

LABOUR-INT – *Labour Market Integration of Migrants. A MultiStakeholder Approach*

Commented agenda of the steering Committee Meeting

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The 4 papers below have the only objective to facilitate the debate and quickly arrive to a final decision on the different points on the agenda.

We would recommend co-beneficiaries in charge of a specific work-package to prepare a short presentation with suggestions for implementation of their own work package.

10am - Project objectives, activities and partners' presentation (ETUC)

Implementation of Work Package "Management and Coordination of the project" (ETUC)

Steering Committee

The project needs a strong coordination from the main partners. For that reason, a steering committee will meet 6 times during the 24 months of the project duration. The Steering Committee is composed by all co-beneficiaries and associated partners holding a specific responsibility for its successful implementation.

A restricted format of the steering committee includes international partners of the project. It ensures a permanent monitoring of the activities and quick intervention in case it is needed. It meets when necessary and on initiative of any of the international partners.

Website and other IT tools

The project will make use of technologies to perform three main tasks:

1. dissemination and presentation of the project: website www.labour-int.eu (4000 Euro)

- Short description of the project
- Co-beneficiaries page (official presentation or a an ad hoc text?)
- Associated organisations and supporters (Link to your page or a commitment message?)
- Advancement of project activities (sort of news and message updated when necessary)
- Support events organisation (description, registration, materials, etc.). Invitation letters may include links to the website where agenda, practical info and materials, can be stored.
- Collection of best practices (on inputs from all who want to contribute)

2. Virtual partners' area (LabourINT store). Continuous communication among partners. It can be done using the UMN portal and identifying a privileged access for Labour-Int partners (offered by the ETUC):

- public wall for immediate communications and automatic generation of emails
- A project administration area: storing and accessibility of all documents concerning the project (official docs, minutes, notes, invitations, etc.).
- A contents' development area: Collection and sharing of reports, studies, papers, etc. (some of them may be published on www.labour-int.eu)
- National practices area (some of them may be published on www.labour-int.eu)

3. Support/tutorial for activation of labour market inclusion tools for project partners and final beneficiaries (migrants). The shape of this tool will be designed by (or consequence of the reports of) the group of experts "Skills and Migration" (bulk of resources for IT allocated here?)

Contract Administration

ETUC holds the responsibility to manage the grant with the European Commission but all co-beneficiaries have directly signed their own engagement. The ETUC has to be supported by a contact person for administration issues in each co-beneficiary. This sub coordination group has to be in continuous contact to ensure that project activities fulfil all administrative requirements of the grant agreement. It is important that this group makes the life of those who implement the project easier and project implementation smoother.

Use of languages

Not much resources (some resources will come from the translation of the Skills and Migration Report that appears twice in the budget). Translations are key to ensure the transnational impact of the project.

- Website: English and French
- Guidelines for implementation of the process: English, French, German, Italian
- Report on Migration and skills: 9 languages
- Communication among partners: English
- Communication toward the final beneficiaries: as much as possible in their mother tongue.

11am Preparation of the Network Building Conference in Turin (ITC-ILO)

At the end of the conference, the Labour-INT Network Building Report will provide instruments for:

- Social partners to set up a multi-stakeholder platform to perform cross-border and national actions of the project.
- The network instruments to communicate and work together.
- Features of an enabling environment for a multi-stakeholder approach to migrants' labour integration.
- playing field for pilot action and dissemination of their results.

Participants will be selected to ensure a balanced participation of interests of different (reimbursed) stakeholders:

Number	Group	Responsible for invitation
20	trade union representatives	ETUC
10	UnionMigrantNet contact points	UMN governing body
30	Employers	
		10 invited by CEEP
		10 by EUROCHAMBRES
		5 by DIESIS (Social econ)
		5 by BE and UEAPME
10	Local authorities/LabMark. If self financed, such places can be reallocated among social partners,	invitations to be suggested by partners among institutions/authorities that are able to bring additional resources in the project
10	European/international organisations EC, ETF, CEDEFOP are invited but extra-budget	ILO Brux, ITC-ILO, OSCE

How to organise the Turin event? Activities can count on one plenary and 3 smaller rooms for 2.5 days. 10 interpreters for 2.5 days.

The agenda could look like that:

	DAY ONE	9 APRIL	
15-18	Preparation meeting		Steering Committee
	DAY 2	10 APRIL	
9-10.30	Opening session Chairs: ITC-ILO	Presentation of the project and motivational speeches	ETUC UnionMigrantNet CEEP Eurochambres DIESIS
		Commitment statements	BusinessEurope Ueapme OSCE ILO-BRU
		Education, skills and job placement of refugees. What is Europe doing?	European Commission – DG HOME

10.30-11	Coffee Break		
11-12.30	Session 2: Setting the scene. Chairs: EUROCHAMBRES Introducing pilot actions.	Labour-Int model actions.	AgenturQ DGB Bildungswerk Fisascat/Enti bilaterali CEPAG
		Other actions that may become a pilot in Labour INT	Other actions at national level that could enrich the project. For instance those developed by UMN members or mentioned in the Eurofound Report
12.30-14	Lunch		
14-15.30	Session 2: toward a multi-stakeholder approach to migrants' labour integration.	Each working group will be prepared and chaired by a project partner (Group leaders). They issue a background document with challenges, opportunities and actions that each group of interest could undertake. Groups could also identify questions and requests addressed to other groups and that can be discussed in plenary or during the following round of working groups.	Group 1: Employers. Defining a road map for the Labour INT project (group leader: CEEP) <i>Group 2: Chambers: Defining a road map for the labour-INT Project (Group leader: Eurochambres)</i> Group 3: Trade Unions. Defining a roadmap for the Labour INT Project (Group leader: ETUC) <i>Group 4: UMN and services to migrants (ex. cooperatives): Defining a roadmap for the Labour INT Project (Group leader: UnionMigrantNet/DIESIS)</i>
15.30-16	Coffee Break		
16-17.30	Session 2 continues Chairs: Chairs: CEEP	Reports in Plenary and open debate "Activating a multi-stakeholder" approach. Group leaders will work in close cooperation to transform the outcomes into policy papers.	All participants
	DAY 3	11 APRIL	
9-11	Session 4: Building tools for Labour INT. Multi stakeholder working groups	Group 1: How can IT help our work? <i>Group 2: what is needed to bring a refugee at work?</i> Group3: hosting an asylum-seeker or a refugee at the workplace. How can social partners cooperate to overcome barriers? <i>Group4: how can our project improve cross-border relocation of refugees. Cross-border matching? Of what?</i>	Group1 Leader (AgenturQ) <i>Group2 Leader (ETF?)</i> Group3 Leader: ILO-Brux <i>Group4 Leader: OSCE</i>
11-11.30	Coffee Break		
11.30-13	Session 4 continues Chairs: ETUC	Reports from working groups and Discussion in plenary.	All participants
13-14.30	Lunch		
14.30-	Session 5:	Launch of the Work package	Public Debate with ETUC, CEEP,

15.30	Skills, Competences, Matching and Placement: how to get refugees and asylum seekers into it. What's the role of trade unions, employers and authorities. Chairs: FIERI	on Skills and Migration	EUROCHAMBRES, CEDEFOP, ETF Invited Business Europe/UEAPME National experts Local authorities
15.30-16	Institutional delivering: Creating consensus on labour inclusion of migrants. Chairs: ITC-ILO (G.Casale?)		OSCE, ILO, European Commission
16-16.30	Final remarks and conclusions	2 speakers from TU and Employers will end works of the conference	To be identified

12am Preparation of the Wok Package Expert Group Labour-Int Migration And Skills (FIERI)

There are some European standards in this domain that are emerging from the expert elaborations or current practices to include asylum seekers and refugees on the workplace.

We have 2 ambitions:

- elaborate orientations for policy changes and legislation at national and European level
- activating good practices and disseminating them

The big challenge is to reach a relevant number of refugees, involving a relevant number of companies. Our ambition is also to identify and develop a European added value.

The path toward the labour inclusion of refugees and asylum seekers (having ensured that all those involved have a decent accommodation, are in good health, have resources to eat and survive with dignity, have access to fundamental public services) includes at least the following steps:

1. Interview and selection of candidates
2. Balance of competences
3. Education/vocational training
4. VET + workplace experience
5. validation of competences/update of balance of competences
6. CV/passing to the job placement or job mediation agencies.

Labour-INT may offer guarantees that people involved are actually experiencing an integration path offered by a specialised organisation. Would it improve trust between the refugee-job-seeker and the companies that have to host them?

Labour INT may identify a number of companies that are ready to host refugees for a limited period of time in order to complete their training and validate their competences.

Legal constraints should be mainly addressed at national level. However, during the first part of the project we can:

- ask the EC help to overcome such obstacles
- activate social dialogue- based solutions to allow a lawful and protected presence of migrants on the workplace.

Needs (to become a project's outputs):

- a format for performing balance of competence and guidelines to perform it(hopefully the EC will deliver on it soon).
- A format for the CV and its distribution (Europass?)
- A list of companies that are ready to host a migrants and what skills they are looking for
- A job matching facility

Cross-border added value. The European approach can

- Guarantee the result: if we treat it as national practices we will continue to do what already doing without improvement.
- try to test a cross-border skill matching to see if it may help relocation within a common EU asylum system.

There are many obstacles to be overcome as well. Only some of them can be removed by social partners or by labour market authorities.

Labour INT cannot do a lot for what reception conditions are concerned. However, we know that reception standards remain insufficient in many countries. Often, they do not put people in the condition to be prepared for a quick transition to the labour market. We can mitigate the effects but not remove the problem. What we can do is to make a better use of existing labour market instruments to make them better accessible to asylum seekers and refugees. Social partners and international institutions can do a lot to create a positive environment for labour market inclusion of asylum seekers and refugees.

2pm Short introduction to the national pilot actions (AGENTURQ, DGB Bildungswerk, FISASCAT/ANOLF, CEPAG, others..)

National organisations will have 10 minutes to explain the national action they have in mind as a pilot for the Labour Int project.

The project identifies three work packages for national pilot actions.

But more actions were left pending at the moment of the submission of the project (e.g. in Sweden) as it was not possible, in that moment, to clearly define the activities and elaborate a separate work package.

However, the project has to be meant as an open platform and all the practices that social partners are experimenting at national level are welcome.

During this session, project partners can present additional practices, actors, opportunities that can be included in the project activities.