

Foundation for Solidarity

PARTNERSHIP DATA SHEET

1. The partnership

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.

What was the starting point?

Fortis is lid van Samenleving en Bedrijf en samen met hun zijn ze in het project 'integratie en bedrijf' gestapt.

Samenleving en Bedrijf heeft contact gezocht met Forum.

Project om hoogopgeleide immigranten te integreren binnen het bedrijf, knelpunten analyseren, bedrijfscultuur bekijken, opleidingen voor allochtonen

Forum heeft Fortis in contact gebracht met een studentenvereniging/alumnibeweging van afgestudeerde immigranten

With which immigrants do you currently have contact or relations?

Verschillende doelgroepen: Surinamen, Turken, Antilianen en Arubanen.

What led you to take an interest in these immigrants?

Inkleuring van maatschappij, aankomend talent binnenhalen

What is the social situation of these immigrants?

Op arbeidsvlak zitten deze immigranten niet op de juiste plek, traineeprogramma's niet bekend onder immigranten

What is the legal status of these immigrants?

Het zijn tweede en derde generatie Nederlanders, in Nederland geboren

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

Ja, goede verbondenheid met thuisland

How would you define the partnership?

Blijvend partnerschap tussen Samen en Bedrijf en Forum

Who are the players in the partnership?

Samenleving en Bedrijf, Forum, studentenvereniging en Fortis

When did the partnership start (date)?

December 2003

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Eerste bijeenkomst met hogeropgeleide immigranten in januari 2004
Bedrijfsbezoek met Fortis, kennis gemaakt met verschillende doelgroepen

Focus op 1 doelgroep, met afgestuurde Surinamen
Fortis heeft hogeropgeleiden nodig

When is the partnership scheduled to end?

Geen einddatum vastgelegd

Why did you launch the partnership?

Behoeften bij Fortis om deze mensen binnen te halen en behoeften aan de kant van de immigranten en studentenverenigingen van immigranten.

How did you launch the partnership?

Het idee is geboren tijdens een bedrijfsbezoek bij Fortis

Explain how the partnership operates?

Samenleving en Bedrijf: Fortis participeert in project 'integratie en bedrijf'
Forum: partner in project 'integratie en bedrijf', ondersteuning van initiatieven binnen dit project, partijen bij elkaar brengen, heeft studentenvereniging gekoppeld aan Fortis

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

Bedrijfsbezoek
Twee voorbereidende gespreken met Fortis
Fortis in gesprek met studentenvereniging (moet nog gebeuren) + koppeling naar Forum
Forum : Behoud van immigranten in bedrijf door opleidingen

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

Zorgen vooroordelen verdwijnen, dat doelgroepen elkaar vinden (informatie langs beide kanten), zorgen dat mensen met juiste opleiding op juiste plaats terecht komen, zorgen voor goede netwerken
"Goed voorbeeld doet volgen": als het bij Fortis lukt, dan zullen andere bedrijven volgen

Do you have an operating budget for the partnership?

Neen, geen financiële middelen. Het ter beschikking stellen van vergaderruimte, ... bij Fortis is wel mogelijk.
Fortis gaat kijken welk budget nodig na overleg met studentenvereniging.

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

Neen

How many people are working on the partnership?

2 van Samenleving en Bedrijf
2 van Forum
5 van studentenvereniging
2 van Fortis

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How may people are involved in the partnership?

Veel

Have you set up monitoring procedures to evaluate the partnership?

Neen

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):

Neen

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.

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Telephone: [0031 30 257 44 97](#)

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www.fortis.nl

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.

Name: [Forum](#)

Address: [Postbus 201 35100 AE in Utrecht](#)

Telephone: [0031 30 297 43 21](#)

Email: r.ramcharan@forum.nl

Name: [Samenleving en Bedrijf](#)

Address: [Postbus 7101 3430 JC Nieuwegein](#)

Telephone: [0031 30 663 79 80](#)

Email: ruby.mussendijk@samen.nl , www.samen.nl

[Studentenvereniging](#)

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

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

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

Dienstensector

Does the initiator of the partnership project operate in the third sector. If so, in which area?

Bank en verzekeringssector

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):

Neen

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.

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

dienstensector

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

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):

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.

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

Economische reden: hogeropgeleide allochtonen binnenhalen, geen getrouw beeld van de maatschappij binnen Fortis

Have you received funding? If so, from whom?

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Neen

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

Is external funding an important factor in the launch and operation of the partnership project?

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?

Ja, Fortis heeft zelf gezien dat in hun dienstverlening het publiek veranderd dus wil ook mensen van die doelgroep binnenbrengen in het bedrijf; nog geen goede vertegenwoordiging van de verschillende doelgroepen

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

Ongeveer 15.000 personeelsleden

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?

Neen

Hoofdkantoor in Utrecht, central

Fortis als werkgever is heel aantrekkelijk in Nederland

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.

Grootstad Utrecht

Kantoorcomplex, aan de grens van Utrecht

Geen woonwijk

Weinig tot geen immigranten

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.

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

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

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

[Landelijk Bureau Racismebestrijding, werkt doorheen Nederland](#)

[Regionaal ook bureau's waar je klachten tegen discriminatie kan indienen](#)

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

[Neen](#)

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

[Forum, landelijk](#)

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

[Ja, partner in project](#)

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

[Door media en onderzoek wordt het duidelijk dat er veel hogeropgeleide allochtonen zijn.](#)

[Er is een wet geweest in Nederland om bedrijven te verplichten tot aannemen van allochtonen maar deze wet is nu afgeschaft.](#)

Have you developed a social responsibility policy?

[Ja](#)

What do you understand by a social responsibility policy?

As part of society, Fortis both draws on and gives back to society. In recognition of its corporate responsibility, Fortis has made sustainable growth an important consideration for the way in which the company operates.

In recent years, Fortis has evolved from a socially committed company into a socially responsible one. This means that it feels responsible for all the organization's [stakeholders](#), such as customers, employees, shareholders and society at large. Its relationship with these stakeholders is addressed in a number of ways, for example in the [Code of Conduct](#), which was drawn up and implemented in 2002 to supplement the [Fortis values](#). In addition, Fortis businesses have developed a variety of sustainable [products and services](#).

In the past few years, Fortis has evolved from a socially committed company into a socially responsible one. The company is placing greater emphasis on carrying out its operations in an environmentally sound manner and increasingly embraces social, ethical and ecological considerations. Fortis has set itself the goal of uniting its different activities – which are now often fragmented – under a cohesive policy of corporate social responsibility (CSR), thus illustrating what Fortis stands for and what stakeholders can expect from the company. Fortis will spend the next few years finalizing the details of this policy.

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

[Ja, zie tekst hierboven](#)

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

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

Neen

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

Neen, niet expliciet

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

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

Samenleving en Bedrijf maakt deel uit van een Europees netwerk namelijk CSR Europe. Fortis is een multinationalaal bedrijf.

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.

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?

Niet voor Forum

Wel voor allochtonen

Waarschijnlijk wel voor Fortis

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?

Ja toch in meer of mindere mate

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

Neen, niet echt

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

Neen, niet echt

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

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

Ja

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

Ja

Is social responsibility in business one of the strategic aims of your business or organisation? If so, why?

Ja

-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.?

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?

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?

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

Ja

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

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Ja

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

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