

NERI 2024 *Labour Market Conference*

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“Equality, Diversity and Inclusion for the Future of Work”

EDI in the Insurance Sector

‘Risk Society’ and EDI

Social and Employment Equality



Research question

Do Equality, Diversity, Inclusion (EDI) initiatives in the insurance sector positively impact the workplace?

Employment access

Labour market participation

Role of the Insurance Sector

The Insurance Sector

“...insurance is, intrinsically, a socially responsible economic activity...” (p.5)

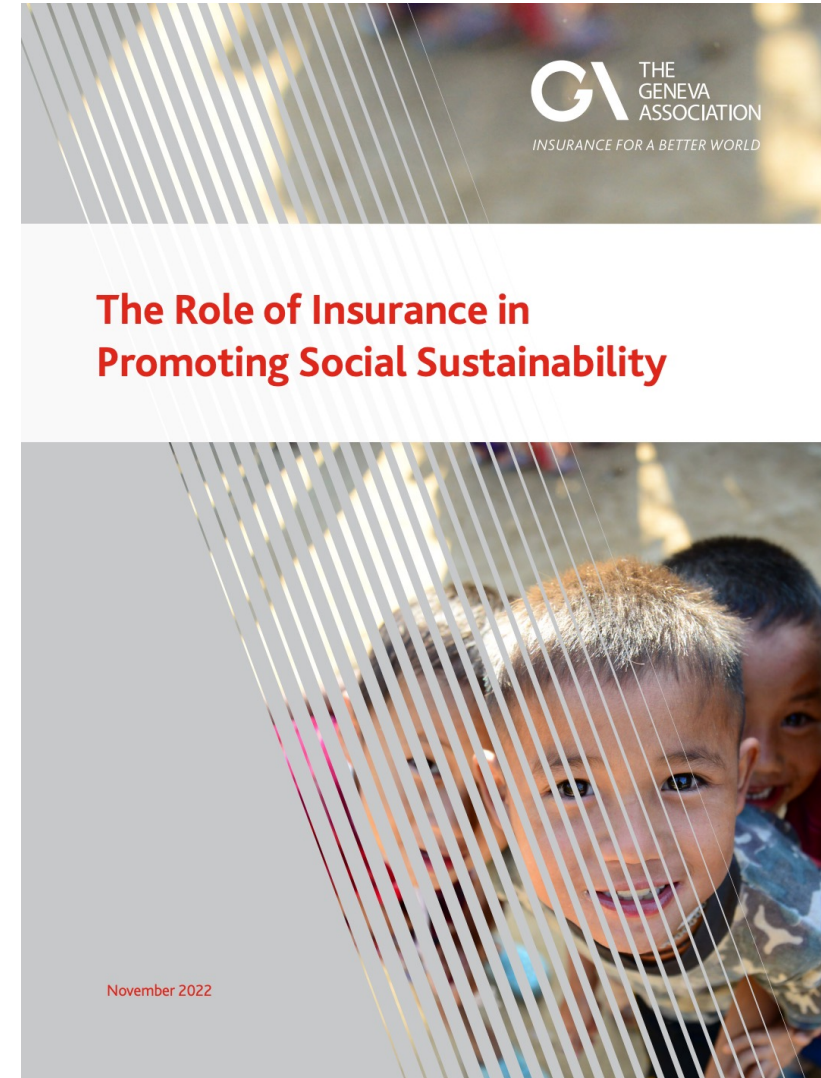
EDI



SDGs



ESGs



Environmental Social Governance

ESG

The Social Aspect

- "...the 'S' of ESG concerns how business impacts people, society at large, and how companies must prioritise the needs of employees...guided by a human rights model."(Schanz, 2022, p. 21).

Sustainability

- "Insurers make positive contributions to social sustainability...that promote diversity and equal opportunities." (pp. 5-6).

CBI: Key Findings



Banc Ceannais na hÉireann
Central Bank of Ireland
Eurosystem

Thematic assessment of Diversity & Inclusion in insurance firms



Lack of
comprehensive
D&I strategy.



Lack of Board and
Executive
Committee
members
engagement with
policy.



Lack of
implementation
strategies for
effective
monitoring.

Concerns and developments

Gender

There is clear evidence of significant gender pay gaps...

Ethnicity

The Bank acknowledges the
limitations of quantitative evidence available...

Risks and the Insurance Sector

- "...risks cut through the self-absorption of cultures, languages, religions and systems as well as the national and international agenda of politics...enforce an involuntary democratization." (Beck, 2006, pp. 339-340).
- "The distant other is becoming the inclusive other – not through mobility but through risk." (p.331).

Need for Inclusion

- Ulrich Beck
- The distant other is becoming the inclusive other – not through mobility but through risk (p.331).

A NEW CLASS SYSTEM OF PRIVILEGE

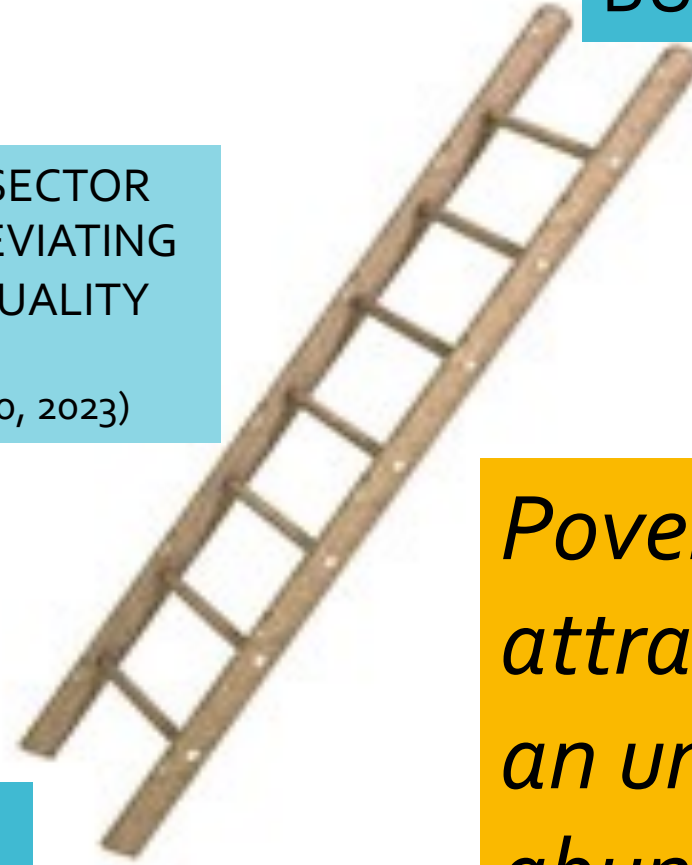
POVERTY:
RISKS

INSURANCE SECTOR
ROLE IN ALLEVIATING
SOCIAL INEQUALITY

- CBI (2023)
- Schanz (2020, 2023)

WEALTH:
BUFFER

*Poverty
attracts
an unfortunate
abundance
of risks*





“Corporations must move beyond maximising profits for shareholders and one hand, and corporate social responsibility on the other to a more unifying concept of creating shared value with society.” (UNEPFI, 2011, p. 12).

A shared value approach

Eventually, risks become everybody's business.

“inherent tendency towards globalization...They dip under borders” (Beck, p. 36)



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The findings show...more negative outcomes in employment...at greater risk of discrimination...suggests that discrimination on the basis of ethnicity is a factor...

IHREC 2018
Policy Review:
lack of equality

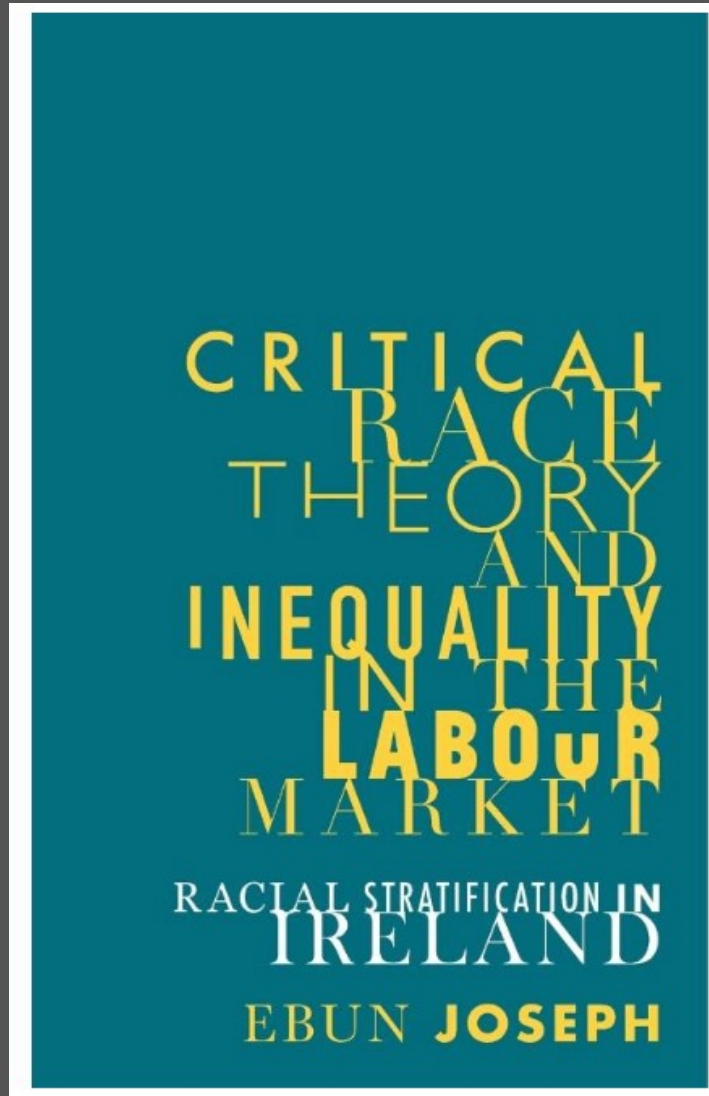
Irish labour market:

Dr Ebun Joseph

Joseph (2020) scholarship highlighting a concern around labour market discrimination based on ethnicity.

Evidences a racial hierarchy in the Irish labour market.

Joseph highlights how “workers have to be White” to benefit from improvements in employment opportunities.



EDI Policy

Findings around employability defined as the difference between those who are socially powerful versus those who are marginalised.

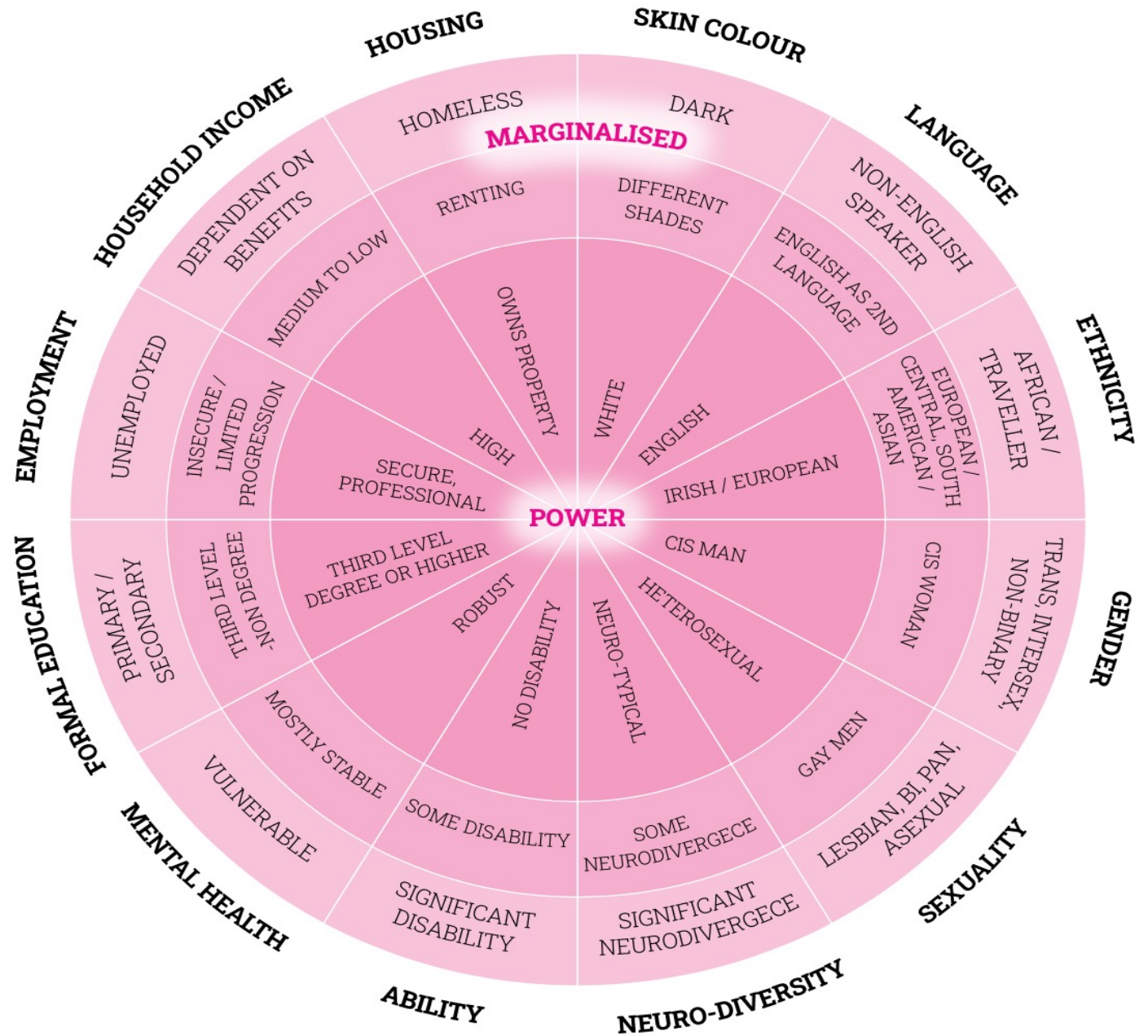
Marginalised group encompasses:

persons with dark skin

being a non-English speaker

having African or Traveller ethnicity

(BITCI, 2021, p.6).



Connection between labour market and social equality

(Un)employment is a key factor in social (in)equality:

- *Given that most individuals with high poverty risk tend to belong to workless households, the evidence suggests that further extending the system of earnings with regard for long-term unemployed individuals returning to work is likely to have the most substantial impacts in reducing both earnings inequality and inequalities of opportunities (McGuinness et al., 2017, p. 9).*

Labour market and social equality: IHREC Recommendations

- Policy be positioned to more effectively respond to discrimination, from both a governmental and organisational perspective (IHREC, 2018, p. 70).

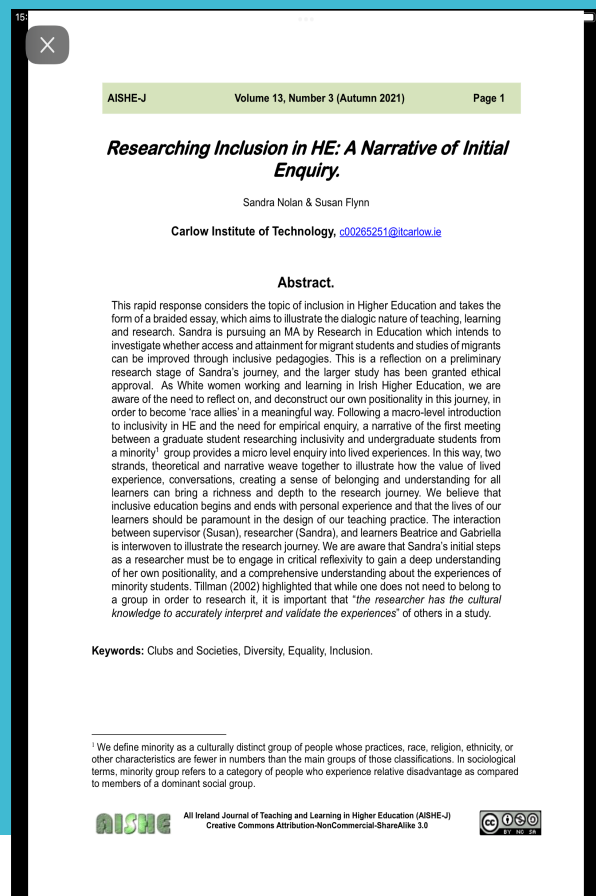
Conclusion

Adherence to
equality policy is
inadequate.

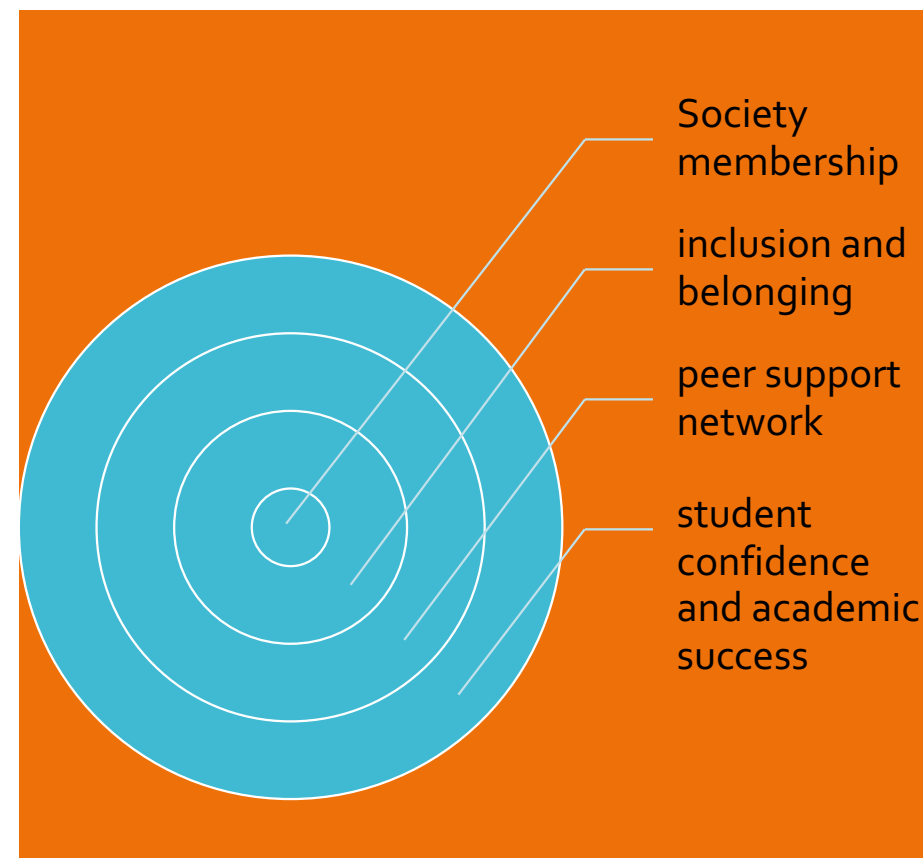


AISHE-J Publication

Researching Inclusion in HE: a narrative of initial enquiry (Nolan and Flynn, 2021)



Rapid response,
braided essay,
highlighting the
importance of
inclusion
at every stage of the
researcher's journey.



Dissecting Diversity: Experiences of migrant and minority student populations in SETU Carlow (Nolan, 2024)

Student Article

Article 6, Vol 6, 2024

Dissecting Diversity: Experiences of migrant and minority student populations in SETU Carlow.

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As a Research Fellow I completed an independent study focused on EDI in Higher Education for my Masters by Research. My passion for equality, and my love of education, was first given space to develop in a professional capacity for over ten years in my previous work as a Post Primary teacher of English and Religion. My research work now involves the Irish labour market and how qualitative research can positively impact an understanding of EDI in the workplace. I am now an Associate Lecturer of EDI and Academic Writing for SETU, and N-TUTORR EDI Student Champion for SETU Waterford.

KEYWORDS: Intercultural Education, Access to Education, Minority students, Belonging, Diversity

INTRODUCTION

This paper will outline findings from a study that examined the experiences of education inclusion and exclusion for migrant and minority ethnic students at SETU Carlow. The study sought to answer whether or not access to third level education for migrant and ethnic minority students in SETU Carlow can be facilitated through inclusive pedagogies. The paper will highlight research findings under the theme 'Diversity' – one of four themes explored in the study. Other themes from this study include 'Inclusion' and 'Belonging', and are discussed in a forthcoming paper (Nolan, 2024). The methodological design is also described here, along with the idea of researcher's positionality, and the role of HEIs around the theme selected. To protect the anonymity of research participants, the identifier 'Participant X' is used to indicate focus group responses, and 'Survey Respondent' is used to indicate survey questionnaire responses. This study was approved by the ethical committee of SETU and conducted in line with all ethical procedures and requirements.

Under the theme 'Diversity', findings are discussed as Macro-level Diversity – referring to the institution as a whole; Meso-level Diversity – referring to the general climate of the institution; and Micro-level Diversity – referring to the individual student experience of diversity. In line with the work of Tan (2019) this research study understands diversity in education as:



Thank You!



Delighted to connect

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