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# EDUCATION IN SQUARE MARGINALITY

Guidelines to set up the community pact



Agreement No 2018-1-IT02-KA204-048285



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IN SQUARE  
MARGINALITY

*Prepared by the Education in Square Marginality (EM2) project consortium*

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# INTRODUCTION

## 1. INTRODUCTION

### 1.1 The project

Education in square marginality (EM2) is an international project co-funded by the Erasmus+ Programme of the European Union which includes eight institutions among its partners, from Hungary, Italy, Latvia and Slovenia. The partnership of the project is composed by adult education centres and chambers or groups of specific enterprises/companies operating in the four countries.

The general object of the project EM2 is to experience a responsibility's path of communities with respect to the possibilities of redemption of its members: with a series of specific action, EM2 wants to strengthening the motivation and improve the job opportunities for low-skilled or low-qualified adults and NEET, through a balance of competences and self-awareness, thanks to the support of the community.

The community involved is called to act as guarantor of a social pact that, in this case, will support the reintegration of some of its members during a learning path co-projected by AE centre and enterprises/companies of the area.

So, the fundamental topics are equal opportunities for disadvantaged people (in a wide meaning), development of key competences and basic skills, civic engagement and responsible citizenship.

The name of the project refers to the condition of double marginality that some people live in the peripheral territories on which we operate: a condition of personal marginality, dictated by difficulties in employment, physical and psychological disadvantages; moreover, a geographical marginality, due to a location far from urban centre and from dynamic contexts, with difficulties of economic and demographic nature.

The project wants to reactivate the community tension that once animated marginal context, experiencing a path of responsibility of the community. The community involved is therefore called to act as guarantor of a social pact that, in this case, will support the reintegration of some of its members during a learning path co-projected by AE centre and enterprises/companies of the area.

The direct target will be NEET and low-skilled adults; indirectly, local institution, public bodies, SME, interest groups, trade-unions, NGO as active part of the community.

### 1.2 IO1: aims and activities

The Intellectual Output 1 in EM2 is called "Community Pact" and plans to create the conditions to activate four community pacts, until the final signature of the document by the four communities involved (one per country).

It runs from Dec 2018 to Jul 2019.

This Output comprehends 4 activities:

- A1

Desk research and potentially field research for draft process definition to discover and describe countries with established community networks and community pacts; desk research for standard agreement document definition; draft the Community pact template

- A2

Establish and share guidelines to set up the Community Pact: this guideline describe practice processes and tools to create a community pact

- A3

Build network starting from a detailed analysis of stakeholders shared among partners and bilateral meeting to involve STKH; organize some round tables and events to involve the community and launching, sharing and promoting Community Pact Agreement

- A4

Define the representatives for the community group; signature of the agreement of the community pact through an event

Research activities allow to provide a repertoire of existent models related to the above-mentioned subjects and to define most suitable formats and methods to realise effectively a Community Pact, as a guideline. From these formats and indications, the partnership derives an European template, that is composed by common formal parts and specific description parts, that will be the official document in the four countries involved. Meanwhile, every partner maps and analyses the most representative stakeholders at his national and local level: after shared this list between his national partner, the couple of institutions engages a series of meetings, round tables or events, to involve the stakeholders in the project and collect information and points of view that could help and orientate the next actions previewed.

Finally, the partnership defines the representatives for the community group and launches the pact through a public event: the stakeholders involved sign the pact and guarantee their pledge for the next activities.

In the following paragraphs we resume the activities done until now, that are A1, A2, A3.



# **PARTNER RESEARCH**

## 2. PARTNER RESEARCH

The research studied existent community pacts in Europe, even if differently named, to understand what their fundamental traits are and if it is possible to take a cue from existing experiences to build the agreement envisaged by the project.

In fact, it has been a multi-hand mapping that has required the development and approval of a common framework to direct data collection and facilitate results comparison.

The research work, conducted along the months of December 2018 and January 2019, has provided a repertoire of existent models and to define most suitable formats and methods to realise effectively a Community Pact, identifying:

1. What kind of model for a Community Pact could we find in EU?
2. Which formal, legislative and content differences are found among the different models identified?
3. Which members of the community can be involved in a covenant path?
4. How is stakeholder involvement ensured in the existent pacts?
5. What are pact specificities?

The coordinator has prepared the first version of the research framework and a methodological handbook, as a guide for the research, presented at the kick-off meeting.

In the report research, we present the framework used for the research, in its initial version and in the final one, with a list of motivations that guided the subsequent changes. Secondly, we list the attributions of the research entrusted to the partners, within the motivations that guided these choices. It follows the most substantial chapter, where we present the results of the research, isolating and reasoning about the main themes: matter of the pact, area of action, partnerships and implementing entities, formal characteristics (structure, duration, etc.), process characteristics (path, involvement, duration and process modality).

Finally, the report pulls the strings of what has been examined, proposing a series of conclusive considerations regarding the formal aspects for the structuring of the pact; moreover, some recommendations for the practical realization of the pacts envisaged by the project at national level. In the appendix, the search sheets are attached one by one in alphabetical order based on the country in which the agreement was found.

Here it is re-proposed the summary table that indicates the attribution of country to the partner and the pacts that the researchers have found and studied, sorted by country of research:



n	Partner	Country of organisation	Country of research	Denomination
1	LUK	Slovenia	Croatia	Joint Inclusion Memorandum of the Republic of Croatia
2	Cramars	Italy	France	Territorial Pact for the insertion and employment of the Department of Val d'Oise
3	LUK	Slovenia	Germany	Digital Education Pact for Germany
4	Trebag	Hungary	Hungary	Employment Pact of Békés County
5	HPPC	Hungary	Hungary	Tolna county job pact
7	UAPMI	Italy	Italy	Talenti Latenti (latent talents)
6	UAPMI	Italy	Italy	FareLegami (links building)
10	DMC	Latvia	Latvia	Cooperation Agreement between the State Education Development Agency and the Educational Institution on Improvement of Professional Competence of Employed Persons
9	LCCI	Latvia	Latvia	Agreement about municipal support for licensed young guardians in implementing educational programs
8	LCCI	Latvia	Latvia	Agreement about establishment and development of competitive soccer system in Ogre county
11	DMC	Latvia	Lithuania	Agreement about professional orientation between institutions
12	HPPC	Hungary	Romania	The North-west Regional Pact for Employment and Social Inclusion
13	DMC	Latvia	Russia	Agreement of additional Professional teacher education
14	OOZ Kranj	Slovenia	Serbia	Memorandum - Protection of Roma rights in Serbia
15	OOZ Kranj	Slovenia	Slovenia	Social agreement 2015 -2016
16	Cramars	Italy	Spain	Community shared agreement in Seville Area
17	Cramars	Italy	Uk	Community - shared responsibility to promote disadvantaged people's inclusion paths
18	Trebag	Hungary	Uk	Housing pact between Welsh Government, CHC and WLGA

Once a single framework of analysis has been defined and shared, the partners' committee has decided how to subdivide the research activities, in order to exploit the various territorial and linguistic competences and at the same time to implement a geographical coverage, if not exhaustive, at least significant at European level.

It must be underlined that the assignment to the partners concerned only the indication of countries where the research must be conducted and not the identification of the singles pacts to be studied, an activity completely delegated to the individual researchers, on the basis of the criteria listed above.

The expected output (i.e. a research on at least 10 European countries) has therefore been reached and surpassed: the research has been carried out on 13 countries, within 18 pacts analysed.

Partner have built a sort of identikit indicating what are the clues that make us understand that we have identified a community pact:

- In the presence of a document attesting the formal or informal participation of representatives from the public, private, citizenship world (as a common agreement)



- Where there is a shared reading of a more or less homogeneous context (if not territorially, in the sense of a defined target)

- When signatories plan and carry out a series of actions to improve or transform the situation of departure according to the network

## 2.1 Research report

The results of the research are rich and meaningful: the pacts found are varied, from many points of view. The aims and themes dealt with are among the most varied, but we can already note in this premise that several areas of action are often intertwined. The area of application can also vary from the local scenario to the size of an entire country or even a confederation. Partnerships that promote the pacts can include from two to several partners; the level of formality is variable, according to the type of partnership but also the number of partners involved. Even with respect to the methods of construction of the agreement, we find very different situations, depending on the type of institutions involved and the "concreteness" of the actions that are being carried out.

In regard to the issues on which the individual pacts are intended to work, we find a clear preponderance of the theme "social inclusion", closely followed by the theme "education, orientation and vocational training": in these cases, the pacts intent to improve the inclusion – above all, work inclusion - of certain targets, thanks to a better focus and alignment of intent, a coordination of policies (if looking at an institutional level), or with the implementation of co-designed targeted actions.

There is a section in the matrix where we asked the researchers to indicate the relevance with the fields of "local development", "job and employment", "education and training", "health and social support", "nature and environment." The compiler also had the possibility to indicate relevance with other fields, specifying which ones.

Looking to this analysis, it is possible to realize that community pacts are often thought as linked tools between different policies or missions of bodies or organizations that work on the same target and which risk to create parallel and uncoordinated actions between them; firstly they are invited to share a context analysis: so the pact could be in some ways an instrument that makes "the same language" speak for bodies or organizations that normally speak "different languages" and do not interface with each other.

Secondly, they have to agree on a series of clear and defined actions and on who should perform them: also, from this point of view it is a matter of putting down paper very decisive practices, without taking for granted who will do what.

Finally, an action time is defined, within which the activities must be carried out, countersigned by the parties involved: a time schedule that is anything but "abstract". It is interesting to make this consideration: the combination of activities that connect, as envisaged for our project, the fields of job and employment, is rather unusual. On one side, this signals an innovative impact on the actions we are about to develop, but however, it makes it possible to draw inspiration only partially from the existing one.

Regarding the construction of the partnership, we can gather from the research that we go from a minimum of two partners to a very large network. About the composition, there is undoubtedly a general datum to underline: even in the case of the most thematic pact or by the narrower partnership, we always have the participation of different institutions; almost always the network is characterized by the presence of public bodies and private bodies; in the majority of cases we find the triple representation of civil society (perhaps with associations or committees), of the public world (with institutional bodies of local, regional, national level) and of the private context (with companies working in a given sector).

As regards the target identified by the projects: we see that one of the most recurrent targets is the one about the disadvantaged people; other targets are students or people at a young age, or specific workers.

It has been important for the consortium of the EM2 project to look at the different definition of disadvantaged people used in the pacts: precisely because even in the case of this project, it is necessary to proceed to the definition of "disadvantaged target" in a way that obviously could not be univocal, but rather depends on the specifics of the various territories in which the partners are acting and moreover it must obviously interface with the policies already in place in the various contexts.

Analysing the formal aspect about the pacts, especially the formality of its drafting, the duration, the number of pages and the subdivision, we find that most of the analysed pacts can be defined as formal, as often the participation of public institutions requires the formal reference to a specific legislative framework and specific policies and programs (in some EU cases) within which the action of the agreement is inserted.

About the duration, it is equally difficult to extract a univocal datum regarding the typical length of action of a pact. In fact, there are long-range agreements that even provide for a ten-years programming period or six-year program, as well as much shorter ones that consider shares within a six-month period. Others do not even express themselves on the timing of implementation of the actions but leave an open future. The average duration can be calculated in three or four years of activity.

Regarding the number of pages and internal subdivisions, it is also a data not particularly significant for the definition of guidelines, given that there is a great variability. Most of the structures provide an introduction, where, in addition to outlining the partners involved, it is often synthetically reported which are the problematic aspects collected by the analysis.

At the end, researching the characteristics that distinguish the process of constructing the pact means in fact trying to find out which are the procedures used to create the network between partners, implement a shared analysis of the context and then infer what could be significant actions to develop improvement. In short, the process can help us to understand the right steps for the pact to work and reach its goals.

On the other hand, it is also true that this information often does not appear within the pact itself, which represents a synthesis that cannot include - if not rarely - the aspects of processing the agreement. It is therefore difficult to trace this information, unless the pact is the result of a larger project that is described in full. As we will see, the analysis of researchers on these aspects had to stop at a rather superficial level, which was almost always based only on an intuition of the style of

construction of the pact: the pacts that are explicitly the result of a bottom-up process, often focus on some aspects related to their implementation. On the other hand, the pacts where there are no process specifications, and which almost always frame "high" institutional contexts have been classified as top-down.

With regard to the project characteristics, we can divide the pacts analysed between those born from bottom-up process and those that derive from a top-down path: half by type. It would therefore seem that the community agreements can be the result of a participatory process that involves the stakeholders implicated in various ways, or they can mature within high organizational and management dynamics.

For the pacts resulting from a bottom-up process, among the methodologies used, some interesting points can be reported here; some information on participatory methodologies used can also be derived from the actions required to the partner in the implementation of the project, for example shared monitoring etc.

Here we report some activation modalities, ordered according to a possible chronological sequence:

1. The capitalization of all the analysis and strategy work carried out at the local level
2. Activation of stakeholders
3. Data collection through thematic research
4. The implementation of focus groups and interviews
5. The planning of roundtables and of strong information activity
6. The review of the planned activities following a structured feedback from the subjects involved
7. Public presentations before the implementation of the agreement
8. Implementation of monitoring reports to be shared with the partnership

Another aspect of interest that the researchers had to detect is the duration of the process when creating the pact. It is reasonable to imagine that the minimum duration of a path that wants to foresee some participatory activity or in any case a co-planning with respect to the actions, should consider an average course between six months and one year.

In the case of the EM2 project, it is interesting to note that a participative methodological approach was already chosen during the design phase, which envisages a broad analysis and consultation of stakeholders for a shared construction of the pact.

## **2.2 The Stakeholders' Mapping**

Considering that the project defines to have a participative approach to realize the Community Pact, it has been necessary to define some common tools to reach this objective.

To achieve an effective and efficient mapping of stakeholders, which also meets the "European" needs of the project - that is, the comparability and guarantee of equal work between the various partners - the coordinator of IO1 has planned a common matrix and a database to keep track of engagement activities.

Given that the mapping and involvement of stakeholders is a challenging action and requires clear ideas about the area of intervention and the target, it is essential that every partner, at national level,

takes action to define a territorial context of action of the pact, a target of beneficiaries, in order to develop a mapping of the stake holders as more significant and optimized.

Stakeholder analysis is frequently used during the preparation phase of a project to assess the attitudes of the stakeholders regarding the potential changes. Stakeholder analysis can be done once or on a regular basis to track changes in stakeholder attitudes over time.

The project recognizes “primary stakeholders”, those ultimately most affected, either positively or negatively by an organization's actions, “secondary stakeholders”: the "intermediaries," that is, persons or organizations who are indirectly affected by an organization's actions, “tertiary stakeholders” those who will be impacted the least, and “key stakeholders”, those with significant influence upon or importance within an organization; can also belong to the other groups

The stakeholders must be mapped following the common matrix that is presented here and provided in excel (see annexes).

It is structured in two sheets: a sheet for mapping and analysis carried out primarily at the desk, based on the information collected by the researcher analysing the context. The analysis must be carried out keeping in mind what is the final purpose, i.e. the effective involvement of bodies, associations, NGOs, companies, in the drafting and signing of the agreement.

A second sheet to keep track of the activities carried out aimed at involving the stakeholder, also on the basis of the strategies identified and reported in the first sheet.

All partners carried out the mapping in a complete and autonomous way, bearing in mind the numerical goal of minimum 100 stakeholders that have to be contacted in total in the engagement phase of the project (25 per country). Clearly the couples of partners at the national level had to share a common view to carry on a coherent work and avoid duplication.

Precisely, here in the next table we listed the numbers reached at national level and the total number:

COUNTRY	PARTNER 1	N° ST.	PARTNER 2	N° ST.	TOTAL
ITALY	CRAMARS	16	UAPMI UDINE	15	31
LATVIA	DMC	17	LCCI	15	32
SLOVENIA	LUK	15	OOZ KRANJ	15	30
HUNGARY	TREBAG and HPPC	44			44
<b>EM2 CONSORTIUM</b>					<b>137</b>

The second sheet, made to keep track of the involving activities, is still in use and will be completed at the end of the involvement phase.



# **ACTION-PROCESSES TO BUILD THE COMMUNITY PACT**

### 3. ACTION-PROCESSES TO BUILD THE COMMUNITY PACT

Here it has been listed the series of action that could be followed by the actors, based on the participatory steps found in the agreements studied, adapted to the work context and commented one by one.

This could be intended as a quick guideline, easily understandable and contextualizable. It is strictly linked to the single parts that composed the community pact template.

- a) The capitalization of all the analysis and strategy work carried out at the local level

The capitalization of the knowledge at the local level is a fundamental step to realize a first significative analytic that draw a direction for the next actions. The partners, at the national level, must share or construct a common vision of the area that will be focused by the pact, analysing the most important stakeholder and defining marginality and its consequences in the local context; as well as the specific target of beneficiaries, defining their characteristics and needs.

- b) Activation of stakeholders

Stakeholder activation can take place through different strategies; each partner must understand which one best fits the individual stakeholder and follow it. It will therefore consist of telephone calls, skype meetings, correspondence via e-mail, individual meetings, collective meetings, round tables, depending on the degree of knowledge and proximity between partners and stakeholders, of any previous collaborations, of degree of formality required by the type of institution.

- c) Data collection through shared analysis within the stakeholders

The activation of the stakeholders serves to increase the dissemination of the project pointing to a subsequent acceptance of the Pact by the party involved; but above all that, through a repeated exercise of gathering and crossing data among the parties, it could be clarified which roads should take the project to national level. This shared analysis therefore has the purpose of involving and also making the project goals shared and contextualized.

- d) The implementation of focus groups and interviews

Focus groups and interviews are two agile tools to increase the knowledge of the context of action and create a collaboration between partners. Through these actions it is possible to deepen the local needs and improve the analysis and therefore the action plan of the Pact.

- e) The planning of roundtables and of strong information activity

The round tables and the information actions are very important to increase the notoriety of the community pact path but also to approach possible beneficiaries as well as subjects who might be interested in joining the agreement but who were not identified in the mapping of the stakeholders

- f) The review of the planned activities following a structured feedback from the subjects involved

Being a collective action – rather, a community one, it is good to implement a continuous structured feedback on what is done by the subjects involved. In this way the group retains control over its actions and the consequences they activate.

g) Public presentations before the implementation of the agreement

The public presentations, together with the round tables, can be very narrow events: the important thing is that they are capillary actions, which are not limited to being institutional but instead allow all interested parties to become aware of the pact under construction.

h) Implementation of monitoring reports to be shared with the partnership

Monitoring reports are important for two reasons: firstly, if they are shared frequently, they keep all partners focused and informed. Secondly, a posteriori, as written documents in progress, they will represent an excellent tool to reconstruct the path consistently and truthfully.





# DEFINITION OF A FORMAT

## 4. DEFINITION OF A FORMAT

### 4.1 Suggestions to realize the EM2 template

Yet inspiring from the research report and all the cases studied, the definition of a common format for the community pacts in EM2 must necessarily find original answers, given the specificity of the actions it envisages, not found in the research context.

Considering the interpretation of data collected from the research, three important consequences are listed here:

1. About the processes, if only a few paths have been made known, it will be important for EM2, parallel to the information on the project activities, also disseminate the aspects of the route, to give it meaning and value, as well as presenting itself as a possible model to be replicated in other contexts. **This could be done inside the pact itself, state the path followed as a shared list of agreed steps.**
2. As noted in the research, the target "disadvantaged people" could be rather vague so it is probably appropriate **to specifically direct the actions to a more clearly delimited target** - that it can be clearly declined in different ways in every national context, and it would be good if it was the result of the consultation process of the stakeholders involved.
3. The territorial dimension has not been explored by the pacts analysed: almost all the agreements speak indifferently of urban and non-urban area or they are extended to the entire national contexts. In the case of the EM2 project, on the other hand, we intend to work on a context that is explicitly marginal: **it is very important to clearly motivate what are the factors that make marginal the context of intervention, why the marginal context requires a specific approach and in what way the community pact can be even more suitable for this type of context.**

### 4.2 The community pact template for EM2

The final template, attached at the end of this document, draws on the pacts analysed through the research phase. The template proposal is deliberately simple and flexible: we tried to create a complete document that could represent at the same time a common base but also a canvas to be customized according to the territorial specificities.

It is composed by 6 pages and 2 annexes, "summary steps for the creation of the Pact" and "Integration of new signatories of the Community Pact".

It includes a brief introduction that presents the design context of EM2, defining its general and specific objectives, the target, the partnership.

After the introduction, it is proposed a list of premises that relate to the legal context to which the pact refers (to be completed by reference to the national and regional level) and therefore it is attested the consistency between this context and the project.

Subsequently the signatory subjects are set out, with the specific indication of the signatory legal representative.

We therefore point out the stipulation of the Community Pact, which is defined as "A written agreement formulated by a territorial / local network, built between public bodies, profit and non-profit organizations and citizens, based on formal and informal relationships, designed starting from the shared a context and its problems / possibilities and formulated to implement joint actions and improve the quality of life and social practices of a territory ".

The endorsement of the partners regarding the project work plan is stated below, indicating the shared arrival points that constitute its structure (factors and causes, subjects who suffer the consequences of these factors, common needs).

The next section, called "The Pact in detail", lists the project aims, proposing those at EU level and requesting the compilation of the local / regional variations (each agreement will have its specific variations).

Also, with regard to the area and the target, the compilation is requested at local / regional level (as suggested in the second and third suggestions expressed in the previous chapter).

In the enunciation of the action plan, we distinguish between **common activities** that the signatories are required to develop and that are common to all; **general activities**, which are related to the subject "category" and relate to its nature and competences; finally, **specific activities**, which go into detail and specify which actions every single signatory is required to operate. Naturally, this third level of decisions concerns the local / regional context and is therefore compiled at national level.

The timing indicated in the following part has general value and refers to the dates foreseen by the project.

In the final clauses a series of general considerations are expressed, concerning some themes strictly connected to the use of the Pact. It is specified that the pact is experimental, public, non-exclusive; it is specified that it has a duration equal to the timing of the project from which it derives but which may include new signatories, before and after this outcome (for this the integration attachment is prepared); in any subsequent renewals, it will be possible to take into account additions and new objectives.

Finally, it is specified that the Pact is formalized in two languages, the national language and English, and that in case of conflict the text in the national language prevails.

In annex 1, there is the possibility of describing in a schematic and synthetic form those aspects of the path that led to the sharing of the pact, listening to the first suggestion set forth in the previous chapter.

In annex 2, we found the template that must be filled when a new signatory wants to be involved in the pact and take part to the activities. A new document / integration must be completed for each new signatory, even if there is a simultaneous accession of several new members. This document for integrations contains some references to the contents of the agreement as well as the steps that the new member must have performed or performed to be involved in the agreement.



# **ANNEX 1: COMMUNITY PACT TEMPLATE FOR EM2 PROJECT**

## 5. ANNEX 1: COMMUNITY PACT TEMPLATE FOR EM2 PROJECT

### 5.1 Introduction

Education in square marginality (EM2) wants to contribute to the strengthening of motivation and skills and the improvement of job opportunities for low-skilled or low-qualified adults and NEET, through a balance of competences and self-awareness, supported by a Community Pact that involves public and private subject operating in marginal areas (rural or peripheral ones).

The target of the project are NEET and low-skilled adults. Indirectly, the target is also composed by local institution, public bodies, SME, interest groups, trade-unions, NGO as active part of the community.

The project identifies 10 beneficiaries per Country with fewer opportunities (people with disability, new immigrants, persons with social obstacles, people in vulnerable situation, medium/long term unemployed etc.), experimenting tools and paths that could be replicated and implemented as a good practice after the conclusion of the project.

The EM2 Partnership is composed by:

- LP Cooperativa Cramars, Tolmezzo, Italy
- P2 Confartigianato Imprese Udine, Italy
- P3 Dobeles training centre, Dobeles, Latvia
- P4 Latvian Chamber of Commerce and Industry, Riga, Latvia
- P5 Adult education Centre, Ljudska Univerza Kranj, Slovenia
- P6 Regional Chamber of craft and Small business of Kranj, Slovenia
- P7 Trebag intellectual Property and Project Management Ltd, Nagycovacs, Hungary
- P8 Hungarian chamber of Professionals and Doctors of Plant Protection, Budapest, Hungary

To develop this Pact the Consortium of the project EM2 created the conditions to activate the agreement for the community pact, with a series of participatory activities, until the final signature of the document by the four communities involved (one per Country).

The following agreement was structured in common form for the four Countries and the eight partners involved in the project. It includes common general parts for each version and specific parts customized and contextualised at national level.

**Note: the yellow underlines indicate the parts to be filled (and customized) at national level.**

## 5.2 Foreword

The signatory parties of this document combine different and complementary skills, experiences and knowledge, to share the analysis of their common context and implement a series of activities, aimed at improving the present situation in terms of social and working inclusion.

### HAVING REGARD TO

**LEGAL REFERENCES TO INTEGRATED SYSTEM OF INTERVENTIONS AND SOCIAL SERVICES (at national, regional, local level)**

### NOTING THAT

national and regional regulatory instruments and local government systems are consistent with the EM2 project

### BETWEEN THE PARTIES LISTED BELOW AND NUMBERED, WITH SPECIFIC INDICATION OF THE LEGAL REPRESENTATIVE OR SIGNATORY:

1. ...
2. ...
3. ...

### It is stipulate

#### A Community Pact

defined as follow:

A written **agreement** formulised by a **territorial/local network**, among **public bodies, profit and non-profit organizations and citizens**, based **on formal and informal relationships**, designed starting from the **shared reading of a context** and its problems / possibilities and formulated **to implement joint actions** and **improve the quality of life and social practices of a territory**.

The signatory parties have read the presented summary of EM2 project and endorse its work plan, aims and objectives. In particular, they recognize a list of factors that characterize the specific operating context:

- A double level of marginality, geographical and social-individual
- Low social responsibility (by companies and civil society)
- Situation of unemployment for weaker groups
- Overload of social assistance interventions by public bodies
- Lack of contextualized adult education (for the specific person, for the specific territorial context, for the specific sector)

The subjects who suffer the consequences of these problems are the following:

- Disadvantaged individuals (for the national translation, please translate disadvantaged as a very general meaning of the world in your language) who live in marginal areas – i.e. NEETs and low skilled/low qualified adults
- Public service overloaded with "no exit" cases
- Companies that need specific professional profiles

- Companies untied from territorial development
- Communities that needs new bonds of co-responsibility

The general needs analysed and shared are the following:

- Implement new training approach and career orientation models
- Create new training and job opportunities for disadvantaged/vulnerable people
- Experiment new standards of shared social responsibility (for public bodies, companies, civil society, educational institutions)
- The strengthening of the Community network

### 5.3 The pact in detail:

#### 1) Aims of the project (at EU level):

- Upgrade skills of low-skilled or low-qualified adult through formal, informal and non-formal education with the help of a common community agreement
- Improve learning community network based on general community agreement; creation of a community made by educational/ training centres, associations, municipalities and companies to train people in difficulty through working groups aimed at involving and including the target people
- Enhance general social awareness about the usefulness of the community agreement and its job orienteering potentials

#### 2) Aims of the project (at Local/Regional level):

- Add one
- Add one

#### 3) The area of the project

Describe the specific context, the dimension of the area, the borders, number of populations, average of unemployment, other significant data

#### 4) The target of the project

Describe the specific target: disadvantage people, in particular ...

#### 5) Actions and timing:

The signatory parties are required to carry out the **following common activities**:

- ▶ They build a Community Group and participate in the updating meetings of the project, delegating a representative.
- ▶ Guarantee collaboration to verify the progress of the community learning pacts foreseen by the project and of the other outcomes defined by the project
- ▶ Support the promotion of project activities and results
- ▶ Report on the activities carried out within the project
- ▶ Undertake to spread the practice of the Community Pact and to involve potential new signatories for the quantitative and qualitative implementation of the project, validating their entry in the Pact

The signatory parties, in relation to their nature, are required to carry out **the following general activities:**

- ▶ the training institutions are committed to building personalized career guidance and integration paths based on the beneficiaries and job offers present in the project context
- ▶ the work chambers are committed to support the search for hosting companies that can offer training, visits and / or work placements, including temporary ones
- ▶ the companies undertake to support the reorientation and reintegration pathways by accepting visits and / or work opportunities, including temporary ones, and jointly elaborating with educational training institutions and trade associations visit and knowledge paths for the beneficiaries of the project
- ▶ local authorities undertake to promote and publicize the initiative in the territory, supporting network relationships and offering spaces, knowledge and skills
- ▶ the employment centres are committed to supporting the identification of the beneficiaries and the planning of work integration paths
- ▶ associations and non-profit organizations are committed to supporting and promoting the search for beneficiaries, proposing ideas and providing practical help in organizing activities
- ▶ private parties undertake to support social and work inclusion paths through suggestions, involvement, training activities

The signatories of this document, in relation to their roles in the project, are required to perform the **following specific activities:**

Parties	Description and role in the EM2 community	Specific activities

All subjects that now sign the final Pact agree with the time schedule identified by the EM2 project as follows:

- **August 2019 to January 2020**  
Realize one Community Learning Pacts; which personalize the paths of the adults involved in the project as beneficiaries
- **November 2019 to May 2020**  
Define and contribute to a Handbook of Community Learning; the Handbook will explain how to implement the community learning in further territories outside the consortium, based on the joint analysis of at least 10 pathways.



## 6) Final clauses

This Pact:

- is a pilot because it is developed within the European project EM2
- is in the public domain, giving the signatories the consent for free diffusion and publication
- does not imply exclusivity as the signatories can actively participate in other community agreements
- it will remain in force until 31 May 2020; before this date new signatories could join the pact by signing an integration letter and with the validation of the Community Group (representatives of the first signatories)
- It could be renewed, following a new agreement between the parties involved, with the possible addition of new subjects and new common objectives
- This agreement is written in two languages, national and English, and in case of conflict the national text will prevail.

### Signature of the pact

Party	Representative (name, surname)	Signature

### Attachment 1: Summary steps for the creation of the pact

description of the lead-subject and the subjects involved	
description of the main objectives declined at local level	
description of the local action context	
description of the project target (final beneficiaries)	
list of actions and process that led to the drafting of the pact (meetings, round tables, study and analysis)	
list of expected results at local level	
list of actions that will follow at local level (with dates)	

## Attachment 2: Integration of new signatories of the community pact

### REFERRING TO

the Community Pact signed on date ... and place ... by the following signatories: xxx

### CONSIDERING THAT

the Pact expressed among their auspices the possibility to integrate new signatories interested in taking part in the activities

### ESTABLISHED THAT

the subject

“...”

interested in being involved in the pact, has carefully read and agree with all the specific features of the Pact.

the participation of “...”,

### HAS BEEN APPROVED

after a shared validation within the Community Group.

The new signatory of this document is required to:

- ▶ Instruct and delegate a representative as a participant of the Community Group, foreseen by the project
- ▶ Fulfil common activities, which all the signatories are called to collaborate equally (see the Pact)
- ▶ Fulfil general activities related to the nature of the institution (see the Pact)
- ▶ Perform the **following specific activities:**

Party	Description and role in the EM2 Community	Specific activities

### Signature of the pact

Party	Representative	Signature



# **ANNEX 2: RESEARCH RESUME TABLE**

## 6. ANNEX 2: RESEARCH RESUME TABLE

n	Partner	Country of organisation	Country of research	Denomination	Main theme	Partnership	Target	informal/ formal/ hybrid	local development	job and employment	education and training	health and social support	nature and environment	other field	Area of application	process of creation	duration (months)	number of pages	number of chapters
1	LUK	Slovenia	Croatia	Joint Inclusion Memorandum of the Republic of Croatia	social inclusion		disadvantage people	formal							whole country	bottom-up	72	74	8
2	Cramars	Italy	France	Territorial Pact for the insertion and employment of the Department of Val d'Oise	social inclusion		disadvantage people	formal							urban and no-urban	bottom-up	48	23	3
3	LUK	Slovenia	Germany	Digital Education Pact for Germany	education, orientation and vocational training		students	informal							whole country	bottom-up	/	44	/
4	Trebag	Hungary	Hungary	Employment Pact of Békés County	social inclusion		disadvantage people	formal							urban and no-urban	top-down	48	52	8
5	HPPC	Hungary	Hungary	Tolna county job pact	local development		disadvantage people	formal						partnership	urban and no-urban	top-down	48	12	11
6	UAPMI	Italy	Italy	FareLegami	social inclusion		disadvantage people	hybrid							urban and no-urban	bottom-up	46	/	/
7	UAPMI	Italy	Italy	Talenti Latenti	social inclusion		specific workers	hybrid							no-urban	top-down	no ending	/	/
8	LCCI	Latvia	Latvia	Agreement about establishment and development of competitive soccer system in Ogre county	social health		inhabitants of the region	formal							urban area	top-down	120	4	12
9	LCCI	Latvia	Latvia	Agreement about municipal support for licensed young guardians in implementing educational programs	civil awareness		young people	formal							urban area	top-down	no ending	4	5
10	DMC	Latvia	Latvia	between the State Education Development Agency and the Educational Institution on Improvement of Professional Competence	education, orientation and vocational training		specific workers	formal							whole country	top-down	63	31	19
11	DMC	Latvia	Lithuania	Agreement about professional orientation between institutions	education, orientation and vocational training		students	formal							whole country	horizontal	6	3	5
12	HPPC	Hungary	Romania	The North-west Regional Pact for Employment and Social Inclusion	social inclusion		disadvantage people and young people	formal						partnership	urban and no-urban	top-down	72	24	6
13	DMC	Latvia	Russia	Agreement of additional Professional teacher education	education, orientation and vocational training		students	formal							urban and no-urban	top-down	36	6	5
14	OOZ Kranj	Slovenia	Serbia	Memorandum - Protection of Roma rights in Serbia	social inclusion		Roma	formal							whole country	bottom-up	/	44	6
15	OOZ Kranj	Slovenia	Slovenia	Social agreement 2015-2016	social market economy		disadvantage people	formal							whole country	bottom-up	12	18	4
16	Cramars	Italy	Spain	Community shared agreement in Seville Area	social inclusion		specific workers	formal							urban and no-urban	bottom-up	48	23	3
17	Cramars	Italy	Uk	Community - shared responsibility to promote disadvantaged people's inclusion paths	social inclusion		students	formal							urban area	bottom-up	9	7	5
18	Trebag	Hungary	Uk	Housing pact between Welsh Government, CHC and WLGA	social housing		inhabitants of the region	hybrid							whole country	top-down	/	2	3



This Guidelines has been produced thanks to the work and collaboration of Education in Square Marginality project partners



Cramars Social Cooperative (IT)

[www.coopcramars.it](http://www.coopcramars.it)



Union of Craftsmen and Small and Medium  
Enterprises In Udine (IT)

<http://www.confartigianatoudine.com>



Dobele Training Centre (LV)

[www.dobelemc.mozello.lv](http://www.dobelemc.mozello.lv)



Latvian Chamber of Commerce and Industry (LV)

[www.chamber.lv](http://www.chamber.lv)



Adult Education Centre (SI)

[www.luniverza.si](http://www.luniverza.si)



Regional Chamber of Craft and Small Business  
of Kranj (SI)

[www.oozkranj.com](http://www.oozkranj.com)



Trebag Intellectual Property and Project Manager  
Ltd (HU)

[www.trebag.hu](http://www.trebag.hu)



Hungarian Chamber of Professionals and Doctors  
of Plant Protection (HU)

[www.magyarovenyorvos.hu](http://www.magyarovenyorvos.hu)