



# European Models of Anti-discrimination policies in Companies

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# EQUAL

- European Union's strategy, funded by the European Social Fund (ESF)
- New ways of tackling discrimination and inequality
- Thematic field "Combating racism and xenophobia in relation to the labour market"



# Measures against 'racial'/ethnic discrimination

- Organizational initiatives
- Collective action
- Legislative and legal measures
- Administrative measures, regulations and practices
- Political/educational action
- International standards and programmes

# Classifications of measures

(John Wrench)

- Training the immigrants
- Making cultural allowances
- Challenging racist attitudes
- Combating discrimination
- Equal opportunities policies
- Diversity management

## Organizational initiatives

- Equal opportunities statement and action plan
- Equality targets or benchmarks
- Recruitment initiatives
- Measures to improve the qualifications
- Elimination of arbitrary barriers
- Job accommodation measures
- Audits and ethnic monitoring
- Recruiter and Management Training
- Diversity management



# “Equal Chances in Companies”

is a project within the framework of the EQUAL  
Programme of the EU

and

develops remedial actions and instruments to prevent  
racial discrimination in the workplace.

[www.gleiche-chancen.at](http://www.gleiche-chancen.at)



# “Equal Chances in Companies”

**Thank you!**

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