TGAL
THINK GLOBAL ACT LOCAL
DIVERSITY MANAGEMENT

Policy Statement of Recommendations

PURPOSE

The Think Global, Act Local project (2022-2024) aims to support VET professionals, HR managers and in-company trainers in building inclusive and diverse workplaces. The project aims to overcome labour market barriers faced by certain groups such as people with disabilities, women, migrants or ethnic minorities and thus aims to improve existing working environments.

The TGAL project's Policy Statement Recommendations highlight the key findings and recommendations for improving diversity and inclusion in SMEs. It engages stakeholders, promotes best practise, raises awareness and influences policy development.

SOME NATIONAL INSIGHTS

National **anti-discrimination laws** with growing corporate recognition of diversity importance.

Government quotas and organizational policies support **gender and racial equality.**

Government quotas for **women in management**; gap between policy and practice.

Legislation supports **CSR** (Corporate Social Responsibility) and **gender pay analysis.**

Open University and IEFP offer courses on **gender education** and **workplace equality**.

Government policies support **D&I** and **voluntary gender quotas** gaining acceptance.

"Socially Responsible Employer" initiative promotes fair working conditions and diversity.

National Program against Discrimination and Racism promotes **Diversity Charter** adoption.

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RECOMMENDATIONS FOR PRACTITIONERS

Practitioners should promote diversity and inclusion (D&I) through:

- leadership training
- education
- policies

They should also:

- support businesses in **implementing D&I policies**, monitor their impact and develop **employee resource groups**.

A qualitative approach such as **Participatory Narrative Inquiry** can create and foster mutual understanding between employees and their managers by sharing and analysing stories. It can uncover the root causes of D&I problems, identify solutions, increase efficiency and lead to better alternatives. Overall, this approach aims to create a **sense of community and promote inclusivity**.

RECOMMENDATIONS FOR POLICYMAKERS

Policymakers should promote intersectionality in **Diversity and Inclusion (D&I) policies** to address overlapping discrimination systems.

Legal mandates and leverage mechanisms should be strengthened to support SMEs in adopting comprehensive D&I practices.

A dual approach should be used for measurement and accountability, combining quantitative metrics with qualitative insights.

Inclusive leadership should be encouraged, and resources should be provided for **empathy, equity, and communication skills**.

Financial incentives and support programmes should be offered to help SMEs implement D&I initiatives.