



**“More diversity & less discrimination
on the labour market”**

Newsletter issue 4

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The Di&Di project is progressing toward its concluding stage. During the period preceding its finalization the partners have completed the core activity - experimentation of the developed prototypes of a training programme and a mentoring programme, to be implemented in different European contexts. The two European intellectual concepts, adapted and transformed into practical methodologies and learning content during the previous project stage, were now implemented experimentally by the partners according to the set parameters in terms of number of sessions and participants.

The topics included in this newsletter are:

1. Experimentation tracks:

- Training;
- Mentoring.

2. Lessons learned

3. Project publications:

- National;
- Joint European.

Forthcoming: concluding project conference.

We hope you find our newsletter an interesting and stimulating read!

1. Experimentation track: training

Experimentation of the training concept and methodology has been completed by all partners. The experience is very diverse and the generated knowledge has significantly developed and enriched the innovation idea.

In **Germany** the focus was placed on the target groups starting their own learning process and gaining awareness of obstacles and their origin; and on biographical peer interviews and how to prepare a competence profile.



In **Bulgaria** the training programme was delivered as intended and a special outcome of the sessions was the creation of a Facebook group to sustain the interaction among the participants.

In **Italy** the target groups were acquainted with the regulatory policies on labour market in a comparative perspective and instructed on experiences of ethnic and gender discrimination. Special attention was given to tools to appreciate own competences from the perspective of getting a job in the country.

In **Switzerland** the experimentation group was constituted among a2 job-application-courses. There was an adaptation of the Di&Di training in existing courses, especially in the job interview session, the personal job-seeking session, the self-assessment and in the certificate of employment.

In **France** the learning outcomes were mainly building ability to identify a situation of discrimination on the basis of legal/official documents, identify the main obstacles faced in the la-

bour market and being able to overcome them (language, experience & qualification, access to financing...), identify relevant key actors in the field of non-discrimination and diversity, find and use relevant tools and methods to value a professional experience and build an action plan.

2. Experimentation track: mentoring

Experimentation of the mentoring concept and methodology was more challenging for all the partners, not least because they are less experienced in it.

In **Germany** at the end of the sessions, tutors got some more tools and ideas to deal with some problems they face. The sessions have shown that peer counselling is particularly important for professionals when talking about discrimination/diversity matters.



In **Bulgaria** expected outcomes for these sessions were: empowerment of migrants, better knowledge and understanding of discrimination/diversity issues and reinforcement of the tutors' capacities for migrants' integration in the labour market. The tutors appear to have an "intuitive" knowledge of the topic to be developed through information inputs.

In **Italy** the participants mostly expressed their need to share their own experiences with people coming from other sectors/working environments, as well as of professional training on diversity/discrimination issues. There was a sort of mirror phenomenon between the tutors and the trainees (common experience of precariousness, of bad working conditions, of discrimination).



In **Switzerland** the experimentation is in a less mature stage and it is early yet to draw more significant conclusions.

In **France** the general expected outcomes were strengthening the tutors capacity of supporting migrants' access to the labour

market through: contents input on anti-discrimination issues and target publics, work on real situations and on practical tools; development of a network of professionals around the Di&Di project; direct contribution of the tutors to the programme improvement.

3. Lessons learned

In order to extract the lessons learned from the experimentation exercise for the purposes of the evaluation and the sustainability of the project the facilitator of this session Bildungsmarkt used an interactive method of interviewing the partners in a semi-structured manner. Each partner was asked 5 questions on their experimentation experience, which were designed in a common framework but at the same time had certain individual components according to the national specifics.

The summarized information from these interviews will contribute to the filling of the final evaluation grid. It is equally essential for the project's sustainability because the lessons will inform the future adaptation of the Di&Di method, its integration into the national training systems for migrants and stakeholders and facilitate its reproduction in other contexts.

4. Project publications:

The Di&Di project is proud to announce its forthcoming thematic publications this autumn. Five national publications will promote the project results in the 5 partner countries and their national languages.

The final joint publication will be in English and the result of a joint effort of:



Please do not hesitate to contact us if you have any questions concerning the project Di&Di!

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