# Labour Plus

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

## Labour Plus partners

- 🏛 Nieuwegein Municipality (Netherlands)
- 🏛 European New Towns and Pilotcities Platform (Belgium)
- 🏛 The University of Latvia (Latvia)
- 🏛 County Council of Alt Empordà (Spain)
- 🏛 Antwerp Centre for Minorities (Belgium)
- 🏛 Newry 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)

# 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.

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|---|---|
| | Labour Plus Project |
| | Policy & Decision makers |
| | Employment strategies, tailor-made tools and initiatives |
| | **PEOPLE** |

# **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 & Guidelines 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:

## Economic crisis context

## Organizational issues

## Intercultural issues

## Linguistic, educational & literacy issues

## Limited competences & legal issues

# Fighting labour exclusion:
## challenges and obstacles

- Unemployment
- Negative Stereotypes
- Dependency on public services

- Weak coordination between local services
- Lack of human & financial resources
- 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
- Local authorities constrained by national frames

# Tackling the Labour Inclusion Challenges

## MAKE THE NEEDS MAINSTREAM

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

## STRENGTHEN LINKS BETWEEN PARTNERS

- 👍 Work with employers
- 👍 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
- 👍 Facilitate access to financial credits
- 👍 Develop programmes for helping migrant business start-ups

## NEVER FORGET MEDIA IMPACT

- 👍 Develop a local level anti-rumour strategy
- 👍 Go out and meet the target groups

# 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"
- 👍 Develop strategies to improve cooperation between local agents
- 👍 Run training sessions for local workers and agencies on legislative issues

Local associations, NGOs, mediators...

Police, justice system, schools...

**Local authorities**

Media

Employers, trade unions, business...

# 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
- Develop strategies to prevent irregular or illegal work situations

**BE AWARE OF GENDER AND FAMILY DIMENSIONS**

- Embed gender dimensions into integration policies
- Promote community work with families
- Include childcare/school in package to activate non-working immigrant or Roma mothers
- 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

- 👍 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
- 👍 Make a step-by-step introduction to labour market via language courses

## RECOGNIZING FOREIGN QUALIFICATIONS AND WORK EXPERIENCE

- 👍 Promote recognition of competencies, expertise and accumulated knowledge
- 👍 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