

MILE

Migrants Integration in the Labour Market in Europe

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REPORT OF THE FIRST MEETING OF MULTISTAKEHOLDER WORKING GROUPS (WG1-WG2-WG3)

15 July 2019

HOU, 4-6 Gravias st., Athens (Greece)

AGENDA:

16:00 - 16:15	Registration
16:15 - 16:20	Welcome.
16:20 - 16:30	The MILE project
16:30 - 17:00	Preliminary results of the MILE survey.
17:00 - 17:45	Discussion: Employer needs concerning the Integration of TCNs in the labour market.
17:45 - 18:00	Break
18:00 - 19:00	Discussion: Training needs for the Integration of TCNs in the labour market.

PARTICIPANTS

- HOU (www.hou.gr)
- LRM - Language Education for Refugees and Migrants (<http://practice.eap.gr/lrm/>)
- ADDMA - Development Agency of Athens (www.developathens.gr)
- AMKE IASIS NGO (<http://www.iasismed.eu/>)
- KEK IEKEP- Institute of Training & Vocational Guidance (<http://www.iekep.gr/>)
- DRC Greece (www.drc-greece.org)
- Solidarity Now (<https://www.solidaritynow.org/>)
- Panteion Univ. (<https://www.panteion.gr/>)
- UNHCR -The UN Refugee Agency (<https://www.unhcr.org/>)
- EKKE - National Center for Social Research (<https://www.ekke.gr/>)
- Generation 2.0 (<https://g2red.org/>)
- Municipality of Athens (www.athens.gr)
- SEB - Agency of Enterprises and Industry (<http://www.sev.org.gr/>)

REPORT

Professor Kameas welcomed the participants and made a brief presentation of the project MILE. The aims, objectives and activities foreseen in the project were presented. Questions from the audience were answered concerning the involvement of stakeholders in the project activities and the role of MILE Working Groups.

The session continued with a presentation of the survey results (D2.1) from B. Vassiliadis. The overall aim of the research was presented, the tools and techniques used for conducting the survey were also briefly discussed. The presentation included the major findings of the survey, focusing mainly on results from the Greek sample. Comparison with trends from the other three countries was made. The results presented included data from 4 main survey categories: TCN hiring, employing, TCN job profiles and employers' needs.

The survey presentation set the stage for the next session which included the initial discussion about the main research questions of the WG activities. A more in-depth presentation about how the WG are going to function and what is expected by their members, took place. A

discussion on questions raised by the survey results followed. The main points discussed were the following:

- Concerning the training offers for employers: there are very few education and training offers. One that was interesting was reported to be offered by a private company, active in e-recruitment. This company (<http://www.optimalhrgroup.com/en/home>) initiated a programme for training HR personnel on diversity issues. The important aspect was that this programme was not supported by any initiative, it was purely a private sector offer. Generation 2.0 (NGO) reported they offered similar course in the past.
- There are many scattered initiatives supported by regional government bodies and NGOs. The City of Athens has a committee of stakeholders that help to integrate migrants into the labor market. It implements language training programs and digital skills lessons for immigrants but there are no courses for employers.
- Most participants agreed that the main barriers for hiring and employing TCNs are legal barriers, bureaucracy and low language skills. They also argued that different TCN ethnic groups (Albanians, Syrians, Pakistani) pose somewhat different challenges to their hiring and employment. However, the training needs of employers should focus on the general principles of interculturalism and not be specialized according to ethnicity. Training needs of TCNs may however vary and specialization is probably necessary.
- Job profiles: there are different profiles of migrants depending on various factors, e.g. 1st generation vs. 2nd generation, origin etc., therefore, there is a need for a different approach per population group, employment sector and periphery. The targeting of migrant education should be different. Certification of immigrant qualifications is needed. There is an initiative of the Council of Europe, with the European Qualification Passport (NOR), still a pilot program.
- Support services: there are present but not advertised. This means that employers are not aware of them. OAED (the National Agency for Employment) has recently initiated a programme for work counselors that help migrants get a job. This programme is just a few months old and no results were reported. Apprenticeship programs are offered but there are serious language barriers. Actions for information and certification of employers coordinated by the Chamber Chambers were proposed as a solution. Training advisors have already the necessary qualifications. There are few programmes for training counselors and significant opportunities for Higher Education Institutions to initiate such programmes. HOU could expand the programme for cultural mediators so as to include
- Liaison of TCNs with the labor market. There are a few but important initiatives. The Social hackers Academy interconnects TCNs with companies in the IT sector. TCNs need to have some IT background, then they are trained and promoted in the Information Technology Market. There are some scattered initiatives from large Greek companies that hire TCNs. It was noted that Greek companies that have recruited

through these programmes do not want publicity, thus the advantage of social responsibility (through hiring TCNs) is not easy to play.

- Benefits for employing TCNs: several counselors noted that is difficulty in persuading companies to employ TCNs. Special skills sometimes make a difference (e.g. knowledge of foreign languages such as Russian or Arabic). But these are sector specific. In general, employers are not motivated to hire TCNs. It was argued that a National policy that would provide motives for the recruitment of immigrants while unemployment of Greek Nationals is so high, would have a significant political cost. Such a policy could be partly promoted by EU funded programmes.

Overall, the participants expressed their interest to participate and contribute to the project through the WG and future actions will be scheduled in Autumn to this end.