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More Diversity and less Discrimination in the Labour market

The **di&di** project develops strategies for a successful integration into the local/national labour market for:

- **qualified young people with a migratory experience;**
- **low qualified women with a migratory experience.**

The **di&di** project also addresses professionals working with migrants and people in charge of diversity in Human Resources Departments.

di&di is a project in the framework of the European Educational Programme LEONARDO DA VINCI (Transfer of Innovation). It is carried out by a consortium of six organizations in five countries:

- ENDA Europe (France): Environnement Développement Action
Website: <http://www.enda-europe.org>
- IRIV (France): Institut de Recherche et de Formation sur le Volontariat
Website: <http://www.iriv.net/>
- IECOB (Italy): Istituto per l'Europa Centro-Orientale e Balcanica
Website: www.iecob.net/ ou www.pecob.eu
- ECAP (Switzerland):
Website: <http://www.ecap.ch>
- CII (Bulgaria): Centre Immigration and Integration
Website: <http://cii.gateway.bg/en/>
- Bildungsmarkt e.V. (Germany)
Website: <http://www.bildungsmarkt.de/>

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Main activities of the di&di project:

- **Training for qualified young people and low qualified women with a migratory experience** in order to identify and value their skills & competences, to open their perspectives for employment or new professional careers, with a special view to enhance their creativity and spirit of entrepreneurship, to enhance the exchange of the participants' different experiences and competences - **designed starting January 2014 - experimented in each country starting January 2015.**

The trainings aim at enhancing the access to employment of both target groups by:

- Preventing against discrimination risks in the labor market through legal tools and concrete situations.
- Valuing special profiles and identifying competences of trainees in order to enhance them.



*"World Café" in Forlì (Italy) - Nov. 2012.
Image from Municipality of Forlì.*

- **Mentoring for professionals who support or employ qualified young people or low qualified women with migratory experiences**, in order to take into account the specific needs and potentials of their target audience (qualified young people, low qualified women with migratory experiences) in their daily practices - **designed starting June 2014 - experimented in each country starting January 2015.**

Mentoring addresses professionals working with target groups, such as: managers of youth and women associations, social workers, recruiters and people in charge of diversity in businesses.

Based on previous experiences of the partners, the mentor will allow trainees to take better into

account the specific expectations of qualified young people and low qualified women with migratory backgrounds in their daily practices.

- **Setting up a steering committee with experts active in the field of social/economic integration (associations, local authorities, firms...)** in order to gather the lessons learned from the di&di training and mentoring in the view of local and national context, **starting Spring 2014.**

Contents, results and common lessons learned through the experiments of the training and mentoring will be shared with actors active in the field of social/economic integration, discrimination and diversity, through national steering committees in each of the five countries and through innovative and interactive tools such as weblogs.

- **Providing the output of the di&di project to the networks of migrants and professionals in the fields of migration** (employment, local administration, training and education institutions), **starting Spring 2014.**

The main area of discrimination within the area European Union is employment. Origin and gender are two of the 6 criteria defined by the EU legislation regarding discrimination (2000). Two target groups are especially vulnerable: young people and women.

The difficulties to build a professional future for these two specific groups, qualified young people and low qualified women with migratory backgrounds, raise specific challenges which are insufficiently addressed.

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

In this context, the main innovations of the di&di project are:

- To bring together methods of integration strategies for the target groups among the partners in five European countries
- The training of young people and female migrants will be inspired by the results of previous projects :
Migrapass, <http://www.migrapass.eu>
Médiateur interculturel, <http://www.mediateur-interculturel.net>

The coaching for the professionals will be inspired by the previous project:

Diversity +, <http://diversiteplus.enda-europe.org>.

The di&di training and coaching will be adapted to each national context (France, Germany, Bulgaria, Italy, Switzerland) together with a common EU framework.

To know more about
di&di
See the website: www.di-di.eu