

**MAKING THE MOST OF TRANSNATIONAL COOPERATION**

**EQUAL ASYLUM SEEKERS**

# 1. INTRODUCTION

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## 1.1. TRANSNATIONALITY IN EQUAL

The EQUAL Community Initiative is a highly innovative programme aimed at generating new ideas and approaches to support the European Employment Strategy and the Social inclusion process. Since 2001, EQUAL is fighting discrimination and inequality experienced by those in work and those looking for a job. Whilst it could be argued that the themes treated by EQUAL are not the first in their kind, the programme has for sure some very unique features, one of which being its transnational collaboration.

EQUAL is all about partnerships. At local, regional and national level Development Partnerships are funded to find solutions to a particular problem area, disadvantaged group or contextual difficulty. The idea behind these partnerships is to bring organisations, agencies, business and education and training institutions together to identify the causes of the problems and to jointly find innovative ways to solving these. The partnership process enables actors to exchange experiences and to communicate the successes and failures of the tested approaches. This is a highly inclusive process, drawing on large and small organisations from the private and public sector. It is also empowering for both the partners and the disadvantaged people that benefit from the projects.

What makes EQUAL truly special, is the way in which the Community Initiative has extended this very important partnership principle beyond the borders of the Member States. The programme requires each Development Partnership to join forces with at least one other project in another country. Already at the planning stage, future Development Partnerships have to include a description in their strategic work programme as to how they plan to add value by working with EQUAL partnerships from abroad. Their budget should also include a clear and sufficient allocation for transnational activity, enabling them to travel, allocate resources to joint activities, etc.

The EQUAL theme focusing on the social and vocational integration of asylum seekers, or shortly referred to as EQUAL Asylum Seekers, has enormously benefited from this transnational cooperation. There are huge institutional and organisational differences in the way in which Member States deal with the reception and the integration of people seeking asylum on their territories. For example, in some countries asylum seekers have instant access to the labour market. In others, this access is restricted, either because they have to wait a long time before obtaining a permit or because national and EU citizens have priority over them. EQUAL partnerships that found alternatives of innovative solutions to dealing with these restrictions have acted as inspiring examples for projects which had not yet found a way to provide asylum seekers with employment experiences. Development Partnerships have therefore gratefully used EQUAL's transnational angle to explore their contextual differences, find common solutions, issue joint recommendations and transfer lessons learnt.

## 1.2. THE PURPOSE OF THIS PAPER

This paper reviews what is happening in the EQUAL Asylum Seekers theme in terms of transnational networking and activities and presents the first successes of this hard work. It starts with a general overview of the Transnational Partnerships that include, either exclusively or in collaboration with projects from other EQUAL themes, Development Partnerships working on the social and vocational integration of asylum seekers. This is followed by a more specific focus on some of the more interesting aspects of transnationality, such as innovation and the organisation of mainstreaming transnational lessons and good practices. The added value of transnational work is also explored, together with an analysis of success factors and particular challenges that Transnational Partnerships working for a highly disadvantaged target group such as asylum seekers face.

The paper is mainly aimed at people active in EQUAL, introducing them to activities and partnerships they may not have heard from before. Being involved in a Development Partnership and a transnational network is a time-consuming business, leaving little opportunity to meet and

learn about other EQUAL activities outside this circle. The presentation of transnational lessons could also be used for the upcoming European Asylum Policy Forum, which will be organised by the Swedish agency responsible for EQUAL in Malmö, on 22-24 February 2007. More information on this event can be found in the EQUAL [news](#).

It is however hoped that this paper will not only help EQUAL actors to gain a better understanding on what is happening in the theme, but that it will also encourage a non-EQUAL audience to use the lessons that are emerging from the Community Initiative. For example, the new European Social Funds (2007 – 2013) includes a transnational element which could greatly benefit from the lessons that EQUAL has provided and is still producing.

The paper is informed by a series of useful information sources. First and foremost, it made use of the Transnational Cooperation Agreements, which are detailed descriptions of the composition, strategy and work programme of each Transnational Partnership, available in a database on the [EQUAL website](#). Second, it is based on a survey which was sent to all Transnational Partnerships which include Development Partnerships active in the Asylum Seekers theme. The survey questionnaire asked the EQUAL projects to provide more additional details on progress made so far, innovation, identification of good practices, mainstreaming and a number of other elements.

Finally, the [EQUAL Guide on transnational co-operation](#) (2004-2008), providing information to Development Partnerships on how to best organise and run a transnational activity, also includes a wealth of details and interesting examples of Transnational Partnerships under both Round 1 and Round 2. A more recent [Orientation Note](#) looking at how the transnational lessons from EQUAL could inform the transnational cooperation in the new European Social Fund (2007 – 2013) can also be found on the EQUAL website.

## 2. TRANSNATIONAL PARTNERSHIPS IN ROUND 2

As part of Round 2, a total of 20 Transnational Partnerships have been established. Of these, eight are solely made up by Development Partnerships active in the Asylum Seekers theme. The remaining 12 are mixed transnational setups, involving Asylum Seeker partnerships and projects from other EQUAL themes, such as Employability and Adaptability. Whilst the number of Development Partnerships has grown from 38 to 61 between Rounds 1 and 2, the number of Transnational Partnerships has only been increased from 15 to 20 between the two Rounds. This is because the average number of projects making up a Transnational Partnership is higher in Round 2.

**Table 1 – Overview of Transnational Partnerships including Asylum Seeker DPs**

TCA title	Asylum seeker DPs	Other DPs
<i>Asylum Seekers Active Partnership</i>	6 (UK, AT, FI, IT, LT, PL)	
<i>Right 2 All</i>	4 (BE, CY, GR, LV)	
<i>MOLE - More Options: Labour and Education!</i>	4 (DE, CZ, DE, SK)	
<i>Aware-Net - working for social inclusion in Europe</i>	4 (IT, DE, IE, SI)	
<i>PASSI - Prepare Asylum Seekers and Society for Integration</i>	4 (PT, DE, GR, IT)	
<i>Integrated ways</i>	3 (IT, AT, PL)	
<i>CASA - Cooperation for Asylum Seekers Advice</i>	3 (DK, ES, PL)	
<i>FITA (France Italie Terre d'Asile)</i>	2	
<i>Added value by Empowerment</i>	5 (At, HU, NL, PL,SE)	1(NL)

<b>TCA title</b>	<b>Asylum seeker DPs</b>	<b>Other DPs</b>
<i>EXCHANGES</i>	5 (FR, HU, UK, FR, FR)	1 (SK)
<i>Acceptance Integration Migrants</i>	3 (AT, CZ, DE)	2 (ES, IT)
<i>Terug naar je Toekomst</i>	3 (NL, EE, SK)	1 (UK)
<i>CONCENTUS</i>	3 (UK, DE, IT)	1 (PL)
<i>Trialog</i>	3 (BE, FR, IE)	4 (ES, BE, BE, SK)
<i>The Alliance</i>	2 (DE, NL)	2 (CZ, NL)
<i>ACTION FOR CHANGE</i>	1 (FR)	5 (AT, HU, IT, PT, SE)
<i>Human Trafficking Social Intervention<sup>1</sup></i>	2 (FR)	3 (IT, SK)
<i>EX-CHANGE: Improving social interventions to support trafficked persons</i>	2 (FR)	2 (IT, SK)
<i>PRIDE / Programme de Recherche et d'Innovation sur la Discrimination en Europe</i>	1 (IT)	5 (FR, BE, IT, IT, IT)
<i>Astra</i>	1 (CZ)	3 (ES, DE, IT)

The Transnational Partnerships address a wide variety of themes, ranging from return, empowerment and labour market integration to anti-discrimination and social inclusion. An overview table providing summary information on their objectives, actions and products envisaged, and their added value is provided in Annex A to this paper.

When looking at the “classic” themes addressed by the European Thematic Group on Asylum Seekers, most Transnational Partnerships are about strengthening the capacity, know-how and relations between the partners involved. An important part of the transnational activities however also focus on the development of more “tangible” products, such as tools to assess the skills of asylum seekers and methods to facilitate their access to the labour market access.

## **2.1. MOST TRANSNATIONAL ACTIVITY IS ABOUT CAPACITY BUILDING**

A key priority for EQUAL partnerships is to ensure that those who are expected to facilitate and stimulate the integration of asylum seekers in the labour market and the society at large have the necessary skills and resources to do so. It is therefore no surprise that increasing the capacity of projects and project workers is the dominant theme amongst the Transnational Partnerships and that direct measures for asylum seekers, as described further on in the paper, are a lower priority.

### **2.1.1. Networking and exchange of information to reach a better understanding of the social situation of the target group**

Gaining a better understanding of the barriers to the social and economic inclusion of asylum seekers in EU Member States and how to overcome these is often considered a key objective by many Transnational Partnerships (e.g. Added Value, Active Partnership, Acceptance, Exchanges, Trialog, Astra, Aware-Net, PASSI, PRIDE). Becoming aware of the wider European dimension in dealing with asylum seekers is, as PASSI points out, essential. This knowledge serves as a springboard for the work of the partnerships, allowing for the identification and

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<sup>1</sup> The TCAs “Exchange - Improving social interventions to support trafficked persons” and “Human Trafficking Social Intervention” include Development Partnerships allocated under the Asylum Seeker theme but with a rather different target group, namely trafficked persons.

targeting of particular problem areas and groups of beneficiaries, the lobbying for change in relevant legislation, policies and service provision, etc.

Hubs of information exchange and networking are created through conferences, workshops, exchange visits of those working in the national projects, informal meetings and the use of e-platforms. Action for Change and PRIDE put up a picture of forums in which partners *'exchange concepts with regards to discriminated and excluded groups, learn from each other and as a result become more effective in the fight against discrimination on the labour market'* (Action for Change). The wealth of information that these unique encounters generate is pointed out by the partnership Terug naar je toekomst: *'The chance to have four different countries co-operating opens the opportunity to make an analysis report based on the different situations: European border countries and emerging free-market economies like Estonia and Slovakia compared to countries like the UK and the Netherlands with their global trading traditions and international connections.'*

As part of these networking activities several partnerships exchange information on, and make a comparative study of, the national legislation affecting the reception and integration of asylum seekers, and their socio-vocational training and employability in particular (e.g. Added Value, Active Partnership, Aware-Net, Astra, FITA, PASSI, Terug naar je toekomst). There is high added value to these comparative analyses, as the section dedicated to this subject at the end of this paper will further demonstrate.

**Box 1 - A comparative study of access of asylum seekers to the labour market of EU Member States**

Astra has set out to undertake a comparative analysis of the extent to which asylum seekers can access the labour market in partner countries and the subsequent experiences that they have. The study focuses on specific economic sectors and on the following issues of common interest:

- Horizontal segregation;
- Vertical segregation;
- Organisational corporate changes;
- Gender approach;
- Legislation in partner countries;
- Support of female entrepreneurs with family chores;
- Support to asylum seekers upon their arrival in the host country;
- Time planning of cities/timing of proximity services.

### 2.1.2. Lobbying to change national and EU level legislation

Here partnerships go to the roots of the problems that asylum seekers face when trying to start a new life in the country of arrival (e.g. Added Value, Active Partnership, Action for Change, CASA, Exchanges). Despite some important improvements with the adoption of the Reception Directive<sup>2</sup>, legislation at both national and EU level is seen as one of the primary – and most resistant – obstacles to their entry to the labour market and their socio-vocational training. The transnational alliance that some projects build helps them to lobby both at the national and European level for change in policy and practice. Through the exchange of experiences of 'what works and why', common results or even more focused international comparative research projects find themselves in a stronger position to communicate their concerns and recommendations and convince policy-makers. The need for a transnational strategy regarding the integration of asylum seekers is emphasised by many partnerships (e.g. Added Value, Active Partnership, CASA).

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<sup>2</sup> Council Directive 2003/9/EC of 27 January 2003 Laying down Minimum Standards for the Reception of Asylum Seekers

### 2.1.3. Awareness raising and working towards a more positive public opinion vis-à-vis asylum seekers

That a welcoming environment makes a world of difference to the arrival and subsequent experiences of asylum seekers is common knowledge amongst the Transnational Partnerships. Promoting a more positive image of, and attitude towards, asylum seekers in host societies is therefore a recurrent objective (e.g. Added Value, Active Partnership, Acceptance, Aware-Net, Exchanges, Terug naar je toekomst). Many propose to write material that could be used by the members, such as joint press releases, short newspaper and seminars (e.g. Added Value). Other Transnational Partnerships, such as Active Partnership, Acceptance (see also Box 2 below) and Aware-net, draw upon multi-media as weapons in their fight against stereotypes and prejudices about asylum seekers. Documentaries or short films that can be released on video or DVD are a recurring common product.

#### **Box 2 - Production of video on the situation of unaccompanied minors, young asylum seekers and immigrants**

In order to increase the integration chances of the beneficiaries, Acceptance has set out to produce a video which will target policy makers and the wider public as its audience. The video will contain records of their everyday life; it will show the politics of “welcoming/acceptance” and insertion in the labour market; how they are adopted in countries; what is successful and what is not. The video will present information as well as interviews with social workers, stakeholders and beneficiaries. The video will draw a picture on the current situation and show the benefits of successful integration ideas as well as the price that is to be paid by both sides (refugees and society) if restrictive and inhuman politics take over.

Products foreseen: Video, produced in three different formats (5 minutes and 30 seconds) for different usage in partner countries. The video will be produced in Italian, English, Spanish and Catalan and is to be presented at an upcoming meeting in Spain.

Finally, some partnerships have set themselves the task of finding innovative ways of approaching social partners to show them the “potential” of asylum seekers (e.g. Acceptance, PASSI). Acceptance, for example, has been organising encounters between asylum seekers and ‘representatives of the host society in work related situations’. Exchanges have organised theatre performances / workshops delivered by asylum seekers.

### 2.1.4. Staff training – Exchange visits, Guides, Curricula and Accredited Courses

The sharing of knowledge, approaches and working methods is a recurrent objective of the Transnational Partnerships. Beyond portraying such partnerships as a “*meeting space among different actors that could result in innovative and transferable work models*” (Trialog), the majority of the partnerships have identified a range of (specific) activities to work towards this objective. Firstly, a recurrent activity is the organisation of exchange visits for personnel of partner projects so they “*become aware of the fact that they are not facing these challenges alone*” and can “*transfer already developed “good practices”*”.

#### **Box 3 - Thematic staff exchange visits**

Exchanges has planned a range of staff exchange visits focusing on particular themes, which are aimed to promote staff identifying good practice in relation to the reception of asylum seekers and their empowerment. The visits are expected to centre on the following themes:

- Methods of language teaching;
- Women’s issues;
- Capacity building with Refugee Community Organisations;
- Raising awareness and improving public perception of asylum seekers;
- Methods to empower asylum seekers and stimulate self-advocacy;
- Reception service provision;



- Equal opportunities in accessing services;
- Introduction to the labour market.

Some partnerships foresee guidelines or a handbook springing from these staff exchange visits, which would bring together and build upon the best practices identified (e.g. CASA, Exchanges, Trialog, Terug naar je toekomst). For example, Exchanges has set itself the task of producing a 'Guide on Volunteering' as a means for asylum seekers to prepare for the labour market. It also intends to deliver a 'Guide on Empowerment': *"The guide will include information on how to involve beneficiaries in Equal and European programmes, combating obstacles and barriers that prevent involvement of beneficiaries, training and developing skills of asylum seekers (public speaking /presentation skills), theatre workshops, and capacity building with Refugee Community Organisations."*

Identifying the knowledge and skills required by those who come into contact with and/or support asylum seekers is another common theme among many of the Transnational Partnerships. The exchange of professional experiences among projects in different Member States facilitates the identification of those requirements, which are then used to inform the development or revision of accredited training courses for social workers dealing with this target group (e.g. Added Value, FITA, PRIDE). Other partnerships are focusing on producing a set of accredited modules (e.g. Active Partnership, FITA) to be added to the generic studies of social worker. So that those wishing to work with asylum seekers are not left *"having to learn (or not learn) in the field"*, as FITA comments.

## **2.2. TRANSNATIONAL PARTNERSHIPS ALSO FOCUS ON EDUCATION, TRAINING AND ADVICE**

Transnational partnerships are not just about building capacity, raising awareness or improving know-how and understanding. A high number of Development Partnerships have also joined forces to develop products and activities which should directly benefit asylum seekers. It is however not easy

### **2.2.1. Training Packages and Methods for Asylum Seekers**

In addition to training courses for those working with asylum seekers, some Transnational Partnerships put their heads together on the kind of training they could offer to asylum seekers themselves to promote their socio-vocational skills and their participation in the labour market (e.g. Added Value, Active Partnership, Astra, CASA, PASSI, Terug naar je toekomst). For example, Astra claims that the *"final product will help the asylum seekers and immigrants to acquire such skills which will allow them to integrate into the society of the host country, or in the case of those asylum seekers who return to their country of origin to use them upon their return."*

Terug naar je toekomst explains that *"many professional skills are common to all countries; they are not language or culture dependent."* An interest in devising a curriculum and methodology for teaching asylum seekers which would exist in several languages and would transfer best practices and know-how to partners is also expressed by PASSI and Added Value.

### **2.2.2. Information and Welcome packages**

An information or 'welcome' package for their target group is a product that some Transnational Partnerships envisage (e.g. Active Partnership, CASA). For example, Active Partnership is in the process of gathering practical and legal information which could be of use to actual or potential entrepreneurs or employees and translating it in different foreign languages. This includes information on registration, taxation, social security and more.

#### **Box 4 – CASA information package**

One of the transnational products planned by CASA are a set of "10 Commandments" to help asylum seekers to integrate in the local community and to make the latter aware of the plight of the newcomers. The commandments are being developed by a working group set up for this

purpose. They so far include a mix of practical suggestions and considerations on what asylum seekers and people working with this target group should, as a minimum, be taught. For example, one of the commandments highlights the benefits of organising intercultural exchange, such as open houses, events and parties. Another commandment sets out the basic values that asylum seekers should be made aware of, such as democracy and fundamental rights. It is also considered important for staff working with asylum seekers to have knowledge of the country of origin of their client group, in order to better understand and respect their feelings and reactions.

### **2.2.3. Skills Audit and Portfolio development**

Asylum seekers take a step closer to the labour market through the skills audits and portfolios that Transnational Partnerships put together. (Digital) portfolios (e.g. Added Value) and skill audits (e.g. Active Partnership, Astra) have been described as useful to document the skills and qualifications that asylum seekers have gathered so far and identify those that merit further development. For example, Astra guides asylum seekers through a set of tools for self-assessment of formal and informal qualifications, professional skills, intercultural skills, key competences and their potential use in practice.

This mapping exercise helps partnerships in their tasks of setting up additional training for the target group and, in those Member States where asylum seekers are allowed to work, to liaise with potential employers. Terug naar je toekomst emphasises that training for asylum seekers is to be followed up with *“descriptions of the qualifications and competences acquired which will be recognised across Western Europe as well as in the countries of origin. Equipped with this portfolio asylum seekers will be enabled to access employment and other opportunities.*

Evaluating and validating the competences and skills of asylum seekers is a key objective for some partnerships. These use their transnational cooperation to share information on the audit models and instruments used and tested in the national context (e.g. FITA, PASSI). As the French DP of FITA explains: *“We can show our Italian partners the models and tools for the evaluation and validation of competences and skills of the target group that we have already experimented with in France. We can give them advice about the way they are used, the barriers and their effectiveness.”* FITA and PASSI both intend to devise an evaluation and validation competence/skills audit model for asylum seekers that is easily transferable to other Member States.

## **2.3. ACCESS TO EMPLOYMENT IS ALSO IMPORTANT FOR TRANSNATIONAL PARTNERSHIPS**

The aim of promoting the integration of asylum seekers in the labour market features on many of the lists of objectives of the Transnational Partnerships. Although some suggest that this support towards the employment of beneficiaries will be developed in collaboration with enterprises and other actors dedicated to the resolution of the problem, only a limited number of these partnerships can give information on the actual activities they intend to or have put in place to achieve this aim at this relatively early phase of their development.

### **2.3.1. New or alternative modes of providing work experience**

That cooperation across Member States can spark off creativity and ignite new or alternative ways of thinking is yet again illustrated by the new modes of providing work experience for asylum seekers. Projects in Member States are often confronted with a very diverse range of obstacles that stand between the asylum seeker and work experience. The resourcefulness that project workers display in overcoming or sidestepping these obstacles is shared with and drawn upon by the transnational partners. Exchanging, testing and refining models of offering work experience to the target groups is therefore an expected outcome for several partnerships (e.g. Active Partnership).

For example, some Transnational Partnerships have set themselves the objective of raising awareness about a new job profile, called language and culture mediation, or health communicators, which could improve the access to the labour market of asylum seekers (e.g. Astra and Acceptance). This new job profile, already tested out by three Development



Partnerships under Round 1 and further elaborated by at least two projects in Round 2, recognises the important role that asylum seekers and refugees can play as liaison points between people from their community and healthcare services.

#### **Box 5 - Language and culture mediation**

The aim of Acceptance is to collect data and information about the range of existing projects and concepts for language and culture mediation in order to compare the status quo in the different European countries and the best practices. From the data we will gain knowledge about special qualifications and competencies that can be provided by asylum seekers and young immigrants in the field of health services. This overview will also provide a basic common ground for further development of curricula and the establishment of this professional field in the Member States

## **2.4. WHAT HAVE THE TRANSNATIONAL PARTNERSHIPS ACHIEVED SO FAR?**

The majority of the Transnational Partnerships report that they are well on track and have achieved good progress to the aims and objectives they set themselves. A series of meetings, workshops and/or conferences have been held among the members of the Transnational Partnership to become better acquainted with the other members and their activities, to agree upon the objectives and tasks of their Transnational Partnership, to divide the responsibility for these, to create an agenda with upcoming events, field visits and deadlines, etc. The approach of setting up workshops responsible for specific themes and activities has been adopted by many partnerships, and with success as a result (e.g. Active Partnership, CASA, Exchanges, FITA, Trialog).

The websites or web portals to share information, practices, approaches and methodologies have been set up and are now in full operation in most partnerships (e.g. Acceptance, Aware-Net). Others, such as Active Partnership, *'have produced and delivered newsletters of activities across the partnership.'* Some partnerships, such as Added Value and Active Partnership, have put in place the practice of gathering information before and after meetings with the partners.

A number of the planned exchange visits of staff or thematic study visits have begun or been completed by the partnerships (e.g. Acceptance, Active Partnership, Added Value, Aware-Net, CASA, Exchanges, PASSI). Reports of these visits have been written and disseminated. FITA is in the stage of organising these visits and discussing the logistics.

#### **Box 6 – Staff exchanges that change attitudes**

Staff exchanges are one of the core activities of CASA. Whilst they are certainly not the only Transnational Partnership to include such visits in their work programme, their approach to the exchanges is slightly different. For example, during one of their transnational meetings in 2006, hosted by the Spanish ENEAS EQUAL project in Madrid and Sevilla, several study visits were organised for senior staff of the different organisations, including financial directors, head of departments, etc. The reason behind inviting this particular group of staff is simple but efficient: while staff exchanges are extremely useful for social workers, mediators and other persons directly in touch with asylum seekers on a daily basis, it is hard for these practitioners to push for changes within their organisation, let alone influence other organisational practices. By involving the people that make up the organisation's hierarchy - often not or no longer working directly with the target group - in the exchanges and case study visits, the chances to realise improvements and to spread these to other organisations are much higher.

Where comparative research is conducted, for example on cultural and language mediation as an employment niche for migrants and asylum seekers (e.g. Acceptance), on national legislation (e.g. Added Value) or on access to the labour market (e.g. Astra), the process of data collection (desk reviews and/or surveys) is nearing completion. This has allowed partnerships to embark on the task of writing up the findings and starting to formulate policy recommendations or guidance documents.

Specific products, such as models for evaluating and validating skills and competences of asylum seekers (e.g. Active Partnership, FITA) or handbooks (e.g. Acceptance, Aware-Net, CASA,

Exchanges, FITA, Terug naar je toekomst, Trialog), are in the stage of being developed: material is being collected, surveys returned, first chapters written, models of instruments tested in Member States, etc. In terms of the production of promotional material, Action for Change has already produced their video which they describe as “a success” to “be presented soon” to a wider audience. Similarly, Active Partnership reports that their: “*Workgroup 2 has developed a series of events and products to highlight the positive image of asylum seekers, they have produced, short promotional DVDs, T-Shirts to use in campaigns along with various other positive promotional activities and products*” The production of the video of Aware-Net, on the other hand, is in the editing phase.

In terms of lobbying for changes in national and European legislation, few partnerships report on any activities. Action for Change, however, has highlighted the success they attained in this area as they “*managed to convince one Austrian MP who will discuss our cause in the parliament*”.

Most of the partnerships have already identified a date and location for their final conference, where they will present their main findings and achievements and launch their final report. Additional seminars or presentations of conferences to disseminate findings have been planned (e.g. CASA). For example, in relation to its ‘Guide on Volunteering’, Exchanges has planned a conference on Volunteering in London to “*promote positive methods of volunteering, involving the community and employers, exploring work experience and mentoring*”.

### **3. TRANSNATIONALITY AND INNOVATION**

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Even though the transnational component in EQUAL is already innovative in itself, Transnational Partnerships are still expected to contribute to finding new solutions and approaches to particular problems in relation to the labour market. In fact, the combination of EQUAL partnerships from different countries, contexts and cultures provides an excellent opportunity to strive for innovation that goes beyond national borders and concepts. Most Transnational Partnerships portray their work as bring about both process and context innovations.

#### **3.1. INNOVATING PROCESSES**

Organising study visits or exchange of personnel working with asylum seekers in the partner countries is another example of process innovation provided by PASSI. Thematic study visits is a method for exchanging information, identifying best practices and ‘in the field’ training that has been used before in other professions or areas of work. However, the value of applying this method (of learning) to those supporting asylum seekers has been widely appreciated by partnerships. For example, PASSI reports that: “*This is an interesting way of gathering information because the participants in the visits are “experts” in the topics discussed and they therefore have a good capacity to observe and analyse as well as identifying best practices*”.

Other examples of process innovation referred to by the partnerships are ‘learning cafes’ for asylum seekers (e.g. Action for Change), ‘e-learning’ for asylum seekers (e.g. Terug naar je toekomst) and ‘theatre performance and workshops’ delivered by asylum seekers (e.g. Exchanges). Some partnerships (e.g. PASSI and FITA) are designing or adapting a model for the evaluation and validation of skills for work with asylum seekers. Here partnerships also emphasise the need to make this audit model transferable to other contexts (here: EU Member States), demonstrating the second type of innovation that partnerships generate: context innovation.

#### **3.2. BRINGING INNOVATION TO CONTEXTS OR TARGET GROUPS**

Introducing methods of working, tools and regulations to a new context or target group is another way in which Transnational Partnerships seek to innovate in the area of the socio-vocational training of asylum seekers. Active Partnership explains: “*Many of our products are innovative as they are not available within the partnership countries, i.e. specific qualifications for those working with asylum seekers, self management materials, etc.*”

Some Transnational Partnerships, such as Added Value and Astra, point out an interest of projects in one Member State in the integration system operating in another State. For example,

members of the Added Value partnership in Austria explain that: *“The reason for this is that we have the impression that the system in the Netherlands is highly innovative and skills/education-oriented and therefore brings up a lot of “best practise” examples. In the Austrian integration system the focus on the skills and educational experiences of asylum seekers is very poorly developed. The fact that asylum seekers often have a higher education and qualification is more or less negate in the Austrian system.”*

In some cases, the innovative strength of the Transnational Partnership lies in its ability to adapt practices and approaches that may be available to other target groups to benefit asylum seekers. Carving out niches for particular groups in the labour market may in itself not be a new approach to labour integration, but its application to the a highly disadvantaged target group such as asylum seekers is innovative. For example, Acceptance has undertaken research to establish language and culture mediation as a new field of work for asylum seekers.

The ways in which Transnational Partnerships can generate such innovation is captured by the following statement of Active Partnership: *“The activity of the transnational partnership in itself is innovative; working with this target group is new to many of the partners at both transnational and national or local level. This target group has only recently been given this amount of support. The products are also innovative in that they are constantly changing, being improved, to suit the changing climate and constraints of working with such a diverse target group”.*

### **3.3. NEW PRODUCTS AND SERVICES**

Several Transnational Partnerships have opted for e-based communication and interaction, which supersede space and time, transgress social and geographical borders. The websites or web portals of these Transnational Partnerships often include an overview of the transnational partnership, i.e. its structure, its members, common objectives and products foreseen and the description of activities and tasks of the partnership. An overview of TCA websites is attached as Annex B to this paper.

Networking between the partners is made easier as a calendar with events is uploaded and updated on the website, as are relevant documentation (e.g. Added value, Acceptance, Aware-Net, PASSI). On these e-platforms a log is often kept of the debates held amongst partners, of the information that is gathered and the joint approaches that are developed in the process (e.g. Active Partnership and Acceptance). The transnational partnership Acceptance has also stimulated the active participation of young asylum seekers and migrants from different countries in this e-platform, promoting a *“living” transnational website with a forum and diary where experiences and products (photos and stories) from participants in the projects are published’.*

Other Transnational Partnerships highlight the innovative value of products such as videos and handbooks. They consider that these are not only innovative because developed for users across the EU, but also thanks to the transnational and participatory approach to their actual development.

## **4. MAINSTREAMING TRANSNATIONAL LESSONS AND GOOD PRACTICES**

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EQUAL is about developing good practices and making sure other relevant stakeholders are aware of these so they can take over the good methods and products. Even better is when the good practices and recommendations that go with it attain policy makers and entail structural changes which benefit the social and vocational integration of asylum seekers.

### **4.1. MAKING SURE GOOD PRACTICES ARE DISCOVERED...**

Depending on for example the number of DPs involved within a partnership, identifying and comparing what each DPs is doing can sometimes turn out not to be an easy task. Moreover, finding the right tools to measure if some of the methods and products developed are a good practice is even more challenging. Still, the partnerships have come up with some effective ways of dealing at a transnational level with: how can we, between each other, describe and compare what it is exactly we are doing? Are there any techniques we can use to make sure we identify and measure good practices?

#### 4.1.1. Capturing what is being done

Whereas most of the partnerships use the transnational meetings as an opportunity to tell each other what they are developing several of the partnerships have chosen to organise specific activities for this purpose and work along specific themes to describe or compare what is being done. The partnership “Exchanges” for example organises thematic working groups in which each of the participants can expose their work, activities and methodologies. Other partnerships such as “PASSI” and “Acceptance Integration Migrants” organise study visits around specific themes with precisely the aim of making it possible to compare good practices in a specific area. The “Terug naar je Toekomst” makes sure a framework has been set up for each activity and has appointed a coordinator to follow the work in progress.

The majority of the partnerships make sure they keep each other regularly informed about what they are doing by exchanging materials such as CD-ROMs, photos and reports with detailed descriptions. This material comes in handy as well for preparations prior to any study visits or thematic working group meetings. As mentioned earlier, some partnerships like “AVE” make use of an e-platform where they are in almost constant communication discussing their research results and exchanging information.

The “Asylum Seekers Active Partnership” has opted for an effective combination of steering group meetings alongside workgroup meetings. Ideal about this combination is that all participants are present and the progress so far is presented. In a sense it allows them to “question” each other on what they are doing. One of the members of the partnership comments that *“These sessions can be quite intense as the workgroup leaders are all professionals and they are to the point when it comes to raising concerns to the steering group”*.

#### 4.1.2. Tools to identify and measure good practice

The partnerships show that they have not been short on ideas for identifying and measuring their good practices. At the core of the tools they use are techniques such as peer reviews, benchmarking and bench-learning. In a more informal way the study visits are exactly about identifying and measuring good practice since during these visits the representatives of similar organisations come together and evaluate various aspects of working processes in relation to the good practices being observed. The “PASSI” partnership is an excellent example of this.

##### **Box 7 – PASSI’s approach to identifying good practices**

For identifying and comparing good practices the “PASSI” partnership uses the impressions of the participants in the thematic study visits, which are compiled into a single report. Later this material is worked out by the transnational coordinators and will be put into a final report. The themed study visits have a dual role. Firstly, they allow transnational partners to have a snapshot of the asylum seekers situation of the hosting country. Secondly, they are a showcase of practices and working methods being applied in that country. The ongoing discussions and focus groups during the study visits allow the participants to compare and contrast the presented practices with their own country and other countries within the partnership. Additionally the identified good practices are discussed within the EVC (evaluation and validation competence/skills audit) model working group and they become part of the new EVC model.

Other partnerships, like for example “Fita” have a more official way of identifying the good practices by submitting new results to an expert committee. The new results are described in enough detail so that the other participants can validate their work and in a second phase, reproduce the results. The partnerships “Acceptance Integration Migrants” and “AVE” on the other hand make use of guides and questionnaires to capture each others good practices.

Some partnerships run a “double check” on the identified good practices. The “Asylum Seekers Active Partnership” for example makes sure the potential good practices are discussed by content experts across the partnership as well as by additional national partners who can then comment upon the envisaged outcomes of the transnational partnership. All Transnational Partnerships agree that the very nature of transnational cooperation as such constitutes an element of bench-learning even if it is therefore not immediately pronounced. *“Concerning bench-learning we think that the process of the TCA by itself allows comparisons between different*

*ways of working, in different countries and in different organisations. In this sense there is a learning which is however not being presented as “bench-learning”.*

Having identified and agreed on what the good practices are, the Transnational Partnerships focus on learning from each other and taken over each others good practices. The following section describes how they actually do that.

## **4.2. ...AND TAKEN OVER BY OTHER ORGANISATIONS AND POLICY MAKERS**

The transfer of good practices takes place at two levels: within the partnerships on the one hand and outside the partnerships on the other hand. This is to ensure that other similar organisations are able to benefit from what has been tested and found effective elsewhere. While transferring the good practices to other organisations is absolutely crucial, influencing national or EU policy developments is equally important. The partnerships have developed interesting and innovative methods for both transferring and mainstreaming good practices in the area of social and vocational integration of asylum seekers.

### **4.2.1. Effective ways of transferring good practices**

The partnerships ensure that the opportunities for transferring good practices between each other are there at the same time as when capturing and measuring each other good practices is taking place. During study visits, transnational meetings and workshops partners are encouraged to disseminate the results and good practices both internally within the DPs as well as externally to the general public in the DPs’ respective country. What facilitates the transfer process, as the “PASSI” partnership explains, is making sure that you include as many national DP members as possible as direct participants in the transnational work because that will help to implement the good ideas from other countries in the national projects.

Several partnerships have developed guides to capture in detail what the good practice is about and how it can be applied by other organisations. These are targeted at the organisations of their DP partners as well as other organisations outside the partnership. The “Exchanges” partnership for example will develop such a guide on empowerment and one on volunteering.

### **4.2.2. New political visions and practices- how to ensure they become reality**

Integrating and incorporating new ideas and approaches concerning the social and vocational integration of asylum seekers into policy and practice is very high on the agenda of several partnerships no matter how challenging it has proven to be for this particular EQUAL theme. All partnerships plan to organise a major public transnational conference making sure that the right policy makers, Members of the European Parliament and representatives of other relevant government bodies will be present. Some partnerships mention that their cooperation with projects from other EQUAL themes helps to attract a wider variety of policy makers to these major events. [An overview of upcoming events is included as Annex B to this paper.](#)

Some Transnational Partnerships are placing high focus on the promotion of specific products, such as the “Terug naar je toekomst” partnership which will organise a workshop on e-learning for asylum seekers early 2007. Likewise, the “PASSI” partnership is very keen on targeting national and EU policy through the development of their EVC model, which sets out common criteria and standards to evaluate and validate the competences and skills of asylum seekers. The “Acceptance Integration Migrants” aims at using the results of their research on language and culture mediation on a wider scale to support the working possibilities of asylum seekers. In addition, the guidelines they develop on organising and accompanying encounters between asylum seekers and members of the host society will soon be used in the participating Transnational Partnerships’ countries. The “Aware-Net – Working for social inclusion in Europe” partnership has even developed a Handbook to become a reference instrument for teachers teaching a second language to asylum seekers and refugees at European level.

#### **Box 8 – Mainstreaming of innovative products**

In terms of products the “Asylum Seekers Active Partnership” has a very clear idea of what it wants to mainstream. The following innovative products are targeted for mainstreaming: a range



of modular qualification descriptors to provide a qualification for those working with asylum seekers, a transnational website containing a Modular Orientated Dynamic Learning Environment and models of self-management for asylum seekers. These products will be presented at a high level dissemination event in Poland next year as well as each partner will organise a similar event at national level. The partners are looking into various methods of mainstreaming through accessing national funding to ensure the continuation of support for asylum seekers.

Several Transnational Partnerships place emphasis on the participation of projects from the New Member States, and the extent to which transnationality can help make these new partners to push for better adherence with European minimum standards and to introduce new approaches to help asylum seekers to integrate. The new participants can strongly benefit from the experience of those that were already active under EQUAL's first round, some of which having also a much longer tradition with asylum and migration.

## 5. THE ADDED VALUE OF TRANSNATIONALITY

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But what does transnational cooperation add to the EQUAL initiatives taking place at national level? What are the benefits of meeting projects from other countries? When asked this question, most Transnational Partnerships pointed at the strong learning dimension of transnationality, as a means to both increase the capacity of the partners involved and to pave the way for activities that can last beyond the lifetime of EQUAL.

*"The main added value of the partnership is the sharing of experiences, the transferring of lessons and methods of integration across the partnership, this has led to a capacity building effect within national projects." (Active Partnership)*. Building the capacity of the organisations and staff supporting asylum seekers is often portrayed by Transnational Partnerships as 'added value' (e.g. Added Value, Active Partnership, Acceptance, Astra, CASA, Exchanges, PASSI, PRIDE). This comes as no surprise, given the high number of transnational objectives and activities focusing on capacity building.

A member of the Added Value partnerships remarked: *"Actually, we are able to learn from other partners."* Knowledge, methods of working and tools are identified, disseminated and eventually transferred to new target groups and contexts. Many partnerships, such as Exchanges, emphasised the added value these exercises at the transnational level: *"the contexts of the three countries differ, so does the historical and political background leading to different approaches to integration issues. Moreover, the experience and competence of partner organisations involved in each national project are specific. This creates conditions that can enable all three Development Partnerships to exchange and learning from each other's experiences and thus increase the quality and effect of the work carried out by each partner."*

In relation to the exchange of tools, Acceptance describes how the 'Language and Culture Mediation questionnaire' developed by the German partners has been used in Austria. For example, Added Value refers to the dissemination of the Lingus language programme to other countries. Partnerships signal these benefits as being observable at the local, national and European level (e.g. Added Value, Active Partnership, Acceptance, Aware-Net, CASA, Exchanges, PASSI, PRIDE). For example, Active Partnerships describes the added value of this kind of capacity building to the local partners: *"The project has provided an insight at local level to working with asylum seekers across 6 TCA countries. Many of the ideas across the Transnational Partnership are now being adopted at local level. The staff exchange element of the TCA has been particularly successful, with many a new idea being integrated to local projects."*

Transnational cooperation on the subject of the integration of asylum seekers in the labour market and the society at large also raises awareness and stimulates greater insight in the European dimension of the problems encountered and solutions to be designed (e.g. Added Value, Action for Change, CASA, Exchanges, PASSI). A logical result of this is a higher inclination among (national) projects to join forces to lobby for changes in national and EU legislation which could promote the socio-vocational integration of asylum seekers. Several partnerships experienced that this transnational approach to lobbying put them into a significantly more advantageous position. Action for Change, for example, reports with enthusiasm: *"The transnational character of the partnership gives us more power and weight when lobbying*



*national and European institutions. All the lobbying work around anti-discrimination was driven and made possible thanks to the transnational partnership.”*

Finally, some partnerships are appreciative of having simply the opportunity to work at a transnational, if not the European, level (e.g. Added Value, Astra, CASA, PASSI, Trialog). Astra poignantly remarks: *“Through the transnational partnership the projects have developed the feeling of belonging to the wider European community.”*

Added Value and PASSI emphasise that, in entering in this transnational dialogue, the partnerships have been confronted with a range of cultural and communication differences. The Austrian member of Added Value comments: *“From a human resources perspective this is a very interesting experience [...] especially as we will take part in further transnational projects in the near future.”* PASSI continues that this kind of dialogue *“in turn allows for the creation of sustainable cooperation mechanisms. [...] We are better in working together on the transnational meetings than at the beginning which also shows a learning process of the participants.”*

As commented earlier, several partnerships also identified benchmarking as an important added value of transnational cooperation (e.g. Active Partnership, Acceptance, Aware-Net, PASSI, Terug naar je toekomst). Aware-Net notes that *“The added value of our partnership is to learn from the experiences of the others and to bring at European level promising practices that are developed in different countries.”* The Active Partnership explains how this benefits projects at the national level: *“With regard to benchmarking many of the partners are further ahead in their methods on integration, which has enabled others to increase the quality of their support to asylum seekers.”* Similarly, Terug naar je toekomst comments: *‘As far as we see now our East European partners will have to adhere to European rules with regard to asylum seekers and may expect great numbers of asylum seekers. They may benefit from the experience of the UK and the Netherlands.’*

## **6. SUCCESS FACTORS AND CHALLENGES**

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Transnational cooperation is not always easy. Many of the Transnational Partnerships commented on the need to secure the active involvement of their partners, which is not always a simple task given their high work load on the Development Partnerships and the relatively short timeframe available for developing the transnational work, which after all can only be seriously launched when each project has properly started up. In addition, quite a few projects were surprised, and challenged, by the level of organisation and coordination required for a smooth running of their transnational activities. Not only does it take a long time to set up a work programme, but there are several logistical challenges to collaborate across several borders.

Others, such as Action for Change, commented that the heterogeneity of the group sometimes, especially in the start-up phase, hindered progress. The representatives from the Development Partnerships involved not only come from very different policy contexts and traditions, but also from different organisational cultures and backgrounds. It may take a while for all these different actors to jointly agree and commit to transnational actions. In a few cases, transnational cooperation is also about managing the expectations of the different partners involved, ensuring good communication channels and conveying clear messages. Some organisations with less financial means found it difficult to allocate the necessary financial and human resources to the transnational activities.

Some Transnational Partnerships commented on the challenge to strike the right balance between the actual transnational experience of the different partners, in terms of meetings, staff exchanges, and other opportunities to share views and experiences, and realising the end product. This is not surprising when considering how much partners often have to learn from each other before being able to formulate joint recommendations or develop a product that can be applied in different contexts.

Overall, however, Development Partnerships are extremely positive about the many opportunities offered through EQUAL's focus on transnationality. When asked to identify the factors contributing to the success of their transnational activities, many, such as Acceptance, Active Partnership and Rights to All stress the commitment of the partners to working together, and the

ownership they felt over the transnational experience. Most of the partners work directly with asylum seekers and truly learned from the approaches and methods used in other countries.

Quite a few Transnational Partners stress the importance of a solid work programme, with a clear management structure setting out roles and responsibilities. A Transnational Partnerships works best when each of the partners takes the lead in a particular activity or working group. Putting clear deadlines and milestones at different stages of the work programme increases the chances of success, even though they might not always be easy to meet.

Some Transnational Partnerships also benefited from the experience of partners that had already been involved in transnational activities under Round 1 of EQUAL. These Development Partnerships helped to avoid the “typical” pitfalls and obstacles of transnationality, such as poor communication channels, a weak management structure or an unclear work programme leading to misunderstandings and uneven work loads.

Despite the many contextual differences, Transnational Partnerships considered that they were actually strengthened by some of the points the different organisations had in common, such as their humanitarian and practical focus, with most working directly with asylum seekers, and the fact that they share a similar work ethos and vision.

Annex A – TCA overview					
DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
<b>Added value by Empowerment</b>					
Austria	First Aid in Integration	AT-6-11/261	<ul style="list-style-type: none"> <li>▪ To <b>stimulate participation in educational and vocational training</b> for the target groups;</li> <li>▪ To <b>create a network</b> (exchange of information) on different levels within the EU on themes concerning the target groups;</li> <li>▪ <b>Changing the public opinion</b> towards asylum seekers in a more positive way;</li> <li>▪ The collision between the national legal frameworks and Equal objectives concerning asylum seekers in Europe are made visible and communicated on the national and EU level.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>To make a comparative study on the current legislation</b>, framework regulations, practice and experiences of 5 involved Member States to be presented at Open Forum (Budapest – Autumn 2006)</li> <li>▪ <b>To give recommendations at national level and towards the EU</b> (Commission) by means of analysis, report, assessment document accompanied by Recommendations for Actions for stakeholders based on the findings of the study and of the know-how exchange</li> <li>▪ <b>To organise staff exchange and training program.</b> Twofold activity (1) exchange of social workers – sending Hungarian social workers to Poland and Austria, HU receiving sw's from 2-4 countries for the time of approx. 2 weeks (2) Training of social workers: Training Program, curricular/innovative approaches, Methods to be received from other DPs, exchange of experiences</li> <li>▪ <b>To develop a pragmatic information package for asylum seekers and staff</b> (staff of help desks/consultancies). (1) European Users' Guide for asylum seekers on legal and practical information to be provided on demanded foreign languages based on know-how transfer on info and method. (2) Entrepreneurial and Employee Info-package for target group on regulations and procedures /registration, taxation, social security/ on demanded foreign languages. (3) Info-packages – for Staff : info-doc for staff of help desks Guideline documents</li> <li>▪ <b>To raise positive opinion by information, education and media.</b> Elaboration and preparation of documents and materials for the PR purposes; such as: TCA unified press releases, social theme advertisements, short newspaper articles, seminars' agendas and materials to be distributed</li> </ul>	<p>Exchange of experience and of results will have a <b>synergetic effect</b> on every individual DP;</p> <p><b>Enhance DPs activities and knowledge.</b></p> <p><b>Increase the persuasive power of the DPs</b> - On national level it is easier to convince stakeholders, when the practice is based on common European experience.</p> <p>Different levels of experience make the <b>exchange more valuable.</b></p>
Hungary	"Önállóan - egyenlő esélyekkel"	HU-25			
Netherlands	Project "SPARK" (Adaptability theme) <sup>1</sup>	NL-2004/EQE/0012			
Netherlands	Project "Mobilee"	<a href="#">NL 2004/EQI/0001</a>			
Poland	Powitanie – Projekt zapoznania się z azylantów społeczeństwem polskim ...	PL-96			
Sweden	AROS -Asyl	SE-90			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
				<p>during the seminars carried out by each of the Partners separately.</p> <ul style="list-style-type: none"> <li>▪ <b>To develop communication strategies for the “AVE” TCA</b> through which to guide attitudes towards positive directions with regard to asylum seekers</li> <li>▪ <b>To develop/create/provide portfolio and assessment.</b></li> <li>▪ <b>Training material.</b> Curricula, Program and methods of social events multi-language version of training material of 6 curricula and methodology, presentation on the modular training programs (on-the job training, entrepreneurial training, animation, intercultural programs) for use of best practice/know-how transfer by partners.</li> <li>▪ <b>To make visible the double sided benefit.</b> Social Events Programs, Communication towards stakeholders, decision makers – in order to involve the asylum seekers intensively to reach the extensive empowerment as well as to provide inputs for recommendations.</li> <li>▪ <b>To enable an e-platform and e-based exchange of information and data.</b> E-platform to be enable e-based exchange of info and data Transnational TCP e-base to be incorporated in web-based communication and information platform in order to facilitate interactive forums (electronic, on-line discussions) / 1 web-portal supplemented with relevant international links, download area, project-info, joint approach – linkage</li> </ul>	
<b>Integrated ways</b>					
Italy	Coopera. Processi di cooperazione per l'integrazione dei richiedenti asilo	IT-IT-S2-MDL-103	<p>1) to <b>initiate programmes</b> in the waiting period of asylum seekers</p> <p>2) to <b>increase the educational level</b> of asylum seekers</p>	<p>1) <b>Development of a software</b> which helps the asylum seeker to compose a cd-rom with all facts about themselves in their own language and saving the information on this medium which they can keep.</p>	<ul style="list-style-type: none"> <li>▪ <b>Exchange of information</b> and best practices among member states and their projects.</li> <li>▪ Ability to <b>develop and transfer</b></li> </ul>

<sup>1</sup> DP titles indicated in **turquoise** are not from EQUAL Asylum Seekers but from other EQUAL themes.

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
Austria	FLUEQUAL	AT-6-15/283	<p>3) to <b>increase employability</b> of persons with high probability to be acknowledged as refugees</p> <p>4) to <b>establish a relationship</b> between the asylum seekers and the hosting society through activities leading to a change in attitude and approach towards refugees</p> <p>5) to <b>develop policies and competence</b> profiles for personal coaches and councillors who guide the asylum seekers</p> <p>6) <b>comparison of the legal and social framework</b> and its effects, especially on the approach to the labour market</p> <p>7) to <b>create a system of cooperation</b> between national regions and European countries for handling the asylum problem</p> <p>8) to <b>disseminate and exchange information</b> and the best practices gained through work within the national and trans-national partnership</p>	<p>2) <b>Distribution of the software</b> necessary for loading this particular cd-rom in various countries. The method of data collection will be in such a way that information can be read in different languages, e.g. multiple choice.</p> <p>3) <b>Establishment of a multilingual internet portal</b> through which the asylum seekers can keep informed about and stay in touch with their home country (forum, news, chat, ...), which gives them relevant information about their host country and especially about the regulations and needs of the labour market, which gives them instruments for their individual approach to the labour market and which helps them also to stay in contact with their communities in exile.</p> <p>4) <b>Development of systems and approaches for rational and efficient support of asylum seekers</b> in all psychological and health matters</p> <p>5) <b>Development of best practices teaching modules</b> through the exchange of experiences in the various countries to efficiently bridge the waiting period.</p> <p>6) <b>Exchange of information and experiences with regard to the counselling and coaching of asylum seekers.</b></p> <p>7) <b>Gender mainstreaming</b> in terms of given recommendations and feedback from the asylum seekers and persons or organisations concerned by matters of asylum (regional and local authorities, NGO's, ...)</p> <p>8) <b>Establishment of measures to improve the mutual process of integration</b> as well from the side of the asylum seekers as well from the side of the hosting society</p> <p>9) <b>Trainer exchange program</b> for people who work with asylum seekers.</p> <p>10) <b>Development of best practices manual</b> for efficient vertical</p>	<p><b>methodologies, modules and programmes</b> valid for different circumstances and countries</p> <ul style="list-style-type: none"> <li>▪ <b>Development of effective methods, tools and instruments</b> through which the target group gets assistance in entering the labour market using best practices from other countries</li> <li>▪ Obtainment of <b>an improvement in minority protection policy</b> within the social, labour, cultural field, etc. and the creation of sustainable support for policy making structures in each country</li> <li>▪ <b>Increase mainstreaming chances</b> for all trans-national partners</li> <li>▪ An <b>insight into other practices</b> and organisations working with asylum seekers and refugees</li> </ul>
Poland	Edukacja dla Integracji - Partnerstwo na Rzecz Uchodźców (EDI)	PL-94			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
				mainstreaming.	
<b>Asylum Seekers Active Partnership</b>					
UK-Great Britain	ATLAS Scotland	<a href="#">UKgb-94</a>	<ul style="list-style-type: none"> <li>▪ To <b>'add value'</b> to the individual member state projects – at organisational and target group level.</li> <li>▪ To <b>formulate a Transnational strategy</b> which would inform national policies (add value to mainstreaming policy within EU member states).</li> <li>▪ To <b>develop new products</b>, training materials and procedures at Transnational level which could be tested at national level.</li> <li>▪ To use common results to <b>inform future policy and practice of the EU</b> when it comes to the issues of asylum seekers.</li> <li>▪ To <b>optimise the transferability of tools and methodologies</b> through Transnational workgroups and staff exchange programmes.</li> <li>▪ To ensure that <b>the quality management systems are integrated</b> at Transnational level through the adoption of e.g. EFQM or other suitable models.</li> <li>▪ To ensure that gender equality is integrated throughout the Transnational project activities.</li> <li>▪ Using Skills Audit, <b>identify the existing skills and qualifications of the beneficiary</b> population in the partner countries, provide a baseline study to identify needs and respond to new needs as they emerge.</li> <li>▪ <b>Peer Education</b>: to introduce recognised methods of providing information on systems, i.e. on education systems, employment services, member state</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Up-dated links</b> of project stakeholders through national partners WEB Site.</li> <li>▪ <b>Common database</b> for Skills Audit.</li> <li>▪ <b>Enhanced welcome pack</b> (support/advice/information).</li> <li>▪ Developing a <b>set of accredited Guidance modules</b> for staff dealing with Asylum Seekers.</li> <li>▪ Produce <b>Training and Learning materials</b> specific to the target group.</li> <li>▪ <b>Materials to support specific disadvantaged groups</b> within the target group.</li> <li>▪ <b>Improve the image of asylum seekers</b> using media and other means of communication.</li> <li>▪ <b>Guidance documents</b> for beneficiaries and training materials for employers.</li> <li>▪ Target group <b>empowerment materials</b>.</li> <li>▪ Possibly a Video, CD's, Audio Tapes of the above products.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Exchange of information</b> and expertise between the member states.</li> <li>▪ Deeper <b>understanding of the asylum seeker situation</b> in other member states.</li> <li>▪ Boost the <b>quality of planning</b> of the national projects.</li> <li>▪ Through benchmarking, <b>improve the standards of provisions provided</b>.</li> <li>▪ An early <b>identification of alternative solutions</b> or approaches.</li> <li>▪ Development of <b>new tools</b> which respond to the demand in the participating countries and the target group.</li> <li>▪ Make <b>maximum use of the available expertise</b>.</li> <li>▪ <b>Differences in national perspectives</b> are taken into account.</li> <li>▪ Produce various <b>methods and training materials</b> and methodologies.</li> <li>▪ Provide an <b>insight into other training practices</b> and Transnational organisations.</li> <li>▪ Insight in the <b>problems faced by other European countries</b>.</li> <li>▪ Transnational contribution to meeting project aims and objectives.</li> <li>▪ Apply Transnationality into the learning/training environment.</li> </ul>
Austria	InPower	<a href="#">AT-6-18/342</a>			
Finland	Becoming More Visible	<a href="#">FI-93</a>			
Italy	INTEGRA 2004 - Integrazione sociale dei richiedenti asilo	<a href="#">IT-IT-S2-MDL-147</a>			
Lithuania	IN CORPORE	<a href="#">LT-1</a>			
Poland	Integracja społ. i zawod. cudzoziemców "Możesz uczyć się rozumieć" – MUR	<a href="#">PL-95</a>			



## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<p>infrastructure, etc.</p> <ul style="list-style-type: none"> <li>▪ <b>Audit of infrastructure available</b> to support language tuition and translation/ interpretation services.</li> <li>▪ Provide <b>better co-ordination between services</b> and prevent duplication of efforts, improve bureaucracy and ensure a more effective referral system.</li> <li>▪ Investigate <b>new modes of how to provide work experience</b>, employer participation, test and refine the existing models.</li> </ul>		
<b>Acceptance Integration Migrants</b>					
Austria	EPIMA 2	<a href="#">AT-6-01/318</a>	<ul style="list-style-type: none"> <li>▪ <b>Mutual exchange of expertise</b> and results of the national Equal projects</li> <li>▪ <b>Common development of transnational solutions</b> for social and employment related problems of asylum seekers and of unaccompanied foreign minors</li> <li>▪ <b>Raise awareness</b> of the public and of the labour market actors, regarding the discrimination of asylum seekers and unaccompanied minors in the fields of labour, social services and health care</li> <li>▪ <b>Promote interaction between policymakers, NGOs and different stakeholders</b> on these issues</li> <li>▪ <b>Improve</b> the social, health care and labour market <b>access for asylum seekers</b> and unaccompanied minors</li> <li>▪ <b>Unburdening of social services</b></li> <li>▪ Direct/ <b>prepare the target group towards labour market</b></li> <li>▪ Create and refine the competencies, <b>promote and encourage the empowerment</b> of the target group</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Video</b> presenting the integration policies throughout interviews to minors and operators.</li> <li>▪ <b>Web site:</b> The website is planned to work on two different levels. On one hand it is going to provide information on the TCA-work (including minutes, planned and status quo of the transnational activities, documents, templates, necessary links) and the national DPs (the single projects, status quo). On the other hand it will be a communication platform for participating asylum seekers and young migrants via chat room in order to cross national borders on the target group's level as well.)</li> <li>▪ <b>Cd rom:</b> containing best practices in integration (e.g. health care, family reunification, prevention of disappearance, family tracing, education, reception etc.) and chapters according to our thematic meetings: models for social integration, procedures how to draw the attention of companies to the group of young migrants and how to work in enterprises on the inclusion processes of protected young migrants, language and culture mediation.</li> <li>▪ <b>Comparative research</b> on language and culture mediation (particularly as regards the training supply)</li> <li>▪ <b>Models for the encounter of asylum seekers</b> and unaccompanied minors host population/ institutions</li> <li>▪ <b>A report</b> - a research report on ways of improving the attention to the social and labour insertion process for younger immigrants and asylum seekers in the enterprises</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Testing out the transferability of procedures</b> and outcomes</li> <li>▪ <b>Exchange information</b> between national projects: exchange of experiences and problems and solutions in an everyday work</li> <li>▪ <b>Learning from experiences and the know-how</b> of the transnational partners - In many of the different European partner countries similar problems are handled differently due to different legislative systems as well as differing development status concerning asylum seekers'/ migrants' issues. Activities and methods, that (additionally to the national DP's competencies and experience resources) adapt or include the operating experience and expert knowledge of the partner countries may need less expenditure of time, costs and resources for obtaining effective results and the improvement of national conditions.</li> </ul>
Czech Republic	Support to Unaccompanied Minors Seeking Asylum	<a href="#">CZ-79</a>			
Germany	TransKom gesund & sozial	<a href="#">DE-XB4-76051-20-20/298</a>			
Spain	LA OCUPACIÓN: UN "TRÁNSITO A LA VIDA ADULTA". (Employability theme)	<a href="#">ES-ES20040268</a>			
Italy	PALMS-PERCORSI DI ACCOMPAGNAMENTO AL LAVORO PER MIN. STRANIERI NON ACCOMPAGNATI (Employability theme)	<a href="#">IT-IT-S2-MDL-032</a>			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
<b>Trialog</b>					
Spain	LUNGO DROM (Employability)	<a href="#">ES-ES20040571</a>	<ul style="list-style-type: none"> <li>▪ To reach <b>better understanding</b> of the social situation of the target group, of the social exclusion, the risk situation concerning them</li> <li>▪ -To elaborate a <b>common reference terms glossary</b></li> <li>▪ To exchange and to optimise <b>methodologies and work tools</b></li> <li>▪ To identify <b>causes and processes triggering social exclusion</b>.</li> <li>▪ To promote a <b>meeting space among different actors</b> (for example, trainers and interpreters) that could result in innovative and transferable work models</li> <li>▪ To introduce and to <b>exchange good practices</b> that represent potential models which could be applied in other countries.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Quantitative and qualitative <b>analysis of the needs and conditions of the target group</b>.</li> <li>▪ <b>Common Glossary</b>.</li> <li>▪ <b>Conferences</b>. - A Project Launching Conference, in 2005, and a Final International Conference, in 2007. Both of them will content: projects presentation, experts training (seminars and workshops).</li> <li>▪ <b>-Working groups</b>.</li> <li>▪ <b>Thematic exchanges</b>.</li> <li>▪ <b>Edition of the project results</b></li> <li>▪ <b>Comparative study</b>.</li> <li>▪ <b>Training materials</b>.</li> <li>▪ <b>Good practices</b>.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Better <b>comprehension of the target group</b>, i.e. socially vulnerable people,</li> <li>▪ Better <b>comprehension of the situation of the target group in other countries</b></li> <li>▪ Identification of the final beneficiaries in the TCA target group can allow the participant DPs to know <b>what the proportion of asylum seekers, immigrants, refugees, Roma, etc? is..</b> These information data constitute an important tool for further national lobbying.</li> <li>▪ <b>Exchange of information, methodologies, good practices</b> and human resources will allow the national DP to <b>improve their social intervention strategies</b> and to propose innovative approaches at the national level in the field of social interpreting.</li> <li>▪ <b>Common definition</b> of the different aims and activities, via the terms of reference, will allow anchoring of the sector of social interpreting on a national, even European, level.</li> </ul>
Belgium (fr & de)	UNE REPONSE AUX NOUVEAUX BESOINS DE LA SOCIETE MULTICULTURELLE (Entrepreneurship)	<a href="#">BEfr-74</a>			
Belgium (fr & de)	UNE REPONSE AUX BESOINS DE LA SOCIETE MULTICULTURELLE : AXE DEMANDEURS D ASILE	<a href="#">BEfr-83</a>			
Belgium (nl)	Arbeidsbemiddeling taal (Entrepreneurship)	<a href="#">BEnl-10</a>			
France	OASIS (OBSERVATOIRE POUR L'ACCUEIL DES DEMANDEURS D'ASILE)	<a href="#">FR-MDP-2004-44060</a>			
Ireland	Roma Cultural Mediation Project	<a href="#">IE-43</a>			
Slovakia	Kolpingovo dielo na Slovensku (Entrepreneurship)	<a href="#">SK-36</a>			

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
<b>Right 2 All</b>					
Belgium (nl)	Right to learn	<a href="#">BEn1-11</a>	<ul style="list-style-type: none"> <li>▪ To achieve an <b>active partnership</b> and a communication and evaluation system.</li> <li>▪ To develop <b>joint, innovative approaches</b> with other transnational partners to widen the capabilities of the involved projects.</li> <li>▪ To ensure a <b>sound transnational network</b> that provides opportunities for partnerships at all levels</li> <li>▪ To build <b>community-based organizations</b> that focus on the engagement of asylum seekers and refugees</li> <li>▪ To share and develop <b>common materials</b> and activities</li> <li>▪ To implement <b>concrete strategies</b> that promote <b>empowerment, equal opportunities, partnership communication</b> and the streaming of information and innovation</li> <li>▪ <b>Support the population in exclusion</b> through enforcing the rights and exercises of citizens, re-qualify abilities and knowledge, generate initiatives of services and encourage multicultural citizenship</li> <li>▪ Activities: provide services in the close community, provide technical support and consulting, produce materials based on expertise, provide socio-cultural mediators and a portfolio about women</li> </ul>	<ul style="list-style-type: none"> <li>▪ To <b>empowerment individuals</b> through training workshops.</li> <li>▪ To develop a <b>skill assessment</b> –</li> <li>▪ To develop <b>Training for trainers programme</b> + exchange of training tools with asylum Seekers as mentors</li> <li>▪ To transfer the 'lessons learned' into European/national policy level (draft and conclusions)= <b>mainstreaming</b></li> <li>▪ <b>Research</b> (legal framework; supply/demand)</li> <li>▪ <b>Increase public awareness</b></li> <li>▪ Networking tools + exchange support system</li>   <li>▪ Participation of the different partners:</li> <li>▪ Cyprus: Comparative research on social rights and entitlements of asylum seekers. Participation in “skills assessment”.</li> <li>▪ Belgium: Report on training material for asylum seekers/ refugees and for supporting personnel. Report on best practice of training materials and on skills assessment.</li> <li>▪ Latvia: Report of good practice regarding public awareness</li> <li>▪ Greece: Report on different approaches concerning networking and capacity building.</li> <li>▪ Internal evaluation report on the TCA cooperation</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Exchange of ideas and information</b> between the DP's</li> <li>▪ Development of <b>new tools</b> to meet the changing dynamic of asylum seekers and refugees</li> <li>▪ <b>Different cultural/national perspectives</b> are taken into consideration, which maximizes benefits for all parties</li> <li>▪ <b>Insight into other practices</b> and activities by other transnational organizations</li> <li>▪ <b>Insight into other problems, methods and solutions</b> in other European countries</li> </ul>
Cyprus	Equality and Solidarity for Asylum Seekers, Social Rights for All	<a href="#">CY-5</a>			
Greece	IOAKH	<a href="#">GR-232375</a>			
Latvia	Soli pa solim	<a href="#">LV-6</a>			

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
<b>MOLE - More Options: Labour and Education!</b>					
Germany	SAGA - Selbsthilfe, Arbeitsmarktzugang und Gesundheit von Asylsuchenden	<a href="#">DE-XB4-76051-20-20/205</a>	<ul style="list-style-type: none"> <li>▪ <b>Cross cultural understanding</b> and self-support which is needed to stop discrimination and to <b>promote equality</b>.</li> <li>▪ <b>Exchange of practical knowledge</b>, experiences, conceptions, methodology etc</li> <li>▪ <b>Analysis of the existing legal frameworks</b>. This will be the basis for the comparison, the evaluation and the investigation of the transferability of educational training and projects promoting capacity building within the specific EU Member States</li> <li>▪ <b>Improvement of the national approaches</b> in the fields of education and employment</li> <li>▪ <b>Analysis of the phenomenon of East-West migration</b> following the asylum application and solution-oriented overcoming of the taboo nature of this subject</li> <li>▪ <b>Innovative cooperation of old and new EU member states</b> as well as other accession states</li> </ul>	<ul style="list-style-type: none"> <li>▪ Establishment of <b>cooperation in Central Europe</b> for the benefits of asylum seekers and refugees</li> <li>▪ <b>Mutual exchange, learning and transfer</b> of expertise, methods, approaches and results, based on the testing of the different instruments/activities (e.g. information provision, rehabilitation courses, mediation, etc.).</li> <li>▪ The products that will be delivered are:</li> <li>▪ <b>Final reports</b> of the Transnational Cooperation Partnership, including policy recommendations,</li> <li>▪ <b>Information materials</b>, - Production of multimedia tool on the consequences of illegal employment and migration together with providing and disseminating information on this topic should lead to empowerment of target groups on international level.</li> <li>▪ <b>Recommendations for stakeholders</b> and decision makers,</li> <li>▪ Evaluation report,</li> <li>▪ Presentations via TCA website (structure to be decided in the first general assembly).</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Share good practices and information</b> in the field of language training, vocational training, skills audit, legal conditions and combating trafficking through staff exchange, seminars and exchange of publication. All these activities will contribute to innovative approach during the project implementation.</li> <li>▪ <b>To elaborate strategies</b> and ideas to influence the working migration on the East-west axes lead by asylum seekers. By trying out different methods of policy and public relation work, elaborating information materials and by disseminating outputs</li> <li>▪ <b>To build up the knowledge</b> of good practices in the field of language training, vocational training and “train the trainers-methods”. Especially different concepts for the promotion of intercultural competences of multipliers to combat racism and xenophobia</li> <li>▪ - Transnational cooperation is a chance for refugee-assisting organizations for <b>capacity building</b> and the promotion of integration-related approaches.</li> </ul>
Czech Republic	Net 2005	<a href="#">CZ-66</a>			
Germany	Land in Sicht! - Berufliche Qualifizierung fuer Fluechtlinge in Schleswig-Holste	<a href="#">DE-XB4-76051-20-20/275</a>			
Slovakia	OZ Ćlovek v ohrození	<a href="#">SK-101</a>			
<b>Astra</b>					
Spain	<b>En Clave de Culturas (Employability)</b>	<a href="#">ES-ES20040135</a>	<ul style="list-style-type: none"> <li>▪ To emphasise <b>the role of local communities</b> which are considered as sources of expertise, skills and resources</li> <li>▪ <b>Direct their activities</b> towards helping immigrants, asylum seekers and women to reach easier access to the labour market.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Five thematic exchange workshops</b> and conferences run in turns by individual partners to discuss methodologies, exchange best practises, etc.</li> <li>▪ <b>Final conference</b> - presentation of a final report with the results of all transnational work in this partnership will be made on a European level. The conference will be open to Dp</li> </ul>	<ul style="list-style-type: none"> <li>▪ To <b>integrate different points of view</b> for the development of a better access to the European labour market</li> <li>▪ To <b>jointly develop activities</b> on the fundamental themes of the project.</li> <li>▪ To <b>jointly elaborate methodologies</b> to</li> </ul>
Czech Republic	Human Step	<a href="#">CZ-68</a>			

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
Germany	ALBUMArbeitsprozessorientiertes Lernen und Beraten mit und für Migrant/innen (Employability)	<a href="#">DE-XB4-76051-20-NI/213</a>	<ul style="list-style-type: none"> <li>▪ To <b>identify</b>, analyse and know the indicators, <b>the obstacles</b> and the difficulties that arise in the integration of immigrants <b>in their access to the labour market</b>.</li> <li>▪ To <b>identify good practices</b> in Europe in when it comes to equality of opportunities and gender.</li> <li>▪ <b>Transfer the knowledge</b> of positive actions and good practices used in each country, to social institutions and to the projects' staff</li> <li>▪ To identify <b>innovative experiences</b> in the field of work creation and other initiatives in social and labour insertion of immigrants</li> <li>▪ The role of local communities will become a <b>horizontal priority</b> of all the actions included in the transnational cooperation protocol and the connecting theme with the community policies.</li> <li>▪ To <b>raise awareness</b> at local level on intercultural issues and to promote a general attitude of racial tolerance</li> <li>▪ <b>Fight against discrimination</b>, specifically in labour area, promote Equality of opportunities.</li> <li>▪ <b>Transparency of qualification needs</b> in the four participating countries.</li> <li>▪ <b>Assessment and mapping of skills</b>, abilities and key competences for specific target groups.</li> <li>▪ <b>Transparency of vocational qualifications</b> among the different countries.</li> <li>▪ Promotion of <b>equal opportunities</b> for immigrant woman in their incorporation to labour market and in their social participation.</li> <li>▪ Exchange of practises, knowledge and</li> </ul>	<p>partners working on the field, and interested collectives, in order to transport a better diffusion of the work made.</p> <ul style="list-style-type: none"> <li>▪ <b>A report summarising each thematic conference workshop</b></li> <li>▪ A comparative study analysis describing the issues of access to the labour market in the partner countries focusing on some specific economic sectors and on the following survey points as an horizontal theme: <ul style="list-style-type: none"> <li>- Horizontal segregation.</li> <li>- Vertical segregation.</li> <li>- Organisational corporate changes.</li> <li>- Gender approach</li> <li>- Legislation in partners' countries</li> <li>- Support of women entrepreneurship with family chores</li> <li>- Support to asylum seekers since their arrival to the host country</li> <li>- Time planning of cities/timing of proximity services</li> </ul> </li> <li>▪ In order to identify, to analyze and to know the indicators, the obstacles and the difficulties that arise in the incorporation of those community in their access to the labour market</li> <li>▪ <b>A set of tools</b> to be used by every member of the target group <b>for self-assessment</b> of formal and informal qualification, professional skills, key competences and the possibilities of their use in practice. Self – assessment with guided counselling system for Intercultural skills, to assess formal and informal qualification, to map and compare professional skills and key competences. By this measures the recognition, comparability and transferability of skills and qualifications could be increased with a view to promote a European labour market. The cooperating educational institutions will get important hints to develop vocational training by modules with a general target to promote lifelong learning in a European context.</li> <li>▪ <b>Transnational website</b> and links to each DP's website. Three levels of information about transnational activities are expected: general (public area), for the partners, (private area with id and password), area of specific groups (institutions, enterprises and public institutions ), all events and documents produced will have a space in the website, evaluation slip etc.,. The website will be hosted by Album Dp, in collaboration with Encuentro de Culturas. Nevertheless each DP will be responsible of their own website content and update, etc .</li> </ul>	<p>transfer the experiences already implemented.</p> <ul style="list-style-type: none"> <li>▪ To widen the target groups for the <b>survey activities</b> including asylum seekers.</li> <li>▪ To exchange and compare <b>language training methodologies</b></li> <li>▪ To exchange and compare <b>skills mapping and assessment tools</b> and methods</li> <li>▪ To allow by means of different tools (working teams and workshops) the <b>widest participation</b> of all the DP members.</li> <li>▪ To widen and compare the <b>recent information</b> and quality on the fight against racism and xenophobia in the labour market, based on data, studies, good practices and norms of the EU.</li> <li>▪ To obtain recent information about programs of promotion for tolerance and coexistence, mainly in rural areas.</li> <li>▪ To exchange a <b>catalogue of measures</b> and positive actions to implement equality of opportunities and the elimination of cultural barriers of any type.</li> <li>▪ To have access to <b>new points of view</b>, through specialists from all partners, in subjects as organization of work or measures for the prevention of inequality in order to a improve integration for immigrant people.</li> <li>▪ To exchange with the other partners, to gather different points of view, elements of debate, and evaluation that allow to improve the results and of familiar application of measures in the national project.</li> </ul>
Italy	MOBILI Modelli di Orient. di base per l'Inser. Lav. dei giovani Immigrati (Employability)	<a href="#">IT-IT-G2-EMI-019</a>	<ul style="list-style-type: none"> <li>▪ To <b>identify</b>, analyse and know the indicators, <b>the obstacles</b> and the difficulties that arise in the integration of immigrants <b>in their access to the labour market</b>.</li> <li>▪ To <b>identify good practices</b> in Europe in when it comes to equality of opportunities and gender.</li> <li>▪ <b>Transfer the knowledge</b> of positive actions and good practices used in each country, to social institutions and to the projects' staff</li> <li>▪ To identify <b>innovative experiences</b> in the field of work creation and other initiatives in social and labour insertion of immigrants</li> <li>▪ The role of local communities will become a <b>horizontal priority</b> of all the actions included in the transnational cooperation protocol and the connecting theme with the community policies.</li> <li>▪ To <b>raise awareness</b> at local level on intercultural issues and to promote a general attitude of racial tolerance</li> <li>▪ <b>Fight against discrimination</b>, specifically in labour area, promote Equality of opportunities.</li> <li>▪ <b>Transparency of qualification needs</b> in the four participating countries.</li> <li>▪ <b>Assessment and mapping of skills</b>, abilities and key competences for specific target groups.</li> <li>▪ <b>Transparency of vocational qualifications</b> among the different countries.</li> <li>▪ Promotion of <b>equal opportunities</b> for immigrant woman in their incorporation to labour market and in their social participation.</li> <li>▪ Exchange of practises, knowledge and</li> </ul>	<p>partners working on the field, and interested collectives, in order to transport a better diffusion of the work made.</p> <ul style="list-style-type: none"> <li>▪ <b>A report summarising each thematic conference workshop</b></li> <li>▪ A comparative study analysis describing the issues of access to the labour market in the partner countries focusing on some specific economic sectors and on the following survey points as an horizontal theme: <ul style="list-style-type: none"> <li>- Horizontal segregation.</li> <li>- Vertical segregation.</li> <li>- Organisational corporate changes.</li> <li>- Gender approach</li> <li>- Legislation in partners' countries</li> <li>- Support of women entrepreneurship with family chores</li> <li>- Support to asylum seekers since their arrival to the host country</li> <li>- Time planning of cities/timing of proximity services</li> </ul> </li> <li>▪ In order to identify, to analyze and to know the indicators, the obstacles and the difficulties that arise in the incorporation of those community in their access to the labour market</li> <li>▪ <b>A set of tools</b> to be used by every member of the target group <b>for self-assessment</b> of formal and informal qualification, professional skills, key competences and the possibilities of their use in practice. Self – assessment with guided counselling system for Intercultural skills, to assess formal and informal qualification, to map and compare professional skills and key competences. By this measures the recognition, comparability and transferability of skills and qualifications could be increased with a view to promote a European labour market. The cooperating educational institutions will get important hints to develop vocational training by modules with a general target to promote lifelong learning in a European context.</li> <li>▪ <b>Transnational website</b> and links to each DP's website. Three levels of information about transnational activities are expected: general (public area), for the partners, (private area with id and password), area of specific groups (institutions, enterprises and public institutions ), all events and documents produced will have a space in the website, evaluation slip etc.,. The website will be hosted by Album Dp, in collaboration with Encuentro de Culturas. Nevertheless each DP will be responsible of their own website content and update, etc .</li> </ul>	<p>transfer the experiences already implemented.</p> <ul style="list-style-type: none"> <li>▪ To widen the target groups for the <b>survey activities</b> including asylum seekers.</li> <li>▪ To exchange and compare <b>language training methodologies</b></li> <li>▪ To exchange and compare <b>skills mapping and assessment tools</b> and methods</li> <li>▪ To allow by means of different tools (working teams and workshops) the <b>widest participation</b> of all the DP members.</li> <li>▪ To widen and compare the <b>recent information</b> and quality on the fight against racism and xenophobia in the labour market, based on data, studies, good practices and norms of the EU.</li> <li>▪ To obtain recent information about programs of promotion for tolerance and coexistence, mainly in rural areas.</li> <li>▪ To exchange a <b>catalogue of measures</b> and positive actions to implement equality of opportunities and the elimination of cultural barriers of any type.</li> <li>▪ To have access to <b>new points of view</b>, through specialists from all partners, in subjects as organization of work or measures for the prevention of inequality in order to a improve integration for immigrant people.</li> <li>▪ To exchange with the other partners, to gather different points of view, elements of debate, and evaluation that allow to improve the results and of familiar application of measures in the national project.</li> </ul>

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<p>methods regarding <b>training</b>.</p> <ul style="list-style-type: none"> <li>▪ Design and develop a program of actuations and activities between the projects.</li> <li>▪ Creation of a virtual <b>platform for exchanging a diffusion of information</b> and creation of E-learning modules.</li> <li>▪ To <b>increase transnational mobility</b>.</li> <li>▪ To <b>reduce the number of dropouts</b>.</li> <li>▪ To <b>create a system of education</b> on the completion of which the participants would obtain a certificate that is valid and recognised worldwide.</li> <li>▪ To <b>compare the legislation concerning the status of asylum seekers</b> in participating countries and to use the best practises for filling the gaps in legislation and so improve the chances of asylum seekers to get into the labour market.</li> <li>▪ Creation of <b>e-learning models</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ To establish and test in practice <b>a model, leading to better access of immigrants and asylum seekers to the labour market</b>. The final product will help the immigrants and asylum seekers to acquire such skills which will allow them to integrate into the society of the host country, or in the case of those asylum seekers who return to their country of origin to use them upon their return.</li> </ul>	<ul style="list-style-type: none"> <li>▪ To exchange and compare practices in <b>identification of insertion models</b> and integration of women, especially immigrants, through the support of new solutions.</li> <li>▪ An .and thus secure existing jobs and create new ones.</li> </ul>

## Aware-Net - working for social inclusion in Europe

Italy	IntegRARsi - Reti locali per l'integrazione dei richiedenti asilo e rifugiati	<a href="#">IT-IT-S2-MDL-334</a>	<ul style="list-style-type: none"> <li>▪ To <b>identify, develop and improve instruments to combat discriminatory factors</b> that prevent social inclusion of AS&amp;Rs.</li> <li>▪ To <b>share and evaluate methodologies/ approaches</b> to support AS&amp;Rs to access the labour market and the vocational training system.</li> </ul>	<ul style="list-style-type: none"> <li>▪ A <b>TCP web page</b> will be set up to <b>enhance networking methodology</b>. It will contain an overview of the TCP including: structure, common objectives and products foreseen and the description of activities and tasks of the TCP. An updating calendar of events, where associated documentation will be available for download, will be included.</li> <li>▪ <b>Case studies about labour market</b> in participating countries (analysis and requirements) – quality standards for repatriation (clarification of return options).</li> <li>▪ European Handbook with <b>guidelines for promising practical models</b>, for issues such as language training plus elements/modules directed at labour market integration.</li> <li>▪ Stereotypes and prejudices about AS&amp;Rs will be tackled by producing a <b>video</b> (documentary/short film) <b>for key actors who work with the target population</b> (employers, trainers, civil servants, etc.), as well as the general public. Distribution of</li> </ul>	<ul style="list-style-type: none"> <li>▪ A <b>transnational sharing of practice models</b> and strategies will help to develop better practice.</li> <li>▪ The common objective of the TCA to develop common mainstreaming methods and instruments will carry out <b>the ability to advocate progressive changes to local authorities</b>.</li> <li>▪ Engage with the transnational partners in order to <b>examine other models of providing support for separated children</b>, and to learn from other policy and legislative frameworks</li> <li>▪ Exchange <b>information on the target group</b>, on their condition and potential interaction with the key actors</li> </ul>
Germany	Fluchttort Hamburg: Berufliche Qualifizierung für Flüchtlinge	<a href="#">DE-XB4-76051-20-20/221</a>			
Ireland	Transition Supports Project	<a href="#">IE-42</a>			
Slovenia	PROGRES	<a href="#">SI-26</a>			



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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
				<p>the video shall contribute to a better comprehension of AS&amp;Rs's features and needs.</p> <ul style="list-style-type: none"> <li>▪ <b>Final report</b> containing outcomes and evaluation of the work of the TCP.</li> </ul>	<p>(employers associations, trade unions, vocational training institutes, institutions for the APL).</p> <ul style="list-style-type: none"> <li>▪ <b>Multilevel training of public and private local administrations'</b> operators in order to create a qualified core staff and to raise civil society's awareness.</li> <li>▪ <b>Identify and exchange suitable approaches</b> to uphold social and economic integration of AS&amp;Rs through the selection of methodologies, tools and main actors involved.</li> <li>▪ Parallel development of innovative approaches.</li> </ul>

### PASSI - Prepare Asylum Seekers and Society for Integration

Portugal	VIAA - Vias de Interculturalidade na Área do Asilo	<a href="#">PT-2004-293</a>	<p><b>General objectives:</b></p> <ul style="list-style-type: none"> <li>▪ To promote integration of AS into the labour market</li> <li>▪ To fight discrimination</li> <li>▪ To identify good practices on multicultural/intercultural work</li> <li>▪ To increase/improve competences of organisations/workers participating in the TCA</li> <li>▪ To open the participation in the TCA activities to a large number of workers of the DPs, namely those working directly with AS</li> <li>▪ Exchange of information and know-how about reception and integration conditions for AS.</li> </ul> <p><b>Specific objectives:</b></p> <ul style="list-style-type: none"> <li>▪ To compare instruments availed by various partners to evaluate and validate skills/competences of AS</li> <li>▪ Formulate an evaluation and validation</li> </ul>	<p><b>Products:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Model to evaluate and validate competences</b> of AS: Evaluation and Validation of Competences/Skills (EVC)</li> <li>▪ Report on the transnational activities</li> <li>▪ Study Visits' reports with good practices</li> <li>▪ Intranet</li> </ul> <p>Products will be drafted in the English language and eventually translated into each language of the partnership. It will be up to each partner to decide whether translation for the mother tongue is necessary. Only the intranet will be operated exclusively in English with the possibility of uploading documents in other languages.</p> <p><b>Results:</b></p> <ul style="list-style-type: none"> <li>▪ <b>-To increase the employment possibilities</b> of AS</li> <li>▪ EVC</li> <li>▪ Tangible <b>"friendly and open attitude"</b> among employers and AS</li> <li>▪ <b>Sharing of knowledge</b>, working methods and good practices among participants of the national DPs</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Exchange of information and experiences</b></li> <li>▪ Develop innovative approaches</li> <li>▪ <b>Investigate and adopt new approaches</b></li> <li>▪ Produce <b>common products</b></li> <li>▪ Transnationality will also the <b>support the access to labour market</b> via: <ul style="list-style-type: none"> <li>- Individualised support in labour subjects</li> <li>- Information for the labour market and their prospects</li> <li>- Syntax of CV and creation portfolio with previous experience (degrees, labour experience etc.)</li> <li>- Placement for work.</li> </ul> </li> <li>▪ Comparison of different <b>methods to evaluate and validate skills</b> and knowledge of asylum seekers</li> <li>▪ Exchange of approaches on <b>how to debate the importance of</b></li> </ul>
Germany	Arbeit und Bildung International	<a href="#">DE-XB4-76051-20-20/260</a>			
Greece	Ακτινεργία	<a href="#">GR-232252</a>			
Italy	Orizzonti	<a href="#">IT-IT-S2-MDL-074</a>			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<p>competence/skills audit model (EVC)</p> <ul style="list-style-type: none"> <li>To enable trainers/tutors to compare methodologies to deliver training to AS</li> <li>To find innovative ways how to approach social partners in order to show them the “potential” of AS.</li> </ul>	<ul style="list-style-type: none"> <li>To <b>become aware of the wider European dimension</b> in dealing with AS</li> <li>To <b>increase the competences of organisations</b> and workers participating in the TCA.</li> </ul>	<p><b>interculturality</b> and openness for asylum seekers and migrants in a society with only a small number of migrants and foreigners are living.</p> <ul style="list-style-type: none"> <li><b>Exchange of staff working</b> with asylum seekers. The study visits are an important issue of the transnational work because they enable people working with asylum seekers to discuss possibilities and difficulties with others and to back up their experiences with the ones in other countries in Europe (e.g.: in the area of learning methods and on-going support for AS).</li> </ul>
<b>CONCENTUS</b>					
UK-Great Britain	ASPIRE (Asylum Seekers Pursuing Integration, Refuge & Empowerment)	<a href="#">UKgb-146</a>	<ul style="list-style-type: none"> <li>To undertake <b>parallel comparisons of national legal and social frameworks</b> and systems and to assess the impact and consequences of these on Asylum Seekers and Refugees.</li> <li>To explore the different <b>methods and techniques</b> used by each DP <b>to engage and integrate/reintegrate Asylum Seekers</b> and Refugees with particular emphasis on bottom-up methodologies.</li> <li>To explore the potential for networking with the aim of <b>improving the synergy between local, national and European stakeholders</b>.</li> <li>To develop more <b>innovative ways of raising awareness</b> and challenging the negative stereotypes of host communities about issues relating to Asylum Seekers and Refugees.</li> <li>To explore the possibilities for the <b>joint development of new innovative actions</b>. Such actions may include areas such as training (both of professionals and of</li> </ul>	<ul style="list-style-type: none"> <li>Research <b>report comparing judicial and legal frameworks</b>.</li> <li>Development of <b>new networks</b>.</li> <li><b>Bilateral study visits</b></li> <li><b>Transnational Workshops</b> (with a thematic focus to be decided at the first TMG)</li> <li>Development of <b>common/joint indicators</b> that can measure the ‘distance travelled’ by Asylum Seekers involved in the work of the partnership.</li> <li><b>Joint development actions</b>, including piloting, testing, shadowing and the development of new initiatives and actions as outlined within the objectives.</li> <li>Development of a <b>Mainstreaming and Dissemination strategy</b>.</li> </ul>	<ul style="list-style-type: none"> <li>The development of <b>new networks</b> which will ensure there are sustainable benefits which last beyond EQUAL.</li> <li>The development of <b>new indicators</b> that can measure the ‘<b>distance travelled</b>’ of an <b>Asylum Seeker</b>. This will reflect some of the softer outcomes relating to an individuals personal experiences, self esteem and levels of integration. These indicators could be transferred to other programmes, thus creating sustainable mainstreaming opportunities.</li> <li>The development of a Mainstreaming and Dissemination strategy will aim to <b>tackle the negative perceptions about Asylum Seekers and refugees</b> and make more visible the positive contributions they can make to society. The innovative use of the arts will ensure that the successful work of the partnership can add value at a local level through a medium which is accessible to</li> </ul>
Germany	bridge - Brücke zur Reintegration durch Grundlegende Kompetenz-Entwicklung	<a href="#">DE-XB4-76051-20-20/308</a>			
Italy	INCLUSION REFUGEES NETWORK	<a href="#">IT-IT-S2-MDL-350</a>			
Poland	Międzykulturowe Centrum Adaptacji Zawodowej (Employability)	<a href="#">PL-8</a>			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			Asylum Seekers and Refugees), language and orientation initiatives, and new developments in psychological and social support.		<p>local communities and policy makers alike. The potential exists for the effect of such activities to last beyond the life of EQUAL.</p> <ul style="list-style-type: none"> <li>▪ The <b>research and comparisons of the legal and social situations</b> existing within each partner country will ensure that good and bad policy and practice is effectively shared, thus allowing new learning and good practice to influence the design and delivery of new policies</li> </ul>
<b>The Alliance</b>					
Germany	Süddeutsche Entwicklungspartnerschaft Asylbewerber und Flüchtlinge	<a href="#">DE-XB4-76051-20-20/359</a>	<p>The three working areas are:</p> <ul style="list-style-type: none"> <li>▪ Methodology of <b>the acquisition of the host country's language</b></li> <li>▪ <b>Collection and systematization of critical success factors for integration</b> in the host country within the legally defined areas</li> <li>▪ Methodology of acquiring the know-how for self-employment, setting-up one's own establishment for the country of origin, for those who want to return voluntarily and for those who have to leave the host country</li> </ul> <p>Objectives:</p> <ul style="list-style-type: none"> <li>▪ <b>Facilitate exchange</b> of experiences and good practice in the areas above</li> <li>▪ Familiarise the members with the <b>specific socio-political framework of their respective countries</b> to understand the background on which these experiences have been made</li> <li>▪ Develop common approaches in regard to the aforementioned areas of action in regard to find solutions for individual problems, <b>enhance these individual and group-oriented approaches by putting</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ An <b>instruction manual covering best practise examples</b> of teaching the host country language serving language instructors for their practical work and in addition giving guidance to those who have to decide on the general methodology of language instruction for asylum seekers.</li> <li>▪ A <b>check-list of critical success factors for integration</b> into the host country's society within the areas legally defined.</li> <li>▪ A <b>handbook for the preparation of self-employment</b> for those who have to go back to their country of origin and who want to do the first steps of such a preparation in their host country.</li> <li>▪ <b>Exchange of experiences</b> is an important service especially between those who have already previous experience within EQUAL and those for whom this programme is new. The working groups will decide in which way the exchange will be organised parallel or as part of the working group.</li> <li>▪ A <b>common website in English</b>, making available results and findings in a systematic way to everyone interested, additionally this website shall function as a communication platform for the members of the TC. Links to the websites of the individual DPs serving the presentation and communication needs of the DPs and those who are interested in their work.</li> <li>▪ At the end of EQUAL II a <b>mainstreaming conference in Brussels</b> is envisaged to present the results of the TC to a broader audience (for example EU-parliamentarians and</li> </ul>	<p>We want to work in <b>three working groups</b>, who are approaching different aspects of the situation of asylum seekers and migrants:</p> <ul style="list-style-type: none"> <li>▪ The <b>acquisition of the language</b> of the host country as the necessary precondition for orientation and learning in the host country</li> <li>▪ The <b>criteria for a successful integration into the labour market</b> of the host country if access is legally possible</li> <li>▪ The <b>clarification whether self-employment could be a worthwhile endeavour in case someone wants or has to go back to the country of origin.</b></li> <li>▪ <b>Working Group 1</b> the Czech partner is interested in the experiences which the other partners have gained in EQUAL I and especially the Czech and German partners are interested to further improve the methodology of language acquisition (Product: Best practices in the acquisition of the host country's language)</li> </ul>
Czech Republic	<a href="#">HELIX (Employability)</a>	<a href="#">CZ-31</a>			
Netherlands	<a href="#">Werken in Nederland (WIN)(Employability)</a>	<a href="#">NL-2004/EQA/0048</a>			
Netherlands	Terugkeer Ontwikkelings Project (TOP)	<a href="#">NL-2004/EQI/0003</a>			

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<p><b>them in regional and national strategic approaches</b> which can be characterised by models of closer co-operation and networking between the relevant partners</p> <ul style="list-style-type: none"> <li>▪ <b>Disseminate the findings</b> in public hearings, seminars, through the internet and with publications, depending on the target-group for the dissemination-process.</li> </ul>	<p>Commission members).</p> <ul style="list-style-type: none"> <li>▪ <b>Annual meetings</b> normally will be organized as meetings of working groups, but if it seems reasonable they can be opened to the public.</li> <li>▪ The transnational cooperation will be evaluated by a independent evaluator.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Working Group 2</b> the Czech partner and the Dutch DP WIN will specifically concentrate on people, who legally have access to the labour market, but otherwise share many similarities with asylum seekers (some might even have been former asylum-seekers.(Product: Check-list critical factors for the integration into the labour market of the host country)</li> <li>▪ <b>Working Group 3</b> SEPA from Germany and the Dutch DP TOP are concentrating on those persons (asylum seekers or migrants) who want or do have to go back to their country of origin and would like to find out, whether self-employment could be potential alternative for a sustainable return.(Product: Handbook on clarification of self-employment as an alternative for an economic sustainable return).</li> </ul>

**CASA - Cooperation for Asylum Seekers Advice**

Denmark	Want2work	<a href="#">DK-41</a>	<p>To <b>obtain best practise examples and experiences</b>. This will be achieved through:</p> <ul style="list-style-type: none"> <li>▪ <b>Exchange of information and contacts with entities of each country</b> about countries of origin of asylum seekers.</li> <li>▪ <b>Exchange of teaching materials</b> and surveys.</li> <li>▪ <b>Acquisition of knowledge of the national asylum policies</b> of each country in relation to integration and repatriation.</li> <li>▪ <b>Exchange of information about the approach of each DP towards innovation, empowerment, mainstreaming and gender.</b></li> </ul> <p>Acquire and develop <b>effective teaching</b></p>	<p>In order to pursue the overall objective the following products are foreseen:</p> <ul style="list-style-type: none"> <li>▪ <b>Launch conference</b></li> <li>▪ <b>Concluding conference</b></li> <li>▪ <b>Staff exchanges</b> and/or study visits involving DP members and politicians</li> <li>▪ <b>Recommendations on social coaching</b>, vocational training and labour market integration for asylum seekers</li> <li>▪ <b>Recommendations for integration</b> into the local community</li> <li>▪ <b>A two-day joint seminar</b> in order to mainstream experiences</li> <li>▪ <b>Workshops about the new social context</b>, social and work rules, laws, etc., with the aim of developing a “welcome” package</li> <li>▪ <b>Exchange of information</b> on the impact on asylum seekers</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Exchange of information</b> and expertise between member states.</li> <li>▪ <b>Deeper understanding of the asylum seeker situation</b> in other member states.</li> <li>▪ <b>Promotion of the quality</b> in planning of national projects.</li> <li>▪ <b>Early identification of alternative solutions</b> or approaches.</li> <li>▪ <b>Shared information on participating countries</b> and target group.</li> <li>▪ <b>Recommendations for various methods of training</b> deliveries and methodologies.</li> <li>▪ An <b>insight into other training</b></li> </ul>
Spain	ENEAS EQUAL 2	<a href="#">ES-ES20040664</a>			
Poland	@IterCamp	<a href="#">PL-93</a>			

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<p><b>materials and recommendations</b> for working with asylum seekers. This will be achieved through:</p> <ul style="list-style-type: none"> <li>▪ <b>Working groups</b> comprised of experts/counsellors.</li> <li>▪ <b>Clear definitions of best practice</b> in order to promote a correct and a non-traumatic voluntary return.</li> <li>▪ <b>Compiling recommendations</b> for vocational training guidelines.</li> <li>▪ <b>Compiling recommendations for skills auditing and coaching.</b></li> </ul> <p>Ensure that <b>staff and DP members are motivated</b> and well prepared to work with asylum seekers and this is achieved through:</p> <ul style="list-style-type: none"> <li>▪ <b>Staff exchanges</b> that build a feeling of being part of a larger project and motivate the participants to work better.</li> <li>▪ Learning from each DP <b>how to handle versatile vocational training</b> offers that are equally targeted at staying in the host country or returning to their countries of origin.</li> <li>▪ Giving participants the <b>chance to acquire a wide knowledge about asylum procedures</b> in each country, specifically the practical side of this process. In other words, to know the real life of asylum seekers and their future prospects.</li> <li>▪ <b>Bringing together comparable DP partners</b> (members from steering committee, companies e.g.) to the TCA meetings and encourage communication between similar institutions and organizations,</li> <li>▪ <b>Ensuring an effective and direct exchange</b> of experiences and ideas on the ground level of the TCA DP's.</li> </ul> <p>Include <b>mainstreaming</b> in the work from day</p>	<p>job situation when returning to the labour market</p> <ul style="list-style-type: none"> <li>▪ <b>Shared products and materials</b> from previous projects and/or training and learning materials specific to target group.</li> </ul>	<p><b>practices</b> and transnational organisations.</p> <ul style="list-style-type: none"> <li>▪ <b>An insight in the problems faced by other European countries.</b></li> <li>▪ <b>A transnational contribution to national project aims and objectives.</b></li> </ul>

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<p>one, through:</p> <ul style="list-style-type: none"> <li>▪ Arranging a <b>joint launch conference</b> that on the one hand will focus on the DPs previous experiences from working with EQUAL in terms of gender, innovation, empowerment and developed teaching materials, surveys e.g. On the other hand the conference will focus on the coming workshops.</li> <li>▪ <b>Promoting labour market integration</b> as a central strategy for dealing with asylum seekers and the refugee integration process.</li> <li>▪ <b>Spreading the benefit</b> of using this approach between European institutions / lobbies.</li> <li>▪ <b>Transferring the lessons learned</b> into national / European integration strategies.</li> <li>▪ <b>Involving policy makers</b> in the development of these strategies</li> </ul>		

## Terug naar je Toekomst

Netherlands	Terug naar je Toekomst	<a href="#">NL-2004/EQI/0004</a>	<p>The main objective for all partners is to <b>develop the knowledge and skills of asylum seekers</b> such that:</p> <ul style="list-style-type: none"> <li>▪ There will be <b>measurable achievement</b> irrespective of the duration of the programme...there will be early success when there is a better balance between proces and duration of support and training</li> <li>▪ They will be <b>more able to operate successfully irrespective of their destination</b></li> <li>▪ <b>Self-confidence and self-esteem</b> will be enhanced</li> <li>▪ <b>Networks will be developed</b> that can be sustained beyond the programme duration</li> </ul>	<ul style="list-style-type: none"> <li>▪ The TCA will deliver a <b>set of modules</b>, which can be shared with other countries, which will help develop the basic skills of the asylum seekers. Many of these skills are common to all countries; they are not language or culture dependent. When people master these skills they will be able to gather a job in Western Europe or in their own country of origin.</li> <li>▪ Any <b>training will based on nationally and internationally recognised qualifications</b>. The partnership will offer descriptions of the competences acquired in a way that will be recognised across Western Europe as well as in the countries of origin. Equipped with this portfolio asylum seekers will be enabled to access employment and other opportunities.</li> <li>▪ The chance to have four different countries co-operating opens the opportunity to make <b>an analysis report</b> based on the different situations: European border countries and emerging free-market economies like Estonia and Slovakia compared to countries like the UK and the Netherlands with their global</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experiences, approaches and good practices from other countries enrich the work to be done in one's own country.</li> <li>▪ Each of the DP's has the <b>opportunity to share their national work</b> and provide their own country with information learned from the other countries. In this perspective some interesting connections come together: <ul style="list-style-type: none"> <li>▪ "old" European countries meet "new" European countries</li> <li>▪ in this TCA East Europe meets Western Europe since two countries are geographical placed in the centre of Europe, two other countries are form the western border of Europe which makes</li> </ul> </li> </ul>
Estonia	Increasing the Readiness of the Estonian Society for Integrating Asylum Seekers	<a href="#">EE-11</a>			
Slovakia	Spoločnosť ľudí dobrej vôle	<a href="#">SK-90</a>			
UK-Great Britain	Haringey ASPIRE DP	<a href="#">UKgb-150</a>			



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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<ul style="list-style-type: none"> <li>▪ <b>Identifying and collating the experiences</b> of each partner so they can be shared and adapted for use in other situations.</li> <li>▪ <b>Develop and improve staff skills</b> and experts knowledge in guidance and awareness support for asylum seekers.</li> <li>▪ <b>Develop tools/resources</b>, both paper based and digital, that can support asylum seekers in achieving clearer future goals and personal competence</li> </ul> <p>The professionals involved in the work with asylum seekers improve their skills by participating in training to include</p> <ul style="list-style-type: none"> <li>▪ Social constructivist methods</li> <li>▪ Use of ICT as a tool for communication and networking</li> <li>▪ Use of 'real life' experiential opportunities</li> </ul> <ul style="list-style-type: none"> <li>▪ <b>Promote the approaches/resources both within and across partner countries</b> so that others can undertake similar programmes.</li> <li>▪ <b>Influencing policy by learning from good practices.</b> Each of the DP's will have acces to these practices in the countries involved in this TCA, which enables them to provide those examples to National policy (makers)</li> </ul>	<p>trading traditions and international connections.</p> <ul style="list-style-type: none"> <li>▪ A series of training modules and workshops for staff and workers</li> <li>· Using <b>ICT</b> as a tool for learning and communication</li> <li>· Using <b>constructivist learning methods</b></li> <li>· Developing and using <b>standards of competence</b></li> <li>· Developing and <b>using learner portfolios</b></li> </ul> <ul style="list-style-type: none"> <li>▪ <b>Awareness raising campaign</b> strategies and materials</li> <li>▪ Evaluation report containing a framework of collected data and review actions</li> </ul>	<p>them <b>different destinations for asylum seekers</b>.</p> <ul style="list-style-type: none"> <li>▪ By acting together and sharing knowledge, contacts and experiences individual partners may be <b>more effective in achieving mainstreaming goals</b> at all levels</li> <li>▪ Individual DP's will be able to benefit from the <b>peer support</b> of their transnational partners</li> <li>▪ <b>The range of expertise and knowledge that is accessible to each of the DP's will be increased</b></li> </ul>
<b>EXCHANGES</b>					
France	FAAR , FORMATION, ACCUEIL DES DEMANDEURS D'ASILE ET REFUGIES	<a href="#">FR-IDF-2004-43486</a>	<ul style="list-style-type: none"> <li>• Advocating an <b>improved vision on the reception of asylum seekers</b> in Europe and demonstrating alternative or improved ways to influence policy-making at the EU level.</li> </ul>	<p><b>a. Influencing policy at national and European levels.</b></p> <ul style="list-style-type: none"> <li>• Production of a Guide on Volunteering. This would identify good practice in relation to volunteering, as a means of empowering asylum seekers to prepare themselves for the</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Learning from other experiments</b> in integrated services for asylum seekers, which should result in better and innovative practice</li> <li>• <b>Comparison</b> of the content and function</li> </ul>

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DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
Hungary	"ESÉLY" Munkaerőpiaci orientáció menedékkérőknek	<a href="#">HU-26</a>	<ul style="list-style-type: none"> <li>• <b>Enhancing the skills and capacities</b> of asylum seekers, whether they stay or return to their country of origin.</li> <li>• <b>Working to improve practice in service provision</b> by identifying good practice through staff and information exchange. Learning from methods used by partners organisations and Equal partners.</li> <li>• <b>Developing a holistic approach</b> to every aspect of the integration of asylum seekers and formulating an integration policy that conceives of asylum seekers as people in the first place. (rather than asylum seekers).</li> <li>• <b>Promoting the perception of integration</b> as a long term process that begins on arrival, rather than a two-stage process, i.e. before and after refugee status is granted.</li> <li>• <b>Ensuring that the principles of equality and diversity are promoted</b> and implemented within operations of the TCA.</li> <li>• <b>Raising awareness</b> and improving public perceptions of asylum seekers.</li> <li>• Empowering asylum seekers to enable them to raise awareness about issues of concern to them. This objective is to be pursued through adequate training in skills, such as public speaking through theatre workshops.</li> </ul>	<p>labour market.</p> <ul style="list-style-type: none"> <li>• A conference on volunteering in London led by EASI (RETAS). Promoting positive methods of volunteering, involving the community and employers, exploring work experience and mentoring.</li> <li>• Staff exchange on raising awareness and improving public perception of asylum seekers.</li> </ul> <p><b>b. Empowering beneficiaries</b></p> <ul style="list-style-type: none"> <li>• Production of a Guide on Empowerment. The guide will include information on how to involve beneficiaries in Equal and European programmes, combating obstacles and barriers that prevent involvement of beneficiaries, training and developing skills of asylum seekers (public speaking /presentation skills), theatre workshops, capacity building with RCOs.</li> <li>• Conference on empowerment</li> <li>• Staff exchange visits about methods of language teaching.</li> <li>• Staff exchange visits about women's issues.</li> <li>• Staff exchange visits about capacity building with Refugee Community Organisations (RCOs)</li> </ul> <p>• Staff exchange on raising awareness and improving public perception of asylum seekers. Learning from methods used to empower asylum seekers to engage in self-advocacy.</p> <p><b>c. Identifying good practice in reception service provision.</b></p> <ul style="list-style-type: none"> <li>• Staff exchange visits about methods of language teaching.</li> <li>• Staff exchange about identifying good practice in reception service provision.</li> <li>• Staff exchange visit about equal opportunities in accessing services.</li> <li>• Staff exchange visits on introduction to the labour market.</li> </ul> <p><b>d. Policy positions.</b></p> <ul style="list-style-type: none"> <li>• Policy brief on our recommendations at national and european</li> </ul>	<p>of the activities set up in the three DPs. to improve the reception and integration of asylum seekers (language and vocational training, guidance, orientation, theatre workshops, communication courses for asylum seekers, mentoring, volunteering activities).</p> <ul style="list-style-type: none"> <li>• <b>Learning from the experiences gained in the area of capacity building</b> of RCO and of the empowerment of beneficiaries.</li> <li>• Learning from the experiences and reflections made by other DPs reflections regarding equal opportunities for project beneficiaries in accessing services.</li> <li>• <b>Development of effective, equitable and standardised beneficiary selection criteria</b> for labour market orientation/integration programmes Such a development would facilitate future mainstreaming of best practice guidelines into post-project national labour integration policies.</li> <li>• <b>Learning from professional experience</b> with different beneficiary population compositions and accommodation/care systems.</li> <li>• Learning from the UK's variable experience of a national system that disperses asylum-seekers into local communities as opposed to the system of segregating them in accommodation centres.</li> <li>• <b>Advocating a holistic approach</b> to the reception and integration of asylum seekers which in turn promotes appropriate provision for those who finally gain refugee status.</li> <li>• <b>Learning from the involvement of the public sector</b> including employment services working with asylum seekers.</li> </ul>
UK-Great Britain	Empowering Asylum Seekers to Integrate (EASI)	<a href="#">UKgb-93</a>			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
				level arising from experience through the TCA • Conference on policy development	<ul style="list-style-type: none"> <li>• <b>Learning from other approaches</b> by partners to public awareness raising around asylum issues, and helping asylum seekers to develop self confidence, as preparation for employment.</li> <li>• <b>Learning from the development of other national strategies</b> for integration of asylum seekers, which complement their refugee integration strategies.</li> <li>• <b>Learning from different approaches to the psycho-social elements</b> of the experience of asylum seekers, both before and during the asylum seeking period</li> </ul>

### EX-CHANGE – Improving social interventions to support trafficked persons

Italy	EMERGENDO: dal sommerso all'inclusione socio-lavorativa delle vittime di tratta (Employability)	<a href="#">IT-IT-S2-MDL-277</a>	<p><b>MACRO ACTIVITY 1: Professional profiles identification and key professional training - work exchanges</b></p> <ul style="list-style-type: none"> <li>• Key professionals from the three co-operating countries (e.g. social workers, cultural mediators, peer educators, job guides, trainers, tutors, etc.) will understand in depth the way of working and problems faced by their colleagues in other European countries in fighting against trafficking in human being and in social and labour inclusions of the victims;</li> <li>• Key professionals from the three co-operating countries will be able to find new working methodologies to use in their home countries;</li> <li>• A long lasting cooperation between the key professional of different partners will be established.</li> </ul> <p><b>MACRO ACTIVITY 2: Research on women trafficked from China especially for sexual exploitation</b></p>	<p><b>MACROACTIVITY 1</b></p> <ol style="list-style-type: none"> <li>1. Professional profiles will be described and innovative training models for key professionals will be designed and delivered;</li> <li>2. New skills will be provided to key professionals (e.g. social workers, cultural mediators, peer educators, job guides, trainers, tutors of different countries...);</li> <li>3. A global final report on professional profiles and key professional training - work exchanges will be realised;</li> </ol> <p><b>MACROACTIVITY 2</b></p> <ol style="list-style-type: none"> <li>1. Intermediate and final report on research about the trafficking of Chinese women;</li> </ol> <p><b>MACROACTIVITY 3</b></p> <ol style="list-style-type: none"> <li>1. Local networks already in place or established as a result of national DPs activities, will have been involved in the activities of the TCA in order to confront in an European perspective the problem of social and labour inclusion of victims of trafficking;</li> <li>2. Mapping of local networking models in the 3 partner countries will be realised;</li> <li>3. International contacts between the national frameworks or</li> </ol>	<p><b>Strategic added value:</b></p> <ul style="list-style-type: none"> <li>• The transnational co-operation opens up a European dimension of their work and activities to all participating agents and national members throughout the transnational programme;</li> <li>• It raises the profile and adds status and credibility to the organisations within the DPs;</li> <li>• It allows accessing to and participating in European networks, building up contacts in other member states, and opening up new opportunities for future co-operation;</li> <li>• It brings a wider (European) perspective and allows to compare different approaches, policies, realities and practices in other member states;</li> <li>• Transnational co-operation increases the chance and the effect of mainstreaming the best practices at the European level.</li> </ul> <p><b>Operational added value:</b></p> <ul style="list-style-type: none"> <li>• The transnational programme offers the chance of sharing and thus improving</li> </ul>
France	LONGUE MARCHE	<a href="#">FR-IDF-2004-43653</a>			
France	SE RECONSTRUIRE ET S'INSERER	<a href="#">FR-NAT-2004-43039</a>			
Slovakia	Medzinárodná organizácia pre migráciu (IOM) (Entrepreneurship)	<a href="#">SK-24</a>			

**Annex A – TCA overview**

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
			<ul style="list-style-type: none"> <li>Partners will know more about an unknown phenomenon of migration and trafficking and especially about the flows and routes of trafficked women from China into the European Countries;</li> </ul> <p><b>MACRO ACTIVITY 3: Multi-agency cooperation networks</b></p> <ul style="list-style-type: none"> <li>Partners will be able to identify and define multi-agency co-operation with local and global players at European level</li> </ul> <p><b>MACRO ACTIVITY 4: Mainstreaming &amp; dissemination</b></p> <ul style="list-style-type: none"> <li>Partners will be able to propose recommendations and concrete tools to policy makers at local, national and European level to build a more inclusive society</li> <li>General public, key professionals and key players' (not directly involved in the project activities) will be more aware of the necessity and practical means of social and labour inclusion of victims of trafficking.</li> </ul>	<p>institutions will be enhanced 4.A seminar</p> <p><b>MACROACTIVITY 4</b></p> <ol style="list-style-type: none"> <li>The results and experiences gained in the transnational co-operation will be used to propose recommendations and tools as instruments of vertical and horizontal mainstreaming;</li> <li>The dissemination of the project activities and results will be realised through the following instruments:               <ol style="list-style-type: none"> <li>A leaflet (electronic format) with general information on the TCA and on national projects and DPs will be presented in a format that could be photocopied in colour or B/W by each partner (if necessary) - in 4 languages;</li> <li>Sub pages on transnational co-operation with a common design will be created on the national projects websites;</li> <li>4 electronic newsletters containing information on the project and general information on trafficking related issues will be issued and sent by e-mail to the mailing lists of each partner;</li> <li>Final Publication to present all activities and results of the project in 4 languages will be created and disseminated in order to share the gained experience and knowledge with relevant stakeholders.</li> </ol> </li> </ol>	<p>practices and knowledge;</p> <ul style="list-style-type: none"> <li>The transnational co-operation provides a feedback process allowing to evaluate and improve the contents and strategy of national practices;</li> <li>The diversity of the partners opens up a wider perspective when implementing good practices.</li> </ul>
<b>FITA (France Italie Terre d'Asile)</b>					
France	MIEUX ENCADRER LES DEMANDEURS D'ASILE	<a href="#">FR-NAT-2004-43609</a>	<ul style="list-style-type: none"> <li>Devise a model for the Evaluation and Validation of Competences/Skills (EVC) of the target group.</li> <li>Training of social workers to support asylum seekers and refugees.</li> </ul>	<p><b>Working Group 1 :</b></p> <ul style="list-style-type: none"> <li>Model for the Evaluation and Validation of Competences / Skills (EVC) for the target group.</li> <li>Experimentation in relation to the models for the Evaluation and Validation of Competences and Skills (EVC) in order to develop a common system for all partner countries.</li> <li>Publication on the identified model of EVC by the transnational</li> </ul>	<ul style="list-style-type: none"> <li>Development and adaptation of instruments and methods of support and of a model for the Evaluation and Validation of Competences / Skills in order to promote the social and vocational integration of persons in need.</li> </ul>
Italy	AGORA	<a href="#">IT-IT-S2-MDL-098</a>	<ul style="list-style-type: none"> <li>3. Exchange experiences in relation to the support provided before, during and after the social and vocational integration.</li> </ul>	<p><b>Working group 2 :</b></p> <ul style="list-style-type: none"> <li>Training of social workers.</li> <li>Exchange methodologies and experiences in relation to the</li> </ul>	<ul style="list-style-type: none"> <li>Exchanges of experts and training personnel specialised in the evaluation and validation of competences. Exchange of good practices is expected to facilitate the development of a model with a transnational dimension and its</li> </ul>

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
				<p>following activities :</p> <ul style="list-style-type: none"> <li>• Further development of a common guide/curriculum for the training of social workers.</li> <li>• Constitute a sample of social workers to test the instruments developed.</li> </ul> <p><b>Working Group 3 :</b></p> <ul style="list-style-type: none"> <li>• Support</li> <li>• Development of support in and towards the employment of beneficiaries in collaboration with enterprises and other actors dedicated to the resolution of the problem of the target group.</li> <li>• Organisation of study trips for social workers in relation to four themes : legal aspects of asking asylum in the host country, being in charge of the cross cultural element within the social support, being in charge of minors who are isolated, and the professional integration of refugees.</li> </ul>	<p>dissemination across the European region.</p> <ul style="list-style-type: none"> <li>• On the basis of the exchange of experiences and practices, verify the performance of the training of social workers beyond national borders and propose a specialised training course for those supporting refugees.</li> <li>• 4. Comparison of the practices to support the social and vocational integration of refugees by French and Italian structures and use this as a basis to develop a common model.</li> </ul>

## HUMAN TRAFFICKING SOCIAL INTERVENTION

Italy	<a href="#">DIRITTO D'ACCESSO (Employability)</a>	<a href="#">IT-IT-G2-MAR-012</a>	<ul style="list-style-type: none"> <li>• the exchange of information, experiences, systems analysis and knowledge about the phenomenology of the countries of origin and the countries of arrival and/or transit of the women who are victims of trafficking; the transfer of measures and instruments on specific and network systems for increasing women's access to employment and to assist in increasing self-confidence and systems for individual empowerment;</li> <li>• the parallel development of innovative actions and approaches directed at strengthening, in terms of politico-institutional visibility, innovative models for intervention on the theme of insertion into the socio-labour world;</li> <li>• the common development of methodologies and instruments to be made available to operators in order to allow them to reach the planned objectives</li> </ul>	<ul style="list-style-type: none"> <li>• Realisation of a on-line News Letter (in English) capable of spreading knowledge about the entire development of the Project's actions and of offering all the products coming out of the development of the Project</li> <li>• A final common publication on the transnational experience in English. Each Partner shall agree to produce a translation into their national language. The publication shall include a comprehensive comparative analysis of the systems analyses of the phenomenology, of institutional models influencing best practices, of operational methodologies and tools.</li> <li>• Realisation of a CD-Rom regarding the training module in English. Each Partner shall agree to produce a translation into their national language to use as best practice even at the national level.</li> <li>• Editing a (common) Web page in English dedicated to the Transnational Project.</li> <li>• A final public seminar to disseminate the Project results and methodologies.</li> </ul>	<ul style="list-style-type: none"> <li>• To enhance the exchange of information and experiences, which has been gained in different Community contexts, in relation to the reintegration of the victims of trafficking into the socio-economic world and in relation to the psychological protection of the women who have lived through traumatic experiences.</li> <li>• Parallel development of innovative actions and approaches in the light of the researched experiences and experiments that operate within the field of the realisation of National Projects.</li> <li>• Elaboration and evaluation of models of excellence which permit the experiences that have already been carried out to be systematised.</li> <li>• Management activities aimed at the transposition of innovation and the</li> </ul>
France	P.A.R.A.D.E. PROJET D'ACCOMPAGNEMENT A LA REINSERTION PAR DES ACTIVITES DE DEVE	<a href="#">FR-PAC-2004-40982</a>			
France	ACTES (ACTION ET CONCERTATION CONTRE LE TRAFIC ET L'ESCLAVAGE SEXUEL)	<a href="#">FR-RAL-2004-42564</a>			
Italy	<a href="#">SCONFINANDO (Equal opportunities)</a>	<a href="#">IT-IT-G2-ABR-111</a>			
Slovakia	<a href="#">Unia centier prevencie a pomoci DAFNE</a>	<a href="#">SK-55</a>			

## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
	(Employability)				<p>models produced, in the different local and national situations, through parallel and/or common experimentation of the interventions intended to solve similar problems in contexts characterised by different legal, social, cultural and economic factors.</p> <ul style="list-style-type: none"> <li>To broaden the impact of mainstreaming, through the contribution given by the “stakeholders” of the social and economic development of the development partnership of the Member State transnational partner.</li> </ul>

### ACTION FOR CHANGE

Austria	Work in Process (Employability)	<a href="#">AT-2-01/338</a>	<ul style="list-style-type: none"> <li>To promote the exchange of concepts with regards to excluded and discriminated groups, to learn from each other and as a result become more effective in the fight against discrimination on the labour market.</li> <li>To establish relations of cooperation that will continue to work even after EQUAL has come to an end.</li> <li>To engage in a common discourse about anti-discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>Adaptation of the database tool TFC (transnational feedback circle, <a href="http://no-racism.net/tfc">http://no-racism.net/tfc</a>) developed in EQUAL 1 to the needs of the new transnational &amp; bilateral cooperations. That requires the implementation of thematic fields, creating different tables of content. Further production of material on different levels within the partnership such as video, readers/ manuals, etc. are also planned within the bi- and trilateral activities mentioned below.</li> </ul>	<ul style="list-style-type: none"> <li>Online presentation of knowledge and tools in the TFC to be used by excluded &amp; discriminated groups to combat discrimination on the labour market.</li> <li>To offer suggestions and new ideas on how to, for example, interact and collaborate with authorities, to gain political ground, to lobby effectively and to recognise its limits as well.</li> </ul>
France	LUTTE CONTRE LE TRAFIC PAR L'EMPOWERMENT DES FEMMES ET L'ACCES AUX DROITS	<a href="#">FR-RAL-2004-44005</a>			
Hungary	Esélyegyenlőségi szakemberek képzése, munkába állítása (Employability)	<a href="#">HU-30</a>			
Italy	TRANSITI (Equal opportunities)	<a href="#">IT-IT-G2-EMI-033</a>			
Portugal	Vamos Utopiar (Employability)	<a href="#">PT-2004-032</a>			
Sweden	Holistiskt arbete i idéburna	<a href="#">SE-70</a>			



## Annex A – TCA overview

DP country	DPs involved	DP Number	Common objectives	Common products envisaged and Events	Added value
	organisationers regi (Employability)				
<b>PRIDE / Programme de Recherche et d'Innovation sur la Discrimination en Europe</b>					
France	ET POURQUOI PAS VOUS AVEC NOUS ? (Employability)	FR-MDP-2004-43013	<ul style="list-style-type: none"> <li>• Comparison of the content, practices and methods adopted within the strategies and the practices of the fight against all forms of discrimination, in particular racism and xenophobia, within a specified area of the European Union.</li> </ul>	<p><b>Objective 1 :</b></p> <ul style="list-style-type: none"> <li>• Gather information on different practices in each country and DP : laws and experiences</li> <li>• Gather information on methods of training and sensitising management through the cross cultural character of employers</li> <li>• Status quo of target groups that are discriminated in each country: asylum seekers, newly arrived, second or third generation migrants</li> <li>• Study of different legal statuses possible for the constitution of enterprises, socially responsible within the framework of PD projects</li> </ul> <p><b>Objective 2 :</b></p> <ul style="list-style-type: none"> <li>• Production of a common documentation on work, acts, exchanges of experience in relation to the notion of Groups of Employers .</li> <li>• Three phases are expected :                             <ul style="list-style-type: none"> <li>○ Know-how on setting up Groups of Employers</li> <li>○ Know-how on setting up new forms of work organisations such as the Group of Employers</li> <li>○ Collective reflection</li> </ul> </li> </ul> <p><b>Objective 3 :</b></p> <ul style="list-style-type: none"> <li>• Comparison and exchange of practices for operators of social mediation :                             <ul style="list-style-type: none"> <li>○ reception</li> </ul> </li> <li>• - educative instruments and methods</li> </ul>	<p>Possibility to compare, mobilise and integrate good practices observed by other partners :</p> <ul style="list-style-type: none"> <li>• Methodology of the fight against racism and xenophobia at the time of recruitment and of a professional evolution which draws on the universal richnesses of multiculturalism in a region.</li> <li>• Labour mutualisation made available to the labour force through an innovative human resources management tool which facilitates sustainable job creation</li> <li>• Methodology of individual training drawing upon the orientation, evaluation and validation of professional competencies, by referring either to the background of participants (beneficiary approach) or to the different approaches of (economic approach)</li> </ul>
Belgium (fr & de)	LES GROUPEMENTS D EMPLOYEURS AU SERVICE DES POLITIQUES URBAINES D ISP (Employability)	BEfr-73	<ul style="list-style-type: none"> <li>• Professionalisation of the operators of the Groups of Employers (France, Belgium) and dissemination of the practice of the mutualisation of employment (Italy), in particular through the observation and exchange of good practices regarding continuous professional development – competencies, abilities, long distance learning, validation of experience gained, life long learning – promoting / favouring the sustainable positioning on the labour market.</li> </ul>		
Italy	O.I.t.r.e. Ottimizzazione lavorativa tramite rete d'eccellenza (Adaptability)	IT-IT-G2-ABR-106	<ul style="list-style-type: none"> <li>• Simultaneous implementation of processes of training, mediation and support to facilitate beneficiaries' access and/or a return to professional activity.</li> </ul>		
Italy	EQUAL SPORT - Pratica sportiva ed economia sociale tra sviluppo e sostenibilità (Entrepreneurship)	IT-IT-G2-LIG-011			
Italy	AGORA	IT-IT-S2-MDL-098			
Italy	Agronos (Entrepreneurship)	IT-IT-S2-MDL-250			

## **ANNEX B – OVERVIEW OF TCA EVENTS AND WEBSITES**

### **Transnational events**

Acceptance: final conference end 2007.

Action for Change: No information yet

Asylum Seekers Active Partnership: No information yet

Added value by empowerment: final symposium in June 2007

The Alliance: International conference in the European Parliament on 20 September 2007

Astra: Final conference in 2007, no date specified

Aware-Net – Working for social inclusion in Europe: No information yet

CASA: No information yet

Concentus: Transnational Workshops in May 2007

Exchanges: A public transnational conference for policy and decision makers is envisaged but no date specified.

EX-CHANGE – Improving social interventions to support trafficked persons: No information yet

France Italie Terre d'Asile (FITA): Seminar to present common work in June 2007

Human Trafficking Social Intervention: Transnational meeting planned in Marseille on 23-25 April 2007. 2007

Integrated ways: No information yet

MOLE - More Options: Labour and Education!: No information yet

PASSI - Prepare Asylum Seekers and Society for Integration: final dissemination meeting in May 2007, Italy

PRIDE / Programme de Recherche et d'Innovation sur la Discrimination en Europe: No information yet

Right 2 All: No information yet

Back to Your Future: International meeting including a workshop on e-learning for asylum seekers planned in February 2007

TRIALOG: Final conference in October 2007

### **Websites / portals, etc**

Acceptance: final conference end 2007.

Action for Change: No information yet

Asylum Seekers Active Partnership: No information yet

Added value by empowerment: [www.aveeurope.eu](http://www.aveeurope.eu)

The Alliance: [http://www.agef-saar.de/THE\\_ALLIANCE/](http://www.agef-saar.de/THE_ALLIANCE/)

Astra: <http://www.eculturas.com/astra/index.php?section=astrapr>

Aware-Net – Working for social inclusion in Europe: <http://www.integrarsi.anci.it/transnational.cfm>

CASA: <http://www.eneas-equal.mtas.es/castellano/index.htm> and

[http://www.want2work.org/index\\_e.html](http://www.want2work.org/index_e.html) have pages dedicated to the TCA

Concentus: <http://www.equal-esf.com/concentus.html>

Exchanges: no website

EX-CHANGE – Improving social interventions to support trafficked persons:

<http://www.emergendo.it/ex%2Dchange/>

France Italie Terre d'Asile (FITA): No website

Human Trafficking Social Intervention: <http://www.htsi.eu/>

Integrated ways: No information yet

MOLE - More Options: Labour and Education!:

[http://www.frsh.de/landinsicht/kooperation/transkoop\\_engl.htm](http://www.frsh.de/landinsicht/kooperation/transkoop_engl.htm) includes a page on the TCA.

PASSI - Prepare Asylum Seekers and Society for Integration: <http://www.ab-international.dgb-bwt.de/includes/passi-en.php> includes a page on the TCA.

PRIDE / Programme de Recherche et d'Innovation sur la Discrimination en Europe:

<http://www.pjagora.it/trans/pride.html> includes a page on the TCA.

Right 2 All: No information yet

Back to Your Future: No information yet

TRIALOG: No information yet