



More Diversity & Less Discrimination on the Labour Market

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The Di&Di project concluded its activities in October 2015 with the experimentation and implementation in the five partner countries (France, Germany, Italy, Bulgaria and Switzerland) of the developed training prototypes and mentoring programme as well as with the development of a comprehensive and final Di&Di prototype.

The thematic final publication, available in 4 languages, includes all the reflections and lessons learned that arose during the project.

The topics included in this newsletter are:

1. The Experimentation results
2. The Final conference
3. The Project publications and materials available

We hope you find our newsletter an interesting and stimulating read!

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1. Experimentation of the Di&Di model: results and lessons learned

The experimentation of the training and mentoring concept and the methodology was completed by all partners in June, involving more than 100 migrants, both qualified youngsters and low qualified women and about 80 mentors (professionals from firms, associations, formative institutions, coaching services) in the five countries, an experience that enriched the reflections at a European level.

Although “discrimination” is quite a complex concept, and can be difficult to recognise in a work environment, the involvement of associations, migrant communities and strategic institutions became a valuable strategy for reaching key beneficiaries and producing effective analyses of their needs. Additionally, linking the Di&Di experimentation to other existing paths and courses was helpful for the recruitment process and the project’s sustainability.

Another strength of the model was its modular approach as it allowed Di&Di to meet the target groups’ needs but with enough flexibility to alter the arguments, timeframe and strategies used depending on each group, all while maintaining a common concept.

The project increased the participants’ knowledge about discrimination on the labour market and they acquired new understandings and skills to overcome it. The reflective and interactive methods and experiences exchanged with other participants were a key strategy.



Final Conference - October 2015- Zurich

Furthermore, the proposed “active perspective” allowed participants to develop two aspects: a pure learning process on one side and a “can do” attitude (“I know, I know how to act, I can act”) on the other side.

The heterogeneity of the target groups (both in the training with low qualified women and highly qualified youth, and in the mentoring with professionals from different fields) was a productive and stimulating choice, even if challenging at times, and generated very useful information and interesting experiential exchanges. Each partner dealt with this particular challenge using a personalised path based on participants’ skills and knowledge, through personal interviews or, in some cases, with the support of mediators and tutors.

The heterogeneous composition of groups also created a basis for future networks of professionals working in

different fields. Once they had attended the course, participants could offer valuable testimonies of new strategies and processes.

Finally, during the experimentation, the importance of ICT and social networks and their role in the sustainability of the project emerged. Indeed, based on the work and reflections during classes, the training group exchanged experiences and information using tools such as mailing lists, Facebook and thematic weblogs.

The training and mentoring modules suggested by Di&Di are easily adaptable to different contexts, and they provide a way to insert issues related to discrimination and diversity as cross-cutting aspects in the labour market integration programmes.

2. Final conference

During this last European meeting in Zurich on the 22nd and 23rd of October, 2015, the steering committee, entitled "**From discrimination to valuation of diversity in the job market: hopes, reality, challenges**" was organised. The conversation aimed at sharing the lessons learned from the Di&Di process with a group of Swiss stakeholders and integrating the Di&Di reflections into a general framework and perspective, both at a local and European level.

With the contribution of the Swiss Federal Migration Office (SEM), trade unions and public and private actors, the conference stressed the importance of linking the legal anti-discrimination frameworks, the analysis on labour market situations and the increasingly relevant debate on migration

flows, together with a wider reflection on the value of diversity and the long term strategies for a more equal and inclusive society.

3. Project publications and materials available

Some questions that arose: How to develop a didactical plan for migrants on the topic of discrimination? Is it possible to valorise diversity and enhance awareness on professionals and migrants? How can we valorise the experience of the participants? What are the prospects and the sustainability of this kind of training programme?

The Di&Di European team produced a thematic reflection on the project experience in a joint final publication, available in full in 4 languages (English, France, German, Italian and Bulgarian).

Moreover, the European prototype will be available with other specific materials related to the project on the project Website (<http://www.di-di.eu>) and on the national weblogs.

Please do not hesitate to contact us if you have any questions concerning the Di&Di project!

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