



**More Diversity & Less Discrimination
on the Labour Market**

**Newsletter Issue 1
January 2014**



The first Di&Di newsletter informs about the project “Di&Di”: More Diversity and Less Discrimination on the Labour Market. This project addresses discrimination on the labour market for reasons of origin and gender - two of the six criteria of discrimination defined by the EU legislation in 2000.

The focus is done on two target groups considered as vulnerable: qualified youngsters and low qualified women with a migratory background. The Di&Di project will design a training for these target groups together with a mentoring for people working with migrants (from association, companies, etc.).

The basis for the tool and the method combines results of former projects:

1. Portfolio Migrapass & training for cultural mediators for the Di&Di
2. Strategy implemented by the Diversité + project for the mentoring.

The European team will develop training and mentoring sessions in their different countries, taking into account the context of discrimination in the labour market experienced by qualified youngsters and low qualified women with a migratory background.

The consortium of the project is led by Enda Europe and coordinated by IriV (both French partners) with four other partners from four European countries: Italy, Switzerland, Germany and Bulgaria.

Di&Di is a Transfer of Innovation project, a Leonardo da Vinci Project under the Lifelong Learning (LLL) programme supported by the European Commission.

Objectifs and innovations of the Di&Di

Di&Di aims at struggling against discrimination on the labour market for two specific target groups (publics):

1. qualified youngsters
2. and low qualified women,
both with a migratory background.

To achieve this purpose Di&Di offers a tool and a strategy for these two groups that should allow them to take into account their special needs, to value their route, to define their professional profile on the basis of positive choices, and not being only assigned specific jobs.

This project should enhance exchange of experiences between youngsters and women in order to build their professional future through the transfer of knowledge and competences between publics of the two target groups.



The main innovations of the Di&Di project are:

- To address directly people with a migratory heritage to support them on the labour market focusing on two specific target groups (qualified youngsters and low qualified women)
- To propose a tailor made training to these special target in order to make them link of a professional future; identify skills and competences; open their perspectives for employment or new professional career, with a special view to enhance their creative and spirit of entrepreneurship competences

To propose a mentoring, a collaborative method meant to enhance the exchange of experiences and competences among two target groups with different profiles (qualified youngsters et low qualified women).

Leonardo da Vinci Programme -

It links policy to practice in the field of vocational education and training (VET). Projects range from those giving individuals the chance to improve their competences, knowledge and skills through a period abroad, to Europe-wide co-operation between training organisations. The potential beneficiaries are wide : from trainees in initial vocational training, to people already in the labour market, as well as VET professionals and private or public organisations active in this field.

Basis for the transfer of innovation

Training

Based on
The Migrapass project
implemented by iriv and alii in Europe (www.migrapass.eu)
_the training programme for cultural mediators
implemented by iriv in France (www.mediateur-interculturel.net)

Mentoring

Based on the Diversité + project
led by Enda Europe in France
(<http://diversiteplus.enda-europe.org>)



Context

More Diversity and less Discrimination on the Labour market

Integration of people with a migratory heritage or background is a main issue for European countries. Since the Treaty of Amsterdam 1997, migration has become a European competence.

The last report on Migration and Integration (EC, Brussels, 2007) of the European Commission identifies two critical processes in integration policies in Europe: the **elimination of inequalities** especially on the labour market and the **acquisition of competences**.

The field of employment is revealed as the main field of discrimination in the whole European Union. Origin and gender are two of the criteria defined by the EU legislation regarding discrimination (2000).

These two criteria allow the identification of two especially vulnerable groups: **youngsters** and **women**. The unemployment rate of migrant workers is much higher than the national's one.

The qualification is one criterion of access to the labour market (the higher the diploma or the qualification, the better the chance to find a job). However, even high-qualified youngsters are unemployed, especially among migrants.

There is also a great discrepancy between men and women: the rate of unemployment is much higher among female migrants than among male migration, regardless of their level of qualification.

These two target groups encounter difficulties to build a professional future, these challenges have not been sufficiently addressed by vocational guidance systems.

Changing perspectives for people with a migratory background by valuing their special profile is a way to enhance equality of chance and to promote diversity on the labour market.

In a context of feminisation of migration and growth of mobility of qualified youngsters, it is crucial to develop innovative tools and strategies taking into account the special needs of these groups.



Work programme for the Di&Di

On the 12th and 13th December took place the kick-off meeting in Paris.

This meeting, held by Enda Europe (leader of the programme), together with Iriv (coordinator), allowed the partners to know each other and recall the context and the objectives of the Di&Di, as well as the work programme.

The **main steps** of the Di&Di are:

- 1- **Management and general supervision** led by Enda Europe
- 2- **Transfer of innovation-tool**: a training to the target groups on the basis of the Migrapass portfolio and the training “Médiateur interculturel” in order to value their skills and competences - led by Iriv
- 3- **Mentoring**: supporting professionals through an appropriate strategy based upon the Diversité + results (Enda) - led by Enda Europe
- 4- **Experimenting** the training and the collaborative method among the three main focus groups identified: youngsters, women and HR professionals - led by IECOB and ECAP
- 5- **Exploiting the results** of the Di&Di project among the network of migrants and professionals of migration, employment, local authorities, training and education institutions, people in charge of professional orientation and employment - led by CII
- 6- **Evaluating the quality** of the results and sustainability of the training programme proposed - led by Bildungsmarkt
- 7- **Disseminating the results** through appropriate tools & strategy -led by Enda Europe with iriv.

Partnership of the Di&Di

The partnership of the Di&Di project involves six partners from five European countries: France, Germany, Italy, Bulgaria and Switzerland. Their fields of work are the lifelong learning and migration fields. They all have experience in a number of European projects.

Enda Europe – www.enda-europe.org



Enda Europe (Environment, Development and Action) was created in 1977 as an NGO in order to support Enda Tiers Monde, settled in Senegal. The main mission of Enda Europe is to struggle against poverty and in favour of the environmental development.

Iriv – www.iriv.net



Private and non-lucrative institution which makes research and provides information about the lifelong learning, with a focus on the volunteering as a form of non-formal and informal learning.

CII – www.cii-gateway.bg



Non-profit organisation in public benefit, created in 2006. In the area of migration, it works to develop and implement contemporary forms and approaches for protection of the human rights of refugees and migrants, fight against racism and

xenophobia and development of intercultural dialogue and integration.

Bildungsmarkt – www.bildungsmarkt.de



Private and non-profit organisation, from the consortium of different companies. It provides a wide range of trainings with a vocational orientation. Settled in Berlin, a city with a high level of migration from different generations, Bildungsmarkt works in order to overcome the obstacles in the access to the labour market encountered by these populations.

IECOB – www.iecob.net



Research institute and a think tank created in 1995 settled in Bologna. It counts with scholars from European and American universities. It has publications on the field of migration, especially about the social inclusion of migrants.

ECAP – www.ecap-fondazione.ch



Foundation created in 1970. It proposes trainings to migrant population, in particular in language, integration projects and access to the labour market.

Next meetings

The calendar for the European meeting to be done during the project has been established:

8th-9th May 2014: Berlin

16th-17th October: Forli

May 2015: Bienne

September 2015: Sofia

Redactor:

Enda: Mélodie Beaujeu

Iriv: Bénédicte Halba & Marta Guitart Sanchis

