

# Joint Declaration of Protection for Dignity at Work and Inclusive Working Environment

*Confederation of British Industry  
Northern Ireland Committee Irish Congress of Trade Unions  
Federation of Small Businesses  
Institute of Directors  
Northern Ireland Chamber of Commerce and Industry*

Recognising the significant changes since 1993 in the composition of the workforce of Northern Ireland, and in particular its' increasing diversity:

We, [the social partners/organisations] named above, as leaders of employment relations in Northern Ireland declare that everyone has a right to equality of opportunity in employment. We declare that everyone has a right to work in a harmonious and inclusive environment and atmosphere, in which all workers are encouraged to apply their diverse talents and in which no worker feels under threat or experiences intimidation. We are conscious that community divisions and sectarianism still have the potential to cause tensions in the workplace. We are also concerned at the more recent growth in racism in our society. Creating and maintaining a working environment where individual differences are valued and respected enables all employers and employees to give of their best in responding more effectively to the needs of the Northern Ireland community.

We aim to foster a culture:

- ⊕ giving all persons an equal opportunity for employment and advancement irrespective of religious belief, political opinion, racial group, age, marital status, sexual orientation, sex, disability, and persons with or without dependants;
- ⊕ encouraging all employees to develop their full potential;
- ⊕ rewarding achievement;
- ⊕ where the employer is working to maintain and/or ensure fair participation in its recruitment and employment thus achieving a workforce that is broadly representative of the Northern Ireland community; and
- ⊕ respecting expressions of diverse identity in the context of a harmonious and inclusive working environment.

It is our particular responsibility to promote:

- ⊕ awareness of this declaration and its associated model workplace policy which should be tailored to the particular circumstances of each workplace;
- ⊕ equality of opportunity and fair participation in employment as part of our contribution to the growth of an inclusive and peaceful society in Northern Ireland, including the interests of job seekers and those involved with employment agencies and sub-contractors; and
- ⊕ a fully resourced programme of action, comprising, among other things, an active communications strategy, training plans and identifying key players for making these declarations operational.



Signed on behalf of  
Confederation of British Industry



Signed on behalf of Northern Ireland  
Committee Irish Congress of Trade Unions



Signed on behalf of  
Federation of Small Businesses



Signed on behalf of  
Institute of Directors



Signed on behalf of Northern Ireland  
Chamber of Commerce & Industry

26 October 2017

Date