

## WORKING SHEET SESSION 3 Towards a multi-stakeholder approach in favour of migrants' labour integration.

There is a clearly shared view that more must be done to facilitate the social and economic integration of the continuing wave of people from Africa, the Middle East and Asia into the EU.

The inflow of refugees will have a profound impact on Europe's society and business community. It is widely portrayed as a challenge, but it is also an opportunity, particularly in those Member States where demographic change and discrepancies between the supply and demand of labour create skills mismatches, compounded by low levels of labour mobility between regions and Member States. Aside from the humanitarian arguments, there is a strong business case for social and economic partners to help with refugees' integration.

From an overall perspective, the integration of migrants in the labour market can be broadly broken down in the following categories:

1. Identification and assessment of migrants' skills,
2. Analysis of the jobs availability/needs at the destination location
3. Identification of migrants' training needs
4. Training for training providers and for migrants – for the latter reaching from language training, over social, cultural and legal aspects of the destination country to specific work related training like vocational education and training
5. Matching the migrants' skills with businesses' needs
6. Identifying businesses that would be ready to train/hire migrants, offering them advice and a platform of exchange to overcome challenges linked to the recruitment of migrants

All these categories need legal and policy frameworks that takes into consideration the specific situation of migrants and in particular refugees in order to allow a smooth transition in the labour market preserving unity and equality in the labour market.

Labour-INT wishes to contribute to overcoming the challenges that are raised by the integration of migrants in the national/regional labour markets creating a multi-stakeholder approach..

What Labour-INT is: Labour-INT promotes the inclusion of migrants (with a focus on asylum seekers and refugees) in the labour market. Building on the interest and capacities of businesses, Chambers of Commerce and Industry, trade unions and migrant associations, Labour-INT promotes multi-layered integration paths, from arrival up to the workplace, passing through education, training and job placement.

What Labour-INT does: Labour-INT establishes a closer cooperation between public and private businesses, Chambers of Commerce and Industry, trade unions and migrants' associations by exchanging objectives, methods and practices of labour market integration of refugees and asylum-seekers.

The action includes national pilot actions, some of them financed by Labour INT, some others will be

associated to the project, as we have seen during the first session of the Conference (see also [www.labour-int.eu](http://www.labour-int.eu) ).

Labour-INT actions bring benefits to third-country nationals in the short and medium term, as refugees may directly be involved or because they are the first beneficiaries of increased capacity of public and private business intermediaries to provide assistance for the integration of asylum-seekers and refugees. Labour-INT partners work together to set a playing field for successful national pilot actions.

What Labour-INT wants: Partners of this project have already identified current and upcoming practices that mobilise social and economic partners at local level. Building on them, the project attains the following main results:

1. Building value for asylum-seekers and refugees adapting labour market instruments to the specific situation of asylum-seekers and refugees in a context of equal treatment with domestic workers.
2. Building value for businesses, social and economic partners, authorities and labour market institutions promoting multi-stakeholder operational frameworks.

Whom Labour-INT is for? The actions under Labour-INT target two main groups: on one side asylum-seekers and refugees will directly benefit from the action thanks to the pilot actions and on the other side social and economic partners, migrants' associations and businesses; the former will improve their capacity to assist refugees and asylum-seekers to achieve a faster transition into the labour market and in the workplace, and the latter will benefit from better advice from the former.

#### Labour-INT Methodological Layers:

*Network building:* All the actions are multi-stakeholder and feed participation and ownership at both European and national level.

*Capacity building:* partners upgrade their capacities to create operational framework autonomously or in partnership with other (public and private) players.

*Result-oriented pilot actions:* pilot actions are selected there where conditions to obtain tangible and long-standing results are identified.

*Prioritising skills assessment and skills matching.* Capitalising on existing theoretical frameworks, partners set conditions for a more effective detection and matching of professional skills.

#### **The pilot actions**

In the frame of Labour-INT, three pilot actions are being implemented. Each of them is dealing with specific subjects related to the integration of migrants (refugees) in the labour market. One of the targets under Labour-INT is to complete the supply chain for migrants' integration into the labour market, using a multi-stakeholder approach. Working group participants are invited to reflect on the activities that are to be undertaken by the pilot actions and consider how they could contribute to the process, looking for synergies with the other stakeholders present and for complementarity.



Besides, they are invited to reflect more in general how the different stakeholders could cooperate together for the integration of migrants into the labour market, stating their specific contribution and what they would require from other stakeholders.

Having in mind these elements please fill in the following table



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## SESSION 2: OUTCOMES OF WORKING GROUPS

What are we doing to help inclusion of refugees and asylum seekers in the labour market?	
What can we do to help national pilot actions of Labour INT?	
Belgium	
Germany	
Italy	
From a general perspective, what do we expect from stakeholders for the successful integration of migrants in the labour market?	
Private Businesses	
Public employers	
Chambres of commerce and industry	
Social enterprises	
Trade unions	

Services to migrants	
Local authorities	
Governments	