



European Multiplier Seminar  
Labour Office & Clients



*Target Groups*  
**Guidance for Migrants**



Labour Office and Clients – Improving the communication  
between labour office advisers and their clients

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.





European Multiplier Seminar  
Labour Office & Clients



## Project partner TELEHAUS WETTER /VeFAR e.V.

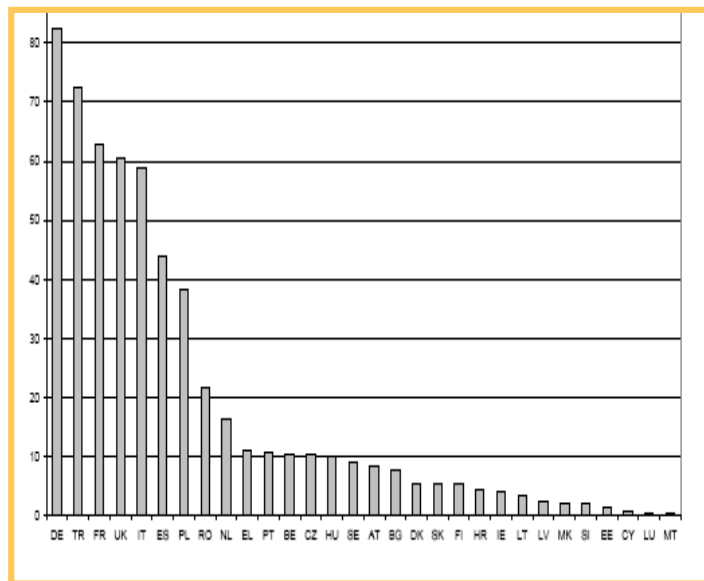
- ◆ ... is a German non profit association, founded in 1989.
- ◆ ... links aims in the range of structural, employment and women's policy.
- ◆ Our main issues are ...
  - to improve qualified employment in rural areas,
  - to support the implementation of flexible, ICT based work organization,
  - to promote gender mainstreaming in the fields of vocational orientation and training.
- ◆ ... is counting into the development partners of the Leonardo project  
Labour Office and Clients

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.





## Migration plays an important role in EU population growth ...



- Europe has a long history and tradition of immigration.
- In the last ten years net migration has been the main driver of population growth in most of the European Member States.

The EU population has reached  
about 500.000.000



## Migration plays an important role on future sustainability ...

- ◆ EU policies are promoting the economic and social integration of immigrants in order to raise the potential for economic growth and social improvement.
- ◆ In many Member States, migration is the principal component of population change. This is important when considering the effects of an ageing population on, for example, the future sustainability of health and social security systems.
- ◆ Especially in countries like Germany, Greece, Italy, Slovenia and Slovak Republic, with negative natural growth, migration is of great importance for a positive population increase.



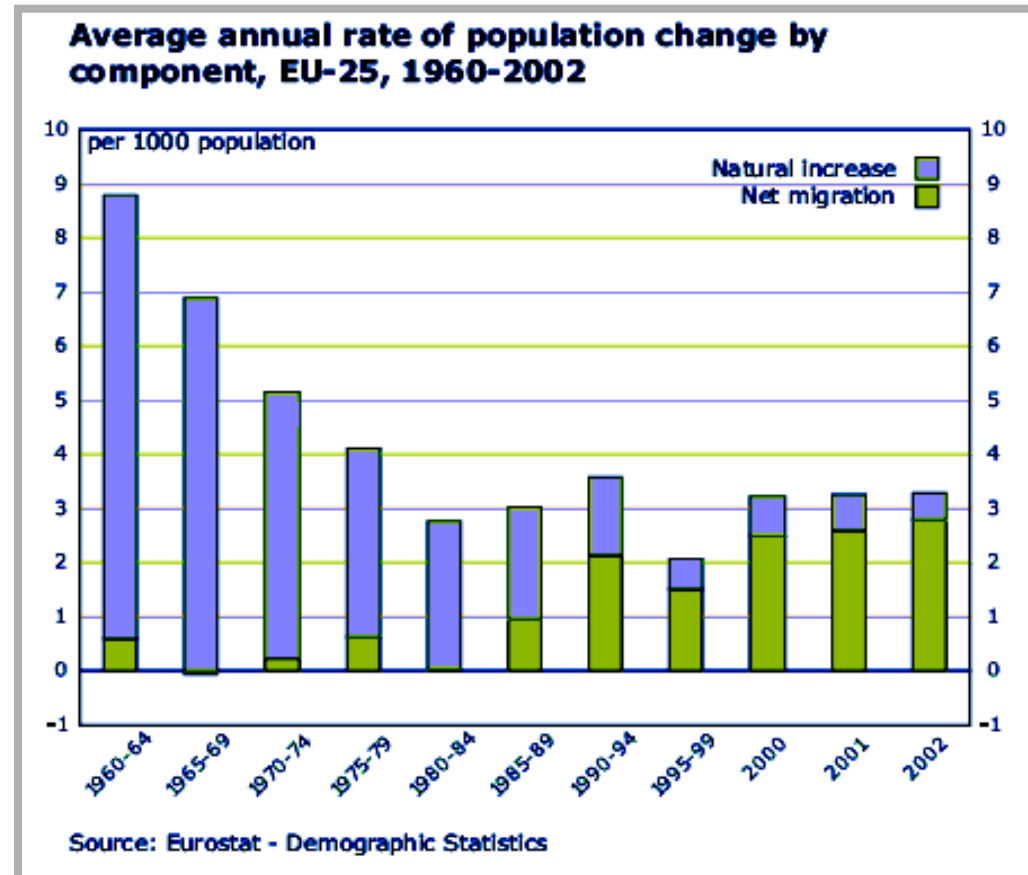
# European Multiplier Seminar Labour Office & Clients



Education and Culture

Leonardo da Vinci

In the last ten years net migration has been the main driver of population growth.



This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



## Immigrants / Emigrants : The net migration value

- ◆ In 2002, the annual net migration rate
  - was 2.8 per 1 000 population in EU-25,
  - representing around 85% of total population growth.
  
- ◆ Since then the net migration value in the European Union has diminished (1.65 million in 2005).



## European Multiplier Seminar Labour Office & Clients



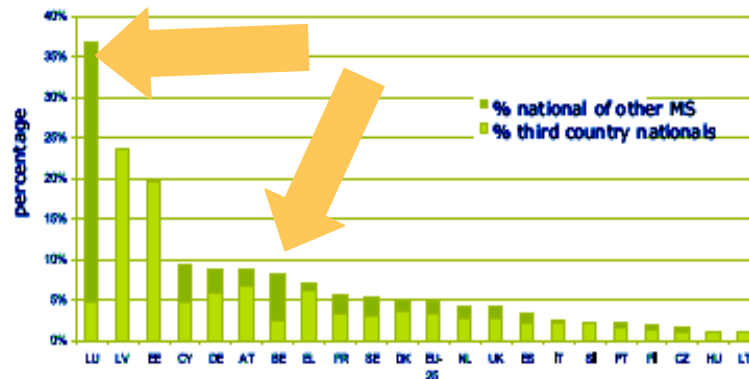
### How many?

- ◆ In 2002 the number of non-nationals living in the countries of the enlarged Union was estimated at 21.6 million,
  - third-country nationals represented around 14.7 million people
  - 6.9 million were EU citizens living in other Member States.



## Where?

Share of non-national citizens living in the EU-25 Member States, 2002 or more recent available data



Source: Eurostat NewCronos database. No data available for Poland and Slovakia. No data available for citizens of the New MS living in Ireland and Malta.

- Four Member States — ES, IT, DE, UK — together account for 83 % of the net inflow of migrants (EU-25 in 2003).
- The Member State with the highest absolute number of non-nationals is Germany (7.3 million - close to 9%)
- The Member State with the highest proportion of non-nationals is Luxembourg (37%, mainly citizens of other Member States).



## Who are the Migrants?

### Diverse target group

- ◆ ... the low-skilled and poorly qualified young male migrant who has left school with insufficient basic skills
- ◆ ... the high skilled women, who is under-employed for her qualifications and experience and has little chance of progression
- ◆ ... the family who has received an only temporarily decision on becoming a resident of the destination country
- ◆ ... the asylum seeker suffering from anxiety and depression
- ◆ ...



## The labour market situation of migrants and ethnic minorities in the EU...

- ◆ ... continues to be more unfavorable than for the rest of the population
- ◆ On average, the unemployment rate for non-EU nationals is almost twice that for EU nationals (JAP - Joint Assessment Paper on employment)

### These groups

- have lower levels of educational achievement and
- are more likely to live in low-income households and in poor quality housing (JIM - Joint Inclusion Memoranda).



## European Multiplier Seminar Labour Office & Clients



Education and Culture

Leonardo da Vinci

### Guidance for Migrants

- ◆ Key role of employment services
- ◆ Importance of personal competences in the job counselling and job mediation process
- ◆ Promoting the labour market integration of migrants and ethnic minorities means to perform both...
  - Empowerment of clients
  - Understanding employers needs



## Empowerment of migrants and ethnic minorities

- ◆ Individual approach
- ◆ General reflection and practical support
- ◆ Networking & knowledge transfer

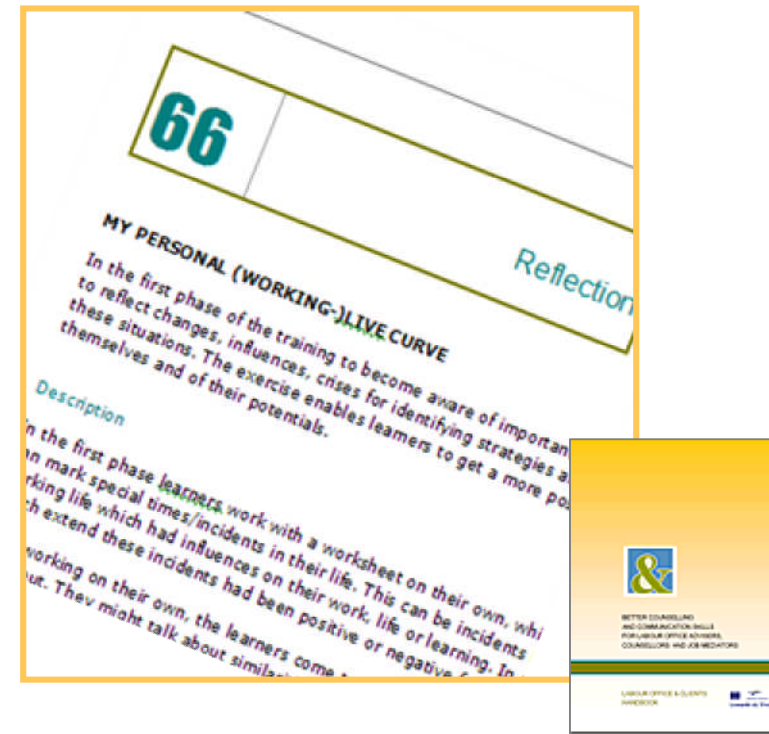
## Understanding employers needs

- ◆ Awareness of employers' expectations
- ◆ Understanding the business benefits of employing a diverse workforce
- ◆ Networking & knowledge transfer



## Individual approach

- ◆ Multicultural guidance
- ◆ Skills assessment – including identification of occupational and transferable skills, aptitudes and experience
- ◆ Gain an appreciation of their own value as employees

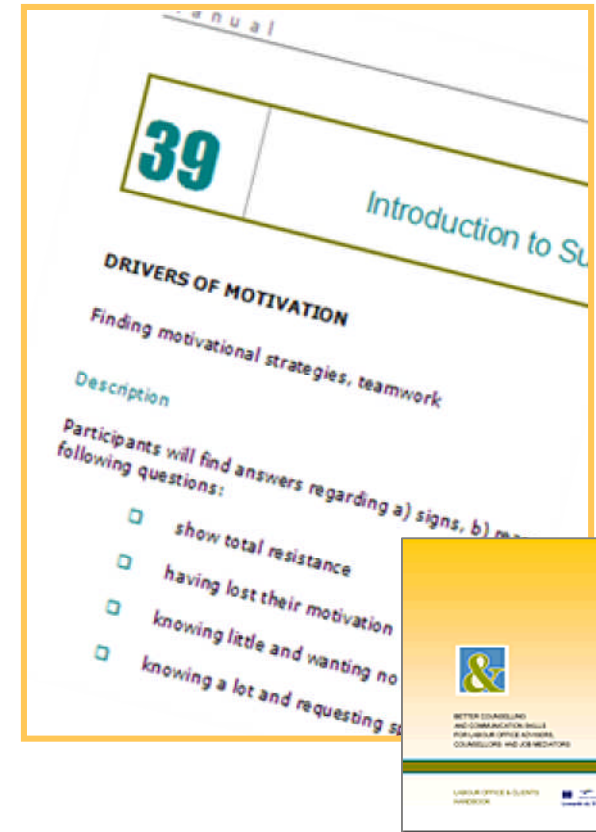




## General reflection and practical support

Guiding clients to...

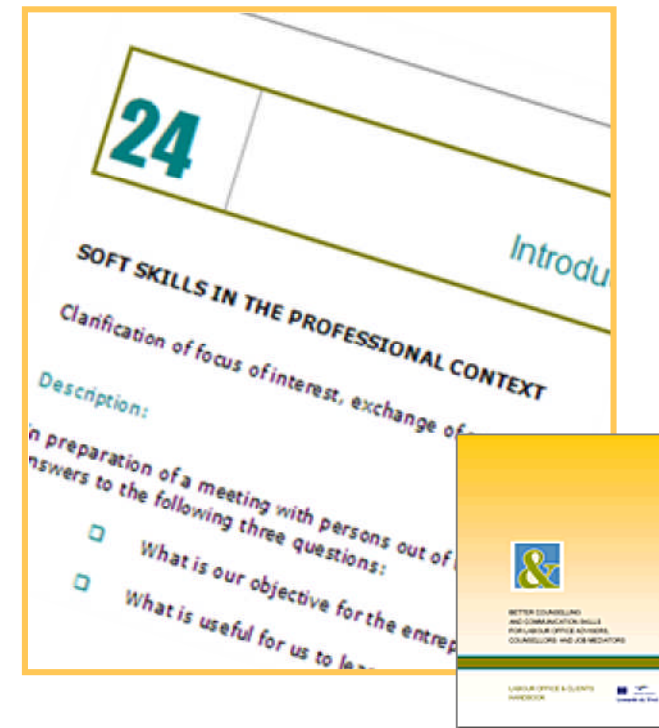
- ◆ define realistic targets
- ◆ get a better control over their situation, appraise their options and establish a sense of power in their situation





## Networking and knowledge transfer

- ◆ Consulting relevant partners and other organisations, including specialist organisations and community agencies
- ◆ Developing competences for networking – i.e. personal & social skills, professional & leadership competences based on personal values and attitudes.





## Awareness of employers' expectations

- ◆ In the past years, the range of skills employers expect from workers has expanded.
- ◆ This change in employers' expectations has resulted from the changing nature of workers' roles in the workplace.

*Skills do employers want?*  
A survey of basic skills required of low...  
the following results:

Communication skills. The answers in this...  
employees to be articulate and attentive. ...  
follow instructions, to speak clearly, give cle...  
during presentations. He/she should be able...  
another language, and be able to sketch and ...

Skill Statement	Weighted A...
Follow procedural instructions	1.94
Speak in clear sentences	1.81
Give clear directions	1.70





## Understanding the business benefits of employing a diverse workforce

- ◆ Diversity management focuses on managing the difference within a company's workforce,
  - capitalising on the benefits of diversity and
  - minimising workplace challenges.

*Diversity in teamwork*



European Multiplier Seminar  
Labour Office & Clients



Education and Culture

Leonardo da Vinci

## The labour market situation of migrants and ethnic minorities in the EU

# The gender dimension

- ◆ *“Gender Mainstreaming is the integration of the gender perspective into every stage of processes with a view to promoting equality between women and men....”*



## Integration of Gender Mainstreaming

# 2 examples of project related gender gaps

1. There are more low-skilled and poorly qualified young **male migrants** who have left school with insufficient basic skills and with low communication and social skills.

They form a “hard to reach” group which does not tend to take part in adult education or lifelong learning initiatives.

2. Gendered roles still largely shape the vocational development of **female migrants** ...



## Domineered, voiceless, scared ...? - stereotyped notions of female migrants

- ◆ Example: Female members of Turkish minorities in Europe
- ◆ 1,8 mio female Turks live in Europe  
(1,3 mio in Germany, 170.000 in the Netherlands,  
100.000 in Austria)
- ◆ According to stereotyped notions they are associated to victims of family violence, Muslim headscarf, *Forced Marriage*
- ◆ According to stereotyped notions they should be low skilled, family women, not interested in labour market integration ...
- ◆ These stereotyped notions hinder educational attainment and labour market integration



## Time to change stereotyped notions: Facts and figures...

- ◆ Girls and young Turkish women striving for vocational qualification match the average rate
- ◆ 38% of the Turkish students are female
- ◆ 25% of the Turkish entrepreneurs are women
- ◆ Even divorce figures match the average rate

*Promoting equality between women and men in this case includes breaking with the habits of notions*



European Multiplier Seminar  
Labour Office & Clients



*Thank you for your  
attention!*

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

