

di&di

“More Diversity & Less Discrimination
on the Labour Market”

Newsletter Issue 3

November 2014



The Di&Di project is in progress. A year after its launch, all partners met in Forlì for the **3rd European meeting** hosted by IECOB on the 16th and 17th of October 2014. This meeting represented an important step on the project implementation as it allowed all partners to finalise the preparation phase and to begin a more operative one. Indeed, the following major issues were discussed at the meeting:

1. Approval of the training program

During the meeting in Forlì, partners reached an agreement on the methodology and contents of the training program proposed by IRIV which is illustrated below:

Methodology:

- Theoretical knowledge
 - Legal background both on EU and national levels
 - Combining macro (regulation), meso (main actors) and micro levels (individuals)
- Practical knowledge
 - *Case studies* on the basis of participants' "real-world" experience
 - *Examples of best practices* in the 5 countries
 - *Examples of tools & strategies* on EU & national levels



Main Contents:

- Obstacles faced by our two target groups:
 - "External" & "Internal" obstacles
 - Differentiation between graduate and low-skilled job seekers
- Tools already used:
 - Portfolio Migrapass and the training program "Médiateur Interculturel" developed by IRIV
 - Examples of "Best practices" in the different countries
- The Di&Di approach combines anti-discrimination practices (knowledge of the legal framework and diffusion of prevention mechanisms and tools) with the promotion of diversity (different profiles and competences)



2. Approval of the mentoring program

As for the training, all partners reached an agreement on the methodology and contents of the mentoring program proposed by Enda-Europe. Its main goal is to develop coaching for different tutors (professionals who support or employ qualified young people or low qualified women with migratory experiences) to teach them how the Di&Di approach works.

Key steps to developing tutoring:

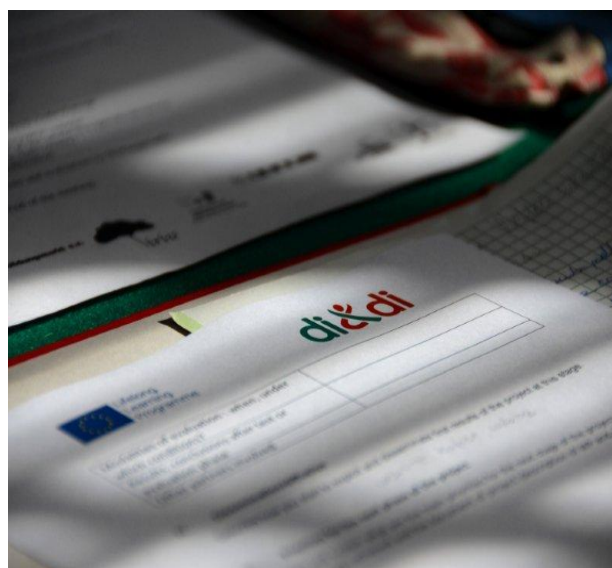
1. Adapt the IRIV training program to make it easier for tutors to understand and use
2. Suggest a coaching protocol adapted to each intervention context by formalizing the different training steps
3. Target clusters: Tutors are ideally social workers who work directly with the target audience, occupational training consultants, HR and diversity managers, and social partners.

3. Launch of the Experimentation phase

At this stage, the preparation phase represented by Work Packages 2 and 3 was completed and partners now started a more operative phase of the project inaugurating Work Package 4 (the “experimentation”). During the meeting in Forlì, Ecap and IECOB proposed a protocol which was discussed and enriched by feedback from all participants. From now on, each partner will start the adaptation of personalised training and mentoring sessions relying on steering committees organised in each Country. Steering committees represent a valuable resource to reach the Di&Di target groups (both qualified recent graduates and low-skilled immigrant women, as well as the professionals working with/for them). The meeting in Forlì also launched the idea to organise a common session where all target groups can meet and exchange their own experiences.

4. Preparation of the interim report

The project coordinator (Enda-Europe) is in charge of providing an interim financial report to the European Commission. All partners must collaborate in gathering and providing financial papers and are asked to write a narrative report of all activities implemented so far. The following page accounts for the issues discussed during the meeting.





bildungsmarkt e.v.



ECAP Research & Development



**3rd European meeting in Forlì
16th and 17th of October 2014
Agenda**

Thursday, 16th October 2014

- 09:00-09:30** Arrival of the participants and welcome by IECOB
- 09:30-10:30** Discussion and validation of training program (WP2) by IRIV
- 11:00-12:30** Presentation, discussion and validation of mentoring program (WP3) by Enda-Europe
- 14:15-15:30** Presentation of the Experimentation (WP4) by ECAP and IECOB
- 16:00-17:00** Discussions about target-groups, contents, methodology
- 17:00-18:00** Exploitation (WP5) – all partners presented their national steering committees

Friday, 17th October 2014

- 09:00-10:00** Presentation and discussion on the narrative report by Enda-Europe
- 10:30-12:00** Presentation and questions on the administrative and financial report
- 12:00-12:30** Presentation of the strategy of evaluation by Bildungsmarkt (WP7)
- 14:30-16:30** Dissemination (WP6) by Enda Europe
 - Publication on Di&Di website
 - Publication of one article in a specialized review
 - weblogs in each country
 - Final publication
- 16:30-17:30** Synthesis and evaluation by Bildungsmarkt

For any further information

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Next meetings

4th European meeting in **Sofia – June 2015**

5th and final European meeting in **Switzerland - September 2015**

