

# Foundation for Solidarity

## PARTNERSHIP DATA SHEET

### **1. The partnership : Gender Mainstreaming summer academy**

Partner 1: The company "FONETA", a language school, in Chemnitz.

Partner 2: An NGO called „Stragey 21“ in Bonn.

*Question 1 is designed to elicit an explanation of the nature of your partnership in concrete terms and of the factors which led you to form this partnership.*

Fragen unter Punkt 1 sind dafür da, um eine Erklärung zur Art der Partnerschaft zu bekommen (in konkreter Form) und wie kam es zur Partnerschaft?

What was the starting point for the partnership?

Was war der Startpunkt für die Partnerschaft?

The 2 partner organisations got to know each other from European project work. The idea to start a project for better integration with the focus on gender mainstreaming was developed in the frame of a so called learning partnership in the EU-Program of GRUNDTVIG. An "International Summer Academie for Gender Mainstreaming" was set up to raise not only the awareness of Gender Mainstreaming, but to combine it with a language course, which would then be the starting point for better integration of participants of the New EU-Member States. By learning languages – English as a common language, but also languages from each other - and by getting to know better the European terminology of gender mainstreaming and the European Strategy on Equal Opportunities, a new basis for understanding should grow.

With which immigrants do you currently have contact or relations?

Mit welchen Immigranten haben Sie derzeit Kontakte oder Beziehungen?

Very different countries show interest in the language courses, among them Chinese, Russian and Romanian students. But for the Gender Mainstreaming Academy participants were asked explicitly from the New Member States, especially from Poland, Czech Republic, Hungary, Slovakia and Slovenia.

What led you to take an interest in these immigrants?

Warum haben Sie ein Interesse an diesen Immigranten bekommen?

The 2 years of the Grundtvig Learning Partnership went extremely well, the partners found it fascinating to get to know the other countries, their cooking habits or other famous specialities. It opened a new world of finding out about each other and at the same time positioning yourself in the European Union. As New Member States were already participating in this project, special interest was given to them. The GM Academy took up the positive elements and tried to spin them wider.

What is the social situation of these immigrants?

Wie ist die soziale Situation dieser Immigranten?

PROJET B3 – 4000

66, Rue Coenraets

B – 1060 Brussels

Tel: 00/ 322/535.06.82

GSM: 00/32/476.918.274

Email: framboisette.jassogne@fondation-solidarite.be

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The participants come from a variety of social situations, some academic, some are teachers or engineers, some are still looking for a job and hope to find a job easier with new language competencies. All of them hope to develop into a better and fairer world in the EU.

What is the legal status of these immigrants?

Welchen legalen Status haben diese Immigranten?

As students the participants come for a certain and defined time, most of them don't have difficulties to get a permission.

Has the historical background of the host country influenced the situation of these immigrants?

Haben die geschichtlichen Hintergründe des Gastlandes die Situation dieser Immigranten beeinflusst?

The language school is situated in the Eastern part of Germany, this fact plays an important role: people from Eastern Germany are thought to understand better the role and the difficulties of the New Member States, as they have been in a very similar situation when becoming a partner of Western Germany and the EU.

How would you define the partnership?

Wie würden Sie diese Partnerschaft definieren?

The partnership is still in a starting position, from very different starting points and views, but with a common objective about creating a better world of understanding and mutual learning.

Who are the players in the partnership?

Wer sind die Hauptpersonen in dieser Partnerschaft?

The company „Foneta“ and the NGO „Strategy 21“

When did the partnership start (date)?

Wann hat die Partnerschaft begonnen (Datum)?

2003.

When is the partnership scheduled to end?

Wann ist das Ende für die Partnerschaft vorgesehen?

The partnership should last long, there is no ending defined.

Why did you launch the partnership?

Wann hat die Partnerschaft begonnen (ab wann hat sich was getan?)

The last summer brought the first real pilot work and testing phase.

How did you launch the partnership?

Wie haben Sie den Anfang der Partnerschaft gemacht?

Creating a common information leaflet, which turned out to be a work to last much longer than expected, as principles had to be cleared and a common terminology had to be found.

Explain how the partnership operates?

PROJET B3 – 4000

66, Rue Coenraets

B – 1060 Brussels

Tel: 00/ 322/535.06.82

GSM: 00/32/476.918.274

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Erklären Sie, wie die Partnerschaft funktioniert?

The NGOs sets the content, provides the expertise to develop the frame and the know-how, about the issue of Gender Mainstreaming and the company is organising, administrating and doing the accounting for the workshops of the summer academy. The teachers for the language seesions are also provided by the company.

List the activities you have developed within the framework of the partnership?

Zählen Sie die Aktivitäten auf, die sie im Rahmen dieses Projektes entwickelt haben?

Development of an educational settings for „common and mutual learning“.

2 weeks of speeches, seminars and workshops, exercises and excursions, intercultural project and language-work, dinner events.

Enabling networking, intercultural exchange and further partnerships of the participants as potential partners in European projects and leraning partnerships, on a formal and informal level.

What aims are you seeking to achieve in launching the partnership?

Welche Ziele wollen Sie durch die Gründung der Partnerschaft erreichen?

To sensitize participants coming from very different countries and backgrounds fort he chancen of Gender Mainstreaming in politics, economy, work, family and society.

To raise awareness fort he need of competence to understand and communicate with each other in the New Europe.

Do you have an operating budget for the partnership?

Haben sie ein “operatives” Budget für diese Partnerschaft?

The company provides the financial starting point, the contributions from the participants should allow to carry on.

Have you received any public and/or private funding for the partnership?

Haben Sie irgendwelche öffentlichen oder privaten Gelder für diese Partnerschaft bekommen?

The EU-program if Grundtvig was helping as well to set up the idea and develop the concept.

How many people are working on the partnership?

Wie viele Leute arbeiten an dieser Partnerschaft (bezahlt)?

ca. 7 people, incl. experts, teachers and administrators.

How may people are involved in the partnership?

Wie viele Leute sind in die Partnerschaft verwickelt?

ca. 15 people.

Have you set up monitoring procedures to evaluate the partnership?

Gibt es “Kontrollmaßnahmen” (Monitoring), um die Partnerschaft voranzubringen?

Not yet.

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B – 1060 Brussels

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GSM: 00/32/476.918.274

Email: framboisette.jassogne@fondation-solidarite.be

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Is there any other important information not covered by the previous questions which you think should be mentioned? (Please answer yes / no and provide an explanation where necessary):

Gibt es noch eine weitere wichtige Frage, die noch nicht abgedeckt ist, und die Sie für wichtig halten?

(Antwort: ja/nein, eventuell Erklärung)

## 2. Details of the initiator of the partnership project

*Question 2 is designed to elicit details of the individual/organisation whose idea it was to launch the partnership and which has been the driving force behind it from the outset.*

Diese Fragen unter Punkt 2 sind da, um Details über die Person/die Organisation zu erfahren, dessen Idee die Partnerschaft war, und die von Beginn an die treibende Kraft hinter der Partnerschaft war.

foneta GmbH  
Rochlitzer Straße 29  
09111 Chemnitz  
Telefon: +49 (0)371 / 666 123 0  
Telefax: +49 (0)371 / 666 123 2  
eMail: [language@foneta.com](mailto:language@foneta.com)

## 3. Details of the other partners involved in the partnership

*Question 3 is designed to elicit details of the individuals/organisation who accepted the initiator's invitation to join the partnership and to illustrate the basic principle which underlies this difference between the partnership project initiator on one hand and the other partners on the other.*

In der Frage 3 sollen die Details der Person/der Organisation eingetragen werden, die die Einladung für eine Partnerschaft akzeptierte. Die Unterschiede zwischen den verschiedenen Partnern sollen deutlich gemacht werden.

Strategie 21 e.V.  
Lengsdorfer Str. 40  
53127 Bonn  
Tel.: + 49 – 228 – 94 31 876  
Mobile: +49 (0) 171 – 68 355 28  
[strategy.eu@t-online.de](mailto:strategy.eu@t-online.de)

## 4. Sector in which the initiator of the partnership project operates

*Question 4 is designed to establish the economic and social sector in which the initiator of the partnership project operates?*

PROJET B3 – 4000  
66, Rue Coenraets  
B – 1060 Brussels  
Tel: 00/ 322/535.06.82  
GSM: 00/32/476.918.274

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In der Frage 4 sollen der wirtschaftliche und der soziale Sektor dargestellt werden, in dem der Begründer der Partnerschaft arbeitet.

Does the initiator of the partnership project operate in the primary / secondary / tertiary sector? (Please underline as appropriate and provide details):

In welchem Sektor (erster/zweiter/dritter) arbeitet der Begründer der Partnerschaft? Gibt es noch Details dazu?

2nd sector, it is clearly oriented on the profit market in order to sustain.

Does the initiator of the partnership project operate in the third sector. If so, in which area? Arbeitet der Begründer der Partnerschaft in dem dritten Sektor? Wenn ja, auf welchem Gebiet?

The NGOs has a great expertise about the 3<sup>rd</sup> sector, civil society and citizen's participation.

Is there any other important information not covered by the previous question which you think should be mentioned? (Please answer yes / no and provide an explanation where necessary):

Gibt es noch eine weitere wichtige Frage, die noch nicht abgedeckt ist, und die Sie für wichtig halten?

(Antworte: ja/nein, eventuell Erklärung)

## **5. Sectors in which the other partners in the partnership operate**

*Question 5 is designed to establish the economic and social sectors in which the other partnership project partners operate.*

In der Frage 5 sollen der wirtschaftliche und der soziale Sektor dargestellt werden, in dem die anderen Projektpartner arbeiten.

Do the other partners in the partnership project operate in the primary / secondary / tertiary sector? (Please underline as appropriate and provide details):

In welchem Sektor (erster/zweiter/dritter) arbeiten die Projektpartner? Gibt es noch Details dazu?

Do the other partners in the partnership project operate in the third sector? If so, in which areas?

Arbeitet einer der Projektpartner in dem dritten Sektor? Wenn ja, auf welchem Gebiet?

Is there any other important information not covered by the previous question which you think should be mentioned? (Please answer yes / no and provide an explanation where necessary):

Gibt es noch eine weitere wichtige Frage, die noch nicht abgedeckt ist, und die Sie für wichtig halten?

(Antworte: ja/nein, eventuell Erklärung)

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## 6. Special characteristics of the initiator of the partnership project

*Question 6 is designed to establish whether any factors either related or external to the launch and operation of the partnership - economic and financial situation, employment situation, geographical location - have influenced the launch and operation of the partnership project for and by the project initiator.*

Mittels diesen Fragen soll festgestellt werden, ob es Faktoren gibt, die den Beginn und die Arbeit während der Partnerschaft beeinflusst haben (entweder für oder von dem Begründer der Partnerschaft). Zu Faktoren: gemeint sind externe oder welche, die mit dem Beginn oder laufenden Arbeit des Projektes in Verbindung stehen: wirtschaftliche oder finanzielle Situation, Arbeitsmarktsituation, geographische Lage;

Do you think that the initial economic and financial situation of your organisation influenced your decision to form this partnership?

Glauben Sie, dass die wirtschaftliche und finanzielle Situation Ihrer Organisation Sie in Ihrer Entscheidung, die Partnerschaft zu gründen, beeinflusst hat?

*Not on the first glance, the curiousness to learn more about the issue of Gender Mainstreaming was driving the partnership, but also the hope to enable the realization of ideas, so in a long run, the difficult situation on the labour market could have been influencing as well.*

Have you received funding? If so, from whom?

Haben Sie Unterstützungsgelder bekommen? Wenn ja, von wem?

*The EU-program Grundtvig enabled some starting points.*

Is external funding an important factor in the operation of our organisation?

Sind externe Unterstützungsgelder ein wichtiger Faktor für die Arbeit in Ihrer Organisation?

*Just fort he starting opoint, but the company can do without funding, the NGOs would not be able to, although.*

Is external funding an important factor in the launch and operation of the partnership project?  
Sind externe Unterstützungsgelder ein wichtiger Faktor für die Gründung und die Arbeit in der Partnerschaft?

*Yes it was. Without the Grundtvig program, the idea would not have been developed into a stage of realisation.*

Has the employment profile of your organisation - number of staff, nationality, age range, gender, employee status - influenced the launch and operation of the partnership project?

Hat Ihr Arbeitskräfteprofil (Anzahl der Angestellten, Nationalität, Alter, Geschlecht, Rangordnung) Sie in der Gründung und der Arbeit in der Partnerschaft beeinflusst?

*No.*

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Outline the profile of your organisation in terms of number of staff, nationality, age range, gender and employee status.

Geben Sie mir eine Übersicht über ihr Arbeitskräfteprofil (Anzahl der Angestellten, Nationalität, Alter, Geschlecht, Rangordnung)

[Company: 20 staff members, 3 men and 17 women, many young mothers, staff is also coming from Russia, Ukraine, France.](#)

Do you think that the geographical location of your organisation - urban/rural location, area of high/low population density, high/low immigrant density - has influenced the launch and operation of the partnership project?

Glauben Sie, dass die geographische Lage Ihrer Organisation – städtisch, ländlich, hohe/niedrige Bevölkerungsdichte, hohe/niedrige Immigrantendichte – den Beginn und die Arbeit in der Partnerschaft beeinflusst hat?

[Not on the first glance, but the summer academy will profit by the geographical situation near to some New Member States.](#)

Outline the geographical profile of your organisation indicating whether it is located in an urban/rural location or in an area of high/low population density or high/low immigrant density.

Geben Sie mir eine Übersicht über das geographische Profil Ihrer Organisation, ist sie in einer Stadt/ländlichen Gegend, gibt es dort eine hohe/niedrige Bevölkerungsdichte, hohe/niedrige Immigrantendichte?

[City environment, with close relations to the surrounding communities and rural areas.](#)

## **7. The socio-political environment of the initiator of the partnership project**

*Question 7 is designed to establish whether any aspects of the socio-economic situation of the initiator of the partnership project favour or promote the development of the partnership project in terms of the integration of immigrant populations and the fight against negative discrimination. Question 7 is broad and general in its scope.*

Fragen 7 sind weit gefasst und generell.

Sie sollen beantworten, ob die sozioökonomische Situation von dem Begründer der Partnerschaft, die Entwicklung von dem Projekt - bezüglich Integration von Immigranten und den Kampf gegen negative Diskriminierung - begünstigt

Do you believe that there are conditions which control access to the employment market? If so, what are they?

Glauben Sie, dass es Beschaffenheiten gibt, die den Zugang zum Arbeitsmarkt kontrollieren? Wenn ja, welche sind das?

[Nationality, professional qualification and language competences.](#)

Have these conditions which control access to the employment market affected the partnership project?

Haben diese Beschaffenheiten, die den Zugang zum Arbeitsmarkt kontrollieren, ihr Projekt beeinflusst?

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foneta can influence the language competences and the level of qualifications.

Is there a national, regional or local framework which shapes the fight against negative discrimination?

Gibt es einen nationalen, regionalen, lokalen Rahmen, der den Kampf gegen negative Diskriminierung zu formen versucht?

The German and EU overall strategy against discrimination.

Have you had recourse to this legal framework which shapes the fight against negative discrimination in launching and funding the partnership project?

Haben Sie auf diese Rahmen (die gegen die negative Diskriminierung kämpfen) in Ihrem Projekt am Beginn oder währenddessen zurückgreifen können?

Not to the frame, but the ideas were driving the partnership in any case.

Is there a regional or local framework which promotes the integration of immigrant populations?

Gibt es einen regionalen oder lokalen Rahmen, der die Integration von Immigranten fördert?

The German strategy against discrimination has to follow the EU strategy and the immigration act.

Have you had recourse to this legal framework which promotes the integration of immigrant populations in launching and funding the partnership project?

Haben Sie auf diese Rahmen (die die Integration von Immigranten fördern) in Ihrem Projekt am Beginn oder währenddessen zurückgreifen können?

Are there any political, social, cultural or media factors which led you to launch this partnership project?

Gibt es politische, soziale, kulturelle oder mediale Faktoren, die Sie dazu gebracht haben, dieses Projekt zu beginnen?

foneta will develop the intercultural competencies.

Have you developed a social responsibility policy?

Haben Sie eine Politik der sozialen Verantwortung entwickelt?

foneta is developing a CSR concept, not only for the own organisation, but also for the participants to understand the concept as an important aspect of the European Social Model, which also promotes GM.

What do you understand by a social responsibility policy?

Was verstehen Sie unter einer Politik der sozialen Verantwortung?

To build up integration possibilities for migrants and feel responsible for environment, culture and society.

Have you developed a social label, a code of good practice, social audits, a gender equality policy, etc.?

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Haben Sie eine Etikette, einen Kodex für „gutes Verhalten“, soziale Audits, eine gleichgeschlechtliche Politik entwickelt?

The policy looks especially as a starting point for the gender approach, looking for the breaking of gender stereotypes, it is a learning process of both sides.

Do you take part in social and economic benefit programmes at European, national, regional or local level?

Nehmen Sie an sozialen und wirtschaftlichen Programmen auf europäischem, nationalen, regionalen oder lokalem Level teil?

The NGOs does in a variety of programs, civil society and labour and social.

Do the other partners in the partnership project inhabit a different socio-political environment to yours?

Sind die anderen Projektpartner in einer anderen sozialen-politischen Umgebung als Sie?

Have your partners in the partnership project developed a social responsibility policy?

Haben Ihre Projektpartner eine Politik der sozialen Verantwortung entwickelt?

Social responsibility is a very important issue, especially for disadvantaged people.

Have your partners in the partnership project developed a social label, a code of good practice, social audits, a gender equality policy, etc.?

Haben Ihre Projektpartner eine Etikette, einen Kodex für „gutes Verhalten“, soziale Audits, eine gleichgeschlechtliche Politik entwickelt?

No.

Do your partners in the partnership project take part in social and economic benefit programmes at European, national, regional or local level?

Nehmen Ihre Projektpartner an sozialen und wirtschaftlichen Programmen auf europäischem, nationalen, regionalen oder lokalem Level teil?

## 8. Benchmarking

*Question 8 is designed to measure social, economic and environmental performance in terms of the integration of immigrant populations and the fight against negative discrimination.*

Hier sollen die sozialen, wirtschaftlichen und umweltbezogenen Leistungen, bezüglich der Integration von Immigranten und dem Kampf gegen negative Diskriminierung, gemessen werden.

Do you think that this partnership project for the integration of immigrant populations and the fight against negative discrimination has changed your social and economic environment?

Glauben Sie, dass das Projekt - für die Integration von Immigranten und dem Kampf gegen negative Diskriminierung - Ihre soziale und wirtschaftliche Umwelt geändert hat?

foneta hopes to do so in future, these are first Steps.

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GSM: 00/32/476.918.274

Email: framboisette.jassogne@fondation-solidarite.be

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Do you think that this partnership project for the integration of immigrant populations and the fight against negative discrimination has changed the social and economic environments of your partners in the partnership?

Glauben Sie, dass das Projekt - für die Integration von Immigranten und dem Kampf gegen negative Diskriminierung - die soziale und wirtschaftliche Umwelt Ihrer Projektpartner geändert hat?

[We will see, too early to draw conclusions, experiences are needed and evaluation.](#)

Have you introduced or changed your social responsibility policy as a result of the launch of this partnership project?

Haben Sie Ihre Politik der sozialen Verantwortung als eine Folge des Beginns Ihres Projektes geändert oder eingeführt?

[No.](#)

Have your partners in the project introduced or changed their social responsibility policy as a result of the launch of this partnership project?

Haben Ihre Partner ihre Politik der sozialen Verantwortung als eine Folge des Beginns des Projektes geändert oder eingeführt?

[No.](#)

Has this partnership project raised awareness of the issues involved in public authorities at European, national, regional or local level?

Hat dieses Projekt bezüglich Themen - in Verbindung mit Behörden auf europäischem, nationalem, regionalen oder lokalen Level - Bewusstsein geschaffen?

[On the transnational level, and the special situation in Eastern Germany and on the local level.](#)

## 9. Social responsibility in business

*Question 9 is designed to establish, where applicable, the extent to which economic entities actually support the principle of “social responsibility in business”. This question is addressed primarily to organisations, irrespective of whether they are businesses, unions or NGOs and whether they operate in the private or the third sector, who have elected to embrace this new political trend – social responsibility in business – which does not simply equate to the notion of work in the social sector, particularly in the field of the integration of immigrant populations and ethnic minorities and the fight against negative discrimination. If this is not the case, the project initiator should simply answer the first two questions.*

Die Fragen 9 sollen das Ausmaß (wo anwendbar) zeigen, welche ökonomischen Wesen das Prinzip der sozialen Verantwortung im Geschäftsleben unterstützen. Diese Frage richtet sich in erster Linie an Organisationen – ungeachtet davon, ob sie NGOs oder Vereine oder Unternehmen sind, oder in welchem Sektor sie arbeiten – die diesen neuen Trend annehmen: “die soziale Verantwortung im Geschäftsleben“. Welches nicht automatisch eine Gleichstellung mit dem Begriff der Arbeit im sozialen Bereich bedeutet, speziell im Bereich der Integration von Immigranten und ethnischen Minderheiten und den Kampf gegen negative Diskriminierung.

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Wenn dies nicht der Fall ist, sollen einfach die ersten 2 Fragen beantwortet werden.

Are you familiar with the principle of “social responsibility in business”?

Kennen Sie sich mit dem Prinzip der “sozialen Verantwortung in der Geschäftswelt“ aus?

Yes.

Have you already started to integrate this principle into the management of your business or organisation?

Haben Sie schon begonnen, dieses Prinzip in Ihrem Unternehmen zu integrieren?

Yes.

Is social responsibility in business one of the strategic aims of your business or organisation?

If so, why?

Ist “soziale Verantwortung in der Geschäftswelt“ eines der strategischen Ziele Ihrer Organisation?

-Have you undertaken to carry out a social and environmental audit of your business or organisation dealing, or example, with issues such as working conditions, gender equality, anti-discrimination policy, the integration of immigrant populations, continuing training and development, energy consumption, water consumption, etc.?

Haben Sie sich dazu verpflichtet, soziale und ökologische Audits in Ihrer Arbeit oder Ihrer Organisation durchzuführen, bei denen es z.B. um Themen geht, wie: die Arbeitsbedingungen, Gleichstellung beider Geschlechter, Anti-Diskriminierungspolitik, die Integration von Immigranten Weiterführung und –Entwicklung von Weiterbildung, Energieverbrauch, Wasserverbrauch etc.?

No, but could be, it is a self commitment now..

Have you defined a set of social responsibility in business policies and set targets for improving the social and environmental conditions in your business or organisation? If so, what are they?

Haben Sie Regeln für die soziale Verantwortung Ihrer Unternehmenspolitik definiert und sich Ziele gesetzt, die sozialen und ökologischen Bedingungen in Ihrem Berufsfeld/Ihrer Organisation zu verbessern? Wenn ja, welche sind es?

No, but could be in future.

Have you broadened the scope of your social responsibility in business policies to include your employees, suppliers, clients, shareholders, NGOs, local residents, etc.? If so, how have you done this?

Haben Sie den Rahmen für Ihre soziale Verantwortung in der Unternehmenspolitik erweitert, um auch Ihre Angestellten, Lieferanten, Kunden, Aktionäre, NGOs, Nachbarn, etc. miteinzuschließen? Wenn ja, wie haben Sie das gemacht?

No

Are you sensitive to the notion of “fair trading”?

Bedeutet Ihnen der Begriff “fairer Handel” etwas?

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Some on the personal level to a high degree, but on the working level it is not so much visible.

Do you think that initiatives designed to promote the integration of immigrant populations and to fight negative discrimination are important elements of social responsibility in business?

Glauben Sie dass Initiativen, die dazu da sind, um die Integration von Immigranten zu fördern und um gegen negative Diskriminierung zu kämpfen, wichtige Elemente der sozialen Verantwortung sind?

Without any doubt, yes.

How do you see your initiative with respect to these two areas (integration of immigrant populations and to fight negative discrimination)?

Wie sehen Sie Ihre Initiative bezüglich dieser zwei Bereiche?

It is still connected, closely, the relationship esp. For disadvantaged people. Raise awareness is our responsibility and to be sensitive for the social disadvantaged.

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