

EQUAL COMMUNITY INITIATIVE

MINUTES OF THE MEETING n°4 REFERRING TO THE TRANSNATIONAL COOPERATION

In the year 2003, on April 7th (seventh), a meeting aimed at the transnational co-operation opens at 9,30 a.m. (half past nine in the morning). It takes place at the Memory Hotel, Borgarfjordsgatan 3-5, Box 1092, SE-164 25 Kista, Sweden. The DPs interested in the transnational co-operation are

* Kista Borough (Stadsdelsförvaltning 164 07 Kista, Sweden), for the Equal project *Kista Open Academy*, identification number: SE-11

and

* Promozione & Sviluppo m.c.m. s.r.l., Via Virgilio, n° 10, 97100 Ragusa – Italy, for the Equal project *Fenice*, identification number: IT-G-SIC-076.

The members who take part in the meeting are:

Organisation	Name	Function
KISTA BOROUGH - SWEDEN	Mr Rashid CHOWDHURY	Project Coordinator
	Ms Ebba TRÄSKELIN	Project Manager
PRO.SVI. - ITALY	Mr Mario ADAMO	Director
	Ms Giovannella INCARDONA	Consultant of the project
	Ms Nunziata ELIA	Interpreter

The meeting focuses the attention on the activities foreseen by the TCA and that will be developed in four phases: before analysing the four steps the Swedish partner underlined the relationship between entrepreneurs/employers, employees and training bodies.

From the discussion it emerges that the enterprises need to engage people having the competences suitable to play the role they have been entrusted, in fact the people living in Kista are discriminated because, as immigrants, they do not sometimes have the adequate competences.

The Swedish partner makes us notice that there has been no link among the employment centres, the workers and the enterprises. This problem has been solved trying to develop a project concerning the realisation of courses and the creation of a link between the employers and the employees. Apparently the Swedish context seems to be a society opened to novelties, yet there are some difficulties when trying to face and solve the problems. An example is offered by the fact that there is in Sweden a great number of Somalian workers well inserted in the context, as they speak Swedish very well, yet they are discriminated: this problem is not directly faced because the Swedish society seems to be racist.

Most racial discriminations are above all in the field of public employment. The *gap* between private and public has increased as the public field tries to prevent the private field from involving the most relevant economic sectors, by discriminating the immigrants who work for the private societies, because they have the competences required.

At the moment the unemployment rate, usually 4%, is 5%. One of the main reasons that encouraged the birth of the KOA is to make the competences the immigrants obtained in their native countries, recognised in Sweden, so that they can use their abilities to take part in further training/refreshing courses.

The Swedish project foresees a phase of scientific research, a procedure to examine the laws in force, in order to verify the presence of discriminations and/or obstacles: moreover it foresees some seminars where to invite politicians who can analyse the problem and propose concrete solutions.

Then the Swedish partner clarifies the role played by the training bodies. These latter have to interact with the main actors of the different sectors of production, in order to make them stronger: that is why to develop the competences it is necessary to encourage the formation and to improve / internationalise their products it is important to adopt efficacious marketing strategies.

As a consequence it is necessary to identify what the needs of the enterprises are and so, on the basis of what emerged, new training courses are organized.

The lack of collaboration between enterprise and training stresses that it could be positive to create a “training centre” and a “business centre” and to have a Local Training Centre, in order to have a representative in other territories where new branches open, like in Estonia, Latvia, Lithuania, Finland, and have cheaper production costs.

When talking about Local Training Centres, the Swedish partner refers to three/five municipalities whose enterprises get in contact thanks to the Internet - whenever they need. It is also simple to identify the funds useful for the enterprises that have to set in the new countries and need training. In small towns these Centres already exist, but now it is necessary to set them up in big towns.

The Swedish delegation shows the results of a research work focused on the SMEs.

According to the data, the SMEs are more or less 60% and have from 60 to 100 employees.

The research made by the Swedish partner in 1998 and presented during the meeting, concerns the small and medium enterprises competences (SMECK). From that research, centred on a random sample of 120 enterprises selected from the telephone book, it emerged that:

1. these enterprises have from 1 to 5 employees, they operate in the manufacturing sector and have no funds to finance the training interventions;
2. from the questionnaires given it emerged that 50% of these enterprises know what to do in the near future to develop their activities; besides some are optimistic and some others are pessimistic;
3. the marketing activity is realized thanks to the Internet web sites, without using newspapers and/or television. As they are too small and work for bigger enterprises, these enterprises have no real need for marketing, because there is no direct contact with the consumer;
4. 2/3 of these small enterprises aim at getting together to favour the promotion of their products.

Moreover, from the analysis it emerged that half of the enterprises interviewed are really interested in on-line courses. The most interesting feature is that the enterprises do not ask for ordinary courses organized by universities, but they ask for other courses, having different characteristics, so that the workers can attend these courses in the evening and at any case without going abroad or compromising their activity.

Another important aspect is the knowledge of the English language, probably due to the low level of the people who work for these enterprises. Even though they are not qualified, both the employers and the employees ask for language courses at university level.

To sum up, the Training Centre should assure the services requested, guarantee a valid net of information, satisfy immediately the requests and have the competences suitable to do everything, and apply the right methods.

As it is admitted that the items have been developed and discussed, the meeting closes at 12,30 (half past twelve in the afternoon).

The participants¹

¹ Herewith enclosed please find the participating cards, properly signed.