



Dublin Bus

Changing with the City

Dublin Bus

- Public transport provide – semi-state
- 3,400 employees
- 8 locations – Dublin city
- 500,000 customers per day
- Bus fleet – 1,062 buses
- 364 day per year – 20 hrs per day



Changing workplace

- women at work
- older people in the workplace
- people with disabilities
- changing needs of employees WLB
- ethnic minorities
- customer needs
- equality legislation

Review and Action Plan

- policies and procedures
- recruitment and selection
- work-life balance
- intercultural workplace
- representation of women
- accessibility – customer and employee
- training

Equality & Diversity Strategy

Objectives:

- supporting and protecting staff and business
- building competencies and awareness
- driving and facilitating change

Specific projects

- intercultural workplace
- work-life balance
- women at work
- say no to ageism

Bus drivers

- 2,400
- 58 different countries of origin
- 10% from outside Ireland
- 8% from outside EU
 - Nigeria
 - Romania
 - UK
 - Algeria
 - Turkey
 - Somalia

Interculture

- workplace
- customer
- community



Tá fáilte roimh gach
duine inár n-ionad oibre.



Everybody is welcome
in our workplace.



Tout le monde est bienvenu
sur notre lieu de travail.



Toată lumea este binevenită
la locul nostru de muncă.



W naszym zakładzie pracy
każdy jest mile widziany.





STOP

RACISM



Everyday, almost half a million people travel together on Dublin Bus.

And we're all heading in the same direction - towards a more tolerant, inclusive Ireland.

So let's put our hands together - there's room for everyone.

www.dublinbus.ie

 **Dublin Bus**
Serving the entire community



Lessons learned

- inclusion, partnership and consultation
- integration in all aspects of the business
- planned and systematic approach

Future challenges

- maintaining commitment
- reviewing
- consulting
- measuring progress
- communicating
- creating employment opportunities
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Future Goal

- workplace as reflection of general population
- structures of partnership and consultation
- engagement of all stakeholders
- demonstration of inclusion of employees, customers, suppliers and communities



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