▶ Developing Organisational Equality Competence;
- ▶ Developing Strategies for a more Inclusive Workplace.

The Closing Conference is a platform to both reflect on the important lessons emerging from EQUAL in a formal conference setting as well as an opportunity to celebrate the achievements of the 22 EQUAL projects currently funded under the programme. All 22 projects will exhibit their work at the event.

## Agenda

**Registration and Exhibition of EQUAL Projects: 9.15 – 10.00**

**Session 1: Formal Welcome and Launch of the Conference 10.00 – 10.30**

- ▶ Introduction and Welcome by the Conference Chair: **Arthur Coldrick, HR Development Specialist and Chair of the Performance Verification Group for the Local Government Sector**
- ▶ Official Launch of the Conference: **Michael Ahern, T.D. Minister for Innovation Policy at the Department of Enterprise Trade & Employment**

**Session 2: Implementing Integrated Service Provision 10.30 – 11.15**

- ▶ Presentation of the Achievements of EQUAL Projects: **Mairin Kenny, Co-ordinator of the Equal Youth Project**
- ▶ Video Input featuring Project Promoters and Participants
- ▶ Overview and Perspective: **Shira Mehlman, Director for Social Inclusion, FÁS**

**Coffee Break 11.15 – 11.45**

**Session 3: Accommodating Diversity in Service Provision 11.45 – 12.30**

- ▶ Presentation of the Achievements of EQUAL Projects: **Lisa McCormack, E4E Project Project Manager**
- ▶ Video Input featuring Project Promoters in Group Discussion
- ▶ Overview and Perspective: **Tom Ronayne, Director WRCsec**

**Comments from the floor 12.30 – 12.45**

**Buffet Lunch and Entertainment 12.45 – 14.00**

**Session 4: Developing Equality Competence 14.00 – 14.45**

- ▶ Presentation of the Achievements of EQUAL Projects: **Philip O'Connor, Director of the Dublin Employment Pact (Equal at Work Project)**
- ▶ A Case Study in the Development of Equality Competence: **Michelle Cotter, Occupational Therapy Manager, Children's University Hospital, Temple Street**
- ▶ Overview and Perspective: **Carol Baxter, Head of Development Section, Equality Authority**

**Session 5: The Inclusive Workplace 14.45 – 15.30**

- ▶ Presentation of the Achievements of EQUAL Projects: **Breege Doherty, Co-ordinator of the FAB Project**
- ▶ Video Input featuring Employers and Employees
- ▶ Overview and Perspective: **Peter Cassells, Chair of the NCPP**

**Session 6: Close of Conference 15.30 – 16.15**

- ▶ Reaction to the Conference Proceedings by the Conference Rapporteurs: **Anne Heylin (Executive Director, AHEAD) - WAM Project, Eddie Higgins (SIPTU) and Nuala Kerr (Lionra) - Directors of the Equal Ireland Project**
- ▶ Comments from the Floor
- ▶ Closing Comments from the Chair

# Conference Programme



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