



**MARCH**  
**DISCOVER**  
**OUR LATEST**  
**NEWS**



# CHAMPIONING EQUALITY, INCLUSION & EMPOWERMENT FOR VULNERABLE GROUPS

Newsletter #3 | March, 2025

pal network  
Fighting discrimination and anti-Gypsyism

## Organization

We're excited to share that the **PAL Network Working Groups** have officially kicked off and contributions are already underway! Our **four thematic groups**—**Digital, Education, Employment, and Social Inclusion & Diversity**—are **now active** and **welcoming input from all members**.

## News

### The ROMDIEM Project Has Officially Launched!

The ROMDIEM project, part of the CERV-REM initiative, is dedicated to **honoring the Roma Holocaust** and promoting remembrance. This incredible journey began on

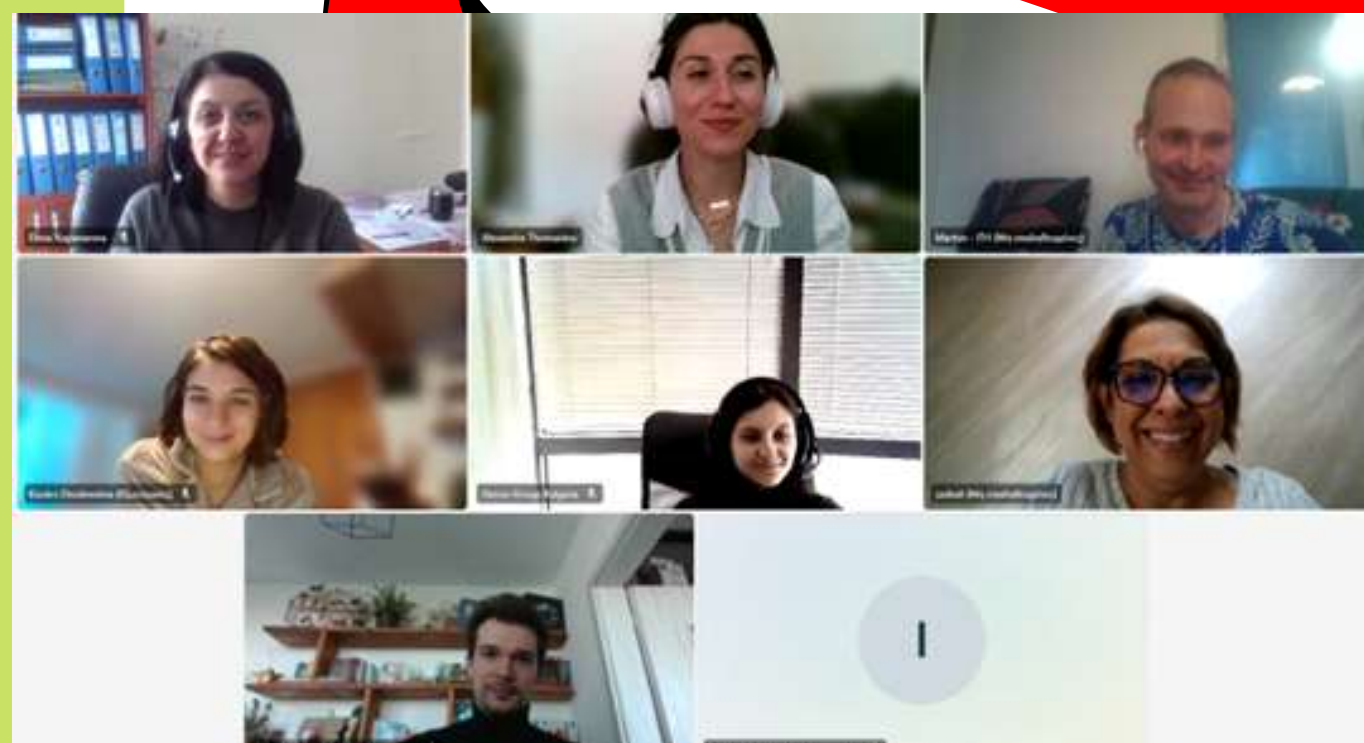
**March 1st** and will continue **for 24 months!**

#### 🌍 Who's on board?

Our amazing partners from across Europe:

- ◆ **CUBE from Greece**
- ◆ **OECON BG from Bulgaria**
- ◆ **ROWNI ITALY from Italy**
- ◆ **Romni Srbija from Serbia**
- ◆ **Lead Partner: PAL NETWORK from Belgium**

This project is a heartfelt tribute to the forgotten stories of Roma Holocaust survivors, celebrating the rich history and vibrant culture of Roma communities.



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The Greek Association of Women Entrepreneurs (SEGE) is a Pan-Hellenic, non-governmental, and non-profit organization established in 1997. SEGE supports and empowers women engaged in business across Greece by providing tools, resources, and opportunities for professional and personal growth. Through initiatives in education, mentoring, training, and advocacy, SEGE promotes women's entrepreneurship, highlights their achievements, and contributes to the economic and social development of the country.



### News

#### FAIR PAY Project

The **FAIR PAY project**, with **SEGE** as a partner, aims to reduce the gender pay gap by promoting pay transparency in line with the European Directive 2023/970. It pilots the directive's implementation in Greek workplaces to identify challenges prior to national adoption. Key activities include identifying good practices, developing tools and gender-neutral job evaluation methods, and building the capacity of employers and employees to implement fair pay systems. The project also focuses on raising awareness about pay transparency and fostering gender-equal, inclusive work environments in Greece through seminars, consultations, and knowledge exchange.

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#### EDUCATIONAL COOPERATION FOUNDATION, BULGARIA

The Erasmus+ project, "Teach with Purpose! Backward-Design and Performance Assessment in Project-based Language Teaching and Learning for Diverse Classrooms", aims to support inclusive language teaching for primary school students from migrant, minority, and refugee backgrounds. The project includes data collection, development, and piloting of two methodological frameworks, model lessons, instruments, and visual resources, as part of an open online teacher training platform.

### News

We have already completed the first project phase so you can find our desk research, best practices and analysis of teachers' training needs for implementing project-based language learning in Bulgaria, Romania, Italy, and Turkey at our web site: **project Facebook page** <https://www.facebook.com/TeachwithPurposeProject>.

Also available there is the Road map to Backward-Design (BD) method in project-based language learning (PBLL) for primary school teachers. It provides a detailed methodology framework that adopts a backward-design approach in PBLL to meet the training needs of primary teachers in the partners countries and improve teaching practices through structured, innovative method starting with identifying desired learning outcomes and aligning them with instructional strategies and assessment methods. It ensures that teaching activities are purposefully designed to meet specific objectives and maintain a clear focus on student achievement, emphasizing both the process and the product in lesson planning.

The Roadmap is available in English, Bulgarian, Romanian, Italian, and Turkish languages.

Looking forward to present our comprehensive teacher training program and model lessons using Backward-Design (BD) method in project-based language learning (PBLL)!!



**BACKWARD-DESIGN  
AND PERFORMANCE  
ASSESSMENT  
IN PROJECT-BASED  
LANGUAGE TEACHING  
AND LEARNING  
FOR DIVERSE  
CLASSROOMS**

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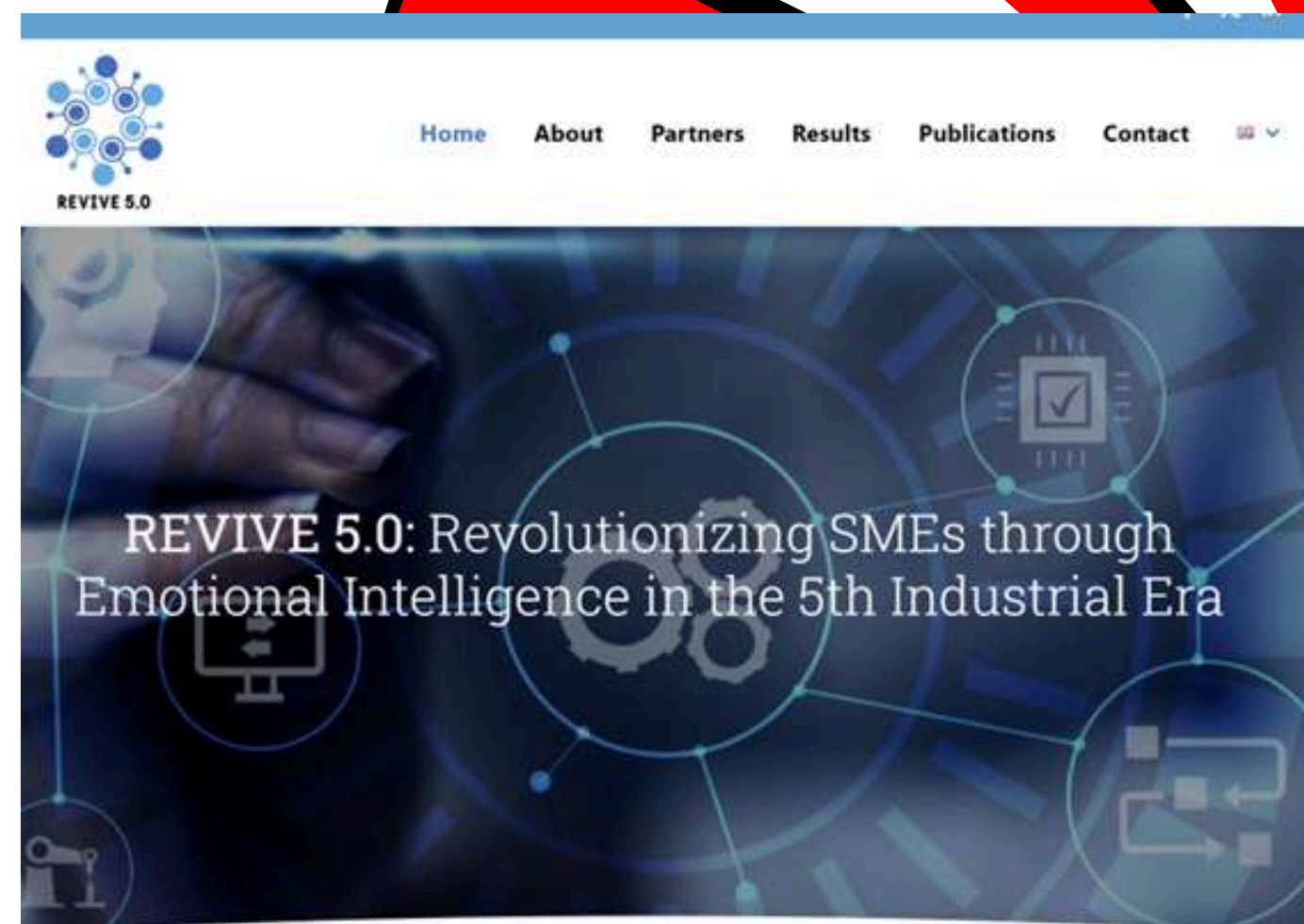
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As Industry 5.0 ushers in a new era of human-centric workplaces, Emotional Intelligence (EI) has become a key driver in reshaping Human Resource Management (HRM). Unlike Industry 4.0's focus on automation, this paradigm shift prioritizes employee well-being, inclusivity, and sustainable business practices. Women, with their strengths in empathy, communication, and leadership, are at the forefront of this transformation, fostering innovation and enhancing workplace culture.

## News

The **REVIVE 5.0 project** promotes a transformative shift toward human-centered, emotionally intelligent workplaces aligned with Industry 5.0. By embedding emotional intelligence (EI) into HR strategies, it empowers SMEs through innovative training and digital tools. The project equips HR professionals to lead with empathy, enhance employee engagement, and develop sustainable, inclusive business models. A key focus is on supporting women-led initiatives and fostering EI-driven leadership to build resilient, future-ready teams. REVIVE 5.0 demonstrates that placing people at the core of organizational culture is essential for long-term competitiveness, innovation, and adaptability in an evolving global landscape.

<https://revive5-0.eu/>



Erasmus+ KA2 Cooperation partnership in the field of Vocational Education and Training which focuses on Emotional Intelligence (EI) as an important asset for small and medium enterprises (SMEs) to secure their transition to the Industry 5.0. The project aims to develop an innovative VET programme to equip HR Managers in SMEs with the necessary EI skills and competences to manage the transit of their workforce to Industry 5.0.

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## News

As a Europe Direct Center, Progeu co-organized the event **“Artificial Intelligence in Education: Opportunities and Challenges,”** bringing together key institutions to explore the role of AI in learning. Held in collaboration with other Europe Direct Centers in Rome, the European Documentation Center of the CNR, the BELC Network, and the Italian Library Association—with support from the Municipality of Rignano Flaminio, AIB, and AlxIA—the event offered expert insights and practical demonstrations. Speakers from the Joint Research Centre (JRC), Ministry of Education, and Roma Tre University discussed the opportunities and ethical challenges of AI in education. Highlights included the imparIAmo project involving 50 schools, a presentation on Large Language Models, and interactive demos like the Tiago robot and the Supercharged by AI exhibition. The event emphasized responsible AI use in schools, encouraging critical reflection on its societal impact and the future of education.



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### Our Projects Featured on CIF International's Platform

We are pleased to share that our projects AMIL and Theory of Change have been featured on CIF International's platform, underscoring our ongoing commitment to innovation and impactful collaboration in Europe. This recognition by CIF International—a global network fostering professional exchange and best practices in social work and education—highlights our growing contribution to international dialogue and development..

<https://cifinternational.com/>

### News

#### Project Anaplasi Zois - Comprehensive Support for Social Reintegration

CODECA in collaboration with the Cyprus National Addictions Authority (AAEK) and the Organization of Friends & Relatives of Addicts (OFSEA), announces the launch of the **"Anaplasia Zois" (Life Reintegration) Project**, which aims to support individuals in the process of social reintegration after completing addiction treatment. Through a holistic approach, the program provides personalized support and practical assistance, facilitating the smooth transition of participants to a new, functional way of life.

In collaboration with the Migrant Information Center – MiHub Migrant Service Centers.

For more information, scan:



Center for Social Cohesion, Development and Care



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News

 GreenViDialogue

The **GreenViDialogue project** aims to create welcoming digital and physical environments for young people, encouraging their active participation in climate policy. By strengthening the links between policy, research and practice, the program seeks to influence climate action behavior and generate political commitment to the climate, the environment and the fight against climate change. It is based on dialogical exchanges and the production of collaborative videos, aimed at raising awareness, educating and mobilizing.

One of the main resources of this project is the creation of an application available on Google Play and App Store. It includes an attractive teaching kit and also allows you to upload your own inspiring participatory videos, all designed to encourage learning and collaboration.

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At Adiper, we specialize in social and healthcare for seniors. We offer innovative and personalized solutions that improve their quality of life, combining technology, healthcare experience, and active participation in European projects.



### News

**Adiper**, as a social innovation organization, we are interested in the Erasmus+ Forward-Looking Projects call, focusing on adult learning and digital education. As a specialized organization in social and healthcare and active aging, we believe this call presents a unique opportunity to develop transformative approaches that improve training, digital inclusion, and active participation of adults in Europe. Adiper's daily work with this target group allows them to gain firsthand insight into their needs, barriers, and growth opportunities. We are particularly interested in projects addressing career guidance, digital skill assessment, and the ethical use of generative artificial intelligence in adult education. We are seeking organizations interested in co-creating proposals and sharing ideas, experience, and common goals.

If you are developing a proposal or considering participating in the program, Adiper is open to explore collaborations and contribute to the development of projects that significantly impact adult learning and digital transformation.  
[europa@adiper.es](mailto:europa@adiper.es)

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#### Latest news from MOTM project

The research phase of the Erasmus+ project “**Mentor on The Move – Sports-Based Mentoring Across Borders**” has begun. **Plan International España** is conducting a survey to gather insights on sport and social inclusion, focusing on the challenges migrant women face in sports clubs and organizations. The goal is to develop a sports program tailored to their needs. Professionals or representatives of sports organizations, clubs, or associations in Spain are encouraged to participate. The survey takes less than 10 minutes to complete.

### News



Until we are all equal



#### We value and appreciate your opinion!

On the other side, the **MOTM Advisory Board is searching for members:**

If you are a **representative of migrant women and/or migrant, sport or education organizations from Spain** and you want to provide us with your valuable feedback on project products/activities as well as to be aware of the project progress, write us to [programaslocales@plan-international.org](mailto:programaslocales@plan-international.org). We will be delighted to have you on board!

The **MOTM project** is financed by the Erasmus+ Programme (Nº 101185227) and is aimed at locally making physical exercise and sports more accessible and welcoming to migrant women, and other vulnerable groups through capacity building for organisations and professionals working in the field of sports, migration, or inclusion work.

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