

EDUCATING SOCIAL PARTNERS TOWARDS ETHNIC DIVERSITY IN SMEs

(MigrAID)

Erasmus + project 2016-1-CY1-KA202-017367



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WELCOME TO THE THIRD ISSUE OF THE MIGRAID NEWSLETTER!

The third issue of the MIGRAID newsletter is delivered just in time to inform the stakeholders about the main activities that have been developed and completed during the last eight months, from March to October 2018. This issue will be focused on briefly describing the results of the last transnational meeting in Vejle, Denmark; the achievements of the last Intellectual Outputs that have been released; the main dissemination activities in which the MIGRAID project has been presented and discussed by some of the team members; and, finally, the main actions that are programmed to be implemented during the next months, heading to the conclusion of the project in 2019.

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THE MIGRAID PARTNERSHIP IS AN ERASMUS+ PROJECT SYNERGISTICALLY ELABORATED BY 8 INSTITUTIONS:

1. Cyprus Labour Institute (INEK-PEO), Coordinator
2. Action for Equality, Support, Antiracism (KISA), Cyprus
3. Institute of Labour of the General Confederation of Greek Workers (INE/GSEE), Greece
4. Small Enterprises Institute of the Hellenic Confederation of Professionals Craftsmen and Merchants (IME/GSEVEE), Greece
5. Università degli Studi di Milano (UniMi), Italy
6. Enaip Veneto Impresa Sociale (ENAIIP Veneto I.S.), Italy
7. Institut de Recherche et d'Information sur le Volontariat (Iriv Conseil), France
8. Videnscenter for Integration (VIFIN), Denmark



3TH TRANSNATIONAL MEETING IN VEJLE, DENMARK

Representatives of the MIGRAID's partner institutions met in the city of Vejle, Denmark last 14th and 15th of June for the 3th transnational meeting of the project. Vejle is a small city of around 55,000 inhabitants in the region of Southern Denmark on



the Jutland peninsula. In the past, Vejle was well known as the “Manchester of Denmark” due to its extensive textile industry that widely flourished until the first half of the 20th century. More recently, the city has transformed itself in a very lively residential and commercial area and both, public and private entities, have importantly invested to retrain the old industrial infrastructure and transformed it to create a “smarter” city. The Danish host partner was the Videnscenter for Integration (a knowledge and research center that develops and implements diverse types of projects in the area of integration and development), that has its headquarters within the Department for Education and Learning of the city's Municipality. The

meeting was introduced by Anja Daugaard, Head of VIFIN's Board of Directors, who welcomed the participants and described some of the main programs that are being currently developed in the city and that aim to promote diversity, inclusion and active participation of women, immigrants, unaccompanied immigrant children, elderly, and other specific social groups.

Afterwards, the Coordinator of MIGRAID, INEK-PEO Cyprus, made a general assessment of the current status of the project with 5 out of 7 Intellectual Outputs already concluded; such first five IOs correspond mainly to the intellectual written material



produced by the project. In this way, each responsible partner presented the final product of its correspondent IO, main achievements and challenges for its formal closure and implementation. Thus, KISA from Cyprus presented the overall structure of the “Training Program for Migrants” and explained the main selection requirements for the potential participants; this material will be used for the implementation of a series of training events that will be replicated in all MIGRAID countries with people of migrant origin to promote a more effective local integration process in the destination country. Later, the University of Milan presented the complete draft of the “Training Curriculum on

Diversity Management for Social Partners” that will be used, together with the VET Material previously elaborated by INE/GSEE from Greece, to deliver a one-week training program that will be followed by SMEs employers and employees, trade union and civil associations' representatives of all involved countries during the first months of 2019 in the city of Padua, Italy. At this respect, ENAIP Veneto presented the main logistical arrangements and contents' distribution that will be organized for the implementation of that one-week training program of which it will be actually responsible. Finally, IME/GSEVEE from Greece also presented the final version of a brief “Ethnic Diversity Guide for SMEs” that will be part of the printed material that all stakeholders, training participants and other interested people, will receive during the dissemination events and the very final conference of the project in Nicosia, Cyprus in 2019. During Day 2 the Danish partner presented the Action Plan of what will be the digital learning tools of the project, thus, a conflict resolution virtual simulation game and a learning platform to test all the knowledge and skills acquired. The main goal of these final IOs will be the promotion of digital learning and the translation of all the acquired knowledge into tested practical skills. By the end of the meeting, the evaluation partner, IRIV Conseil from France, expressed its complacency for the development of the work during the last months and emphasized the main challenges to be considered for a successful closure of the overall project; a particular remark was precisely the collaborative atmosphere that has steadily matured among the partners, although the differences and the experienced difficulties, as a salient example of the way in which diversity can be actually “managed” in a productive and satisfactory way.

RECENTLY COMPLETED ACTIVITIES

1. TRAINING CURRICULUM ON DIVERSITY MANAGEMENT FOR SOCIAL PARTNERS

It was formally concluded the Training Curriculum on Diversity Management for Social Partners; this was specifically designed for a full immersion five-days training program and it was elaborated by the University of Milan in Italy, in collaboration with all MIGRAID partners. The contents of the training program were developed in correspondence with the VET Manual «Improving Social Partners Skills and Capacities on Ethnic Diversity», previously elaborated by INE/GSEE, and its actual implementation will be run in 2019 by ENAIP Veneto in the city of Padua, Italy with the participation of 40 social partner representatives from the five participant countries. The study program develops five main topics: 1. Diversity Awareness; 2. Anti-discrimination Regulations; 3. Diversity Management; 4. Conflict Resolution and 5. Diversity Praxis in SMEs, that are further developed in a series of subtitles that encompass the definition of main concepts; European and national legal framework regarding the combat of discrimination and ethnic diversity promotion; the elements, principles and techniques of diversity management; among others. The program will be structured according to two main teaching/learning approaches: Theory (Lecture-style instruction) and Practice (Cooperative learning and Case Studies).

2. ETHNIC DIVERSITY GUIDE FOR SMES

It was also released the Ethnic Diversity Guide for SMEs, elaborated by the Small Enterprises' Institute of the Hellenic Confederation of Professional Craftsmen and Merchants (IME/GSEVEE) in Greece, in collaboration with all MIGRAID partners; in particular, INEK-PEO was the responsible of the final graphic design. This intellectual output consists of a brief document that includes general but very concrete information on topics such as: 1. International Migration and Ethnic Diversity in Europe, current situation and main challenges; 2. Discrimination in the workplace; 3. Diversity Charters; 4. EU and national anti-discrimination legislation frameworks; The role of social partners in promoting a culture of (ethnic) diversity in SMEs, among others. The main characteristic of this guide is the assimilability with which the information is presented with the aim of reaching a larger audience that can go from diversity consultants, HR responsible people, SMEs employers, Employees in different economic sectors, etc. This guide is one of the main outreach tools that will be delivered in the multiplier and dissemination events that will be soon organized in all five MIGRAID participant countries, to this effect all the information contained in the Guide will be translated to the five official languages of the project: English, Danish, French, Greek and Italian.

3. DIVERSITY TRAINING FOR MIGRANTS

The intellectual output, specifically directed to an audience made of migrant workers -and people with a migrant origin in general-, was also concluded by the team members from Action for Equality, Support and Antiracism (KISA) from Cyprus, in collaboration with all MIGRAID partners. This manual provides informative material and a step-by-step description of how to conduct a workshop for migrants on ethnic diversity and employment, especially in Small and Medium Enterprises (SMEs). This training program will be used to further develop migrants' knowledge, skills and capacities, in the specific reception country, enabling their social and labor integration. The training includes the description of migrants' labor and social rights in EU countries; the characteristics of the labor market in each MIGRAID project country; the procedures for work permits and asylum granting; legal-social counselling; advocacy; recognition of qualifications; advisory bodies and main supporting networks, among others. This Training will be used during the multiplier events with migrant workers, migrant associations' representatives, trade union associates, etc., that will be organized in each MIGRAID partner country during 2019.

RUNNING ACTIVITIES OF THE PROJECT

During the last months of 2018 and first months of 2019, all the efforts will be focused on developing the main digital tools of the MIGRAID project. These correspond to the very last intellectual outputs, IO6 and IO7: A **Simulator Tool on Conflict Resolution** and an **Educational Digital Platform**. The responsible partner of both IOs is the Danish project partner, Videnscenter for Integration (VIFIN) -in collaboration with all MIGRAID partners-, who is also responsible for the other digital tools of the project, such as the website and the social media main channels.

In the **Simulator Tool on Conflict Resolution**, the participants will be able to access a virtual environment in which a conflict situation will be presented in relation to one or more of the social categories that usually are subject of discrimination in the workplace: gender, language, religion, age, etc. The participant will have to decide which perspective to adopt: the one of the employer or the one of the employee and, according to that, will be presented with a series of decisions that will need to take in order to go through a negotiation process employing some of the main conflict resolution techniques.

The **Educational Digital Platform** will be a way to test all the knowledge acquired from the MIGRAID written material previously described. People who are interested in the topic of migrants' integration, EU and national anti-discrimination legal framework, diversity management in SMEs and Conflict Resolution in the workplace, and who have participated in at least one of the MIGRAID multiplier events, will be able to access the platform to download informative material and to take a digital written exam of what they have learnt from the studying material and to test the analytical capacities that they have acquired.

Furthermore, next months will be focused on the preparation of the **Training Week for Social Partners** that will be organized in the Italian city of Padua during the first months of 2019. As it was explained in the previous description of the Training Curriculum for Social Partners -recently delivered by the University of Milan-, five Social Partners will be selected by each MIGRAID partner (for a total of 40 participants) and will be invited (and sponsored) to participate in this training program, with the aim of testing the effectiveness of the produced material; to improve their knowledge on international migrants and integration issues, and their social and professional skills on diversity management and conflict resolution. Furthermore, participants will be trained to become trainers themselves in their own organizations in order to create a learning waterfall effect with more people. The organizational details of this multiplier event will be presented, discussed and defined, by ENAIP Veneto in collaboration with all the MIGRAID team members during the next transnational meeting that will take place during December, 6th and 7th in the city of Paris and that will be hosted by the IRIV Conseil.

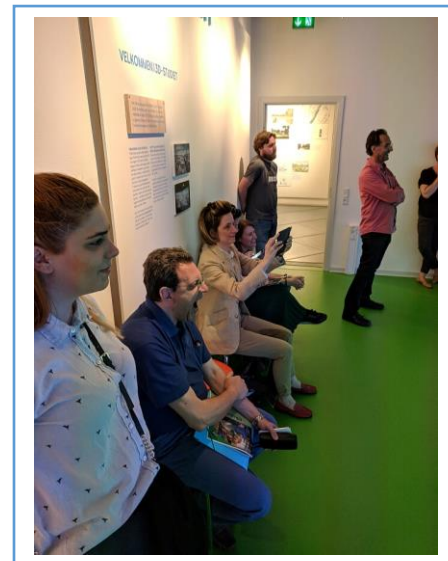
LIST OF UPCOMING EVENTS AND CONCLUSIVE ACTIVITIES

1. Transnational meeting in Paris, France
2. Delivery of all the printed material
3. Training week for Social Partners in Padua, Italy
4. Seminars for social partners in all five countries
5. Training seminars for migrants in all five countries
6. A final conference on ethnic diversity management in Nicosia, Cyprus



MAIN DISSEMINATION ACTIVITIES

At the **Robert F. Kennedy Foundation** in Italy, it was presented the MIGRAID project during the **2018 Final Event of the Flagship Initiative for Mediterranean Challenges**. The initiative aims to facilitate dialogue between organization from the Third Sector and private Italian companies in order to promote a culture of Corporate Social Responsibility and social inclusion. The initiative comprises an award for some of the more successful projects in terms of promoting migrants, refugees and asylum seekers' economic and social integration and cultural diversity. During the final event, that took place in the city of Florence the 23th of October, the winners of such award were announced. The MIGRAID project was invited to be presented by the University of Milan on behalf of the MIGRAID partnership as a good practice-example of an international project aiming to educate social partners towards ethnic diversity and a culture of inclusion and respect in the workplace. For further information: <http://www.rfkitalia.org/sinergia-impres-istituzioni-terzo-settore-favorire-inclusione-migranti-rifugiati-richiedenti-asilo-italia/>



The MIGRAID project was invited to be presented at the **Impact Hub in Athens** in the context of the one day conference **"Businesses Speak: Prospects for Integration of Refugees, Migrants and Vulnerable Social Groups into the Labor Market"** organized by the NGO International Rescue Committee in 11 of October 2018. The main aim of this initiative was to facilitate the integration of migrants, refugees and other persons who make parts of other vulnerable social groups in labor market through *tripartite dialogue between private companies and organization from the Third Sector, social partners (NGO's, trade organisations for employers) and candidates*. During the event good practices from several sectors were presented, tourism and new technologies among them have been highlighted. The skills which should be developed form both sides - employers and employees - they also mentioned by the participants. The event has been completed with *speed interviews between representatives of companies and migrants and refugees candidates*.



On the 15th of November a delegation from Arbeit und Leben, a German VET organisation for adults supported by German social partners, was hosted by EVTA – the European Vocational Training Organisation – in their premises in Brussels. The focus of the meeting was the inclusion of migrants in European societies and the aim was sharing information about projects, initiatives, or best practices between EVTA's members and Arbeit und Leben. One of the projects that was presented and deeply discussed at the meeting was MigrAID, introduced to the German delegation by Enaip Veneto, on

behalf of the MigrAID partnership. The activities, outputs and methodology implemented by the project MigrAID aroused a lot of interest to the point where the delegation from Arbeit und Leben asked to be kept updated on the progress and results of the project. For more information: <https://twitter.com/evtaeu/status/1063396286223790081>

In the framework of the **scientific committee of the Swiss Foundation ECAP** in Zurich (Switzerland), iriv Conseil represented by Bénédicte Halba (member of the committee since 2015) could present the MIGRAID project last 22nd of March 2018. The ECAP was created in 1970 by Italian expatriates in order to gather trade unions – mainly representatives of Italian workers but also Swiss workers and any other “foreign workers” (such as Spanish, Portuguese, Polish...)- in order to defend their social and economic rights in the Swiss labour market. The ECAP is offering many training programmes, mainly focused on linguistic learning and any specific learning (linked to the professional background). The participants of the scientific committee gathered in Zurich last March 2018 have been most interested by the aims of the MigRAID. They asked for further information- the questionnaire dispatched for IO1, the CAR report and some further information- both in French and English, were sent to them after the committee. In complement, the French weblog implemented by iriv conseil for a better understanding of the project among a French public (or French speaking public such as Belgian or Swiss colleagues) is regularly updated- For further information- <http://migraid.blogspot.com/>



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