

ELIMINATION OF RACIAL DISCRIMINATION

ICTU AND IBEC ISSUE JOINT STATEMENT

Irish Congress of Trade Unions (ICTU) and business employers' group Ibec marked the International Day for the Elimination of Racial Discrimination (21 March) with a joint statement to stand against racism and to promote inclusive workplaces.

An open and tolerant society is "irrefutably a key driver" for social and economic wellbeing and success, according to Danny McCoy, CEO of Ibec.

His comments formed part of a joint statement issued between Ibec and ICTU to mark International Day for the Elimination of Racial Discrimination on 21 March.

"Experience has shown that the diverse workforces that underpin the Irish labour market have helped to strengthen talent pools, boost productivity, and increase creativity and innovation; all of which have contributed to Ireland's competitiveness and growth in recent decades," continued McCoy.

"Despite this, research tells us that we have more work to do to ensure our workplaces are welcoming to a wide culturally diverse community of individuals. We must remain vigilant to racism, harassment and racial



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discrimination and ensure that it has no place in our workplaces and that it is not allowed to be part of any narrative or to undermine the positive actions undertaken.

"To do this requires us not to be complacent, to listen and to address attitudes and behaviours, and to look at our policies and practices to ensure our workplaces are proactively embedding diversity, equity and inclusion."

INTEGRATED WORKPLACES

The joint framework for promoting integrated workplaces, developed by ICTU and Ibec, during the first National Action Plan Against Racism, has declared that integrated workplaces:

- * are free from discrimination and harassment.
- * are welcoming to all migrant workers and other minority ethnic groups including Traveller and Roma employees and customers or service users.
- * acknowledge and provide for cultural and linguistic diversity among employees and customers as well as make adjustments for diversity among all migrant and minority ethnic employees.
- * take practical steps to achieve full equality in practice for all migrant workers and minority ethnic employees.
- * communicate a message promoting greater equality within the wider culturally diverse community served by the business.

INCLUSIVE AND DEMOCRATIC

Owen Reidy, ICTU General Secretary added, "A small number of very vocal groups are organising to sew their hate and division amongst our communities and workplaces. We are confident that most Irish people do not support them and stand for an inclusive and democratic Ireland.

"We're committed to building solidarity between working people of all backgrounds and to work towards ensuring that their message never gains mainstream traction in our communities and workplaces. Further investment in workplace integration can help make



"Further investment in workplace integration can help make our workplaces more effective roles for a wider society" – Owen Reidy, General Secretary of ICTU

our workplaces more effective roles for a wider society."

In the joint statement, Ibec and ICTU pointed to a very diverse labour market with migrants and people from ethnic minorities playing key roles across Ireland's economy and public services, particularly the health service.

"We have made huge strides in terms of equality legislation and the publication of a new National Anti-Racism Action Plan with several key workplace initiatives recommended," the statement noted.

A report issued by the Irish Human Rights and Equality Commission (IHREC) in 2021 pointed out that Travellers, Roma, Migrants and Refugees were more likely to face restrictions in accessing the labour market; experience barriers in occupational attainment; have lower pay, reduced job security and poor working conditions; and were more exposed to work-related inequality and discrimination.



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