

LABOUR-INT 2

Labour Market Integration of Third Country Nationals: A multi-stakeholder approach



? What

Building on the interest and capacities of trade unions, businesses, chambers of industry and commerce, and migrant associations, the Labour-INT2 project promotes multi-layered integration paths, from arrival up to the workplace, passing through education, training and job placement. Labour-INT2 is a European-wide collaboration, but its implemented actions are local. The project is implemented based on core values as solidarity, dignity, labour rights and social dialogue.

👁 Why

- Promote decent employment as a key part of the integration process of refugees and asylum seekers in the society.
- Support multi-layered and multi-stakeholder integration paths for recently arrived third country nationals across the EU.
- Establish an innovative approach, based on the cooperation, dialogue and commitment between the economic and social partners as complementary labour market actors.

🌍 Where

Austria, Greece and Italy. (Phase 2)
Belgium, Germany and Italy (Phase 1)

📅 When

The second phase started in 2017 following LABOUR-INT Project.

👤 For Whom

Refugees and asylum seekers.

💡 By Whom

Coordinated by the European Trade Union Confederation (ETUC) with the support of: CEEP, EUROCHAMBRES, DIESIS, FISASCAT CISL, CEPAG, DGB Bildungswerk Bund, FIERI, Tiroler Soziale Dienste, UILA, KEK GSEVEE.

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Methodology

Network building: Focused on exchanging best practices, this layer is based on the identification of challenges, policy drivers and common working plans.

Capacity building: Partners upgrade their capacities to create operational frameworks autonomously or in partnership with other (public and private) players of their choosing. The focus lays on improving-by-doing of what is already in place.

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

Working tools for skills assessment and skills matching. Capitalizing on existing theoretical frameworks, partners set conditions for a more effective detection and matching mechanism of professional skill sets.



What makes it work

- A multi-stakeholder approach between key and complementary actors in the labour market (trade unions, employer organizations etc.).
- Drawing on existing expertise, infrastructures and capacities of these key organizations, this has meant that labour unions could commence immediately with their outreach to e.g. employer organizations about their refugee-focused work.
- A rights-based approach in 'integration' debates and actions, thus enlarging the role of important societal stakeholders for the benefit of migrant and refugee inclusion. By involving unions and employer organizations in tandem it demonstrates that they too hold crucial expertise as organizations when it comes to 'migration' and 'refugees'.



Innovative aspects

- The collaborative approach in mind led to the creation of the **Expert Group on Skills and Migration (EGSM)**. It was set up in order to increase the capacities of all key players within a multi-layered integration strategy, with the concrete goal of performing standardized practices of skills assessment and matching, according to the specific conditions of asylum-seekers and refugees.
- Via its UMN network and UNM's website migrant workers were made knowledgeable about the geographic location of trade unions that could provide legal support. Through advancing such standard practices, various national unions were able to mimic each other's best practices in terms of refugee and migrant inclusion.



Sustainability/Replicability

Labour-INT2 has established a sustained cooperation between public and private businesses, chambers of commerce and industries, trade unions and migrants' associations, which will last into the future and across EU member states.

The Labour-INT2 project also generated visibility among the general public and policy makers on the scalable potential of the work that was thus far completed, showcasing the important bridge work that unions may perform in society. Hence, in terms of organizational expertise related to 'migration and refugee integration', ETUC's role is now more visible and recognized, both by the general public as well as the EU Commission.



Social Impacts

- Best practices concerning refugee and migrant inclusion were shared along national unions through ETUC's UMN (e.g., trainings & awareness building in Central and Eastern European Union unions)
- In Athens, **Greece**, five integration training seminars "**Bridging the gap from reception to integration**" were implemented by EKA. A total of **84 migrants have been trained**. These migrants also underwent **nine digital competences training**.
- In Tyrol, **Austria**, more than **600** persons show up for one or more **additional counselling meetings**. Beside a following-up of the "traditional" TIK counselling, participants are also informed about the additional methods/modules of the TIK (hamet, symbol work, EU Skills Profile Tool).
- In Naples, **Italy**, 40 participants were selected and underwent **training activities** (language, civic education, and on-the-job training in agri-food). Six of them have taken part in an internship, and some have continued to work within the associations where the internship was carried out (agricultural cooperatives). A short film was produced to be used as a source of information and awareness-raising for primary schools in the provinces of Naples and Caserta, all in order to tell a story of real integration and inclusion.

To find out more:

<http://www.labour-int.eu/>

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