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## More Diversity and less Discrimination on 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.



Young girls in the frame of a program to promote mobility of youngst between Berlin and Marseille, © Bildungsmarkt, 2013.

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

**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/](http://www.iecob.net/) ou [www.pecob.eu](http://www.pecob.eu)
- ECAP (Switzerland): Ente per la formazione Continua e l'Educazione Permanente  
Website: <http://www.ecap-fondazione.ch>
- CII (Bulgaria): Centre Immigration and Integration  
Website: <http://cii.gateway.bg/en/>
- Bildungsmarkt e.V. (Germany)  
Website: <http://www.bildungsmarkt.de/>



## 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 career, with a special view to enhance their creative and spirit of entrepreneurship competences, to enhance the exchange of participants' different experiences and competences - **designed since January 2014 - experimented in each country since January 2015.**

The trainings aims 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 competencies 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 a migratory experience**, in order to take into account the specific needs and potentials of their publics (qualified young people, low qualified women with a migratory experience) in their daily practices - **designed since June 2014 - experimented in each country since 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 expectings of qualified youngsters and low qualified women with a migratory background 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 the local and national context, **since 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 steering national committees in each of the five countries and innovative and interactive tools as weblog.

- **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), **since Spring 2014.**

The main field of discrimination in the whole 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: youngsters and women.

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

In a context of feminization 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.

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

- To bring together the methods of integration strategies for the target groups between the partners in five European countries
- The training among youngsters 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:  
**Diversité +**, <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](http://www.di-di.eu)