

Encourager la Diversité et lutter contre la Discrimination sur le marché du travail

2013-1-FR1-LEO05-49021

<http://www.adam-europe.eu/adam/project/view.htm?prj=10903>

Projektinformation

Titel: Encourager la Diversité et lutter contre la Discrimination sur le marché du travail

Projektnummer: 2013-1-FR1-LEO05-49021

Jahr: 2013

Projekttyp: Innovationstransfer

Status: bewilligt

Land: FR-Frankreich

Marketing Text: La principale innovation du projet Di & Di est la diversité des publics : groupes aux parcours migratoires variés, d'âges et de qualifications différents ; et des acteurs de l'emploi (responsables RH et partenaires sociaux). La complémentarité est au cœur du projet : les jeunes transfèrent leurs connaissances et aptitudes ; les femmes transmettent leurs apprentissages non formels et informels ; et les acteurs de l'emploi partagent leurs expériences du marché du travail (recrutement, mobilité, diversité ...). Des professionnels travaillant avec des publics migrants et les acteurs de l'emploi sont formés à cette approche multi-facettes et multi-acteurs pour assurer la pérennité du projet dans cinq pays aux profils complémentaires : la France, l'Allemagne, l'Italie, la Suisse et la Bulgarie.

Zusammenfassung: The Di&Di project was designed in 2013 by six partners, in five European countries (France, Italy, Switzerland, Bulgaria and Germany) to develop a strategy, combining the fight against discrimination and the valuation of diversity, to support the inclusion of migrant jobseekers in the labour market, an ongoing issue in Europe. The programmes implemented during the project were focused on low-qualified female migrants and qualified young migrants, who are, according to Eurostat data, more vulnerable to unemployment, precariousness and discrimination in all the European countries.

The Di&Di project achieved its objectives as the partners developed and adapted a training programme to support low-qualified female migrants and young graduate migrants to identify and deal with discrimination and to overcome EU labour market obstacles. The project also developed and adapted a mentoring programme for professionals, working in the employment sector or with migrants, to enhance their capabilities in this area.

The training and mentoring programmes were inspired by lessons learnt from the innovative Migrapass and Diversité+ projects. The determination of all the partners to reach the common objectives despite different contexts and cultures, encouraged open-mindedness, new perspectives and approaches which enriched the project, its reach and impact. The project inscribes itself in the Lifelong Learning approach, enabling an ongoing pursuit of knowledge and learning, which are essential for the Di&Di partners in their common effort for more inclusive job markets in Europe.

Beschreibung: The Di&Di project (Diversity against Discrimination) was developed as a response to the alarming rates of unemployment, continuously rising, in Europe, particularly among non-EU nationals. In 2011 the unemployment rate of non-EU citizens was 11.1 points higher than that of EU nationals and important differences are observed also between EU citizens living in their country of origin and EU mobile citizens. Two types of migrants particularly stand out in these figures, as highlighted by Eurostat data: young graduates and low-qualified women are particularly prone to precariousness, unemployment and social exclusion, and often face obstacles and discrimination when they attempt to integrate the EU labour market. With the objective of aiding these two groups of jobseeking migrants in accessing the employment sector, the Di&DI project emerged in 2013, developed by 6 European partners in five countries: Enda Europe and Iriv Conseil in France, IECOB in Italy, ECAP in Switzerland, Centre for Immigration and Integration in Bulgaria and Bildungsmarkt in Germany. The partners wanted to develop strategies, tools and methods that both migrants and professionals could use in order to combat discrimination and valorise diversity, in a Lifelong Learning perspective. Therefore, the partners developed a training programme, addressed to the migrant target publics, and a mentoring programme,

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addressed to professionals of the employment sector and those working with migrants. These programmes were tested with selected groups of target publics in each country. They benefited from inputs of national networks of stakeholders, involved through steering committees. The steering committees gathered different professionals of the employment sectors, representatives of companies, social partners and professionals working on diversity and anti-discrimination matters. The testing phases and the feedbacks received through those networks confirmed the initial evaluation of the target publics' needs, and the pertinence of a modular and flexible approach of support.

The training programme was aimed particularly at young graduate migrants and low-qualified female migrants and focused on empowerment through awareness-raising of discrimination risks, by equipping them with better know of their legal rights and providing them with concrete tools and methods to promote the migration experience as a specific competence in the labour market.

A common model for the training programme was developed by iriv conseil starting from contributions of all the partners and inspired by the innovative Migrapass project (2010-2012), which focused on the valuation of migrants' competences through the implementation for a specific portfolio. Once a common model was developed it was adapted to be transferred in each partner country's local context and culture, completed with pedagogical materials in the national languages and tested amongst the target publics.

The mentoring programme had a different audience: its aim was to reach out to employment professionals and those working with migrant populations, to teach them about discrimination, how to avoid it and how to provide solutions both in their working environment and for migrant jobseekers. The objective was to enhance these professionals' knowledge on anti-discrimination practices, as well as the specific difficulties and strengths encountered by the aforementioned migrant groups. The process also enabled sharing and collection of methods, case studies and best practices to strengthen the mentors' capacity to support the target populations' professional inclusion.

A common model for the mentoring programme was developed by Enda Europe starting from contributions of all the partners and from transfer of innovation of the pioneering methods developed by Diversity Plus project (2006-2010) which focussed on the complementary roles and practices of companies, trade unions, local authorities and associations in the anti-discrimination and the promotion of diversity. Same as with the training programme, once a common model was developed it was adapted and transferred to each partner country's local context and culture, completed with pedagogical materials in the national languages and tested amongst the target publics.

The results and lessons learned through the testing phases are detailed in national reports of experimentation and in a common European synthesis. After the testing phase, the partners developed a flexible, adaptable and a useable training prototype and mentoring prototype that can be replicated elsewhere to pursue the essential work of integrating migrants into the EU labour market. The Di&Di project built networks and techniques allowing its immediate, mid-term and long-lasting impact. Its sustainability is ensured through opportunities identified in each country. The project distributed its results widely throughout the process, using newsletters, weblogs, steering committees, participation to conferences and seminars... The partners also published articles on specialized reviews and portals, to analyse and share the project's results.

The project drew to a close on the 30th of November 2015. The detailed methodology, results and conclusions are described in the final publication (available in 5 languages).

The main products are available in the files section. Additional information concerning the partners, the activities and results of the project can be found on the European website (www.di-di.eu), as well as on the national weblogs: di-di.fr (France); di-di-italia.blogspot.com (Italy); di-di-swiss.blogspot.ch (Switzerland); di-di-bulgaria.blogspot.fr (Bulgaria); didi-berlin.tumblr.com (Germany).

Themen: *** Lebenslanges Lernen
*** Zugang für Benachteiligte

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- *** Chancengleichheit
- ** Nutzung und Verbreitung von Ergebnissen
- ** Sozialer Dialog
- ** Berufsorientierung und -beratung
- * Arbeitsmarkt

Sektoren: *** Erbringung von Sonstigen Wirtschaftlichen Dienstleistungen
*** Gesundheits- und Sozialwesen
*** Erbringung von Sonstigen Dienstleistungen
** Öffentliche Verwaltung, Verteidigung; Sozialversicherung
** Erbringung von Freiberuflichen, Wissenschaftlichen und Technischen Dienstleistungen
** Information und Kommunikation

Produkt Typen: Programme/Curricula
Lehrmaterial
Evaluierungsmethoden
Homepage
Module
andere

Produktinformation: The project's main products are :

- The training programme, aimed at empowering migrant target-publics for their access to employment. It includes an initial model, materials used in each country and a final prototype (the final prototype is available in the files section).
- The mentoring programme, aimed at empowering professionals' supporting capacities of migrant jobseekers. It includes an initial model, materials used in each country and a final prototype (the final prototype is available in the files section).
- Newsletter published on the di-di.eu website after each transnational coordination meeting, in order to present the advancement of the project at different stages.
- The European website (di-di.eu) and national weblogs: : di-di.fr (France). di-di-italia.blogspot.com (Italy) ; di-di-swiss.blogspot.ch (Switzerland) ; di-di-bulgaria.blogspot.fr (Bulgaria) ; didi-berlin.tumblr.com (Germany).
- Evaluation synthesis and analysis, ensured all along the project;
A final publication in 5 languages (available in the attached files).

Projektwebseite: <http://www.di-di.eu/>

Vertragnehmer

Name: Environnement Développement Action Europe
Stadt: Paris
Land/Region: Ile De France
Land: FR-Frankreich
Organisationstyp: Verband/nicht regierungsgebundene Organisation
Homepage: <http://www.enda-europe.org>

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Koordinator

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Partner

Partner 1

Name: Institut de recherche et d'information sur le volontariat Conseil
Stadt: Paris
Land/Region: Ile De France
Land: FR-Frankreich
Organisationstyp: Forschungseinrichtung
Homepage: <http://www.iriv.net>

Partner 2

Name: Stiftung ECAP Schweiz
Stadt: Zürich
Land/Region: Andere Region
Land: Anderes Land
Organisationstyp: Forschungseinrichtung
Homepage: <http://www.ecap.ch>

Partner 3

Name: Istituto per l'Europa Centro-Orientale e Balcanica
Stadt: Forli
Land/Region: Emilia-Romagna
Land: IT-Italien
Organisationstyp: andere
Homepage: <http://www.iecob.net>

Partner 4

Name: bildungsmarkt e.v.
Stadt: Berlin
Land/Region: Berlin
Land: DE-Deutschland
Organisationstyp: andere
Homepage: <http://www.bildungsmarkt.de>

Partner

Partner 5

Name: Centre Immigration et integration
Stadt: Sofia
Land/Region: Sofia Stolitsa
Land: BG-Bulgarien
Organisationstyp: andere
Homepage: <http://www.cii.gateway.bg>

Projektdateien

0.DI1DIs bulgarian leaflet.pdf

<http://www.adam-europe.eu/prj/10903/prj/0.DI1DIs%20bulgarian%20leaflet.pdf>

Plaquette du projet en langue bulgare

0.DI&DI_English leaflet.pdf

http://www.adam-europe.eu/prj/10903/prj/0.DI%26DI_English%20leaflet.pdf

English leaflet describing the project Di&Di. This is a common leaflet for all the partners of the project.

0.Di&Di french leaflet.pdf

<http://www.adam-europe.eu/prj/10903/prj/0.Di%26Di%20french%20leaflet.pdf>

The common leaflet of the project Di&Di, initially written in English, has been translated in each country for local diffusion. This is the french version.

0.DI&Di german leaflet.pdf

<http://www.adam-europe.eu/prj/10903/prj/0.DI%26Di%20german%20leaflet.pdf>

The common leaflet of the project Di&Di, initially written in English, has been translated in each country for local diffusion. This is the german version.

0.Di&DI_Italian leaflet.pdf

http://www.adam-europe.eu/prj/10903/prj/0.Di%26DI_Italian%20leaflet.pdf

The common leaflet of the project Di&Di, initially written in English, has been translated in each country for local diffusion. This is the italian version.

10.Di&Di_Evaluation_WP1_Paris-Berlin.pdf

http://www.adam-europe.eu/prj/10903/prj/10.Di%26Di_Evaluation_WP1_Paris-Berlin.pdf

It is the first report of evaluation for the WP 1.

11.Di&Di_1st French publication_article savoir et formation.pdf

http://www.adam-europe.eu/prj/10903/prj/11.Di%26Di_1st%20French%20publication_article%20savoir%20et%20formation.pdf

In the framework of the Di&Di project, each european partner has to publish two articles in two national specialised reviews. In France, Enda Europe and Iriv have published their first article into the review "Savoir et Formation", published by the AEFTI network (Associations pour l'Enseignement et la Formation des Travailleurs Immigrés). This is a national publication, in the national language (french). After the experimentation phase, the partners will write a final common publication, which will be published in English.

1.Agenda Berlin meeting 8 and 9th of Mai VF.pdf

<http://www.adam-europe.eu/prj/10903/prj/1.Agenda%20Berlin%20meeting%208%20and%209th%20of%20Mai%20VF.pdf>

It is the agenda of the second european meeting in Berlin.

1.Agenda first meeting in Paris Dec 2013.pdf

<http://www.adam-europe.eu/prj/10903/prj/1.Agenda%20first%20meeting%20in%20Paris%20%20Dec%202013.pdf>

The kickoff meeting in Paris

1.Agenda Forli meeting.pdf

<http://www.adam-europe.eu/prj/10903/prj/1.Agenda%20Forl%C3%AC%20meeting.pdf>

Agenda of the third meeting in Forli (Italy)

Projektdateien

3.Di&Di_minutes_Berlin-meeting_final.pdf

http://www.adam-europe.eu/prj/10903/prj/3.Di%26Di_minutes_Berlin-meeting_final.pdf

It is the minutes of the second european meeting.

3.Di&Di_Minutes_Forli_meeting.pdf

http://www.adam-europe.eu/prj/10903/prj/3.Di%26Di_Minutes_Forli%26AC_meeting.pdf

Minutes of the third European meeting among all the partners of the project, which took place in Forli (Italy) on October, 2014

3.Di&Di_minutes_Paris_final.pdf

http://www.adam-europe.eu/prj/10903/prj/3.Di%26Di_minutes_Paris_%20final.pdf

It is the minutes of the kickoff meeting.

4.Di&Di_1st-newsletter.pdf

http://www.adam-europe.eu/prj/10903/prj/4.Di%26Di_1st-newsletter.pdf

It is the first newsletter of the project.

4.Di&Di_2nd-newsletter_Fv.pdf

http://www.adam-europe.eu/prj/10903/prj/4.Di%26Di_2nd-newsletter_Fv.pdf

It is the second newsletter.

4.DiDi_3rd newsletter.pdf

http://www.adam-europe.eu/prj/10903/prj/4.DiDi_3rd%20newsletter.pdf

This is the third newsletter of the Di&Di project, written by IECOB (Italian partner of the project) after the 3rd european meeting in Forli.

4.di&diS 4th newsletter.pdf

<http://www.adam-europe.eu/prj/10903/prj/4.di%26diS%204th%20newsletter.pdf>

This is the 4th newsletter of the Di&Di project, written by CII (Bulgarian partner of the project) after the 4th european meeting in Sofia.

4.di&dis 5th newsletter.pdf

<http://www.adam-europe.eu/prj/10903/prj/4.di%26dis%205th%20newsletter.pdf>

This is the 5th newsletter of the Di&Di project, written by ECAP (Swiss partner of the project) after the 5th european meeting and the european steering committee in Zurich on October 2015.

6.Training programme - detailed framework- october 2014-1.pdf

<http://www.adam-europe.eu/prj/10903/prj/6.Training%20programme%20-%20detailed%20framework-%20october%202014-1.pdf>

It is the final version of the training program, dedicated to forthcoming experimentations'sessions.

7.Mentoring Program- 26092014.pdf

<http://www.adam-europe.eu/prj/10903/prj/7.Mentoring%20Program-%2026092014.pdf>

It is the mentoring program dedicated to further experimentations'sessions.

9.Di&Di_stratégie évaluation.pdf

http://www.adam-europe.eu/prj/10903/prj/9.Di%26Di_strat%26A9gie%20%26A9valuation.pdf

It is the evaluations'strategy, which will be enrich during all the project.

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article savoir et formation.pdf

<http://www.adam-europe.eu/prj/10903/prj/article%20savoir%20et%20formation.pdf>

Publication on the journal "Savoir et Formation" (France)

Brosh_Di&Di_PRESS_BG.pdf

http://www.adam-europe.eu/prj/10903/prj/Brosh_Di%26Di_PRESS_BG.pdf

Di&Di final publication in bulgarian

Brosh_Di&Di_PRESS_DE.pdf

http://www.adam-europe.eu/prj/10903/prj/Brosh_Di%26Di_PRESS_DE.pdf

Final publication of the Di&Di project in German

Brosh_Di&Di_PRESS_English.pdf

http://www.adam-europe.eu/prj/10903/prj/Brosh_Di%26Di_PRESS_English.pdf

Final publication of Di&Di project in English.

Brosh_Di&Di_PRESS_France.pdf

http://www.adam-europe.eu/prj/10903/prj/Brosh_Di%26Di_PRESS_France.pdf

Final publication of the Di&Di project en français.

Brosh_Di&Di_PRESS_Italy.pdf

http://www.adam-europe.eu/prj/10903/prj/Brosh_Di%26Di_PRESS_Italy.pdf

Final publication of the Di&Di project in italian

Di&Difinalconferenceprogram.pdf

<http://www.adam-europe.eu/prj/10903/prj/Di%26Difinalconferenceprogram.pdf>

Program of the final European conference of the Di&Di project (Zurich, 23.10.2015)

Di&Di - JOURNEE DE TUTORAT 26 mai.pdf

<http://www.adam-europe.eu/prj/10903/prj/Di%26Di%20-%20JOURNEE%20DE%20TUTORAT%2026%20mai.pdf>

Di&Di mentoring experimentation (2nd cycle) - France

Eapril- proceedings DiDi- iriv conseil-.pdf

<http://www.adam-europe.eu/prj/10903/prj/Eapril-%20proceedings%20DiDi-%20iriv%20conseil-.pdf>

Publication written by iriv in the framework of the dissemination of the Di&Di project at the EAPRIL 2015 conference.

FROM DISCRIMINATION TO VALUATION OF DIVERSITY (Researchgate).pdf

<http://www.adam-europe.eu/prj/10903/prj/FROM%20DISCRIMINATION%20TO%20VALUATION%20OF%20DIVERSITY%20%28Researchgate%29.pdf>

Swiss national publication, focussed on the results of the project, published on the researchgate portal by ECAP.

National Reports on mentoring.pdf

<http://www.adam-europe.eu/prj/10903/prj/National%20Reports%20on%20mentoring.pdf>

The national reports of experimentation of the mentoring were written by each partner to analyse and summarise the results of the testing phase of the mentoring programme, through a grid implemented by Bildungsmarkt, in charge of the project's process evaluation.

Projektdateien

National Reports on training.pdf

<http://www.adam-europe.eu/prj/10903/prj/National%20Reports%20on%20training.pdf>

Les rapports nationaux d'expérimentation du programme d'accompagnement ont été rédigés par les partenaires pour analyser et synthétiser les résultats de la phase de test du programme, à travers une grille développée par le partenaire Bildungsmarkt, en charge de l'évaluation du processus et des activités du projet.

Prototype final de programme d'accompagnement.novembre2015.pdf

<http://www.adam-europe.eu/prj/10903/prj/Prototype%20final%20de%20programme%20d%27accompagnement.novembre2015.pdf>

Final prototype of the mentoring program for professional working in the employment field or supporting migrants' professional inclusion. It was developed at the end of the project, on the basis of the testing phase's results.

Prototype final de programme de formation.pdf

<http://www.adam-europe.eu/prj/10903/prj/Prototype%20final%20de%20programme%20de%20formation.pdf>

Final prototype of the training programme for young graduated migrants and female low-qualified migrants, developed at the end of the project on the basis of the evaluation of the testing phase.

Publication nationale Bildungsmarkt.pdf

<http://www.adam-europe.eu/prj/10903/prj/Publication%20nationale%20Bildungsmarkt.pdf>

This is the national publication written for dissemination by the german partner (Bildungsmarkt) and focussed on the analysis of results and sustainability of the project in Berlin.

Publication nationale CII.pdf

<http://www.adam-europe.eu/prj/10903/prj/Publication%20nationale%20CII.pdf>

This is the national publication written for dissemination by the bulgarian partner (CII) and focussed on the analysis of results and sustainability of the project in Bulgaria.

Rapport sur l'accompagnement - pour publication sur pecob.eu (1).pdf

<http://www.adam-europe.eu/prj/10903/prj/Rapport%20sur%20l%27accompagnement%20-%20pour%20publication%20sur%20pecob.eu%20%281%29.pdf>

Italian national publication, focussed on the results of the mentoring programme's experimentation in Italy, published on PECOB website.

Rapport sur la formation - pour publication sur pecob.eu.pdf

<http://www.adam-europe.eu/prj/10903/prj/Rapport%20sur%20la%20formation%20-%20pour%20publication%20sur%20pecob.eu.pdf>

Italian national publication, focussed on the results of the training programme's experimentation in Italy, published on PECOB website.

Synthèse sur l'expérimentation.pdf

<http://www.adam-europe.eu/prj/10903/prj/Synth%C3%A8se%20sur%20l%27exp%C3%A9rimentation.pdf>

European synthesis on the experimentation of the training and mentoring programme amongst the target publics, implemented by ECAP and IECOB starting from the national reports of experimentation and focussed on the lessons learned.

Produkte

- 1 Newsletters
- 2 Leaflets of Di&Di
- 3 Training program
- 4 Mentoring program
- 5 National publications
- 6 Final publication
- 7 National weblogs
- 8 Di&Di website
- 9 Evaluation materials and synthesis
- 10 Reports and synthesis of experimentation

Produkt 'Newsletters'

Titel: Newsletters

Produkttyp: andere

Marketing Text: The five newsletters of the Di&Di project, published after each european meeting, offer an overview of the project's working process and of the reached outcomes, at the different steps of the project.

Beschreibung: The newsletters were written after each european meeting by the host partner (Enda Europe and Iriv for the first one, Bildungsmarkt for the second, IECON for the third, CII for the fourth, ECAP for the last one). They summarise the different steps of the project's advancement though description of the working process, of discussed topics and of decision made during the european meetings by the consortium.

Zielgruppe: Networks of professionals and stakeholders of the sectors targeted by the project, other possible partners, members of the consortium, other project leaders in Europe.

Resultat: 5 newsletters diffused throughout partners'mailing lists and the website di-di.

Anwendungsbereich: Diffusion and dissemination

Homepage: <http://di-di.eu/newsletters/19-first-newsletter>

Produktsprachen: Englisch

Produkt 'Leaflets of Di&Di'

Titel: Leaflets of Di&Di

Produkttyp:

Marketing Text: The all consortium of partners produced its own common leaflet for the project Di&Di, in English, as a common frame for translations in the different language of partners and publication of national leaflets.

Beschreibung: One first leaflet has been elaborated together between the partners. From this common version, national versions have been elaborated and published by each partner.

Zielgruppe: Institutions, social and economic actors dealing with diversity/discrimination issues and migrants' employment on the labour market, and wider public if interested.

Resultat: - 500 leaflets in English.
- 500 leaflets in national language in the 5 countries, in overall : 2500 leaflets

Anwendungsbereich: Diffusion and dissemination

Homepage: <http://di-di.eu/8-news/42-launching-of-di-dis-leaflets>

Produktsprachen: Englisch

Produkt 'Training program'

Titel: Training program

Produkttyp: Lehrmaterial

Marketing Text: The training programme is both a tool and a model to accompany young graduate migrants and low-qualified migrant women who are looking for work or professional advancement. The training is centred around content provision and the strengthening of capabilities:

to identify situations of discrimination (linked to their origin, age or sex) that they may meet on the labour market,

to gain the knowledge and methods necessary to overcome discrimination

to obtain tools and strategies so participant can present their own migration background as a strength and advantage professionally, particularly from the perspective of promoting diversity

Beschreibung: A first model for the training programme in 10 modules was presented by one of the partners, Iriv Conseil, during the European meeting in Berlin. Bearing in mind the additional content and improvements suggested by the other partners, Iriv adapted the model and sent a new version by July 2014. This common model was then translated and its content and the way the modules were organised was adapted by each individual partner for the experimentation sessions to be held in each of their countries. The specific contexts of the experimentations were taken into account to propose a programme that would be useful for the professional insertion of the target audiences and would be directly useable by local facilitators and trainers.

Pedagogical material, training guidelines for the facilitators and additional content were developed and proposed during the sessions. For each theme, the partners were encouraged to make a parallel between their country, where the experimentation was ongoing, and the European context. For example, by presenting the legal and institutional frameworks used in the fight against discrimination at different levels. Following the experimentation phase, the partners collaborated to regroup all the materials they had elaborated separately on a national level to develop some collective reflections on the sessions results. After a SWOT analysis of the common training model, organised by IECOB and ECAP during the European meeting in Zurich, the final improved and simplified European prototype was elaborated by Iriv.

Zielgruppe: Young graduate and low qualified women, both with a migration background

Resultat: R4. training programme (an initial model, national pedagogical materials, final prototype).

Anwendungsbereich: The program was experimented amongst the target publics in each country, in February-May 2015.

Homepage: <http://di-di.eu/training-programme/109-training-programme>

Produktsprachen: Englisch

Produkt 'Mentoring program'

Titel: Mentoring program

Produkttyp: Lehrmaterial

Marketing Text: The mentoring programme is both a tool and a model for 'mentors' of migrant jobseekers, such as the heads of migrant associations, social workers who interact with migrant audiences, actors from the employment and professional insertion sector, HR managers or organisations promoting diversity in the labour market. The Di&Di project targets professionals to give them the tools, sensitivity and capabilities to assist the target audiences.

Beschreibung: A first mentoring model was proposed by Enda Europe during the first year of the project. It was first shared with Iriv in September 2014, before being sent to the other partners, it was then discussed and validated during the European meeting in Forlì. The content was centred on three dimensions:

the comprehension of the constraints, common and distinct expectations of different professional groups, according to their contexts of intervention (based on the lessons learnt from the Diversité+ project, and from the transfer of its innovative method).
The use of certain themes already present in the training programme (presentation of the target audiences, legal framework of the fight against discrimination)
Methods and strategies to build an action plan transferable to different professional contexts. Just like with the training programme, the different partners adapted and translated the content of the mentoring modules to their respective countries. Pedagogical material, mentoring guides for the facilitators and additional content were elaborated and proposed during the mentoring sessions. After the experimentation phase the partners put all their different contributions together to think collectively about the results of the mentoring sessions. After a SWOT analysis on the mentoring model, organised by IECOB and ECAP during the European meeting in Zurich, an ameliorated and simplified European mentoring prototype was elaborated by Enda Europe.

Zielgruppe: Representatives of migrant organisations, trainers, counsellors, tutors, coaches, social workers, RH managers, trade unionists.

Resultat: R5 - Mentoring program (including the initial model, the collection of materials implemented in each country and the final prototype).

Anwendungsbereich: Mentoring, training support for professionals.

Homepage: <http://di-di.eu/mentoring-programme>

Produktsprachen: Englisch

Produkt 'National publications'

Titel: National publications

Produkttyp: andere

Marketing Text: The European Di&Di project was collaborative effort between six partners to tackle the issues of discrimination through the value of diversity. Within the Lifelong Learning framework, it is essential to share the lessons learnt and successes of the project so that professionals, trainers and job seeking migrants can continue to learn and build from the Di&Di experiences, understanding the process and adapting the prototypes themselves.

With this in mind, each of the partners published national publications about the DI&DI project on an individual and national level.

Beschreibung: FRANCE

"Lutter contre les Discriminations en Europe: Di&Di: un projet européen pour lutter contre les discriminations et promouvoir la diversité sur le marché du travail",
Published by Enda Europe & Iriv Conseil in "Savoir et Formation".

"Enhancing the diversity approach among migrant learners & tutors to struggle against discrimination in the labour market in Europe",
Published by Iriv Conseil in "EAPRIL".

SWITZERLAND

"From Discrimination to Valuation of Diversity: Formative Challenges for an Inclusive Labor Market"
Published by ECAP on Research Gate portal.

ITALY

"Di&Di: Report on Training Course" Written by IECOB to be published shortly on the PECOB portal.

"Di&Di: Report on Mentoring Course" Written by IECOB to be published shortly on the PECOB portal.

BULGARIA

" : , ,
Written by the Center for Immigration and Integration and soon to be published in both the Human Resources Journal and the Capital Careers Journal.

GERMANY

"Diskriminierung – ein Thema bei der Vermittlung in Arbeit?"
Written by Bildungsmarkt ev. and published on bika-mitte portal.

All these articles are downloadable through the di&di website: <http://di-di.eu/documentary-sources>

Zielgruppe: General public and professionals of the employment and training field.

Resultat: R14 - National publications in each country.

Anwendungsbereich: Dissemination

Homepage: <http://di-di.eu/documentary-sources/114-national-publications>

Produktsprachen: Französisch
Deutsch
Italienisch
Bulgarisch
Englisch

Produkt 'Final publication'

Titel: Final publication

Produkttyp: andere

Marketing Text:

Beschreibung: A final publication of the Di&Di was written by the six european partners and published at the end of the project. After an overview of the context of the European labour market, in which the Di&Di was designed and developed, this publication describes the adaptation choices, pedagogical approaches and results of the experimentation in the five countries. It proposes then to go beyond the local specificities in order to extract common results, lessons learned and perspectives.

The final publication was firstly written and edited in English, then translated in the four languages of the project.

Zielgruppe: Target groups of the training and mentoring programs, networks of actors working with these target audiences, key-stakeholders of the sectors of employment, businesses, education, fight against discrimination and promoting diversity, potential technical and financial partners, other project developers in Europe, anyone interested in the themes addressed by the project.

Resultat: R9 - Final publication

Anwendungsbereich: Dissémination

Homepage: <http://di-di.eu/final-publication>

Produktsprachen: Italienisch
Deutsch
Französisch
Englisch
Bulgarisch

Produkt 'National weblogs'

Titel: National weblogs

Produkttyp: Homepage

Marketing Text:

Beschreibung: When starting the project, two weblogs in English and French, were created: <http://di-di-france.blogspot.fr> and <http://di-di-project.blogspot.fr>. Early in the second year, for the experimental phase of the training and mentoring programs, weblogs have been developed in all partner countries. The first two weblogs were used as models in this respect. Iriv developed a new version of the French weblog, allowing it to become a real interactive resource during the experimentation, though provision of educational materials and feedbacks: <http://www.di-di.fr/>. IECOB developed the Italian weblog <https://di-di-italia.blogspot.com>, presenting the framework, objectives and steps of the project. ECAP developed the Swiss weblog: <http://di-di-swiss.blogspot.ch/>, used both as a dissemination tool and for providing materials on the issues addressed by the project. CII developed the Bulgarian weblog: <http://di-di-bulgaria.blogspot.fr/> which presents, in addition to the general framework of the project, the content and educational resources for the training and mentoring programs. It was used both as a web platform for the project's activities and as a communication tool in organized events. Bildungsmarkt developed the German weblog: <http://didi-berlin.tumblr.com>. It informs about the project activities, and at the end of the project on those pursued by the partner for its sustainability. It provides educational resources and publications. It is a support to share documentation about the topics and questions that emerged during the work process, such as the coordination of a European project, the principles of adult education, the definition of migration issues, discrimination ... The different weblogs also refer to the joint website and those of the project partners.

Zielgruppe: Networks of professionals and key actors in sectors targeted by the project in the partners' countries, representatives of the target groups, other potential partners, consortium members, other developers of European projects.

Resultat: R10 - 6 weblogs

Anwendungsbereich: Dissemination and training

Homepage: <http://di-di.eu/blogs>

Produktsprachen: Englisch
Bulgarisch
Italienisch
Deutsch
Französisch

Produkt 'Di&Di website'

Titel: Di&Di website

Produkttyp: Homepage

Marketing Text:

Beschreibung: The di-di.eu website was created during the project initial stage Enda Europe is responsible for its design and update. This website presents the partners, the project objectives, activities and achievements. During the life of the project, the news presented in the homepage allowed to monitor the progress of the consortium's work. The project's main products are freely downloadable in the dedicated pages : newsletters , reports of activities, resource materials , prototypes of training and support programs .

Zielgruppe: Professional networks and key actors of the sectors targeted by the project in Europe, representatives of the target groups, other potential partners, consortium members, other holders of European projects.

Resultat: R11 - Website of the project

Anwendungsbereich: Dissemination.

Homepage: di-di.eu

Produktsprachen: Englisch

Produkt 'Evaluation materials and synthesis'

Titel: Evaluation materials and synthesis

Produkttyp: Evaluierungsmethoden

Marketing Text:

Beschreibung: Throughout the project, Bildungsmarkt coordinated the quality management plan and ensured the development of the necessary tools and methodology. The terms of reference describing a comprehensive evaluation strategy have been proposed in the first year to the partners, discussed and validated during the European meeting in Forli. Assessment tools have been developed by Bildungsmarkt to monitor the project's progress and to accompany the adaptations of the results. They include several questionnaires, grids and methodological frameworks, based on specific objectives for each WP. The synthesis of evaluation is a set of analytical reports prepared by this partner and shared within the consortium throughout the project duration.

Zielgruppe: Consortium members, national agency

Resultat: R15 and R16 - evaluation instruments and synthesis

Anwendungsbereich: Evaluation

Homepage:

Produktsprachen: Englisch

Produkt 'Reports and synthesis of experimentation'

Titel: Reports and synthesis of experimentation

Produkttyp: Evaluierungsmethoden

Marketing Text:

Beschreibung: The results of the experimentation process was the subject of an intense collaborative monitoring between partners, led by IECOB and ECAP. It has benefited from the methodological support of Bildungsmarkt, which was responsible for the evaluation methodology. During the first year of the project, an experimental protocol developed by IECOB and ECAP was offered to the partners, discussed and completed during the European meeting in Forlì in October 2014. This protocol defined the general orientations of the experimental phase: organization of the modules through the sessions, trainees' recruitment procedures, steps. From this tool, the partners designed and adapted experimental strategies in their countries and local contexts. Afterwards, the partners continued collaborative work on the process of experimentation. In January 2015, Bildungsmarkt shared recommendations and a tool including indicators and a monitoring methodology for the sessions. During the testing phase, the partners followed up their work through this framework, which has been both a document completed and shared by the partners, and a grid used during Skype meetings on March and May 2015 to follow the process in all countries. During the European meeting in Sofia in June 2015, each partner shared through this common grid the experimentation's results. Following these work sessions on the assessment, the partners defined the framework to be used for national reports of experimentation, which are indeed the result of a larger process. IECOB and ECAP proposed a grid for them partners, including indicators and a SWOT analysis. After having collected the reports from all partners, ECAP IECOB wrote a synthesis of the experimentation, focussed on the lessons learned. This summary was included in the final publication.

Zielgruppe: Members of the consortium and other possible users of the mentoring and training programmes.

Resultat: R6 and R7 - Reports and synthesis of experimentation.

Anwendungsbereich: Evaluation, dissemination.

Homepage:

Produktsprachen: Englisch

Veranstaltungen

Di&Di final European conference in Zurich

Datum 23.10.2015

Beschreibung The six European partners of the project Di&Di are going to meet in Zurich on 22nd and 23rd of October, 2015. During this last European meeting the public conference "From discrimination to valuation of diversity in the job market: hopes, reality, challenges" is organised, aiming at sharing the results and the lessons learned from the Di&Di process and experimentation with a group of Swiss stakeholders.

This European conference, set up by ECAP Foundation, will then be an important dissemination opportunity for the project. It will also allow to transfer the results of the project to the specific swiss context. The legal anti-discrimination framework is indeed less developed in Switzerland than in the EU countries, the EU having been particularly active in this domaine since the early 2000. Furthermore, Swiss national authorities have initiated a Mentoring program in which experienced migrants ensure a support for new migrants: this program, which will be discussed during the conference, represent a major opportunity for the perpetuation of the Di&Di mentoring process in Switzerland.
The whole program is available on the Di&Di website: <http://di-di.eu/images/pdf/DiDifinalconferenceprogram.pdf>

Zielgruppe Persons concerned by discrimination and diversity issues in the labour market (trainers, migrant associations, employers, trade union representatives, local authorities)

Öffentlich Öffentliche Veranstaltung

Kontaktinformation [simona.mattia\[at\]enda-europe.org](mailto:simona.mattia@enda-europe.org)

Zeitpunkt und Ort Conference Room ECAP – Neugasse 116,Zurich
9.15-13.00

Di&DI presentation at the Embassy of Croatia (Paris)

Datum 30.01.2015

Beschreibung Enda Europe and Iriv will give a presentation of the Di&Di project at the Embassy of Croatia, in Paris. This will be a main opportunity for the French partners to explain to the target groups the aims of the project : how to identify discrimination situations and to react to them in order to promote diversity in French labour market.

Zielgruppe Low qualified immigrant women and high-skilled young migrants

Öffentlich Geschlossene Veranstaltung

Kontaktinformation Enda Europe, contact@enda-europe.org

Zeitpunkt und Ort Embassy of Croatia, Paris, 15h - 17h

Veranstaltungen

The first European meeting in Paris!

Datum 12.12.2014

Beschreibung The project Di&Di has been launched during the Kickoff meeting in Paris the 12 and 13th of December.

Zielgruppe Partners of the project.

Öffentlich Geschlossene Veranstaltung

Kontaktinformation The programme of the meeting is available on the website : di-di.eu

Zeitpunkt und Ort 12 & 13th of december 2013 in Paris, at Endas'Europe office.

The third European meeting in Forli!

Datum 16.10.2014

Beschreibung For their third european meeting, partners of Di&Di project gathered at Forli, in Italy to present some products (trainings and mentorings programme) and share the activities' programme for the next weeks.

Zielgruppe All the partners of the project.

Öffentlich Geschlossene Veranstaltung

Kontaktinformation Programme and Newsletter 3 available on the website di-di.eu

Zeitpunkt und Ort The 16 and 17th of October

Veranstaltungen

iecob's 2nd steering committee in Italy

Datum 02.10.2014

Beschreibung You are here: Home Programmes and minutes of activities

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Di&Di's second steering committee in Italy

Print
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Category: Programmes and minutes of activities
Published on Thursday, 15 January 2015 13:09

All along the development of the Di&Di project, national steering committees are organized by each partner in the five European countries. These committees allow to gather contributions of experts working in the field of social or economic integration (associations, local authorities, firms, ...). They are a fundamental resource to improve the experimentations protocols and contents, and to identify and disseminate the main achievements of the Di&Di.iecob

In Italy, IECOB hosted the second Steering Committee at Fondazione Garzanti (Forli) on October 2nd, 2014.

The first part of the meeting was focused on the presentation of target groups and on the illustration of both the training and mentoring programs, in view of the experimentation sessions which are starting soon. The second part, instead, was characterized by an open and fruitful discussion where all participants gave good examples of best practices already experimented in the Municipality of Forli.

Zielgruppe experts working in the field of social or economic integration (associations, local authorities, firms, ...)

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort Fondazione Garzanti, Forli, Italy

Veranstaltungen

Di&Di's second steering committee meeting in France

Datum 18.09.2014

Beschreibung Enda Europe and iriv hosted the second steering committee meeting for Project Di&Di on Thursday, September 18 at the Cité de Métiers in Paris. During this meeting, representatives from several different organizations discussed the professional training and mentorship programs that will soon be launched, deliberating over matters ranging from theoretical underpinnings of these programs to practical measures necessary for success. To give an example of a successful program, the steering committee invited Marie-Laure Gibaud to speak on behalf of Histoire d'entrepreneurs, a website that helps immigrants become entrepreneurs.

Zielgruppe

Öffentlich Geschlossene Veranstaltung

Kontaktinformation

Zeitpunkt und Ort Cité des Métiers, Paris

The second European meeting in Berlin!

Datum 08.05.2014

Beschreibung The partners gathered for the second time to discuss orientations, to assess activities and results achieved of the project, during the first stage.

Zielgruppe Partners of the project

Öffentlich Geschlossene Veranstaltung

Kontaktinformation The programme and 2nd newsletter related to the meeting are available on the website di-di.eu.

Zeitpunkt und Ort 8 and 9th of May, in Berlin.

Veranstaltungen

Veranstaltungen

Di&Di's first steering committee in France

Datum 24.04.2014

Beschreibung On Thursday, April 24, Enda Europe and iriv hosted the first steering committee meeting for project Di&Di at the Cité de Métiers in Paris. Over the course of the morning, many ideas were discussed, as representatives from various organisations, associations, and companies learned in detail the background and goals of project Di&Di.

1. Opening

Bénédicte Halba opened the meeting by announcing its beginning and asking each participant to present his or herself. She then gave the floor to Mélodie Beaujeu of Enda Europe.

The Launch of the steering committee is an opportunity to share and exchange with all parties present, ideas, and propositions. Each participant has an active role—it is not simply a meeting to present the project Di&Di. The collaboration initiated between Enda Europe and iriv a year ago (at the original submission of the project) is a collaboration that is complementary, one of the objectives being to share approaches in terms of training, integrating several approaches to migration routes.

2. The Presentation of the project Di&Di by Mélodie Beaujeu

The PowerPoint at the end of this document presents the partnership and the objectives of the project, the principle activities and expected results as well as the involvement of France. Highlights of the presentation of the project Di&Di:

The project Di&Di was launched autumn 2013, and is financed by the European Union within the framework of the program Leonardo da Vinci: the transfer of innovation and lifelong learning. It will begin experimenting in each partner country starting January 2015. The project involves five European countries with complementary profiles: Bulgaria, Germany, Switzerland, Italy and France. Within these five countries, six institutional partners make up the consortium of the project: One university in Italy (IECOB); three Centers and Institutions that specialise in professional training: Bildungsmarkt in Germany, IRIV in France, and ECAP in Switzerland; and two NGO's: CII in Bulgaria and Enda Europe in France.

The general objective of the project is to propose both:

- Training workshops for educated youths and low-qualified women, both with a migratory background
- Tutoring for professionals such as managers of associations for women or for youths, counselors on professional insertion, and other professionals such as HR managers who are responsible for diversity in business.

It is necessary to include the actors of employment, to raise awareness in order for them to better take into account the needs of qualified youths and low-qualified women.

A key choice for Enda Europe and iriv is to have the two targeted publics (qualified youths and low-qualified women) meet and mix in order to stimulate sound discussion and emulation.

The diversity of the profiles involved in the project is a true asset of Di&Di.

Veranstaltungen

Mélodie Beaujeu then went on to explain the different steps that will be led by each member of the project and some background on the founding of the project; more detail can be found in the attached presentation.

3. Highlights from the presentation on the project by Bénédicte Halba, iriv

The PowerPoint found at the end of the document is a presentation of the training workshops, more detail on the targeted publics of the project, the methodologies and approaches, and the three dimensions of the project

The priorities of the training workshop of project Di&Di are:

- A better understanding of the connection between educational systems and professional trainings and the labour force,
- A valorization of the acquired competencies by means of their migratory background,
- And the raising of awareness to situations of discrimination

Bénédicte then explains in detail the methodologies and the steps to be taken during these training workshops, further details can be found in the attached presentation.

4. Discussion with the participants

Scharawad Hssinou proposes to use English as a base in order to facilitate exchanges among the professional networks in the five countries. Michéle Bien recalls that 8 key competencies at the European Levels are already in English. Mélodie Beaujeu and Bénédicte Halba indicate that the spirit of project Di & Di is to keep the diversity of languages and adapt to each country.

The following topics were also addressed:

- The issue concerning the recognition of diplomas, and access to information on the VAE (Validation of Acquired Experience)
 - The issue concerning access information on project Di&Di
 - The ways in which the two targeted publics might interact and help each other.
 - The possible necessity to focus heavily on businesses in order to ensure the success of project Di&Di
 - A reiteration of the precise goals of Di&Di: it is not necessarily to have companies hire more people of foreign origin, but to change the fact that if a migrant is not hired, it is not necessarily to his or her immigration status. To precisely identify the sources of barriers such as identifying the problems concerning the recognition of diplomas (ie. Ignorance of the value of diplomas and/or the need for a national qualification), etc.
- Bénédicte Halba goes on to reassure all the measures already taken in reaching out to businesses.

5. Closure of the meeting

The next steering committee meeting will be held later in the year during the month of September. Bénédicte Halba and Mélodie Beaujeu indicate that the PowerPoint presentation will be sent to each participant. The end of the meeting is proposed with some coffee and tea.

Veranstaltungen

experts active in the field of social/economic integration (associations, local authorities, firms,
etc.)

Geschlossene Veranstaltung

Cité des Métiers, Paris