

EDUCATING SOCIAL PARTNERS TOWARDS ETHNIC DIVERSITY IN SMEs (MigrAID)

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



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WELCOME TO THE SECOND ISSUE OF THE MIGRAID NEWSLETTER..!

The second issue of our newsletter aims to inform the stakeholders about the progress and developments of the implementation of the project that emerged since the publication of the first issue in June 2017. The issue provides basic information on the recently completed activities of the project and the new activities started since December 2017. It also lists the activities that are scheduled to take place within the frame of the project.

As a reminder, 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**. The objectives of the project are: (1) the construction of research based knowledge on ethnic diversity in Small and Medium Enterprises (SMEs), (2) the documentation of the integrational policies on

immigrant populations in the participant counties, (3) the development of related training materials and (4) the implementation of training activities that aim to strengthen social partners' capacities on ethnic diversity, diversity management and conflict resolution. At the same time, it aims to promote the inclusion of migrants into the labour

market and in society at large.



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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

ETHNIC AND CULTURAL DIVERSITY IS AN ASSET FOR CREATIVITY

2ST TRANSNATIONAL MEETING IN MILAN, ITALY

The partnership convened in Milan, Italy on the 30 November and 1 December 2017 for the 2st transnational meeting of the MigrAID project. The meeting was hosted by the Department of Social and Political Sciences of the University of Milan



(UMIMI), Italy. Representatives of all participant organization attended the meeting. The main objectives of the meeting were: (1) the general assessment of the implementation of the project, (2) the further coordination of the running activities of the project, (3) the scheduling of the upcoming activities and the presentation of the action plans of those activities and (4) the monitoring of the financial issues of the project. More specific, the Coordinator of the project provided a detail briefing on the progress of the implementation of the project; he informed the group about the completed activities and reminded the

participants on the outstanding contractual obligations of each. The briefing was followed by an active group discussion and decisions upon a range of issues have been taken. A representative of INEK-PEO, the coordinating organization of the project, has also provided a briefing on the financial issues of the project; she

provided information for the proper completion of timesheets and guides for the preparation of the interim report. The



The Coordinator, in addition, presented the findings of the fieldwork study of the Intellectual Output I. The presentation followed by a group discussion; the group provided suggestions for the final presentation of the study at the final report of the activity. Two presentations on the development and progress of the running Intellectual Outputs 2 & 3 have been taken place by the representatives of the leading partners of the IOs, KISA and INE/GSEE, respectively. At the second day of the meeting, the leading partners of the Intellectual Outputs 4 & 5, started

in December 2017, UMIMI and IME/GSVEE respectively, presented their action plans for the implementation of the activities

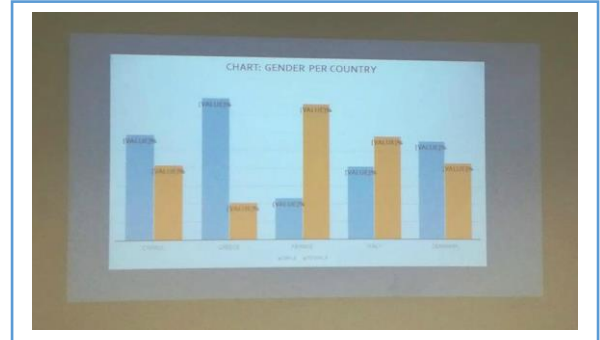


and received the feedback of the group. Additionally, the Evaluator of the project provided the progress of the assessment activities of the project and the representative of the organization responsible for the development and maintenance of the website and social media, VIFIN, provided a relative update.

RECENTLY COMPLETED ACTIVITIES

RESEARCH STUDY ON MIGRANTS' INTEGRATION AND ETHNIC DIVERSITY IN SMES

The partnership has just completed one of the major activities of the project. It contacted a research activity that aimed to document immigrants' integration and ethnic diversity in businesses, and SMEs in particular, and the society. The leading partner of the activity is INEK-PEO; all participant organizations, however, participated in the study. The study took place in all participant countries: Cyprus, Greece, Italy, France and Denmark. Two parallel studies took place; a **Comparative Analytical Report**, which examined the regulations of integration of immigrant populations in the participant countries and a **Fieldwork Study** that analyzed the perceptions of, opinions about and training experiences and needs of social partners – trade unionists and business executives. Methodologically, the research combined both qualitative and quantitative research methods. The final report will be made available soon in the English language at the website of the project.



Development of VET Material for Social Partners

The leading partner of the Intellectual Output III of the project, INE/GSEE, has also concluded the final output of the IO, which is an educational manual designed to support social partners in developing their skills and knowledge on ethnic diversity, diversity management and conflict resolution. All partner organizations contributed to the development of this educational material as in every activity of the project. The material has been firstly prepared in English and then translated in the language of the project: Greek, Italian, French and Danish. The material will be used by the leading partner of the Intellectual Output 4, the University of Milan, for the design of a training curriculum for social partners and its corresponding training activity that will take place in Padova, Italy at a later stage of the implementation of the project. All versions of the output will be made available soon at the project's website.

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 2nd, 4th and 5th Intellectual Outputs of the project, currently taking place are:

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 action is currently at a late stage of implementation and soon will be concluded. 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.

Training Curriculum for Social Partners

The activity is led by the University of Milan, Italy and runs since December 2017. The main objective of the activity is to develop a training curriculum, which is based on the training material developed earlier in the project, and will be used for the implementation of a 5-day training workshop that will take place later in the project. It targets social partners working in SMEs, trade unionists and civil society organizations working on integrational issues and it aims to increase awareness on ethnic and cultural diversity and foster the creation and implementation of inclusive management programmes.

Ethnic Diversity Guides for SMEs

IME/GSVEE is leading Intellectual Output 5, which its main activities is the construction of a guide for SMEs on ethnic diversity. It looks to locate and present the most appropriate tools and procedures that will enable SMEs to manage ethnic diversity. The guide pursue to improve social partners' skills, knowledge and understanding on ethnic diversity, diversity management and conflict resolution and facilitate the integration of immigrants in SMEs structures. The activity foresees the printing of the guide that will be translated in the languages of the project and distributed in SMEs across the participant countries.

LIST OF UPCOMING ACTIVITIES AND EVENTS...

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



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