

Outline

Equal Chances:

Actions and Instruments to Prevent Racial Discrimination in the Workplace

20-21 January, 2005

Chamber of Labour and Chamber of Commerce, Vienna/Austria

This meeting will be organized as final event of the EQUAL project: *Equal Chances in Companies – Companies without Racism*. The EQUAL Programme is part of the European Union's strategy and is funded by the European Social Fund (ESF). Its aim is to test new ways of tackling discrimination and inequality experienced by those in work and those looking for a job.

In this context *Equal Chances in Companies* started its work in October 2002¹. The project focused on jointly developing Codes of Conduct and introducing tools for the implementation with selected enterprises in Vienna². This process was supported both by scientific findings as well as proven human resource and organizational development methods. These Codes of Conduct constitute a record of shared rules and values. Their implementation is based on a strong commitment of the organization and its employees. The project team provided support and guidance during the process.

The conference will bring together both entrepreneurs and employees as well as representatives of social partners, interest organizations and policy makers. In addition to the presentation of the projects' outcomes, companies that have been involved in the project will have the opportunity to speak about their experiences together with representatives of the identified European best practice models. A half-day set of workshops should provide basic information on issues like legal aspects, diversity management; tools for monitoring and evaluating anti-discrimination measures in companies; the roles of interest organizations and their impact on diversity policies as well as issues on awareness raising through occupational health services and ombudspersons.

The second day of the conference will focus on the business case of diversity and will bring together different, even controversial points of views from the side of entrepreneurs and employees and the opinions of policy makers and interest organizations.

The conference languages will be German and English.

¹ The Team: Vienna Integration Fund (Project Co-ordinator); Vienna Employment Promotion Fund Program management GmbH (Financial Management); European Centre for Social Welfare Policy and Research; I.B.G. Institute of Occupational Health Promotion; ZARA – Counseling for Victims and Witnesses; financed by the European Social Fund (ESF) and the Federal Ministry for Economic Affairs and Labour (BMWA)

² For more details on the companies involved see: <http://www.gleiche-chancen.at/htm/musterbetr.htm>

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