



## NEWSLETTER MAY 2019. ISSUE 4

### WELCOME TO THE FOURTH ISSUE OF THE MIGRAID NEWSLETTER.

The 4<sup>th</sup> issue of the MigrAID newsletter provides information on the two latest transnational meetings of the partnership held in Paris (December 2018) and Padua (May 2019), respectively. The reader is also guided to the implementation of the multiplier events – seminars with social partners and migrants – implemented so far in the countries that MigrAID is active. An update of the implementation of the final two Intellectual Outputs of the project is also provided. The invitation for the Final Conference that will be held on 12 July 2019 in Nicosia is also attached.



Co-funded by the  
Erasmus+ Programme  
of the European Union

### 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 (ENAI Veneto I.S.), Italy
7. Institut de Recherche et d'Information sur le Volontariat (Iriv Conseil), France
8. Videnscenter for Integration (VIFIN), Denmark

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## 4<sup>th</sup> Transnational Meeting in Paris, France 6 – 7 December 2018

The 4<sup>th</sup> meeting of the partnership was held on 6 & 7 of December at Cité des Métiers, Paris organized by the french partner of MigrAID Iriv Conseil. The partnership reviewed the implementation process of the activities corresponding to the Intellectual Outputs (IOs) of the project but the management of the project as well. During the first day, the discussion focused on the open IOs 6 & 7 the Conflict Resolution Simulator and the Educational Platform, respectively, and the evaluation of implementation. During the second day, the partners discussed



in details the upcoming implementation of the multiplier events of the project: (1) the social partners' seminars, (2) the migrants' seminars and (3) the final conference. The draft agenda of the Conference has been presented by the Coordinator; it has been discussed and approved by the partnership. Finally, the partnership discussed thoroughly the agenda of the training activity of MigrAID and set the dates for its implementation.



## 5<sup>th</sup> Transnational Meeting in Padua, Italy 13 – 14 May 2019



Representatives from all participating organizations in the project gathered in Padua in May 2019 for the 5<sup>th</sup> transnational meeting of MigrAID but the implementation of the training event as well. Both events were hosted by ENAIP Veneto at the headquarters of the organization. The Coordinator provided a full update of the implementation process, pinpointed the outstanding activities and provided the plan for the closing phase of the project during the first day. ENAIP, also, presented the details of the organization of the 5-day training event, pinpointed the issues required attention from the partnership and provided final remarks to the trainers of the event. Each partner then provided a

feedback on the national experiences on the implementation of the multiplier events – the seminars with social partners and the seminars with migrants. The day has been closed with a discussion on the Conflict Resolution Simulator. The second day started with the presentation by

VIFIN on the Educational Platform of MigrAID. The partners discussed issues for the improvement of the Platform and the evaluation of the platform by the



potential users. The evaluator of the project, IRIV Conseil, then provided an update of the evaluation activities of the project and informed the partners on the outstanding commitments on evaluation. The financial manager then informed the partners on the current state of the budget, the payments, the timesheets and responded to the inquiries of the partners. Finally, the Coordinator updated the group for the Final Conference, provided the collective tasks and commitments to the Conference and gave final instructions for the implementation of the Conference.

## MULTIPLIER EVENTS WITH SOCIAL PARTNERS AND MIGRANTS

### 1. SOCIAL PARTNERS SEMINAR IN NICOSIA, 28<sup>th</sup> May 2019

On the 28<sup>th</sup> May 2019, INEK-PEO organized a day-long seminar for social partners attracting 20 individuals. The core outputs of MigrAID have been presented to the audience, the participants have been engaged in a fruitful discussion and exchanged their ideas and experiences on the working issues of the outputs. The conflict resolution simulator and the scenarios accommodated in the simulator have also been illustrated during the day. The participants had the chance to navigate the simulator as well and work directly with the scenarios of their choice. In overall, the participants provided positive feedback on the outputs and suggested ways for further utilization and implementation of the training with other targeted groups.



### 2. Two seminars held in Paris as Multiplier events in April 2019

Positive feedback has been received in France for both seminars offered in partnership with the Cité des Métiers in Paris. The first one was held among professionals, 13 people (2 participants from iriv) on Thursday 11<sup>th</sup> of April.

The second seminar was on Tuesday 16<sup>th</sup> of April and was held among migrants- 19 people (2 participants from iriv)



For the seminar among professionals, the training designed by IME GSEE (IO3) and the University of Milan (IO4) were discussed in the morning. The participants were asked to test the simulator from their office in order to provide relevant feedback after the iriv conseil had explained to them the way to proceed.

For the seminar among migrants, the training designed by KISA was discussed in the morning and in the afternoon, a session with the group of migrants gathered by the association Esperem (Paris) was organized

to discuss the scenarios suggested by the simulator (designed by VIFIN). The simulator has received very good feedback- interactive and vivid.

The profiles of the participants were diverse: mainly professionals working with migrants in NGOs (mainly in Paris), an analyst of the OECD working on migration & diversity, representatives of the Cité des Métiers (involved in EU projects or in the international label of the CdM). They have been convinced by the MigrAID approach and the different achieved outputs – the training should be most useful in their professional practice. The diversity approach is a transversal topic to be tackled in all their work.



### 3. Seminars in Italy May 2019



April and May have been two crucial months for the organisation of the seminars foreseen within the MIGRAID project and taking place in each partner country. More specifically, in Italy ENAIP Veneto has organized the seminar targeting social partners on April 17th. The 23 participants attending the seminar were presented the project and its core outputs. Focusing on the issue why the MIGRAID project is relevant and useful for social partner, the seminar proposed both theoretical and practical sessions. Collecting the positive feedback at the end of the day, participants shared their considerations stressing the importance of proposing the seminar to more targets as it is crucial for the future of our societies. Furthermore, the suggestion to widely disseminate the training

proposal for SMEs and targeting HR staff was shared with the idea of provoking a direct impact on the local territory while sharing innovative experiences to foster the exchange of best practices.

Following this first seminar, on May 6th the seminar targeting migrant workers has been organized in Rovigo at the premises of the local centre of ENAIP Veneto. Thanks to the active participation of 20 migrants from different countries and now living in Italy (i.e. Morocco, Congo, Romania, etc.), ENAIP's staff was able to propose a combination of theoretical and descriptive sessions with more interactive and participatory sessions to enable the participants to think over the topic of diversity management, discrimination and how these two concepts affect their daily lives. The contributions collected at the end of the day underlined the uniqueness of the training (that was defined as being an “eye-opener” moment, “very educative and useful”), giving them the opportunity to meet each other, share their personal and professional stories and understand what integration is and how to foster it with a bottom-up approach.



### 4. Seminars in Greece

IME GSVEE and INE GSEE have also organized the seminars with social partners (6 May 2019) and migrants (19 April 2019), respectively, in Athens, Greece. Both events have been very successful and influenced constructive discussions among the participants. The participants provided very positive feedbacks on the organization of the seminars, the usefulness of the produced material and the in-class activities implemented during both days.



### IO7 & IO6 Educational Digital platform & CRS finalised.

Digital tools devised by Denmark. IO6 and IO7 were both finalised in the spring of 2019 and made available via the [www.migraid.eu](http://www.migraid.eu) website under the “Migraid Online” heading. Here you have access to all the teaching materials developed in all the IOs in all the different partner languages.

IO6, The Conflict Resolution Simulator (CRS) is likewise available from the website, in all partner languages. Here you assume the role of either employer or employee, and try to navigate specific cases of discrimination. This can be either gender, culture, sexual or other types of discrimination. The objective is to try and reach a win/win solution for all involved parties, and not get stuck in the negotiations, to the detriment of all involved parties. The CRS is will continuously undergo technical updates for the remainder of the project, if and when problems are encountered. Except for from within the partnership, there is currently not much information on the reception of the CRS.

The **Educational Digital Platform** is a way to test all the knowledge acquired from the MIGRAID written material .People who are interested in the topic of migrants' integration, EU and national anti-discrimination legal framework, diversity management in SMEs and Conflict Resolution in the workplace, and who have participated in at least one of the MIGRAID multiplier events, will be able to access the platform to download informative material and to take a digital written exam of what they have learnt from the studying material and to test the analytical capacities that they have acquired.

### **Presentation ECAP**

There was a presentation of the MigrAID approach at the Scientific committee of the Swiss Foundation ECAP- <https://www.ecap.ch/en/> in April 2019.

The final results of the MigrAID were presented to representatives of trade Unions in Switzerland and Italy, VET professionals, and researchers in Swiss Universities (Lucerne & Neufchatel) and Italian Universities (Rome & Bergamo) on the occasion of the spring meeting of the scientific committee of the ECAP on the 3<sup>rd</sup> of April in Zurich (Switzerland).

The diversity approach suggested by the MigrAID was quite convincing for the audience and a couple of trade unions asked if it would be possible to present the training among their trainers and learners on the occasion of a special session. A colleague from a Swiss trade Union is also a member of the European confederation for Trade Unions and most interested in spreading the word on the project among her network.

### **Printing of the MigrAID Posters**

Please find below the link to all posters in the languages of the project

<https://1drv.ms/f/s!Am3CAeNYlhWCmRpH8U5CNPutEV4t>

**The final conference on ethnic diversity management will be held in Nicosia, Cyprus on Friday 12<sup>th</sup> July with keynote speaker Dr.Rebekka Ehret of Lucerne University of Applied Sciences and Arts – Social Work.**

This conference is addressed to trade unionists, business executives, NGO's, independent authorities, public servants, academics, university students and anyone working on issues related with the integration of migrants in work and society.

**The final outputs of the project will be presented by the partnership.**

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**CONFERENCE INVITATION**  
**MIGRANTS' INTEGRATION IN WORK**  
**AND SOCIETY:**

CHALLENGES, PROCESSES AND TOOLS THAT STIMULATE EFFECTIVE  
 INTEGRATION

**FRIDAY, 12 JULY**  
**2019**  
**8:45 am – 16:00 pm**

**Journalists'**  
**House, Nicosia,**  
**RIK Avenue 12**

We are cordially inviting you to attend the Conference organized by the Cyprus Labour Institute (INEK-PEO) in the frame of the Erasmus+ project 'Educating Social Partners towards Ethnic Diversity' (MigrAID), which is active in five EU Member States: Cyprus, Greece, Italy, France and Denmark.

The Conference is addressed to trade unionists, business executives, NGOs, independent authorities, public servants, academics, university students and any individual working on issues related with the integration of migrants in work and society.

**Keynote Speaker:**

Dr. Rebekka Ehret, Lucerne University of Applied Sciences and Arts – Social Work

The final outputs of the project will be presented by the partnership

**Simultaneous Interpretation: Greek, English and Turkish**

The Conference is free of charge; coffee breaks and lunch are also covered by the programme.

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