

Un'iniziativa di:



DIVERSITÀ LAVORO

Responsabilità Sociale in azione

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www.diversitalavoro.it

Partners

UNAR is the Italian Office against Discrimination. Operating since November 2004 with the purpose of promoting equal treatment and removing all forms of discrimination, UNAR monitors the impact of discrimination on men and women as well as explores the relationship with other forms of it, such as those based on culture, religion and sexual orientation.

UNAR is also Italy's *National Contact Point for Roma Inclusion*.

Founded in 1988 as mutual organization, since 1992 **People** started creating and planning events and products addressed to university students and graduates (e.g. Synesis, the biggest Italian Career Day, Diversitalavoro and the newspaper Studentslife)





Founded in 1995, **Sodalitas** is a Foundation linking the corporate and non-profit sectors. It aims to act as a bridge between responsible business and civil society by promoting a culture of corporate responsibility, sustainable development and social cohesion; and by fostering partnerships between companies and NGOs in addressing community problems. Its two main areas of interests are: consultancy services to civil society organizations and support to its 102 company members in shaping CSR and community investment initiatives.

In 2001, in order to achieve better integration and more Corporate Responsibility in the labour market, Adecco Italy launched the **Adecco Foundation for Equal Opportunities**.

The Foundation mainly targets long-term unemployed people, single mothers, people with disabilities, people aged over 40 years



The Project

The project aims at offering job opportunities to people who find it particularly difficult to access the job market (disabled people, migrants and transgenders) involving Companies and Institutions which pay attention to the CSR values. Divesitalavoro doesn't consists only in the organization of *Career days* in different Italian provinces (Roma, Milano, Napoli and Catania) but also in training workshop, meetings and “practical labs” on the topic of *Diversity* and *Inclusion management* addressed to Companies.

In 2012 the partners of the project created the *Diversity and Inclusion Award*: a recognition for organizations which hire people met during the Career days and that support their entrance and presence in the Company through the implementation of equal and inclusive policies.



THE OBJECTIVES OF THE PROJECT:

- Working with companies to promote the implementation of policies of inclusion aligned to the values of equality, and non discrimination
- Creation of the right conditions to strengthen the dialogue between companies and candidates
- Overcoming of the issues usually related to work integration through the promotion of the opportunities offered by Public Welfare services
- Job Matching according to the Italian Law 68/99

DIVERSITALAVORO BEYOND THE CAREER DAY:

- Web site, training and tutoring initiatives, social and informative direct line, sensitization campaigns and training programs

THE MAIN STAKEHOLDERS:

Private companies, public institutions and offices, schools and universities, nonprofit organizations, associations that work in the protection of the rights of the beneficiaries of the project.



The profile of participants

BENEFICIARIES:

71% Graduates
21% Students attending last years of university
12% Postgraduates

} Area di studio:

23% Economics
12% Engineers
5% Stem

WHO THEY ARE:

men 53%  women 47% 

TARGETS OF REFERENCE: 79% disabled 19% foreign people 2% transgender

THE 2013 RESULTS: (Milan, Rome, Naples)

31.319 unique visitors to the website www.diversitalavoro.it
12.000 registered to Diversitalavoro Community

More than 1.000 participants selected and invited to the Career days.

800 participants to one to one meetings.

16.000 face to face interviews

6% of candidates found a job through Diversitalavoro



Gallery

