



Policy Recommendations and Guidelines for Inclusive and Sustainable Strategies and Employment Policies regarding Migrant and Roma Populations





## Labour Plus partners

- Reuwegein Municipality (Netherlands)
- European New Towns and Pilotcities Platform (Belgium)
- In the University of Latvia (Latvia)
- County Council of Alt Empordà (Spain)
- Antwerp Centre for Minorities (Belgium)
- Mewry and Mourne District Council (UK)
- Mittelhessischer Bildungsverband e.V.(Germany)
- The Municipality of Nagykálló (Hungary)
- Sofia Region (Bulgaria)
- 📠 The Development Agency of Santa Cruz de Tenerife (Spain)
- The Province of Padua (Italy)

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## What is the Labour Plus Project?

Local authorities across Europe face a challenge: how to include migrants and in particular Roma populations so they can play an active role in society.

The Labour Plus project offers **pragmatic solutions** to those challenges to make the labour market **stronger**, more **equal** and more **accessible** for these migrants.

These have now been packaged as **recommendations** & guidelines. From which tailored strategies, tools and initiatives can be developed that are relevant at the local/regional level. To improve employment prospects for these people on the ground.



# The Policy Recommendations & Guidelines

The Labour Plus partners are 11 local authorities spread across Europe. Over 3 years of close collaboration (also involving other agencies) we exchanged, discussed and analysed policies, strategies and scenarios in great detail. The resulting Policy Recommendations & Guidelines:

- Bring together the project's findings on local employment policies for migrant and Roma
- Build on the main trends within the EU in these areas of public policy
- Offer new insights designed to help other local decision-makers and communities

This brochure offers a quick overview of our main ideas. For the full Policy Recommendations & Guide-lines go to: www.labourplus.eu

Our Recommendations & Guidelines complement output from **other projects**, in particular: the Pearl Trees, the Report on Good Practices and the baseline research on integration policies in the 11 countries. For copies of these documents go to the website.

# **Fighting labour exclusion:** challenges and obstacles

Across Europe, migrant and Roma populations face remarkably similar barriers to achieving full social inclusion. We have grouped these into 5 categories:





Organizational issues





Linguistic, educational & literacy issues



Limited competences & legal issues







# **Fighting labour exclusion:** challenges and obstacles

- 🖐 Unemployment
- Megative Stereotypes
- M Dependency on public services
- Weak coordination between local services
- Lack of human & financial resources
- M Bureaucracy
- Difficulty identifying interlocutors in targeted communities
- % Gender Issues
- 👋 High level of endogamy
- 👋 Unifamiliarity with Local Language
- 🅦 Lack of recognition of diplomas and qualifications
- % Weak job search skills
- ℁ Legal issues hamper integration

## Tackling the Labour Inclusion Challenges

### MAKE THE NEEDS MAINSTREAM

- Oevelop clearer strategies
- 🖒 Rethink entry policies to the labour market
- Promote a professional and expert local network

## STRENGTHEN LINKS BETWEEN PARTNERS

- A Work with employers
- $\circlearrowleft$  Establish networks through mentoring schemes

### **FIGHT DISCRIMINATION**

- 🖒 Run training in diversity for trade unions
- Launch pro-active anti-discrimination policies in companies

## SET AN EXAMPLE

- Promote immigrant employment in local public services
- A Facilitate access to financial credits
- Oevelop programmes for helping migrant business start-ups

#### **NEVER FORGET MEDIA IMPACT**

- 🖒 Develop a local level anti-rumour strategy





## Tackling Organizational Challenges

## PROMOTE AN INTEGRATED, PRE-EMPTIVE APPROACH

- Ensure cooperation between local authority services
- 🖒 Take a multi-level approach to integration
- Incorporate the many diverse aspects of integration
- Population-oriented approach works better than problem-oriented
- Welcoming services in "one-stop shop"
- Oevelop strategies to improve cooperation between local agents
- Aun training sessions for local workers and agencies on legislative issues





## **Tackling Intercultural Challenges:** one size does not fit all

#### DISTINGUISH BETWEEN DIFFERENT TARGET GROUPS

- Adapt public policies, programs, services, mechanisms to specific aspects of each target group
- 🖒 Get to know their culture, habits and needs
- Identify and build contacts with intermediaries and/or mediators within each target group

#### TACKLE INTERCULTURAL CHALLENGES

- Improve reception services for newcomers
- Provide info on work practices and culture
- Adapt public policies and programmes to better target migrants and Roma populations
- Oevelop strategies to prevent irregular or illegal work situations

### **BE AWARE OF GENDER AND FAMILY DIMENSIONS**

- earrow Embed gender dimensions into integration policies
- Promote community work with families
- Include childcare/school in package to activate non-working immigrant or Roma mothers
- earrow Raise awareness of women within these populations

#### AND FOR ROMA SPECIFICALLY...

- Take into account the diversity of different Roma groups
- Also focus on the community/group, not just the individual
- 🖒 Hire special advisors on Roma issues





## Tackling Educational Challenges: invest in language, education, training & job search skills

## TAILOR LANGUAGE COURSES TO PEOPLE'S NEEDS AND COMPETENCIES

- A Target 300-500 hours of language courses for most migrants
- Create incentives for local and regional government, local agencies and language course providers
- Combine language training with labour market integration programs

#### **INVEST IN EDUCATION**

- Promote early interventions with children
- If possible, introduce affirmative action initiatives in education and schooling. Work with the families

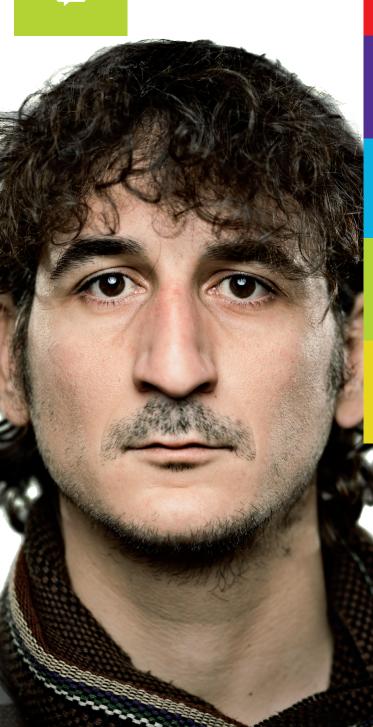
## FOCUS ON TRAINING

- 🖒 Tailor training courses to the group you're training
- Involve local people with same roots as the migrants in their training and welcome sessions
- Promote company-based training, employment agency work and mentorships
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## RECOGNIZING FOREIGN QUALIFICATIONS AND WORK EXPERIENCE

- Promote recognition of competencies, expertise and accumulated knowledge
- A Promote utilization of immigrants' qualifications
- Strive for transparency in the assessment/recognition of qualifications & skills





## Tackling Competency Challenges: together local authorities achieve more

### JOIN FORCES WITH OTHER LOCAL AUTHORITIES

- Exchange knowledge and experience with other local authorities on Roma and migrant issues
- Shake up national government: raise awareness of the challenges local authorities face and leverage financial resources
- 🖒 Raise awareness amongst national media

