

# EQUAL COMMUNITY INITIATIVE

## MINUTES OF THE MEETING n°3 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

\* Italy - Promozione & Sviluppo m.c.m. s.r.l., Via Virgilio, n° 10, 97100 Ragusa – Italy, (FENICE, project identification number: IT-G-SIC-076)

\* Sweden - Kista Borough, Stadsdelsförvaltning 164 07 Kista, Sweden, (KISTA OPEN ACADEMY, project identification number: SE-11),

The members who take part in the meeting are:

Body and/or Organization	Name	Role played in the body
Kista Borough – Sweden	Mr Rashid Chowdhury	Project Coordinator
	Mrs Ebba Träskelin	Project manager
Pro.Svi – Italy	Mr Mario Adamo	Director
	Mrs G. Incardona	Consultant of the project
	Mrs N. Elia	Person of contact/interpreter

The meeting focused 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 among entrepreneurs/employers, employees and training bodies.

From the discussion it emerged 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 until now 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 realization 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, that speak Swedish very well, but that are discriminated: this problem is not directly faced as the Swedish society is racist. Most racial discriminations are above all in the field of public employment. The *gap* between private and public has increased because the public field tries to prevent the private field from involving the most relevant economic sectors, by discriminating the immigrants who works for the private societies, because they have the competences requested.

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 and refreshing courses.

The Swedish project foresees a phase of scientific research, a procedure to examine the laws existing, 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.

The SMEs are more or less 60% and have from 60 to 100 employees.

Then the Swedish partner has clarified 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 formation/training clarifies 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 to 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 and 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 research made by the Swedish partner in 1998 – on a random sample of 120 enterprises selected from the telephone book – and presented during the meeting, concerns the SMECK (small and medium enterprises competences). From that research it emerged that:

1. these enterprises have from 1 to 5 employees, they have no funds to finance the formation/training, they operate in the manufacturing sector;
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 small enterprises have no real need for marketing, because there is no direct contact with the consumer.

2/3 of these small enterprises aim at getting together to favour the promotion of their products.

Half of the enterprises interviewed are 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 courses at university level.

To sum up, the Training Centre should assure the services requested, 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 participants<sup>1</sup>:

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<sup>1</sup> We enclose the participating cards, properly signed.

# 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 3,00 p.m. (three in the afternoon). 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

\* Italy - Promozione & Sviluppo m.c.m. s.r.l., Via Virgilio, n° 10, 97100 Ragusa – Italy, (FENICE, project identification number: IT-G-SIC-076)

\* Sweden - Kista Borough, Stadsdelsförvaltning 164 07 Kista, Sweden, (KISTA OPEN ACADEMY, project identification number: SE-11),

The members who take part in the meeting are:

Body and/or Organization	Name	Role played in the body
Kista Borough – Sweden	Mr Rashid Chowdhury	Project Coordinator
	Mrs Ebba Träskelin	Project manager
Pro.Svi – Italy	Mr Mario Adamo	Director
	Mrs G. Incardona	Consultant of the project
	Mrs N. Elia	Person of contact/interpreter
Kista District Council	William Corsi	
Nova distance	Göran Hillgren	Director of marketing
Xpandia Vision	Behroz Rahimi	VD
Iranian Association (IFR)	Nahmoud Shafieian	President
Midt I Norden	Lars Utstol	Director

While waiting for the Swedish national partners, the participants discuss the criteria adopted to choose the three enterprises with reference to the following characteristics: *d i m e n s i o n*: 20 / 50 employees; *s e c t o r*: commerce and tourism; *t e n d e n c e s*: enterprises aimed at working abroad. Such a choice should be put to an end within the end of May, both for the Swedish and for the Italian partner too.

At this aim entry tests will be prepared and given to the employees: they will have four different sections in order to test the four main abilities. Besides giving written tests it is useful to investigate the competences of the workers by means of an oral test.

The Swedish partner is given entry tests which will be given to the employees of SMEs, to certify the competences concerned with the knowledge of the English language: the same entry test, already translated in English, will be modified, if necessary, and given back to the Italian partner within the end of June.

After the arriving of the Swedish national partners, the two Equal projects, the national partners and the roles they play within the national partnership are presented.

Then a teacher explains how to organize a training course aimed at learning a foreign language using the techniques of learning at distance and multimedia tools.

As it is admitted that the items have been developed and discussed, the meeting closes at 6,00 p.m. (at six in the afternoon).

The participants<sup>2</sup>:

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# EQUAL COMMUNITY INITIATIVE

## MINUTES OF THE MEETING n°5 REFERRING TO THE TRANSNATIONAL COOPERATION

In the year 2003, on April 8th (eighth), 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

\* Italy - Promozione & Sviluppo m.c.m. s.r.l., Via Virgilio, n° 10, 97100 Ragusa – Italy, (FENICE, project identification number: IT-G-SIC-076)

\* Sweden - Kista Borough, Stadsdelsförvaltning 164 07 Kista, Sweden, (KISTA OPEN ACADEMY, project identification number: SE-11),

The members who take part in the meeting are:

<b>Body and/or Organization</b>	<b>Name</b>	<b>Role played in the body</b>
Kista Borough – Sweden	Mr Rashid Chowdhury	Project Coordinator
	Mrs Ebba Träskelin	Project manager
Pro.Svi – Italy	Mr Mario Adamo	Director
	Mrs G. Incardona	Consultant of the project
	Mrs N. Elia	Person of contact/interpreter

The meeting opens with a detailed description of the situation of the SMEs ruled by the immigrants and discusses what they do to facilitate their survival. That is why the Swedish partner quotes a legislative measure passed these latest years, on the part of associations of entrepreneurs that give such services and are aimed at reducing of 20/30% the rents the enterprises have to pay for the buildings and at the management of the public funds which could be given both to the entrepreneurs and to those who would like to set up a new activity. As to the sunk capitals, only those who are unemployed can obtain sunk capitals, whose amounts and terms can vary every year: anyway it concerns a sum equal to three months' wage, which changes according to the municipality.

Unlike in Italy, where the Commerfidi has been created for the Confcommercio, in Sweden government associations grant the funds.

Then the partners analyse the relationship between public and private: the Swedish partner points out that ten years ago, when everything was controlled by the State, quality was not guaranteed, that is why the private field developed. Yet some sectors, such as the Health service and the Transportations, are thought to be ruled by the public system.

According to the agenda, the members who take part in the meeting focus the attention on the Evaluation Committee, as it is foreseen by the TCA. So the Swedish partner will meet the people charged with the development of the activities once a week, while it will meet all the national partners once a month.

Mrs Ebba Träskelin e Mr Rashid Chowdhury are the two members of the Swedish Steering Committee, while Mr Mario Adamo and Mrs Giovannella Incardona are the two members of the Italian steering Committee.

As to the exchange visits the DPs establish that the Swedish partner should probably be in Italy on the last week of September or the first week of October 2003. The final task is:

a) to get in contact with the economic context where the SMEs work;

b) to awaken the entrepreneurs.

Other two meetings will take place in 2004, in Sweden – probably next Spring – and in Italy – next Autumn -.

As to the dissemination of the information concerning the project the Internet web site will be used.

The web-sites should have the same structure and have a kind of log book which communicates all that is concerned with the transnational activity – including the minutes of the meetings, the future events and the documents realised -.

To conclude the Swedish partner will communicate the results of the research concerning the discrimination the workers have to face in Sweden, to encourage the development of a joint activity on this field.

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

The participants<sup>3</sup>:

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<sup>3</sup> We enclose the participating cards, properly signed.

# EQUAL COMMUNITY INITIATIVE

## MINUTES OF THE MEETING n°6 REFERRING TO THE TRANSNATIONAL COOPERATION

In the year 2003, on April 8th (eighth), a meeting aimed at the transnational co-operation opens at 14,30 p.m. (half past two in the afternoon). 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

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\* Sweden - Kista Borough, Stadsdelsförvaltning 164 07 Kista, Sweden, (KISTA OPEN ACADEMY, project identification number: SE-11),

The members who take part in the meeting are:

Body and/or Organization	Name	Role played in the body
Kista Borough – Sweden	Mr Rashid Chowdhury	Project Coordinator
	Mrs Ebba Träskelin	Project manager
Pro.Svi – Italy	Mr Mario Adamo	Director
	Mrs G. Incardona	Consultant of the project
	Mrs N. Elia	Person of contact/interpreter

In the afternoon the partners meet and decide to go to Sollentuna.

The Swedish partner has interviewed about 20 40 enterprises having 20 workers, in order to verify the training needs concerned with business English.

From the meeting the following aspects emerged:

- a) the SMEs need to be active participants in the training plan;
- b) inadequate involvement of the entrepreneurs who seem not to be really interested in the interview, they say that they have no time/no needs or that the costs are high.
- c) necessity of verifying the competences at different levels.

To overcome these problems the partners decide to organize seminars related to “Growth and Development” in order to make the employees and employers participate.

At 3,00 p.m. (three in the afternoon) the partners go and visit Interverbum.

The responsible explains what kind of activities they have been and are interested in:

- a) a Swedish version of Windows.
- b) organization of courses for workers, starting from their competences. Among the different kinds of tests, the multiple choice, writing a short passage (based on topics that underline the motivation) and an interview are preferred.

At 4,00 p.m. (four in the afternoon) the members go back to the Hotel, to conclude the meeting.

The Sicilian delegation underlines the members are really satisfied of the plan organized by Kista Borough for the seminar. Moreover it is really surprised and happy because of the warm welcome received and because it had the possibility of discovering Kista and its context.

As it is admitted that the items have been developed and discussed, the meeting closes at 17,15 p.m. (a quarter past five in the afternoon).

The participants<sup>4</sup>:

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