


DIVERSITY MANAGEMENT EXTENDED
The D(iversity) M(anagement) E(xtended) project!

Youth unemployment is a growing concern throughout the European Union and deserves to be high on the political, social and economic agenda. Our society needs to invest in inclusive employment for all, also and especially the most vulnerable: early school leavers and youngsters with low education levels or physical/mental impairments. A common geographical or transnational approach is required to address this economic and social challenge. Traditionally, diversity management propagates an inclusive human resources management, covering the employer-employee relationship. In line with the objectives of the Lisbon Strategy and Europe 2020, DME elaborates on the transition process of guiding (vulnerable) students and unemployed young people towards the labor market.


More information about the project?

[Visit the webpage for more information!](#)

A project update "So far so good" - by JKVG

At the start of the project, a list of known and used tools and methods (**IO1**) was made by all partners. From this list, 5 tools/methods from each country were selected to be used by all partners involved in the project.

Besides the list of tools/methods, time is spent in this project period on finding and mapping the legal framework(s) of labour and target group(s) (**IO2**).

At the moment, we are working on a method of DIVERSITY MANAGEMENT (**IO3**) and a shortened version of this method, based upon the EMPOWER model, has already been made. During the project a practical guide will be developed on DIVERSITY MANAGEMENT. In each country, partners have started to coach employers using this DIVERSITY SCAN (=start up method for coaching employers), whereby employers are involved in the project.

During the course of the project, two methods will actually be translated into practical (digital/webbased) tools (**IO4**). The "Diversity Quick Scan" is ready and is checked by partners till the end of the year and in December we will start with the development of a tool for youngsters.

The partners are also busy to look in their own country for good practices (**IO5**). These good practices will be written down in detail and published on the website. They will be used as inspiration for other partners or interested stakeholders.

Finally, similar to the coaching of the employers, also a start is made by coaching youngsters. Actions/trainings (**IO8**) are being organized, covering items like job interviews, their access to the labour market and more. In a different form, these trainings are also being provided to teachers and job coaches (train-the-trainer).

As you can read, the DME project is running at full capacity and therefore we are very positive in terms of the future. In this newsletter you will find more information about the third project meeting in Prague, the situation in Bulgaria and Slovenia (as partners of this project) on Diversity Management and information about a Belgium guide for graduates.

3rd meeting Prague - by PRO WORK

All partners have met in Prague for the third meeting of the DME project on the 7th of October 2015 to discuss all project work and activities so far and present achieved outputs. The main element in this meeting was the developed "Quick scan" by JKVG, that need to be tested by all partners by the end of 2015. Also the dissemination of the project (Website, Facebook and first newsletter) and monitoring and evaluation (effectivity/efficiency of the first two meetings) were discussed. And this third project meeting gave the opportunity to focus on development of the webtools which will be available at this website later this year.


The DME project & the Bulgarian partner Adam Smith College

What about diversity management in Bulgaria? The domain of diversity management, where the DME project is firmly rooted, is still very young, and not even trendy yet in Bulgaria. Although many HR professionals, psychologists and NGOs are aware of the concept and follow its latest developments and trends, including research, it remains widely misunderstood by the public at large. Or, perhaps misunderstanding is not the proper word, where the primary need is building awareness.

„Being active in a number of fields related to equal opportunities, fighting discrimination, empowering disadvantaged groups, or providing learning opportunities for people in risk of exclusion, our efforts will be focused not only on project activities requiring narrow expertise, but also on actively presenting and communicating the benefits of diversity management from the point of view of the society”, says Andy Stoycheff, Director of the Adam Smith College of Management in Sofia [partner in the DME project].

With ageing population and demographic shifts crippling the economic growth, the debate on extending beyond traditional approaches the efforts to ensure that more people are able and willing to contribute to the development of the economy and the society has already started. Lessons learned from a variety of EU countries can speed this debate and make it more effective, but the field work has to be pioneered. The DME project is an excellent opportunity to bring valuable know-how into this debate.

Guide for graduates of special secondary education in Belgium

A tool is made for last year students of special secondary education and their teachers/trainers. The tool in the form of a guide, focuses on what to do after leaving school, related to finding a job, getting paperwork in order etc. The guide covers items like "job target", "where to find jobs", "making an appointment with an employer", "job interview", "curriculum vitae", "administration for healthcare/unemployment" and more. The guide is written in a well understandable way, avoiding complex phrase structures and difficult words. Each chapter of the guide has a clear visual overview (mindmap) of the content of that chapter. The guide is divided in several chapters which stand on their own so teachers/trainers can choose which item they want to work on. It's a personal guide, which means that together with the teacher/trainer, the student can fill out the correct personal information for him or herself (f.e. where is the nearest employment office). The guide contains exercises and a personal calendar with important dates for the student (e.g. when does the student need to make paperwork in order for the bureau of employment etc.)



More info? [Visit their website!](#) (Dutch only)

The DME project & the Slovenian partner Ljudska Univerza Velenje

The reason for participating in the DME project as Slovenia is the insufficient implementation of protective legislation and equal opportunities and of protective legislation in employment sector in Slovenia. Due to the silence of the disadvantaged employees and lack of awareness, the discrimination in the labour market is often left undealt with. The legislation remains "something on the paper" but in practise, things are often very different.

Diversity in the labour sector is often a cause of conflict and neglect. At the same time, the constructive approach to employment diversity can be a source of endless creativity in the workplace as we've learned as well in this project. Limiting diversity means the loss of valuable potentials, knowledge, skills, abilities and experience of the diverse talented workforce. In the long term, it leads to negative economic effects.

Therefore, this project aims to raise awareness among the social partners (trade unions, employers) about the benefits of diversity in the labour market, to emphasize the dangers of any form of discrimination in employment and to show the ways of identifying and implementing prevention measures as well as raising awareness of the importance of the diversity. With introducing different tools and mechanisms, we aim to bridge the gap between the legislation "on paper" and the actual praxis in Slovenian companies.

The DME project partners
JKVG - Leadpartner

FOUNDATION PRO WORK

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