



Social Dialogue Committee for Local Regional Government

Joint Social Dialogue Guidelines
Migration and Strengthening Anti-
Discrimination in Local and Regional
Government

<http://www.epsu.org/a/10754>

Definitions

- ✓ Asylum seeker - someone fleeing persecution or conflict and seeking international protection under the 1951 Refugee Convention on the Status of Refugees.
- ✓ A refugee is an asylum seeker whose claim has been approved.
- ✓ An economic migrant has left their country in search of improving their economic position.

All three groups are often described as migrants but not all migrants are refugees or asylum seekers. The term 'third country national' is used to refer to asylum seekers, refugees and economic migrants.

Context

- ✓ 20 million people live and work in Europe with the status of non-EU national
- ✓ Xenophobic parties on the rise in Europe
- ✓ Unemployment, especially among young persons
- ✓ Humanitarian crisis in the Mediterranean and eastern European borders
- ✓ Lack of European coordinated response and positive vision
- ✓ Austerity and cuts on integration services in many countries (ES, NL, UK..)
- ✓ Cuts in other public services in many countries (e.g. education)

Local and regional government responsibilities

- ✓ First point of contact for many refugee and migrants
- ✓ social & community cohesion
- ✓ housing, social policy, education, health (sometimes)
- ✓ training for labour market integration and education through language & civic training
- ✓ tension between national migration policies & local/regional authorities
- ✓ Lack of adequate financing

EPSU/CEMR approach

- ✓ Sustainable funding of quality public services and employment is an investment not a cost
- ✓ International law on migration must be implemented effectively (ILO 97, ILO 143, UN Convention for protection of rights of migrant workers, Council of Europe Convention on the participation of foreigners in public life at local level)
- ✓ EU Directives important (reunification directive, long-term residence directive, return directive, employers sanctions directive)
- ✓ Cross-sectoral social partners need to engage (statement on refugee crisis at tripartite summit 16 March – reference to local services)
- ✓ Sectoral social partners also have role (e.g., EPSU-CEMR but also e.g., EPSU-HOSPEEM ethical recruitment), cross-sectoral social partners statement for 2016 Spring Summit

2014 Joint Guidelines on “migration and strengthening anti-discrimination in local and regional government”

- ✓ Anti-discrimination through positive action (low levels of non-national employed in public administrations (1.9%))
- ✓ Immigration to develop and generate employment and successful integration
- ✓ Guaranteeing regulated working conditions, combating unsafe and exploitative salaries and undeclared work
- ✓ Access to legal protections, employment rights and benefits and covered by national labour legislation, collective agreements and applicable social laws
- ✓ Promote discrimination-free workplaces by ensuring adapted work environment, investing in training, procurement, partnership agreements between municipalities, workers participation, external and internal communications

Context: Social Dialogue Committee Project 2014-2016:
“New forms of service delivery for municipalities, the contribution of social dialogue and good practice for well-being at work”

Objective: Contribution of social dialogue and social partners to adjust management processes, accompany employees and strengthen anti-discrimination in local and regional governments

Seminar on “the global challenge of migration for local and regional public administrations – Impact on the workforce, the organisation of services and the provision of public services” on 27 January 2016 in Berlin

- ✓ Report: migration and local authorities – impact on jobs and working conditions
- ✓ Assessing the impact of migration on local and regional public: ‘Mediterranean City to City – Migration Profiles and Dialogue’ project of UCLG (United Cities and Local Government)
- ✓ Adapting public services to the challenge of migration: migration and multicultural understanding, as a leverage for inclusion (Norwegian writer)
- ✓ Eurofound report on the challenges of policy coordination for third-country nationals
- ✓ Case study from Sweden
- ✓ Draft working paper

Fast track Sweden (1)

- ✓ Shorten time from arrival to work.
- ✓ Newly arrived immigrants must not only find jobs, they should find the right jobs.
- ✓ Industries where there is a shortage of labour will get help with the provision of skills.
- ✓ Active involvement of Swedish Public Employment Service
- ✓ Tripartite talks in pharmacies, tourism, health and medical care, local government, industry, health and social care, transport, painting, timber and graphics companies, real estate, energy and electronics, building, forestry and agriculture

Fast track Sweden (2)

- ✓ Swedish language training will start as early as at the asylum centres.
- ✓ Early assessment of the experience, skills and motivation of newly arrived immigrants.
- ✓ Validation and assessment of education and professional skills according to industry-specific requirements.
- ✓ Vocational and study guidance, employment matching.
- ✓ Swedish language training that is relevant for the professional area.
- ✓ Supplementary educational initiatives as necessary.
- ✓ Language training/supplementary courses will be combined with a work placement or job.
- ✓ Language support, supervisors and mentors at the workplaces.

Outcomes of the seminar

- Recognition of the challenges connected with migration at local and regional level;
- Inclusion takes place at the local level; successful migration enriches our societies
- Inclusion into the labour market is key to inclusion into society; however, it should not lead to lower wages and working conditions for anyone;
- Education and training for migrants, but also for the employees are important to ensure understanding;
- Social dialogue is the most appropriate leverage to address migration and inclusion of migrants into the labour market and society.