

# EDUCATING SOCIAL PARTNERS TOWARDS ETHNIC DIVERSITY

(MigrAID)

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### WHAT IS MIGRAID ABOUT...?

MigrAID is an **Erasmus+** project funded by the **Foundation for the Management of European Lifelong Learning Programmes (IDEF)** of Cyprus and coordinated by the **Cyprus Labour Institute (INEK-PEO)**. It is a synergetic collaboration among eight different research and educational institutes and experts working on issues of international migration from five EU member states: **Cyprus, Greece, Italy, France and Denmark**. MigrAID aims to generate research based knowledge on ethnic diversity in Small and Medium Enterprises (SMEs), to develop related training material and to implement training activities to strengthen social partners' capacities in diversity management. At the same time, it aims to promote the inclusion of migrants into the labour market and in society at large. MigrAID comes in a time that Europe experiences increasing inflows of immigrant populations. The workforce is ethnically and culturally diverse as never before and diversity management and migrants' integration is becoming a major challenge for all EU member states. The implementation of MigrAID started in October 2016 and will last for 34 months. MigrAID implements particular research and educational



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activities and involves a range of stakeholders from all participant countries including trade unionists, business executives, migrant experts, migrant communities, academics and employers' organizations. More particularly, the project carries out two innovative, interconnected and comparative research studies on the current state of affairs in SMEs in

all participant countries in relation to ethnic diversity and diversity management. The project also designs particular educational material and implements training activities for social partners on inclusion, workplace diversity, inequality and discrimination and conflict resolution. Additionally, the construction of training material and the implementation of training activities for migrants are among the scheduled activities of the project.

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## THE PARTNERSHIP...

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. Institute of the Hellenic Confederation of Professionals Craftsmen and Merchants AE (IME/GSEVEE), Greece
5. Università degli Studi di Milano (UniMi), Italy
6. Enaip Veneto Impresa Sociale (ENAIIP Veneto I.S.), Italy
7. Iriv Conseil, France
8. Videnscenter for Integration, Denmark

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## *ETHNIC AND CULTURAL DIVERSITY IS AN ASSET FOR CREATIVITY*

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### KICK-OFF MEETING IN NICOSIA, CYPRUS

The kick-off meeting of the project was held in Nicosia, Cyprus on 18 November, 2016, hosted by the Cyprus Labour Institute (INEK-PEO). Its main purpose was to build a strong team spirit among the partnership and to ensure that all participant organizations and individuals working in the project have a good understanding of the project, its planned activities and the timeline directions for their implementation. The meeting also aimed to generate support for the implementation of the project's activities by equally involving all consortium members since a very early planning stage. In this way, participants had the opportunity to ask questions, to clarify assumptions and to identify potential threats and problems. Furthermore, the meeting aimed to remind all participants of their individual contractual commitments to the project. Finally, the meeting also meant to explain the financial, budgeting and administrative regulations, restrictions and arrangements specified by the project.



### 1<sup>ST</sup> TRANSNATIONAL MEETING IN ATHENS, GREECE

The partnership convened in Athens, Greece on the 8 and 9 of June 2017 for the 1<sup>st</sup> transnational meeting of the project. The meeting was hosted by one of the Greek partners, the Institute of Labour of the General Confederation of Greek Workers (INE/GSEE), and it was attended by representatives of all participant organizations. It was an interactive meeting characterized by dynamic and open discussions, which were held within a positive spirit of collaboration, teamwork and respect. A briefing on the progress of the initial phase of implementation was first held by the Coordinator of the project. The representative of INEK-PEO informed the group on the completed actions and the outstanding commitments showed by the partners during these first months. The [Dissemination Plan](#) as well the [Quality Assurance Guide](#) were also presented and discussed among the partners. Additionally, the progress of the implementation of the first work-package has been presented by the



leading organization. The group discussed the difficulties faced during the initial implementation process and set an updated timeframe in order to fully complete all scheduled activities of the first work-package. Furthermore, the leading organizations of the following work-packages, starting in June 2017, presented their action plans, the content and thematic units of each sub-

activity and their implementation timeline. Finally, the Evaluator of the project, Irv Conseil from France, presented and discussed with the group the **Evaluation Action Plan** and its pertinent evaluation activities. The Irv Conseil's representative also presented the preliminary evaluation findings on the implementation of the first work-package and requested all partners to provide an additional feedback during the meeting in Athens.



## RUNNING ACTIVITIES OF THE PROJECT...

Apart from the managerial, dissemination and evaluation activities that continuously run during the whole lifecycle of the project, the major activities, corresponding to the first three work-packages of the project, currently taking place are:

### Research Study on Migrants' Integration and Ethnic Diversity in SMEs

The study is led by INEK-PEO and aims to generate fresh knowledge on issues of migrants' integration and ethnic diversity in SMEs. Two parallel studies are currently running. The first refers to a **Comparative Analytical Report** that focuses on the institutional framework on migration in the five participant countries, the role of social partners in social dialogue, policies and best practices, training opportunities and the challenges that each country encounters. The second study scrutinizes the attitudes of social partners towards ethnic diversity and their wider and deeper knowledge on the subject and traces their more specific training needs. Methodologically, the research combines both qualitative and quantitative research methods. A significant progress has been made so far with the generation of data in all five countries and it is expected that by December 2017 the final report will be ready for dissemination.

### Training Program for Migrants

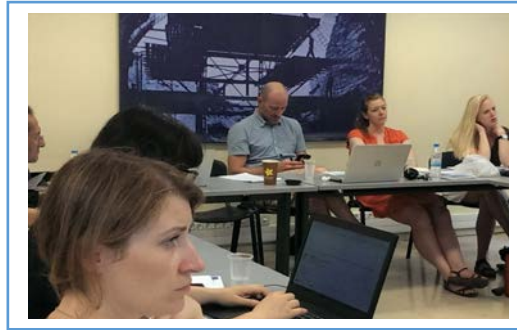
KISA, Cyprus is the leading partner of the action. It refers to the development of a training program designed to strengthen migrants' integration process into the labour market and into their respective host societies at large. The implementation of the action, however, is still at a very early stage. The activity is linked with a training activity for migrants that will be held at a later stage of the project in all five countries. Additionally, the construction of the program will be a major part of the digital educational platform that will be developed towards the completion of the project by VIFIN, Denmark.

### Development of VET Material for Social Partners

The activity is led by one of the Greek partners of the project INE/GSEE and it is also at an early stage of implementation. The ultimate aim of the action is to develop a comprehensive educational material designed to enhance social partners' knowledge, skills and capacities on ethnic diversity management at the workplace and conflict resolution. The output of the activity will be used by the University of Milan as one of the major sources for the design of a 5-day training program for social partners, that will be carried out in Padova, Italy by ENAIP Veneto at a later stage of the implementation of the project.

## LIST OF UPCOMING ACTIVITIES AND EVENTS...

1. Design of a training curriculum for social partners
2. Construction of an ethnic diversity guide for SMEs
3. Printing of dissemination materials (brochures, posters, desk calendars, maps)
4. Development of a simulator tool on conflict resolution
5. Development of an educational digital platform
6. Training seminars for migrants in all five countries
7. Seminars for social partners in all five countries
8. A final conference on ethnic diversity management in Cyprus
9. A training for social partners in Padova, Italy



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