



Positive Action Measures in the European Union, Canada, United States & South Africa (PAMECUS)

Information Leaflet



What is the purpose of the study?

You are invited to take part in this study on Positive Action Measures in the European Union, Canada, United States of America & South Africa. Before you decide, it is important for you to understand why the research is being done and what it will involve. Please take some time to read the following information carefully and do not hesitate to ask us if there is anything that is not clear or if you would like more information.

In this study we are keen to understand stakeholders' (people who are responsible for designing and implementing positive action measures e.g. Director of Human Resources, Equality and Diversity Leads and Senior Managers with responsibility for diversity) views and experiences to describe what role positive action measures can play in preventing or remedying discrimination. You might not formally identify your activities as positive action. However by positive action we are referring broadly to proportionate measures targeted at members of socially or economically disadvantaged groups, which are designed to prevent or compensate for disadvantages and discrimination, whether these arose in the past or are still ongoing. This study will examine positive action measures covering the strands of age, disability, race, religion and belief and sexual orientation. Aspects of gender which intersect with other strands will also be considered in this study.

What is involved in the study?

We will obtain information from you in two ways. You will be asked to complete a survey questionnaire in April 2008 available on:

<http://www.brad.ac.uk/acad/health/research/cid/pamecus.php>

At the end of the survey, you will be asked to indicate your interest to be involved in a follow-up workshop and/or an interview to discuss your views on the need for, the use of, and the impact of positive action measures. The workshop will take place at a suitable location. The discussions during the workshop will be audio recorded. The workshop will last approximately 2 hours. You may take a break or stop participating in the workshop at any time you wish. Follow-on interviews will be held with 15 individuals identified from the workshop and with those people who were unable to attend. The interviews will involve different approaches including teleconferences, outreach visits, post, email, etc.

What are the possible benefits of taking part in the study?

The findings of the study will feed into future and continuous development of anti-discrimination policies and practices.

What will happen to the information I provide?

Your confidentiality will be fully respected. Please be assured that any information you give us will be treated in the strictest of confidence, and you will not be identified at any time in the study. We will keep data produced in the course of research securely in paper, electronic or other form, as appropriate. All tape-recorded information will be erased when the results have been analysed. The findings from this study will contribute to a report to the European Commission (DG Employment, Social Affairs and Equal Opportunities. For more information, please see http://ec.europa.eu/employment_social/fundamental_rights/index

_en.htm). Findings might also be used to prepare academic papers and to make presentations at conferences.

Do I have to take part?

Your participation in the study is entirely voluntary. You are free to enter or to withdraw from the study any time without prejudice or penalty. If you choose not to take part in the study, or to withdraw once agreeing to participate, this will in no way affect your employment. Participation in this study will in no way affect your legal rights.

Who do I contact with any questions I might have?

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What do I have to do if I want to take part?

If you wish to take part, please email the researchers named above. A member of the project team will then be in touch with you to answer any questions you might have and to arrange a convenient time and place to gain your consent and to invite you to a workshop.