

EDUCATING SOCIAL PARTNERS TOWARDS ETHNIC DIVERSITY IN SMEs (MigrAID)

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



NEWSLETTER JULY 2019. ISSUE 5

WELCOME TO THE FIFTH AND FINAL ISSUE OF THE MIGRAID NEWSLETTER..!

The 5th issue of the MigrAID newsletter provides information on the sixth and final transnational meeting of the partnership and the Final Conference held in Nicosia on 11 and 12 of July respectively. The reader is also being informed about the plan of Migrants' Seminar implementation by KISA in Nicosia at the end of July.



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IN THIS ISSUE

INTRODUCTION

THE PARTNERSHIP

TRAINING WEEK IN PADUA

6th TRANSNATIONAL MEETING IN
NICOSIA

FINAL CONFERENCE IN NICOSIA

MULTIPLIER EVENTS : MIGRANTS
SEMINAR IN NICOSIA

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



TRAINING WEEK IN PADUA

The MigrAID five-day-long training week was hosted by ENAIP Veneto in Padua, from 13 to 17 May 2019. The participants tackled the issues of diversity, not only ethnic but in a broader sense, diversity management, discriminations and conflict resolution strategies in the workplace.

During the training week was made by the Coordinator the presentation of the MigrAID project's goals. A presentation of Intellectual Outputs of the project - online tools (Simulator and online Educative platform) among them was also made by partners' representatives.

The group of participants in the training week consisted of trade unionists, members of VET organisations and representatives of SMEs and NGOs.

The program of the training week attempted to strike a balance between theory and practical application through from the one side the presentation of significant issues such as models of migrants' integration into the labour market, the dark side of diversities, diversity management strategies, diversity management for the SMEs, the diversity charters and the anti-discrimination legal framework - measures and the effectiveness - in European and national level.



On the other side, the practical application has been achieved through several team work activities and also through the project work activity. In this framework, the participants, creating smaller groups, were asked to create a fictional company faced with diversity issues and suggesting solutions according to a diversity management plan. The last day of the training, all the participants presented the project work. A presentation of the simulator by VIFIN at the computer lab was also made.



The training was concluded with the final remarks and the evaluation survey. The evaluation process of the event was coordinated by IRIV Conseil.

6th TRANSNATIONAL MEETING IN NICOSIA, CYPRUS 11 JULY 2019

The 6th and final transnational meeting of the partnership was held on 11 of July 2019 at PEO organized by the Cyprus Labor Institute (INEK PEO), Coordinator of the project.

After the welcoming by the Host Institution, during the first part of the meeting, the Coordinator informed the partnership about the progress of the implementation of the project through a managerial briefing, focusing on:

- ✚ the final remarks for the Final Conference,
- ✚ the issues for closing of the project, and
- ✚ the contribution by all the partners to the Final Report.

During the first part of the meeting was made also a detailed reference by the Coordinator to the financial issues for the closing of the project.

The second part of the meeting started with a detailed reference and final update on the Evaluation of the implementation of the project's activities (multiplier events and Intellectual Outputs) by Irv Conseil, which is the partner who has the role of the evaluator of the project, inspiring a fruitful discussion among the partners of the Consortium.

There was also a discussion by skype with VIFIN focusing on the progress of implementation of the pending Intellectual Outputs 6 "Conflict Resolution Simulator" and 7 "Educational Platform" and the evaluation of their implementation.

The meeting ended in success by thoughts and suggestion about dissemination and exploitation of the project's outputs, improvements and suggestion for new initiatives aiming at new funds.

FINAL CONFERENCE IN NICOSIA, CYPRUS 12 JULY 2019

The Final Conference of the project took place with the title ***“The Integration of Migrants in Work and Society: Challenges, Processes and Tools that Stimulate Effective Integration”*** on Friday 12, July 2019, at Journalists’ House in Nicosia. The Conference has been very successful attracting more than 90 participants attended from more than 40 local organizations from both of the communities of the Island and influenced fruitful discussion among the participants. The multistakeholder synthesis of the audience including members and representatives of trade unions, migrants’ associations, public authorities, NGOs and employers’ associations contributed to a more interesting, meaningful and constructive discussion.



The keynote speaker of the Conference, Dr. Rebekka Ehret from Lucerne University of Applied Sciences and Arts, in her great speech with the title ***“Looking at Intersections of Diversity in Theory and Practice”*** highlighted the multiple dimensions of differentiation through the theory of the intersections of diversity. She presented “intersectionality” as an analytical tool for understanding the ways in which factor as ethnicity intersect with other personal characteristics/identities, contributing to shape social patterns and conditions (categorisation) and lead to individual experiences of discrimination. Her speech inspired an interesting and fruitful discussion holding unflagging the interest of the audience.



Mr. Hasan Yikici representing the trade union DEV-iş presented also through his particularly emotive speech, based on real experiences and case studies, the conditions of employment of migrants in the Turkish Cypriot community of the Island, highlighting the various challenges and problems.



The Conference was ended in success by the presentation of the final outputs of the project on behalf of the partners of the consortium, their impact, the experiences in implementing the project and the challenges and the opportunities for social partners and the socioeconomic integration of migrants in the EU.



MIGRANTS SEMINAR IN NICOSIA, 27 & 28th JULY 2019

NGO KISA – Action for Equality, Support, Antiracism is planning the implementation of Migrants’ Seminar in Nicosia on 27 & 28 of July, on Saturday and Sunday respectively. The organisation of the Seminar in two days during the weekend responds to the needs of the seminar’s target group in order to be more effectively achieved a maximum degree of migrants’ participation due to the time constraints with which they are confronted because of professional and family obligations. The main purpose of the Seminar is to facilitate migrants’ integration in SMEs aiming more generally to their socioeconomic integration using a variety of activities through the application of a training program which is embedded in the MigrAID educational platform.

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