

Transfer of a prevention and fight against discrimination in the employment

2011-1-FR1-LEO05-24460

<http://www.adam-europe.eu/adam/project/view.htm?prj=9330>

Projektinformationen

Titel: Transfer of a prevention and fight against discrimination in the employment

Projektnummer: 2011-1-FR1-LEO05-24460

Jahr: 2011

Projekttyp: Innovationstransfer

Status: bewilligt

Land: FR-Frankreich

Marketing Text: Transfer of a prevention and fight against discrimination in the employment and formation

Zusammenfassung: Our project is focused on the fight against discriminations in the field of vocational education and training. Our organization has developed a methodology in this field, which is quite innovative. And we suggest to adapt and implement this methodology in different countries through transnational partners organizations: Italy (Scuola Centrale Formazione), Spain (Fondacion Trinijove), Belgium (AID and CSC) and Great Britain (HITC).

All partners belong to the same network, the European Coordinating Committee, which includes structures that are acting in the field of social inclusion and employment. Thus, we have discussed these issues and developed an exchange of good practices and partnership with these structures.

Our association UNI-EST coordinates a network of professionals in VET sector. We have developed specific tools and training programs for trainers and employment counsellors to help them in their professional context to fight against any kind of discrimination based on race, age, gender, religion, political opinions...

On the one hand this action is linked to the political and institutional context at the European and national level (law obligations), but on the other hand it is an answer to many problems the professionals in VET sector and people have been confronted with for a long time.

Thus, this project aims at transferring training modules and tools for the professionals in VET sectors which pursue several objectives:

- To help the professionals to identify and recognise discriminatory situations in the field of employment and to act in order to prevent them; to question their own professional practices;
- To give them some clues to respond to people who have been victim of unequal treatment during their job research, in their firm, or during vocational training;
- To help them to deal with a discriminatory job offer and make the managers understand why their professional practices are based on prohibited grounds and how to correct these negative effects (which are prohibited by the law);

The expected impacts were:

- a professional qualification of partner organizations to take into account the issue of discrimination, dealing with the situations encountered and implementing preventive practices to improve services offered to users;
- a spread of this qualification to other professionals, other missions in the structure and beyond with partner companies.

Beschreibung: To carry out this project, we identified lots of activity (or work packages WP =), whose responsibilities are shared between the project partners. Here is their description and their status:

WP 1: management / project coordination

This includes the coordination of work in partnership, monitoring of cross-cutting work (transfer, adaptation, return on experience, promotion, evaluation, dissemination) and the coordination of the final seminar. The intervention of this WP has been continued until the end of the project. The final seminar has been held in France in Lyon in 19 and 20 September 2013.

Period: October 2011 - September 2013

Driver: UNI-EST

WP 2: preparation and transfer of product

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The second workpackage was to achieve an overview of intervention contexts partners prepare for the transfer of tools, methodology and present the product transferred to a logic test, provide necessary user guides. This work is now complete. Note, Uni-Est is always at the disposal of the project partners for any useful assistance to the implementation of their approach to the fight against discrimination.

Period: October 2011 - end of March 2012

Driver: UNI-EST

WP 3: experimental tools in each partner

Workpackage 3 officials was in charge of the coordination of launch test (adaptation tools, timeliness experimentation), the implementation, coordination of the agenda, receiving reports of groups national work on this phase, and finally the preparation of transnational working group intended to present the right tools in preparation for the test time. After the presentation of the fresco chronological this workpackage was finally rehabilitated from the start of the project. The precise objectives and respective interests, it led to what partners are organizing the Spanish transnational working group held on 7 and 8 October 2012 in Barcelona. The next group has been set up transnational partners by Italians at the end of February 2013.

Period: early April 2012 - end of December 2012

Driver: SCUOLA CENTRAL FORMAZIONE

WP 4: adjustment tools

Partners in charge of this workpackage have taken over from the SCUOLA CENTRAL FORMAZIONE on further tests, and the animation is commissioned to return on experience (tracking adjustment tools with other partners through coordination of national working groups (ODJ, CR), preparation of transnational working group intended to take stock of the adjustment tools).

Period: end of December 2012 - September 2013

Driver: AID + Trinijove

WP 5: Project valuation

This workpackage has developed a plan for recovery: collaborative platform and Internet site, deliverables, communication tools and external partners. These tools collect UNI-EST & tools tailored in each country, presenting and disseminating results via different media considered, swarm and sustaining products. Collaboration platform is in use since the beginning of the project. A website was developed.

Period: October 2011 - September 2013

Driver: HITC

WP 6: Evaluation of the project

In this context, a specification has selected a provider, who set up and monitor the work of assessment, and to provided regular results (interim results and final results). The evaluation process was going, and has already resulted in an interim report and a final report, which has allowed us to draw from the findings presented. He has been accompanies us throughout our approach to transfer, adaptation and appropriation of tools for the Fight against Discrimination.

Period: October 2011 - September 2013

Driver: UNI-EST and the CSC

That the proposed transfer of the innovation process to prevent discrimination can lead, 5 predetermined phases and implemented have been necessary :

Phase 1: Define the conditions for success of the project and define the logical response partners

2 months for this phase (October - early December 2011). In this sense, a chronological fresco was created, presented and delivered to each partner during the seminar to launch the project. It has:

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- Held to present the project, these phases set goals, timelines, the role of each partner and their respective missions.
- To adjust the workpackage 6, dedicated to the evaluation of the project, and make ultimately share the implementation by Uni-Est and CSC.

Phase 2: Present, share and adapt the tools created by Uni-Est (transfer phase) 4 months for this phase (early December to late March 2012). "Toolbox" of Fight against Discrimination Kingdom created by East upstream of the project was sent to the partners, without the need to operate additional expenditure Kingdom East. Partners have appropriated this tool, translation work, adjustment to national contexts. They used to build awareness sessions and training for the Fight against Discrimination .

Phase 3: Experimenting with the tools in different contexts partners 11 months for this phase (early April to late February 2013). The first phase of experimentation tools translated and adapted have taken place and led to the establishment of training session among partners. A phase of readjustment has been a report shared at the seminar at the end of February 2013 with our Italian partners.

The training days were held on two days and a half. This time was considered too long for some participants, or too short (especially for participants Belgians).

Participants were trainers in vocational technical persons accompanying job seekers, teachers of high school.

For the translation and adaptation of tools:

- Italian translation tools was first literary, keeping the French examples. The second step should be to adapt the tools to more national context,
- The english partner have recognized a pre-module introductory issue of the fight against discrimination would be particularly useful
- For all, it should develop a larger series of cases, including the experience of using participants,
- It also seems appropriate to develop collaborative networks in the field,
- The systemic dimension of discrimination is also working within these formations.

All these factors should be taken into account in the context of continuing experimentation.

At this stage, we can already make the following observations and recommendations:

- Remarks on the validation tools adapted:

tools were evaluated for participation, sharing, respect for the views of participants. The content was considered useful, formulated in clear language the theoretical and practical dimensions useful. The training time was appreciated.

- recommendations should always be made :

- . care must be taken to equip stakeholders on national territories concerned;
- . it is necessary to work on the portability in the workplace;
- . The correct format should be found for the implementation of training sessions, neither too long nor too short;
- . equipment should be revisited: format less rigid, less formal, more convenient, more practical case supported for supporting analysis;
- . actors relays must also be training.

Phase 4: Back on the experience and share tools tailored in each country 4 months for this phase (early March to end of June 2013). The seminar was in Italy at the end of February 2013, and has launch this phase.

Phase 5: Swarming the results produced by the experiment. Based Adam is already contributing to the spin-off will be driven in this direction, but not only. A website has be created.

3 months (early July to late September 2013)

In summary: Currently, on the basis of this workpackage predefined and sometimes adjusted and operational phases defined in estimates, we conducted the following activities during the project:

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- Preparation and transfer of products, namely, training modules, the toolbox, the process of prevention and fight against discrimination,
- Translation and adaptation of tools by each partner (still being finalized)
- The experimentation with training sessions addressed to professionals,
- The establishment of an evaluation process,
- The establishment of a collaborative platform via Internet
- Work on the valuation

Work on the recovery plan : a website has been created. Public seminars were introduced (Italy and France). Booklets formations were created , to be given to future participants in training sessions . Various deliverables communication on this issue were published , relays were implemented (future training plans in Belgium, for example , specific training of trainers in Italy and Britain, disclosure awareness training sessions / development control against discrimination among companies is considered, particularly in Spain and Belgium. Partners have also published a draft European Charter partnership to fight against discrimination. The partners have translated and adapted the tools given their national contexts and processes to necessary adjustments , based on their experience returns following the implementation of various training sessions to destinations trainers , students, teachers .

Themen: *** Arbeitsmarkt
 *** Lebenslanges Lernen
 *** Chancengleichheit
 ** Berufsorientierung und -beratung
 ** Zugang für Benachteiligte
 * Nutzung und Verbreitung von Ergebnissen
 * Nachhaltigkeit
 * Sozialer Dialog

Sektoren: ** Gesundheits- und Sozialwesen
 ** Erbringung von Sonstigen Dienstleistungen

Produkt Typen: Unterlagen für offenen Unterricht
 Module
 Evaluierungsmethoden
 Lehrmaterial
 Homepage

Produktinformation: Here are the elements that we proposed transfer. A TOOLBOX which OBJECTIVE AND RAISE is EMPOWERING PROFESSIONAL JOB-TRAINING-INSERTION OF STRUCTURES PARTNERS TO THE CONSIDERATION OF THE PREVENTION AND FIGHT AGAINST DISCRIMINATION IN THEIR PRACTICES.

We extracted the overall approach (local) which seemed interesting transfer.

1) TRAINING SENSITIZATION

This day awareness training allows participants to bring their level of knowledge on issues of discrimination, a common language and capture the defining elements and law that can identify and clarify the issue of discrimination in employment. It also allows to examine professional practices. In this sense it is a precondition.

Target Audience: Actors partner structures, so players of employment-insertion, never having participated in training on the subject. They are advisors insertion, trainers, supervisors, responsible for the business relationship .. It is desirable that those responsible for the team (management / coordinator) also participate in this training.

Employees: 9-15 participants

Duration: 1 day

General Objective: To enable participants to recognize the existence and extent of discrimination in the labor market, and learn useful concepts and the law. Be able to locate and identify situations that involve discrimination, and the consequences that may arise.

Develop the consideration of these issues in support missions and actions

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developed.

Operational objectives:

- o Identify the specificity of the concept of discrimination
- o Identify the types of discrimination
- o Identify and describe the mechanisms of discriminatory processes (in access to employment and in employment)
- o Know the legal and institutional framework
- o Identify work situations at risk
- o Questioning our professional practices and professional answers possible

2) COMPREHENSIVE TRAINING

Target Audience: Actors partner structures, so players of employment, integration, training and related companies involved in the awareness training on the subject, or has acquired a level of information elsewhere.

- SUPPLEMENTARY MODULE 2: Supporting people experiencing discrimination

Employees: 6 to 15 participants

Duration: 1 half-day

General Objective: This half-day contributions and exchange is to exchange and advance the public face of professional practice in relation to equal treatment and discrimination. A wide time is devoted to the study of practical cases encountered in supporting people.

- SUPPLEMENTARY MODULE 3: Mainstreaming equality in its practices and professional positions

Employees: 6 to 15 participants

Duration: 1 half-day

General Objective: This half-day allows participants to deepen their knowledge and their ability to address issues of discrimination, articulate approach through employment and non-discriminatory approach. It is to understand the role of stereotypes in the construction of discrimination and discriminatory risks in the different stages of the accompaniment.

- SUPPLEMENTARY MODULE 4: Responding to a request or discriminatory behavior

Employees: 6 to 15 participants

Duration: 1 half-day

General Objective: This time is devoted to the question "how to respond to a request or discriminatory behavior" (a partner, employer ..), if possible from situations encountered by professionals. These include addressing the arguments against a discriminatory situation. We are working this issue with the professionals responsible for business relationship. Recently we address this issue at the same time add in 3 different situations faced by participants.

3) THE GUIDE

We have developed a guide for professionals to support, recruit without discrimination - this guide or "toolbox" was created and finalized ahead of this project, and this includes transfer process at no additional cost:

"Toolbox for action against discrimination in access to and retention in employment."

This toolbox understand fact sheets on:

- The concepts
- Relays competent to provide public and professional access to the law: Who does what, who is able to take over?, Mapping of existing centers and hotlines
- The legal and judicial
- Tools: Library of cases, cell standby and support information for those accompanied
- Actions

Projektinformationen

Currently, the partners are still in the experimental phase of the tools they have translated and adapted in the light of their national contexts. Their production is still subject to adjustment and are not yet available.

Projektwebseite: <http://uni-est.wix.com/discrim>

Vertragnehmer

Name: UNI-EST
Stadt: SAINT-FONS
Land/Region: Rhône-Alpes
Land: FR-Frankreich
Organisationstyp: Verband/nicht regierungsgebundene Organisation
Homepage: <http://www.uni-est.org>

Kontaktperson

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Koordinator

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Partner

Partner 1

Name: ACTIONS INTEGREES DE DEVELOPPEMENT
Stadt: Bruxelles
Land/Region: Bruxelles Cap, Brussel Hof
Land: BE-Belgien
Organisationstyp: andere
Homepage: <http://www.aid-com.be>

Partner 2

Name: HOPE IN THE COMMUNITY
Stadt: Chatham
Land/Region: Kent
Land: UK-Vereinigtes Königreich
Organisationstyp: andere
Homepage: <http://www.hitc.org.uk>

Partner 3

Name: Confédération des Syndicats Chrétiens
Stadt: Bruxelles
Land/Region: Bruxelles Cap, Brussel Hof
Land: BE-Belgien
Organisationstyp: andere
Homepage: <http://www.csc-en-ligne.be>

Partner 4

Name: SCUOLA CENTRALE FORMAZIONE
Stadt: Venezia-Mestre
Land/Region: Veneto
Land: IT-Italien
Organisationstyp: andere
Homepage: <http://www.scformazione.org>

Partner

Partner 5

Name: FUNDACIO PRIVADA TRINIJOVE
Stadt: BARCELONA
Land/Region: Cataluna
Land: ES-Spanien
Organisationstyp: andere
Homepage: <http://www.trinijove.org>

Projektdateien

0 ART Uni Est LCD dans le secteur de l'emploi BIS.pdf

<http://www.adam-europe.eu/prj/9330/prj/0%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi%20BIS.pdf>

Ouvrage "la diversité culturelle dans les PME - Accès au travail et valorisation des ressources" - Article rédigé par Uni-Est : prévention et LCD dans le secteur de l'emploi - édité dans l'ouvrage "la diversité culturelle dans les PME" sous la direction d'Altay Manço docteur en psychologie sociale, directeur de l'IRFAM (institut de recherche, formation et action sur les migrations en Belgique et Christine Barras docteur es lettres et postgradué en sciences familiales, membre du groupe interdisciplinaire de recherche sur la socialisation, l'éducation et la formation GIRSED, consultante et formatrice à Infor-Drogues à Bruxelles - résumé de l'ouvrage

0 ART Uni Est LCD dans le secteur de l'emploi.pdf

<http://www.adam-europe.eu/prj/9330/prj/0%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi.pdf>

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1 ART Uni Est LCD dans le secteur de l'emploi.pdf

<http://www.adam-europe.eu/prj/9330/prj/1%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi.pdf>

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2 ART Uni Est LCD dans le secteur de l'emploi.pdf

<http://www.adam-europe.eu/prj/9330/prj/2%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi.pdf>

Ouvrage "la diversité culturelle dans les PME - Accès au travail et valorisation des ressources" - Article rédigé par Uni-Est : prévention et LCD dans le secteur de l'emploi - édité dans l'ouvrage "la diversité culturelle dans les PME" sous la direction d'Altay Manço docteur en psychologie sociale, directeur de l'IRFAM (institut de recherche, formation et action sur les migrations en Belgique et Christine Barras docteur es lettres et postgradué en sciences familiales, membre du groupe interdisciplinaire de recherche sur la socialisation, l'éducation et la formation GIRSED, consultante et formatrice à Infor-Drogues à Bruxelles - page 2 de l'article

3 ART Uni Est LCD dans le secteur de l'emploi.pdf

<http://www.adam-europe.eu/prj/9330/prj/3%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi.pdf>

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4 ART Uni Est LCD dans le secteur de l'emploi.pdf

<http://www.adam-europe.eu/prj/9330/prj/4%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi.pdf>

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5 ART Uni Est LCD dans le secteur de l'emploi.pdf

<http://www.adam-europe.eu/prj/9330/prj/5%20ART%20Uni%20Est%20LCD%20dans%20le%20secteur%20de%20l%27emploi.pdf>

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recherche sur la socialisation, l'éducation et la formation GIRSED, consultante et formatrice à Infor-Drogues à Bruxelles - page 5 de l'article (dernière page).

CharteTOILCD final_eng pdf.pdf

http://www.adam-europe.eu/prj/9330/prj/CharteTOILCD%20final_eng%20pdf.pdf

European partnership charter to promote the prevention of and fight against discrimination

CharteTOILCD final FR pdf.pdf

<http://www.adam-europe.eu/prj/9330/prj/CharteTOILCD%20final%20FR%20pdf.pdf>

Charte partenariale européenne pour promouvoir la prévention et la lutte contre les discriminations

LCD TOI CHRONO-fr.ppt

<http://www.adam-europe.eu/prj/9330/prj/LCD%20TOI%20CHRONO-fr.ppt>

chronological project

LCD TOI CHRONO-uk.ppt

<http://www.adam-europe.eu/prj/9330/prj/LCD%20TOI%20CHRONO-uk.ppt>

chronological project

PwP WEBSITE Seminaire_Clature_projet_LCD.ppt

http://www.adam-europe.eu/prj/9330/prj/PwP%20WEBSITE%20Seminaire_Clature_projet_LCD.ppt

Diaporama de présentation du site internet diffusé lors du séminaire final en septembre 2013 à Lyon (Décines) - Rhône-alpes - France

vol-Friuli.pdf

<http://www.adam-europe.eu/prj/9330/prj/vol-Friuli.pdf>

Affiche pour la conférence international du 26 février 2013 à Pordenone (Italie) : Discrimination and job inclusion : a european vision

Produkte

- 1 Toolbox ACTION AGAINST DISCRIMINATION IN ACCESS AND RETENTION IN EMPLOYMENT

Produkt 'Toolbox ACTION AGAINST DISCRIMINATION IN ACCESS AND RETENTION IN EMPLOYMENT'

Titel: Toolbox ACTION AGAINST DISCRIMINATION IN ACCESS AND RETENTION IN EMPLOYMENT

Produkttyp: Lehrmaterial

Marketing Text: Commitment UNI-EST to prevent all forms of discrimination in access to and retention in employment has led to the development of a toolkit, developed with partners and employment insertion of the territory.

Beschreibung: This toolbox to act against discrimination is aimed at various actors of employment (insertion advisors, trainers, business relationship managers, mediators, ...). Result of a collective work, his goal is to help professionals better understand the reality of discrimination: - work alongside people seeking employment, prevention and also offering courses of action - to deal discriminatory demands - enrich the daily practices by incorporating the principles of non discrimination.

Zielgruppe: Trainers, employment intermediaries

Resultat: The toolbox creates fight against discrimination and finalized outside this project by Uni-east. She was sent to the partners of this project (without adaptation would require additional expenses) for its adaptation (translation, harmonization with national contexts ...), its use and its spin-offs. Launch phases, and experimentation took place. The project continues.

Anwendungsbereich: Training, employment, social and occupational integration

Homepage: http://www.plie-uni-est.org/index.php?p=boite_outils&s=outils

Produktsprachen: Französisch

Veranstaltungen

Veranstaltungen

Final seminar Lyon France

Datum 20.09.2013

Beschreibung Thursday, September 19th 2013

09H30 Visit : integration company : Prestal, Restaurant AGRAPOLE, 23, rue Jean Baldassini, 69007 Lyon Tél : 04 27 85 86 20

12H00 lunch in Prestal

14H00 Visit : « Maison de l'Emploi et de l'insertion » de Saint-Fons and the headquarter of Uni-Est - 12 rue Gambetta, 69190 Saint-Fons

20th septembre 2013

08h45- Welcome

09h00 SPEECH OF FRENCH PEOPLE ELECTED, members of Uni-Est, and STRUCTURES OF PARTNERS

Elus : Sylvie GUILLAUME, European member– Jérôme STURLA, Provost de Décines – Jean-Luc MARTINEZ, Président of UNI-EST

Intervention by Kaïs BEN MOUSSA, Manager of UNI-EST : presentation of Uni-Est

Intervention by Eric DEGIMBE, Manager of CEC : presentation of the other 5 partners

Each partners organizations present the reasons for their participation to the project (SCF, HITC, Trinijove, AID, CSC)H00 ORIGINE ET MISE EN ŒUVRE PROJET

Original tools LCD / Presentation by Claire VANSON, "Chef de Projet PLIE Saint-Fons" : Description of Work UNI-EST and the involvement of different partners / councilors for employment who work with Uni-Est

Practical examples of implementation tools for the European LCD and usable beyond the end of the project level:

- o SCF Films on discrimination

- o AID: Educational suitcase diversity training and reports cases of discrimination

Open discussion (Questions / Answers) (15 minutes)

11h00 TIMEOUT 11H15

Other practical examples of implementation tools for the European LCD and usable beyond the end of the project level:

- o CSC: Presentation Guide Prevention LCD

- o HITC / UNI-EST: Presentation Website LCD

- o Trinijove: Introducing a partnership with a company's to work on the LCD

Open discussion (Questions / Answers)

12h30 LUNCH

14h00 INTERVENTION BY EVALUATOR ALTAY MANCO

Open discussion (Questions / Answers)

15h00 GENDER AND DISCRIMINATION: how PROMOTE GENDER WOMEN / MEN IN BUSINESS

Veranstaltungen

Intervention by HERANNEY Catherine, Manager of CIDFF(Information Center on the Law of Women and Families) : the project "Time to Time" towards companies, funded by the ESF, which aims to improve equality between women and men by acting on the specific point : the joint lifetimes.

Open discussion (Questions / Answers)

CLOSING REMARKS BY THE MANAGER OF UNI-EST

Partners, intermediaries and professional job training, political figures

Öffentliche Veranstaltung

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www.uni-est.org

20th september 2013 Lyon/Décines Rhône Alpes France

Meeting DISCRIM - Pordenone 2013-25/26/27 February

Datum 25.02.2013

Beschreibung - Presentation of the project and progress
- Discussion: What is discrimination?
- Continuation of the project and institutional awareness for the spin phase

Zielgruppe Project partners - elected Italian and French.

Öffentlich Öffentliche Veranstaltung

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SKYPE francesca.drago
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Zeitpunkt und Ort Transnational Working Group - Pordenone 25/26/27 February 2013