



Diversity Improvement as a
Viable Enrichment Resource
for Society and Economy

DIVERSE
Diversity Improvement as a Viable Enrichment Resource for Society and Economy

Grant Agreement No. HOME/2012/EIFX/CA/CFP/4248* 30-CE-0586564/00-20



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INSTITUTO PORTUGUÊS DE RELAÇÕES INTERNACIONAIS
UNIVERSIDADE NOVA DE LISBOA

FCSH FACULDADE DE CIÊNCIAS
SOCIAIS E HUMANAS
UNIVERSIDADE NOVA DE LISBOA

Sensitization seminars

Portugal

First session	
Date:	March 9, 2015
Local:	I&D Building, room 0.07, ground floor, FCSH/UNL, Avenida de Berna, n.º 26, 1069-061 Lisbon
Target group:	Stakeholders
Title:	The importance of active collaboration and involvement of stakeholders in the processes of SKC
Program:	<ol style="list-style-type: none"> The absence of statistics and studies detailing the recognition of skills, knowledge and competences of Third Country Nationals. The problem of excessive change in legislation and bureaucracy in SKC processes. The role of trust between the institutions involved in the process of SKC recognition, and between these and academic institutions. The special importance of recognition, validation and certification of non-formal and informal SKC. Public policy <i>versus</i> field implementation. Economic benefits of «diversity management».
Number of participants:	15, including twelve participants from stakeholders' organizations (ANQEP, ACT, CML, ACM, IEFPP, AML) and the three research team members.



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Second session	
Date:	March 16, 2015
Local:	I&D Building, room 0.06, ground floor, FCSH/UNL, Avenida de Berna, n.º 26, 1069-061 Lisbon
Target group:	TCNs
Title:	Why it is important to recognize, validate and certify SKC?
Program:	<ul style="list-style-type: none"> a. Strengths and weaknesses of the formal/informal dichotomy in the labour market. b. The special importance of recognizing, validating and certifying professional, non-formal and informal SKC. c. Overcoming legal and bureaucratic obstacles: institutions and procedures.
Number of participants:	4, including one participant from a stakeholder organizations (FCG) that had been active in the past in implementing programs for the recognition of TCN health professionals' qualifications (doctors and nurses), and the three research team members.
Note: This seminar was cancelled due to lack of participants (which confirms one of the conclusions of our WP3 report, i.e., the lack of interest by TCN for seminars and information sessions about SKC recognition processes).	

Third session



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Date:	March 25, 2015
Local:	I&D Building, room 0.06, ground floor, FCSH/UNL, Avenida de Berna, n.º 26, 1069-061 Lisbon
Target group:	Stakeholders, employers, and TCNs
Title:	Why it is important to recognize, validate and certify SKC?
Program:	<ul style="list-style-type: none"> a. Institutional programs, rules and guidelines <i>versus</i> action/results b. Regulation of the labour market <i>versus</i> formal/informal dichotomy c. TCNs, employers and stakeholders: trust and involvement d. Recognition of TCN's SKC as a structural feature for the development of economies and societies of the European Union.
Number of participants:	22, including 16 participants from stakeholders' organizations (Government, CML, CCLT, CGTP, CU, Culturface), 11 TCNs,* and the research team members.
Note: No employer was present in this seminar (which confirms one of the conclusions of our WP3 and WP4 reports, i.e., the lack of interest by employers for seminars and information sessions about SKC recognition processes).	

* One signature, of one of the Luso-Turkish association members who had to leave before the session was over, is missing.