

## **Priority 4 – Promoting Diversity Management and Inclusion at the Workplace**

**Partners in Serbia:** Centre for Human Rights – Niš, BIRODI, URAN-IN

### I/Specific Objectives:

- (1) Promotion of the EU Diversity Charter and advocacy for joining the existing platform;
- (2) Preparation of a baseline report on the situation and experiences of persons facing multiple discrimination at work and during employment, including obstacles and proposals for overcoming them, with a view to the effective implementation of three documents (the Employment Equality Directive; the Racial Equality Directive; the European Pillar of Social Rights) and alignment with the *European Pillar of Social Rights Action Plan (2030)*;
- (3) Collection of data on the target group;
- (4) Creating preconditions for improving the situation of the target group in relation to employment, taking into account other relevant frameworks beyond the EU;
- (5) Involvement of the general public as a relevant stakeholder during the EU accession preparation phase.

### II/Main Activities:

- (1) Continuous promotion and advocacy of the EU Diversity Charter throughout the implementation of all sets of activities;
- (2) Monitoring and research of the situation related to potential discrimination against employees belonging to doubly or multiply discriminated groups representatives:
  - (2.a) Current situation;
  - (2.b) Obstacles (laws and their mutual alignment; by-laws; the impact of human factors), in local self-governments (Niš – large Roma community; Novi Pazar – Muslim majority), institutions (National Employment Service), and the business sector;
- (3) Monitoring and research of the situation related to potential discrimination in the employment process of members of doubly and multiply discriminated groups representatives:
  - (3.a) Current situation;
  - (3.b) Obstacles (laws and their mutual alignment; by-laws; the impact of human factors), in local self-governments, institutions, and the business sector; including experiences of the target group when applying for jobs independently;
- (4) Protection for victims of discrimination belonging to the project's target groups: legal protection, representation (in the employment phase and in cases of workplace discrimination), psychological support;
- (5) Analysis of collected data, identification of gaps, and preparation of recommendations for overcoming them; publication of a bilingual report (publication); involvement of stakeholders and the interested public in ownership of and results;
- (6) Contribution to designing and implementing strategies or action plans:
  - (6.a) Targeted practical measures for the employment of the project's target group, documented by identified needs;
  - (6.b) Proposals for improving public policies based on fact-based results, in the context of the SDGs and Agenda 2030; presentation of results, stakeholder involvement, encouraging their support for proposals, and developing ownership of and results;
- (7) Information, education, promotion of the values underlying the activities, and involvement of the general public.

### III/Expected Results and Outcomes:

- (1) Fact-based information on the current situation, barriers, and proposals for overcoming them;
- (2) Proposals for concrete measures to employ multiply discriminated persons;
- (3) Policy impact and linkage with the SDGs and Agenda 2030;
- (4) Comparison of the current situation with the EU situation in the field, if the EU partner can provide this;
- (5) Promotion of the EU Diversity Charter;
- (6) Establishing the elementary foundations for future (once Serbia reaches EU membership) inclusion in programs implementing cohesion policies.

### IV/Knowledge and Assistance Needed from the EU Partner:

Education for coalition members: mechanisms in the partner's country related to workplaces and employment; Knowledge or information on the benefits of diversity and inclusion at the workplace; Information on any specific EU tools to build inclusive workplaces and to measure diversity and inclusion at the workplace, both generally and in relation to intersectional discrimination; Examples of good practices; EU Diversity Charter basics, for the purpose of promotion and advocacy for joining the existing Charter; Information and data on multiply discriminated persons, related to employment or work, in the EU partner's country, if available.