

TOOLS

FOR FOR-PROFIT ORGANISATIONS AIMING TO INCLUSIVE WORK ENVIRONMENTS



ENGLISH
VERSION



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Generation 2.0
For Rights Equality & Diversity



THE WORLDPLACES PROJECT

The **Worldplaces-Workplaces Working with Migrant Women** project lays the foundation for a European synergy in Austria, Belgium, Greece, Spain, Italy and Portugal with the aim to bring together migrant women, non-profit organisations, companies and public bodies towards the creation of inclusive and equitable work environments.

Generation 2.0 for Rights, Equality and Diversity has been developing the Greek Worldplaces Network engaging businesses and non-profit organisations mostly through capacity building opportunities related to migrant women's inclusion in the workplace and with a focus on work-life balance.

Capacity building activities include trainings addressed to decision makers in work environments on the topics of non-discriminative & diversity-friendly policies and non-discriminative recruitment policies along with best practices in child-care.

Furthermore, based on the project's Pilot phase implemented from June 2022 to May 2023, where career counselling service (one-to-one & group sessions) and job readiness seminars were accessible to women of migrant background (asylum seekers, migrants, refugees) willing to enter the Greek labour market, a **wide range of training curricula**, adapted for use by companies and organisations in Greece are accessible to participating organisations to support them in including equally women of migrant background in their workforce, taking into consideration the gender in combination to the legal status.

The training curricula are available in English and Greek, for companies and organisations entering the Worldplaces Network. In the next pages a brief description of the curricula topics is provided.

1. Soft skills development curriculum

Soft skills (personal skills in other words) development, namely the essential ones for a work environment in Greece, has been an integral part of Job Readiness programmes offered by Generation 2.0 RED to people of migrant background with no prior work experience in Greece.

Throughout the Pilot phase of the Worldplaces project, the soft skills seminars addressed to women of migrant background focused on **Time management** and **Communication skills**, which appear to be among the crucial ones for employee retention and success.



2. Basic labour rights curriculum

The **labour rights curriculum** can facilitate employers and HR professionals inform women employees on the labour rights they are entitled to in Greece. Concepts such as employment contract, access to social and health insurance, days off, maternity days off etc. are included in an introductory curriculum that helps inform people on their rights in a simple and comprehensive way.

3. Cultural orientation curriculum

The **cultural orientation training** curriculum can become an essential part of an employee's induction phase.

The concept "cultural orientation" refers to familiarising an employee coming from a different culture than that of Greece or even Europe with the dominant workplace culture of organisations in Greece.

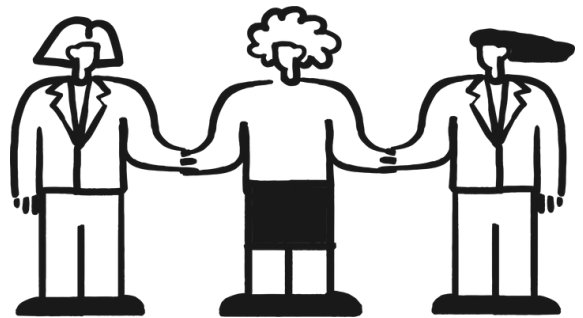
Though there is no single workplace culture and this is an element ever-changing and unique for each organisation, there is, however, common ground, to a level, among companies and non-profit organisations operating in Greece and their common features are presented, in order to support women employees of migrant background smoothly integrate in the workplace, facilitating understanding between the two parts.

4. Formal daycare in Greece curriculum

Women candidates who are also mothers need the knowledge and the up-to-date information on what opportunities exist in Greece concerning free or accessible daycare.

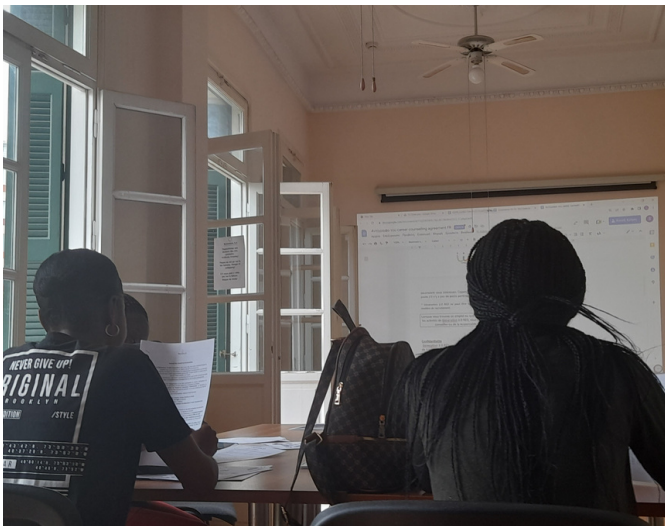
This knowledge promotes equality in access to work and is an essential part of a woman's job readiness process (unless a supportive network exists).

Information is provided in a comprehensive and practical way, taking under consideration the possible language barriers.



5. Best corporate practices in Europe on daycare benefits

Childcare corporate solutions provided to employees who are parents is another thoughtful way of creating an inclusive work environment and offering equal opportunities to all, especially to women. With the particular informative material, employers in Greece will be informed on interventions facilitated by companies and organisations throughout Europe and which are considered as good practices, reinforcing thus the parents' participation in the work life and providing guidelines to organisations which wish to apply them.



**WE'RE
WORLDPLACES**

**STAY
TUNED**

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