



*An invitation
to join the*

Community Sector Employers' Forum



What is the Community Sector Employers' Forum?



The purpose of the Employers' Forum is to achieve significant improvements in the quality of employment in the community sector by developing a strong collective employers' voice. The initiative was developed following studies carried out by the Dublin Employment Pact which identified problems on pay, conditions and HR practices in the community sector.

Why a Community Sector Employers' Forum?



Community Sector employers face many challenges in trying to provide good terms and conditions for their employees. One of the most significant barriers arises from the way employment costs are dealt with by funding programmes. Programmes make limited provision for employment costs and different programmes make different provisions. While it may be possible for employers to make some progress on implementing good practice, a collective approach is needed to tackle problems over which organisations have little individual control.

What are the aims of the Forum?



The overall aim is to enable employers to develop a strategic approach to improving employment in the community sector by:

- Identifying the main obstacles which prevent them from providing good pay and conditions.
- Developing common positions on the issues which need to be addressed.
- Making representations to government and other relevant bodies.
- Engaging with Trade Unions on sector wide issues.
- Sharing experiences and providing mutual support.

What are the major issues which need to be addressed?



Employers face problems of recruitment, retention and difficulties in day to day management because they are unable to:

- Provide basic conditions such as pension contributions or annual increases.
- Pay salaries in line with what is being paid for similar work in other sectors.
- Treat employees equally. Because of multiple funding programmes, employees in the same workplace, doing similar work, may receive different pay and conditions.
- Provide maternity cover that recognises the need for a family friendly approach
- Develop and implement best employment practice.

Who can be a member of the Forum?



Membership is open to all community and voluntary organisations which employ staff regardless of the numbers of employees. Employers taking part in the forum are expected to be committed to best employment practices. As it is envisaged that the Forum will work within a partnership model of industrial relations, members are also expected to have a positive attitude towards trade union membership.

Join Now: Membership forms are available from jsomers@dublinpact.ie
Remember – community sector employers will not leverage their full influence unless they speak with a united voice.



The Employers' Forum is supported by the Dublin Employment Pact under its Equal at Work Initiative www.dublinpact.ie. The Employer Resource Bureau for the Community Sector (ERB), a web based resource providing information on good HR practice, is part of this initiative. See www.erb.ie



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