



**Equality through eWork
an EQUAL Community Initiative**



Think Ability....

Flexibility ▷ Employability ▷ Accessibility ▷ Co

The EQUAL Community Initiative

Equality through eWork is one of 22 programmes in Ireland part funded by the European Social Fund, through the EQUAL Community Initiative.

The purpose of the EQUAL Community Initiative is to promote a more inclusive labour market by tackling discrimination and exclusion based on gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

Over the next three years EQUAL projects across Ireland will be piloting a range of innovative programmes which could change policy and practice in the fields of human resource development, employment, education and training.

The projects are managed by Development Partnerships, which bring together key players in a geographical area or sector, including public administration, non-government organisations, the social partners and the business sector, utilising their collective expertise and experience to bring about change.

The Department of Enterprise, Trade and Employment is the Managing Authority for the EQUAL Community Initiative in Ireland and WRC provides the Technical Support Structure.

For more information about the EQUAL Initiative at national and EU levels, see www.equal-ci.ie.

Programme Structure

The concept of partnership is enshrined in the fabric of the EQUAL Community Initiative: between member states, national organisations and, perhaps most importantly, the partnership between all of the participating organisations and the beneficiaries they seek to support.

The Equality through eWork programme is managed by a Development Partnership (DP) which has a diverse and dynamic membership outlined in the table opposite. Members of the Development Partnership are structured into sub-groups focusing on specific aspects of programme design and development. Southside Partnership is the designated partner for the project and is responsible for providing co-ordination and direction to the project.

Project Delivery

Recruitment and engagement of participants

The approach adopted by the project, to recruit and engage people with disabilities and lone parents, includes identifying and linking with potential participants through mainstream / generic organisations working directly with these groups.

A series of information sessions for staff in these organisations has been organised to disseminate information about the project, explain the application process in detail and circulate application forms. These sessions also provide an opportunity for the project to receive ideas and feedback from stakeholders in this sector.

The project will engage with employers through a research and consultation process and a series of themed promotional events.

Encouraging the increase of eWork opportunities for people with disabilities and lone parents

By collaborating and consulting with employers the project will ensure that skills and competencies required by employers of eWorkers are identified and documented. This information will be fed back to education and training providers to ensure that participants preparing to undertake eWork have acquired the necessary skills and competencies.

The project will provide information, advice and training to employers on topics of eWork and accommodating diversity in the workplace. This will be delivered to employers in a variety of formats and settings including traditional training events, eLearning via the internet, CD-ROMs and hard copy manuals.

By encouraging employers to adopt eWork as a method of employment, promoting diversity in the workplace and ensuring people with disabilities and lone parents who wish to undertake eWork are prepared to meet the needs of the labour market, we hope to initiate a market demand for eWorkers and at the same time support the development of the workforce to meet this demand.

Sub-groups and Membership	Areas of Responsibility
<p>Employers Sub-Group</p> <p>Southside Partnership Local Employment Service (Employer Liaison Officer) Clann Credo Dun Laoghaire-Rathdown Co Council Venturepoint IBEC ICTU</p>	<p>Research to identify employer attitudes towards eWork and labour market requirements of eWorkers</p> <p>Series of breakfast seminars aimed at SMEs to promote the concept of eWorking and social inclusion</p> <p>Bespoke and 'off the shelf' training and support for 15 local employers participating in the programme</p> <p>Feasibility study into the development of an eWork co-operative for self-employed eWorkers</p>
<p>Education and Training Sub-Group</p> <p>Southside Partnership Local Employment Service (Career Guidance Officer) FÁS eCollege Roslyn Park College Senior College Dun Laoghaire One Family</p>	<p>eWork training module for employers</p> <p>eWork training module for employees</p> <p>Promote adjustments to mainstream education / training programmes to improve access for people with disabilities and lone parents.</p>
<p>Recruitment and Support to Participants Sub-Group</p> <p>Southside Partnership Disability Interest Group Southside Women's Action Network Dublin South Supported Employment One Family</p>	<p>Programme recruitment process to engage 30 people with disabilities and 30 lone parents</p> <p>Identify and articulate barriers to education and employment experienced by people with disabilities and lone parents</p> <p>Develop and trial innovative supports for people with disabilities and lone parents to improve their access to education and employment</p> <p>Establish and support focus groups and forums for people with disabilities and lone parents to provide feedback on programme design.</p>
<p>Trans-National Sub-Group</p> <p>Southside Partnership ICTU Department of Social and Family Affairs Ray Byrne Associates</p>	<p>Collaborate with trans-national partners in Poland, Czech Republic, Scotland and Spain to develop mainstreaming tools</p> <p>Produce case studies, identify and document best practice employer intervention initiatives across the EU.</p>



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