

# LABOUR-INT

## Labour Market Integration of Migrants. A Multi-Stakeholder Approach

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## The project follows up the Joint Statement of the European Economic and Social Partners on refugees at the Tripartite Social Summit on 16 March 2016

- Integration of asylum-seekers & refugees in the European labour market is essential
- Assessment, testing and screening of skills & competences is key
- To foster a better integration and fair participation in the labour market is the only way to build solidarity and social cohesion

We underlined our commitment and willingness to work with governments and other stakeholders to design and develop policies to support inclusion



### TRIPARTITE SOCIAL SUMMIT – 16 MARCH 2016

#### STATEMENT OF THE EUROPEAN ECONOMIC AND SOCIAL PARTNERS ON THE REFUGEE CRISIS

1. Since the refugee crisis started in 2013, the EU Member States have received about 2 millions refugees. More than 1 million have arrived in 2015 and another million are expected in 2016 because of the persisting conflicts.
2. Responding to the unprecedented flows of migrants into Europe is urgent. The Council does not yet address the key challenges for managing the humanitarian crisis on Europe's borders in a common programme of work. A stronger cooperation among member states is the only solution to the extraordinary flows of refugees arriving in the EU, which have led some Member States to close their borders, putting at risk the Schengen acquis.
3. Schengen is one of the most tangible achievements of the benefits of European integration for citizens and companies. Damaging or breaking the Schengen area will seriously disrupt value chains and will ultimately destroy jobs and reduce wealth. In particular, effective control of the EU's external borders is essential. Adequate financial means are necessary to allow Frontex to play its role, while ensuring that international protection is available to those who are in need for it, according to the EU Treaties and to international law.
4. Integration of asylum-seekers and refugees in the labour market is essential. Europe's population is ageing. In a number of member states, the workforce is starting to shrink. Many unfilled vacancies, in both qualified and unqualified functions, co-exist with high unemployment throughout Europe. This undermines our overall future growth prospects. Besides necessary measures to make better use of our labour markets and to improve intra-EU mobility, legal migration from third countries is part of the answer to ensure our future prosperity and overcome demographic change challenges. It is in our interest to ensure that people from around the world who have skills needed on our labour markets regard Europe as an attractive destination to study, live in and work legally.
5. Integrating people rightly staying in Europe in training, employment and society in general is crucial. The organisation of integration courses, housing, language learning classes and other education and training measures is a responsibility of public authorities and society as a whole. However, economic and social partners are taking a large number of initiatives to contribute to this.
6. The issue of assessment, testing and screening of skills and competences is a cornerstone of a revitalised policy for labour market inclusion of asylum-seekers and refugees in Europe. It is crucial to increase capacities of all players within the integration chain to help validation of skills and skill matching; this exercise has to be tailored to the

[https://www.etuc.org/sites/www.etuc.org/files/press-release/files/14.03.16\\_final\\_eco\\_soc\\_partners\\_message\\_refugee\\_crisis.pdf](https://www.etuc.org/sites/www.etuc.org/files/press-release/files/14.03.16_final_eco_soc_partners_message_refugee_crisis.pdf)



<https://www.etuc.org/press/social-and-economic-partners-sign-deal-integration-refugees#.WnBVAqinGUi>

### A European Partnership for Integration Offering opportunities for refugees<sup>1</sup> to integrate into the European labour market

Acknowledging that global mobility has become an inherent feature of the 21st century, and that the increased arrivals to EU Member States over the last years, in particular of persons in need of international protection, pose a number of challenges to Member States' societies,

Recognising that it is an important objective for the Member States to succeed in getting refugees quickly and effectively into work to face the humanitarian crisis Europe is confronted with while ensuring that they can fully contribute to the economy and to the cohesion of our societies,

Stressing that labour market integration requires an appropriate legal framework, incremental investments, taking into account the different skills levels of refugees and the time needed for an effective integration, and action from a multitude of stakeholders, both public and private, and that only a coordinated effort, each in their respective areas of competence, can lead to impactful and sustainable results,

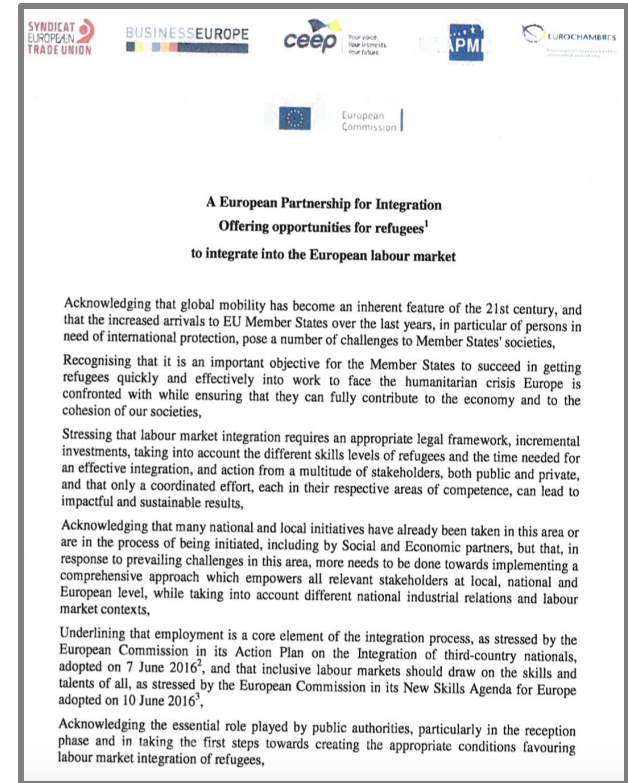
Acknowledging that many national and local initiatives have already been taken in this area or are in the process of being initiated, including by Social and Economic partners, but that, in response to prevailing challenges in this area, more needs to be done towards implementing a comprehensive approach which empowers all relevant stakeholders at local, national and European level, while taking into account different national industrial relations and labour market contexts,

Underlining that employment is a core element of the integration process, as stressed by the European Commission in its Action Plan on the Integration of third-country nationals, adopted on 7 June 2016<sup>2</sup>, and that inclusive labour markets should draw on the skills and talents of all, as stressed by the European Commission in its New Skills Agenda for Europe adopted on 10 June 2016<sup>3</sup>,

Acknowledging the essential role played by public authorities, particularly in the reception phase and in taking the first steps towards creating the appropriate conditions favouring labour market integration of refugees,

# European Partnership for Integration

- Signed on 20 December 2017
- European Economic and Social partners & the European Commission
- Based on 3 principles:
  - **Early** labour market integration of refugee
  - Bring **benefit and value to refugees** as well as to the entire workforce
  - Ensure a **multi-stakeholder** approach
- Promotion of the partnership by all parties
- Sharing examples of national and local initiatives by members
- Regular assessment by signatory parties



# European Partnership for Integration

1

To promote programmes for **inclusion in the labour market** for (the direct benefit of) asylum-seekers and refugees

2

To promote **multi-layered integration paths** (from arrival up to the workplace)

3

To adapt **skills assessment and skills matching** instruments to asylum-seekers & refugees & increase capacity of project partners to perform them

4

To **build value for asylum-seekers and refugees**.  
3 pilot actions will be performed (Italy, Belgium and Germany)

5

To **build European added-value for enterprises, trade unions** and their partners

# Project goals

Asylum-seekers  
with a right to  
work

Beneficiaries of  
international  
protection with a  
right to work

Refugees

**Target group**



## PARTNERS

With the financial support of:



In partnership with



# A multi-stakeholder approach

## Italy

A full-fledged labour inclusion package (from training to labour market integration) for refugees and asylum seekers in Milan in the tourism and tertiary sector.

## Belgium

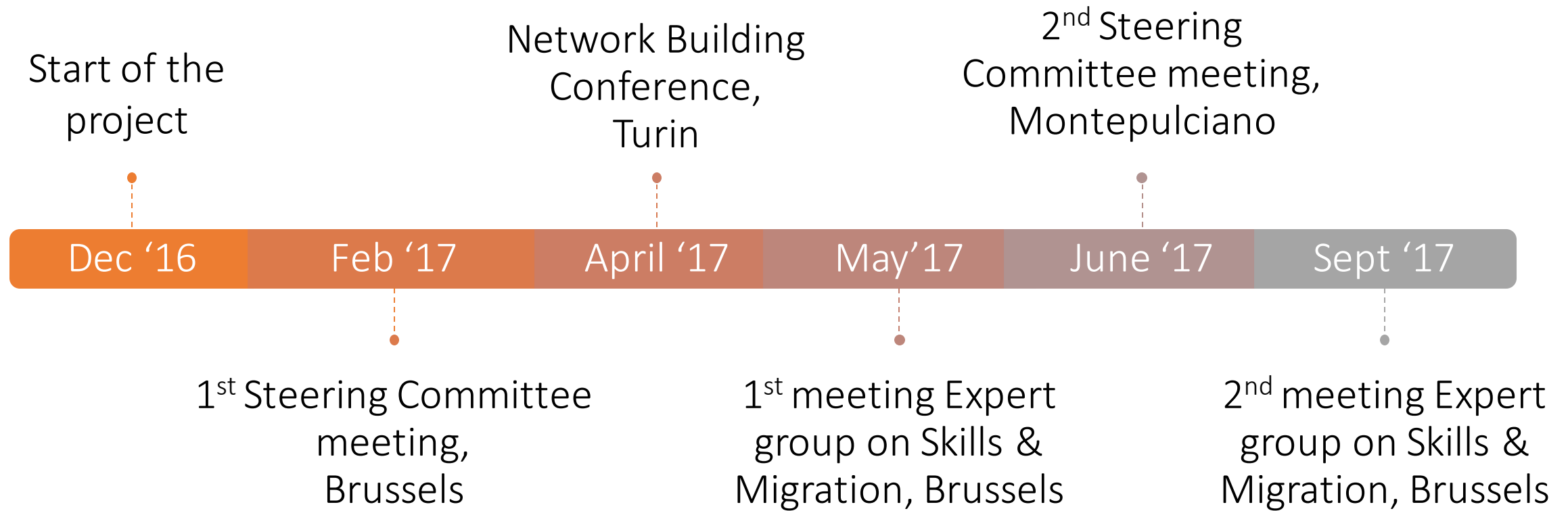
Combining innovation, labour market facilities and solidarity to bring asylum-seekers at work. A Belgian multi-stakeholder action.

## Germany

Building a self-assessment tool in Germany in the metal and electronic sector.  
Focus groups meetings on integration of refugees

# Pilot actions





## Start up - Network and Capacity Building (December 2016 to September 2017)



## INTRODUCTION

- Addressing the challenge: labour market integration of refugees and asylum-seekers
- Goals and methodology of the Expert Group on Skills and Migration
- The key challenges of transferability

## A COMPREHENSIVE AND MULTI-STAKEHOLDER APPROACH TO LABOUR MARKET INTEGRATION

- The labour market integration process
- The role of economic and social partners

## REVIEW AND ASSESSMENT OF SELECTED PRACTICES

## KEY POLICY IMPLICATIONS

## THE LABOUR-INT APPROACH

An expert report...to be tested on the ground

First meeting of national  
actions

Second national meetings



Deployment of pilot actions

Issuing national reports

**Pilot actions – Capacity building**  
(October 2017 to May 2018)

EUROCHAMBRES in Vienna

CEEP/SALAR in Stockholm



CITUB/UnionMigrantNet in  
Sophia

ETUC/OSCE in Vienna

**Dissemination events (June to December 2018)**

# Integration of refugees and asylum seekers: a multi stakeholder approach

## What Labour-INT is:

Labour-INT promotes inclusion of asylum-seekers and refugees in the labour market. Building on the interest and capacities of businesses, chambers of industry and commerce, 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 industries, 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 which bring benefits in the short and medium term to third-country nationals, as they are directly involved or because they are the first beneficiaries of increased capacity of public and private businesses to provide assistance for 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 partners at local level. Building on them, the project attains two main results:

## Join Labour-INT:

Make YOUR action a Labour-INT Pilot action: if you are running a concrete action in favour of refugees and you want to make it a Labour-INT pilot action. Upgrade your action by:

- Sharing and multiplying practices
- Establishing partnership with other stakeholders
- Opening new opportunities to refugees that you assist

## Contact us

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