

LABOUR MARKET INTEGRATION OF MIGRANTS

CONFEDERATION
SYNDICAT
EUROPEAN
TRADE UNION



LABOUR - INT2
CHAMBERS - ENTERPRISES - UNIONS





A MULTI-STAKEHOLDER APPROACH

The project Labour-INT (2016-2018) 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.

The action includes national result-oriented pilot actions which bring benefits in short and medium term for integration of working-age asylum-seekers and refugees.

The project LABOUR-INT 2 aims at further meeting the objectives of the project LABOUR-INT to identify common solutions to tackle the key challenges faced by migrants in integrating into the labour market, with a specific focus on skills and qualifications.

NATIONAL PILOT ACTIONS

The action includes the follow up of national pilot actions implemented in Italy, Germany and Belgium (LABOUR-INT) and develops pilot actions in Greece, Italy, Belgium and Austria (LABOUR-INT 2).

In line with the New Skills Agenda for Europe guidelines, the project explores the existing skills profiling tools for migrants' skills assessment. In addition the EU Skills Profile Tool for Third-country nationals (TCNs) is tested on the ground through the national pilot actions in Greece and Austria following the methodology and evaluation grids of the International and European Forum on Migration Research (FIERI), and the framework of the Expert Group on Skills and Migration (EGSM) launched for the implementation of this specific action.

THE LABOUR-INT 2 PROJECT AIMS TO:



Promote employment as a key part of the integration process of asylum seekers and refugees in society.



Support multi-layered and multi-stakeholder integration paths for recently arrived migrants across the EU, from arrival up to the workplace, through skills assessment and profiling, training and job placement.



Enhance the "LABOUR-INT approach", based on the cooperation, dialogue and commitment of economic and social partners as key labour market actors, and to build or foster a fruitful collaboration with other relevant stakeholders both in the public, private and not-for-profit sector.

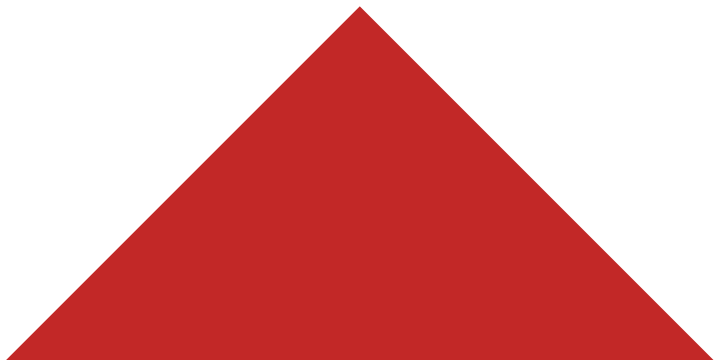
GREEK PILOT ACTION

“Bridging the gap from reception to integration. A Holistic Approach to the Labour Integration through a multi-stakeholder cooperation in Athens, Greece”

The objective of this pilot action is to improve the capacity of the target group to activate integration paths based on labour market inclusion together with protection against exploitation and undeclared work. The aim is the activation of multi-stakeholder cooperation for integration through labour-related activities (integration training seminars) for the benefit of international protection seekers together with a pilot testing of the EU Skills Profile Tool.

The Greek pilot action is implemented by the Athens Labour Unions Organisation (EKA) and the Vocational Training Centre of the Hellenic Confederation of Professionals, Craftsmen and Merchant (KEK GSEVEE) in cooperation with the Municipality of Athens and a number of local civil society organisations.

EKA and KEK GSEVEE have undertaken the design and implementation of training seminars addressed to asylum seekers and refugees. The aim is to provide participants with introductory knowledge and bring them closer to the local labour market through vocational training actions in the field of labour integration (EKA) and digital competences (KEK GSEVEE).



THE PILOT ACTION IN GREECE COVERS 3 MAIN PILLARS:

- Integration training seminars on basic labour, social and Trade Union (TU) rights in Greece (EKA)
- Integration training seminars on digital competences (KEK GSEVEE)
- Pilot testing of the EU Skills Profile Tool for Third-country nationals (EKA)

The objectives of the Greek pilot action are developed to:

- provide updated information on reception, legislation and practical arrangements for the asylum seekers and refugees living in Greece
- provide better preparation for the labour market integration through interactive training activities
- test a cross-border skill assessment, matching and transferability of skills
- create a safe place and positive environment for labour market inclusion of asylum seekers and refugees

The **Greek Pilot Action of LabourINT2** is in line with previous and current activities carried out by EKA for the inclusion of TCNs into the Greek labour market.

- Campaigns of solidarity for the refugees in Athens.
- Integration training activities for TCNs: female refugees, young refugees and migrants, mixed gender groups and domestic workers.



PHASE 1

Group info meeting and individual interviews are provided for the selection of the final beneficiaries with the support of the Municipality of Athens and local Civil Society Organizations.

Two categories of Beneficiaries

- Third-country nationals who have submitted an application for international protection in respect of which a final decision has not yet been taken.
- Individuals who have already been entitled with international protection.

The selection of the candidates is gender based, with a significant number of the beneficiaries to be extremely vulnerable.

Multicultural team of interpreters and intercultural mediators.

All the group information meetings and individual interviews are provided with an interpretation from Greek and English to Arabic, French and Farsi languages with the support of local stakeholders.



PHASE 2

Integration training seminars implemented by EKA

Design and Implementation of Five labour integration seminars

Intensive training modules of 12 hours per 3 days are provided in an interactive way to address issues related to the legal framework on migration, the current situation of the Greek labour market, challenges linked to discrimination, labour, social rights & obligations, working conditions, safety and security of the migrant and refugee workers in Greece.

➔ **84 participants** into 5 groups according to spoken language and professional background (Arabic, Farsi, French, and English).

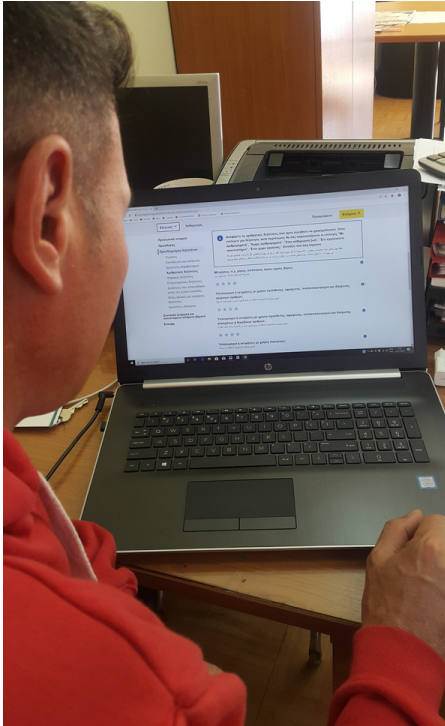
The training activities are supported with an Interpretation from Greek & English to Arabic, Farsi and French languages from a selected team of intercultural mediators & interpreters.

➔ **Countries of origin:**

Afghanistan, Iran, Iraq, Syria, Egypt, Kuwait, Yemen, D.R. Congo, Cameroon, Angola, Eritrea, Guinea, Siera Leone, and Chad.

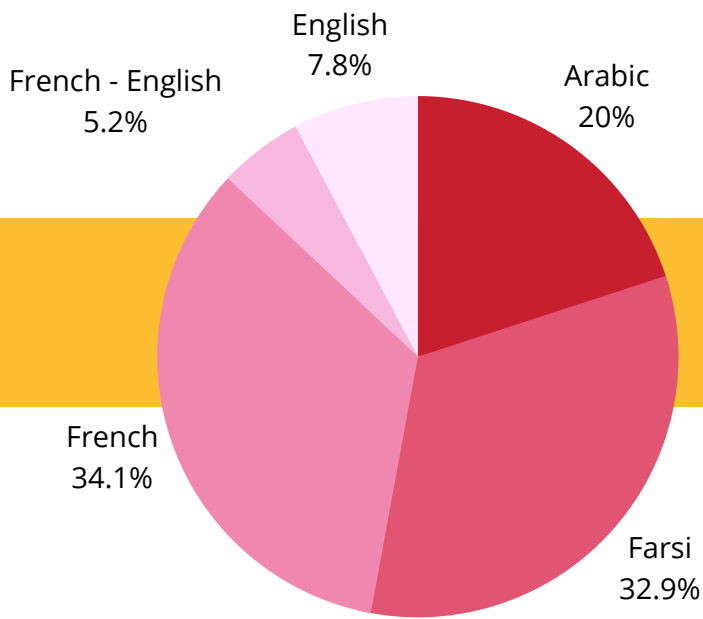
➔ **Individual vocational counselling** is provided in response to particular cases of labour rights' violation and preparation for job interviews of the participants.

Digital seminars implemented by KEK GSEVEE

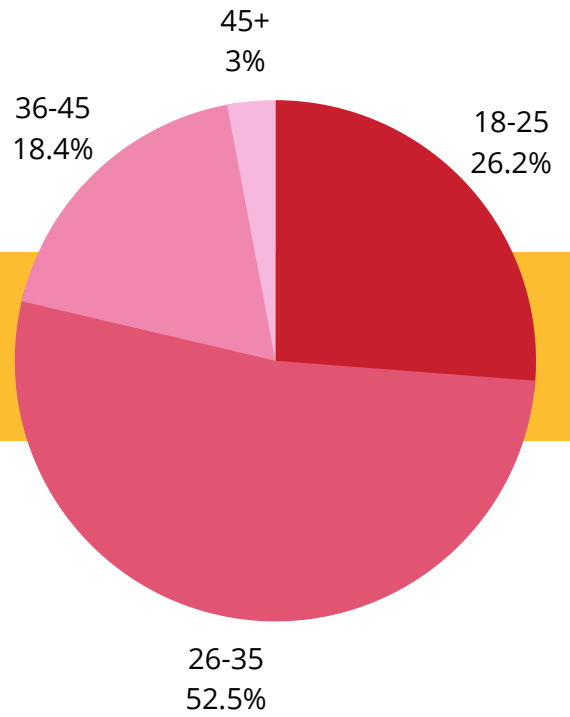


- Design and implementation of nine training seminars of 50-hour modules on the enhancement of digital competences on basic computer skills of TCNs. Their aim is to provide participants with introductory knowledge and bring the asylum seekers and refugees closer to the local labour market through vocational training actions in the field of digital competences. Digital competence is the set of skills, knowledge and attitudes, that enable the confident, creative and critical use of technologies and systems.
- Certification procedures by an internationally recognized qualification body through examinations.
- A total of 83 people are trained in total. From them 37 people are succeeded in their certification exams.

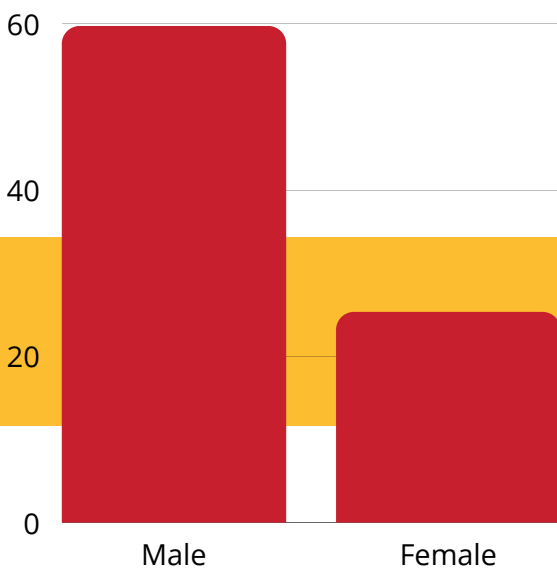




LANGUAGE

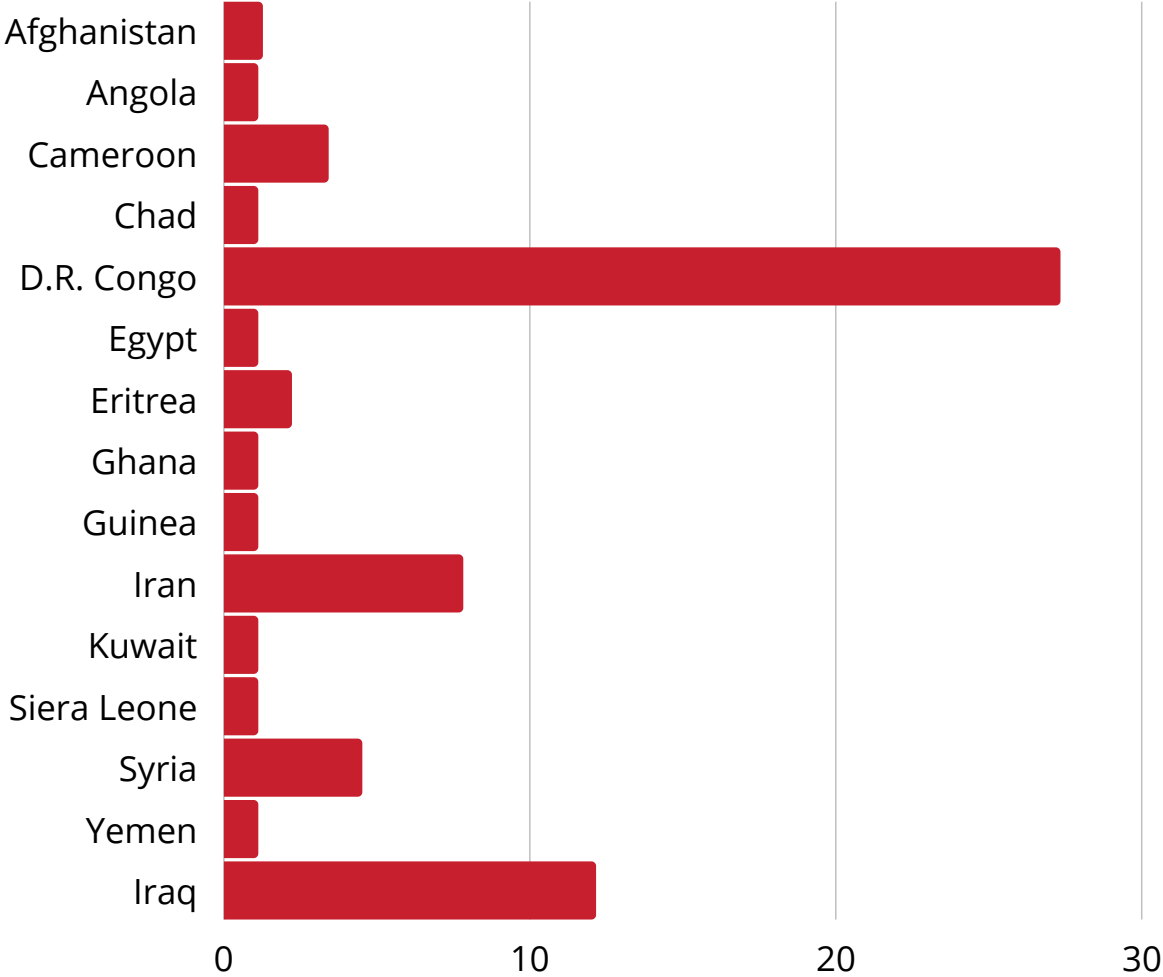


AGE

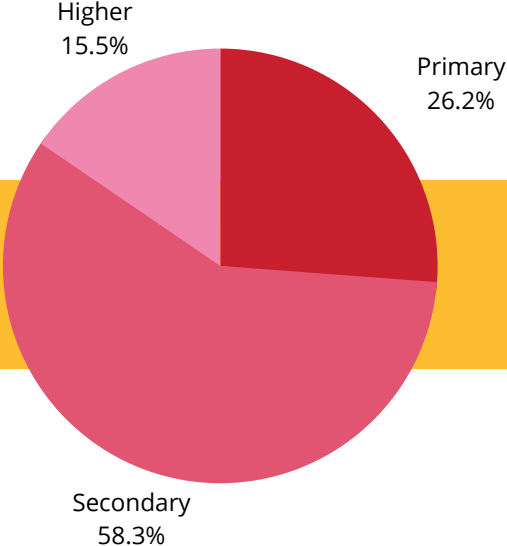


GENDER

COUNTRY



EDUCATION





Pilot testing of the European Union Skills Profile Tool for TCNs in Greece

- Detection of professional abilities, competences and educational background of TCNs in connection with the needs of the Greek Labour market.
- Cross-border transferability of competences and skills.
- One-to-one field interviews between counsellors and TCNs, participants in the seminars.
- Individual mapping of skills, qualifications, and competences acquired from formal and informal education, training and work experiences: Greek & English & French & Farsi versions of the Tool.

Ad hoc national testing exercises are conducted in **Migrant Point EKA, Athens** in the framework of the Expert Group of Skills and Migration (EGSM) of the LABOUR INT 2 project

Evaluation of the implementation of the EU Tool through various Focus groups (EKA/ FIERI):



- **Focus groups of Participants & Interpreters**

Individual interviews with tested TCNs and Interpreters and Group interviews with TCNs who have already tested the EU Tool (two groups composed of Farsi and French speakers). A participant observation has been realised during an advising meeting with an asylum seeker.

- **Focus group of Counsellors & Greek stakeholders**

Individual and group interviews and observations of representatives of local stakeholders who have implemented the testing in Athens.

- **Outcomes and Contributions to EGSM**



EKA, was founded in 1910 and is the largest second-level regional Trade Union organization in Greece. EKA brings together workers from sector and business primary Unions of the city of Athens and the wider area of Athens for the protection and claim of professional, labor and social rights of employees, as well as the development of collective working consciousness. The Migrant Point EKA was created in 2006 to provide individual and group legal and vocational counselling to mobile workers, migrants, asylum seekers and refugees for their better integration in the country and equal access to the Greek labor market.



Est. 1995
KEK GSEVEE
Vocational Training Centre
of GSEVEE

The Vocational Training Centre of the Hellenic Confederation of Professionals, Craftsmen and Merchants (KEK GSEVEE) was founded on an initiative of the Hellenic Confederation of Professionals, Craftsmen, and Merchants in 1995 as a non-profit and nation-wide training entity. KEK GSEVEE, with up-to-date educational infrastructure in Athens, Thessaloniki, Ioannina, Larissa, Patras and Iraklion is a certified vocational training centre. Through its integrated and innovate training actions aims to cover the increased needs of both employers and employees of the Greek Small and Medium-sized Enterprises in lifelong learning.

GREEK STAKEHOLDERS

Partners who supported EKA



It leads the efficient coordination of initiatives provided from various stakeholders on migrants and refugees in Athens.



SOLOMON
Open up. Go beyond.



'Labour Market Integration of TCNs: A multistakeholder approach. LABOUR INT 2 - AMIF-2017-AG-INT



In partnership with:



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