

## Trade union interview schedule

### **Introduction**

Thank you for agreeing to be interviewed. We are conducting this research for the European Union Agency for Fundamental Rights. One purpose is to find out how much you are aware of the EU's Racial Equality Directive and anti-discrimination law passed here. Another is to find out your union's policies on racial/ethnic discrimination - including national and language and religious discriminations - and whether these policies have changed over the last five years.

These questions are being put to trade unionists in all 27 EU member states and your answers will help provide a picture of what is happening in this area.

With your permission the interview will be recorded in order to allow us to be sure of taking down everything you say. We will not put your name in the written report of the interview, although we will name the trade unions in our final report and the report will say that we have interviewed anonymous national officers. We may like to use quotations from the interview on this basis and we will ask you to sign a form giving your consent to the use of the material in this way at the end of the interview.

*(Establish that the interviewer is agreeable to the recording of the interview and these conditions)*

- Respondent details
- Name of Respondent
- Name of Trade Union
- Job Title
- Number of Years in current job
- Number of Years with union

BACKGROUND/CONTEXT ISSUES such as:

- The law on racial/ethnic discrimination at work.
- Experiences of such discrimination in the workplace
- Main factors reinforcing racial/ethnic discrimination

### **A. Union policies and practices on racial/ethnic**

1. Was your union (confederation/national union) involved in consultations with government on the introduction of or amendment of [name of national racial/ethnic legislation] following the 2000 EU Racial Equality Directive? (follow up)
2. What do you consider are the most important changes to racial/ethnic rights brought about by the new laws or the associated greater awareness of the issue?
3. The legislation now encourages trade unions to be more active on anti-discrimination issues. Do you think this is helpful? Does the union have policies and/or procedures/structures to deal with discrimination against migrant and ethnic minority members and workers in the workplace, in civil society or within the trade union itself. If so, were these policies/procedures introduced or amended as a result of the Directive? Is it possible to have copies?
4. As a result of the introduction of the new laws has the union introduced or changed any of its education and (awareness) training for paid officials, representatives or members?
5. In reflecting on the changes that have taken place in this area can you think of any event or individual action that helped bring them about?
6. Has the union publicised the legal framework and rights arising from the new laws among its members, workers and the general public, and if so in what ways?

*Ask for examples*

7. How far has the union raised the new anti-racial/ethnic discrimination laws at different levels of the union?
8. Does your union have any contact or relationship with your country's Equality Body?

### **B. Social partner dialogue**

9. Has the union participated in collective bargaining, social dialogue or awareness-raising with employers or at Works Councils arising from the introduction of the Racial Equality Directive and [name of national racial/ethnic legislation]?

*If there are formal agreements or procedures is it possible to have copies?*

10. Do you think the new laws or climate on anti-discrimination laws stimulated employers to adopt equality, anti-discrimination or diversity management policies?

### **C. The union and its members**

11. As a result of the introduction of the new laws or of heightened awareness of anti-discrimination measures what, if any, changes has the union made to the support it offers to members who indicate they have experienced discrimination?
12. Could you give some examples of cases taken up by the union and what happened – and why do you think workers do (or don't) raise grievances in this area?
13. Where the union has the right to take up cases on behalf of the victims of discrimination has the union actually supported these workers in employment-related cases?
14. Do you think that the Racial Equality Directive and [name of national racial/ethnic legislation] raises any specific issues for women workers?

*If you think it does could you give some examples?*

15. Have any of these changes had an impact on levels of recruitment to or involvement of minority ethnic workers in the union?

*Again, please could you give some examples?*

### **D. Awareness**

16. How aware would you say that ethnic minority workers are of their rights under the Racial Equality Directive and [name of national racial/ethnic legislation]?
17. Are you aware of any government information campaigns to raise public awareness on racial/ethnic legislation?
18. Are you aware of what other trade unions are doing on issues of racial/ethnic? Could you give any examples?

### **E. The impact of the legislation**

19. Do you think that the Racial Equality Directive and [name of national legislation] has really improved protection against racial/ethnic discrimination in employment? Why?
20. Are there any other or additional measures that you think could be taken that would be more effective?

## **Employer interview schedule**

### **Introduction**

Thank you for agreeing to be interviewed. We are conducting this research for the European Union Agency for Fundamental Rights. One purpose is to find out how much you are aware of the EU's Racial Equality Directive and anti-discrimination law passed here. Another is to find out your organisation's policies on racial/ethnic discrimination - including national and language and religious discriminations - and whether these policies have changed over the last five years.

These questions are being put to employers in all 27 EU member states and your answers will help provide a picture of what is happening in this area.

With your permission the interview will be recorded in order to allow us to be sure of taking down everything you say. We will not put your name in the written report of the interview, although we will name the employers interviewed and will say that we have simply

interviewed representatives of the organisations. We may wish to use quotations from the interview on this basis and we will ask you to sign a form giving your consent to the use of the material in this way at the end of the interview.

*Establish that the interviewer is agreeable to the recording of the interview and these conditions*

- Respondent details
- Name of Respondent
- Name of Organisation
- Job Title
- Number of Years in current job
- Number of Years with organisation
- Numbers of workers at European and national levels
- Number of workplaces at national and European level
- Proportion of foreign and ethnic minority workers
- Trade organisation and/or employee representation within the organisation

*Where possible secure organisational information in advance. If there is information available on demographic breakdown of the workforce, operations at national and European level ask if it is possible to have copies*

BACKGROUND/CONTEXT ISSUES such as:

- The law on racial/ethnic discrimination at work.
- Experiences of such discrimination in the workplace
- Main factors reinforcing racial/ethnic discrimination

#### **A. Employer policies and practices on racial/ethnic discrimination**

1. Was your organisation at any level involved in consultations with government on the introduction of or amendment of [name of national racial/ethnic legislation] following the 2000 EU Racial Equality Directive?
2. What do you consider are the most important changes to racial/ethnic rights brought about by any new laws or the associated greater awareness of the issue?
3. The legislation encourages employers to be more active on anti-discrimination issues. Do you think this is helpful? Does the organisation have formal policies and/or procedures/structures to deal with discrimination against migrant and ethnic minority members and workers and if so, were these policies/procedures introduced or amended as a result of the Directive?

*If there are formal procedures ask if it is possible to have copies*

4. As a result of the introduction of the new laws or climate of awareness has the organisation introduced or changed any of its education and (awareness) training for senior managers, supervisors, line managers or staff?
5. In reflecting on the changes that have taken place in this area can you think of any event or individual action that helped bring them about?
6. Has the organisation publicised the legal framework and rights arising from the Racial Equality Directive and [name of national racial/ethnic legislation] among its employees, and if so in what ways?

7. Has the organisation raised the need to comply with higher standards on anti-discrimination policy internally, and if so, at what levels?
8. What kind of contact does your organisation have with your country's Equality Body?

### **B. Social partner dialogue**

9. Has the organisation participated in collective bargaining or social dialogue or awareness-raising with the trade unions or employees arising from the new laws?

*If there are formal agreements or procedures is it possible to have copies?*

10. Do you think the new laws or climate on anti-discrimination laws stimulated the trade unions to adopt different equality and anti-discrimination policies?

### **C. Discrimination in the workplace**

11. As a result of the introduction of the new laws or of heightened awareness of anti-discrimination measures what, if any, changes has the organisation made to the support it offers to employees who consider they have a racial discrimination grievance?
12. Could you give some examples of cases and what happened – and why do you think workers do (or don't) raise grievances in this area?
13. Do you think that the Racial Equality Directive and [name of national racial/ethnic legislation] raises any specific issues for women staff?
14. Do you think that any of these changes had an impact on levels of recruitment to or involvement of minority ethnic workers in the organisation?

### **D. Awareness**

15. How aware would you say that ethnic minority workers are of their rights under the Racial Equality Directive and [name of national racial/ethnic legislation]?
16. Are you aware of any government information campaigns to raise public awareness on racial/ethnic legislation?
17. If your organisation is part of a multinational, how aware are you of the racial/ethnic policies and anti-discrimination practices of the company in other countries?
18. What are other employers you know of doing on issues of racial/ethnic discrimination?

*Could you give any examples?*

### **E. The impact of the legislation**

19. Do you think that the Racial Equality Directive and [name of national legislation] has improved protection against racial/ethnic discrimination in employment?
20. Are there any other or additional measures that you think could be taken that would be more effective?