



First Private Sector Engagement Peer Exchange Group on Promoting Migrant Employability

IOM-UNDP Global Programme on Making Migration
Work for Sustainable Development (Phase III)

Summary Report



Schweizerische Eidgenossenschaft
Confédération suisse
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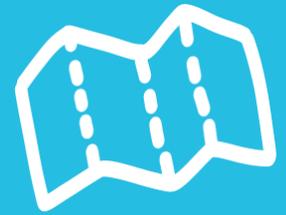
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OBJECTIVES



Objectives:

-  Share **knowledge** and **good practices** on how to **promote migrant employability**.
-  Provide **expert capacity building** by **sharing the experience** of *Fundación Esquel*, implementing partner for the employability training sessions and campaign that have taken place in **Manta and Santo Domingo (Ecuador)** as part of the Global programme.
-  Identify **key success factors** and **common challenges** to promoting migrant employability and the **creation of sustainable interventions** to support ongoing activities as well as activities **in other programme countries**.

Featuring and with thanks to:

Washington Leon and Diego Rosero - Municipal Government of the canton Manta, Ecuador

Humberto Salazar, Anabel Bilbao García, Karina Jara, Andrés Jijón - Fundación Esquel



89 participants: Government partners; private sector; civil society; academia; IOM; UNDP and SDC representatives.



Bangladesh, Ecuador, Jamaica, Kyrgyz Republic, Morocco, Nepal, Republic of Moldova, Senegal, Serbia, Tunisia



Wednesday, 26th January,
from 8:00 am - 9:00 am EST



Employability training in Manta and Santo Domingo, Ecuador by Fundación Esquel



The Executive Director of *Fundación Esquel*, Humberto Salazar, **shared the foundation's experiences with the employability training sessions and awareness-raising campaign that they have implemented in Manta and Santo Domingo (Ecuador)** as part of the Global programme, which serves to promote inclusive employability. He emphasized the importance of this programme, which **promotes migration as a source of opportunity and generates actions to job creation.**

The activity was implemented **in three main phases:**

- I) A first **pilot training workshop to build the capacity of companies** in Manta and Santo Domingo in migrants' employability.
- II) A second round of workshops **that addressed the issues that emerged** during the pilot workshop's implementation.
- III) An awareness campaign that aimed at changing companies' perceptions of migrants.

The main challenges were contacting participants for the training, generating interest, and raising awareness in the private sector. **The team used a variety of strategies**, including sending formal and direct invitations to companies (UNDP, IOM, ESQUEL) as well as indirect invitations (Local Governments and local business associations) and adapting tools to local dynamics (door-to-door visits, printed invitations, among others). **Other challenges and strategies faced and adopted by the team** during the Socialization, Workshops, and Evaluation phases are detailed in the PPT (See: slides 10-13).

CASE STUDY



The team **shared three main reflections based on their experiences:**

I) The **labour market integration of people on the move is an emerging issue** in the region and often causes **resistance in the corporate sector.**

- **Recommendation:** Design and implement permanent awareness-raising campaigns that allow to change the perceptions regarding people on the move.

II) The contents and didactic material of the workshop constitute relevant consultation tools for companies.

- **Recommendation:** Broad distribution of the materials, including to companies who did not participate in the training process but have shown interest in the subject.

III) Companies are concerned about the limitations experienced by people on the move in relation to the type of visa they are holding.

- **Recommendation:** Strengthen advocacy strategies for labor migration regulations and policies.

As part of the presentation, Fundación Esquel also shared two videos:

The **first video highlighted the four virtual courses sessions on the employability of migrants** in the private sector:

- I) **Fundamental concepts** of human mobility,
- II) **Normative framework** on people in human mobility,
- III) **Employability guide** for people in human mobility,
- IV) **Selection and recruitment process.**

In the second video, **two company representatives** who had participated in the training process **shared their testimonies.** They reported to have **learned about the process and regulations for recruiting a migrant and the diverse types of migration** as well as how the knowledge has been applied in their companies.



CHALLENGES



The **main challenges to promoting migrant employability** mentioned across more than one sector were **irregular immigration status, xenophobia and lack of open-mindedness from local populations, and a lack of understanding of the host country's language.**



Government

Lack of coordinated mechanisms and difficulty in obtaining administrative procedures.

In some countries, **the government does not have the resources or knowledge to help migrants**, especially with the large number of people entering the country.

Legal preconditions to accessing the labour market.

Priority is given to local/host populations over migrants.

Lack of regulation.

Housing instability or identity papers to be able **to verify the credibility of the information** on the person to be hired.

Lack of initiatives for **the recognition of professional qualifications.**

Lack of coordination of government actors managing migration policies

Weak support from the private sector, which the pandemic has accentuated.

Civil society's lack of mobilization to refer migrants to **vocational training offers and employment services.**



Migrants

Care chains for migrant women.

Lack of interest in recruitment processes due **to fear of rejection.**

Lack of knowledge and information on existing procedures and rules.

They are not always **aware of their rights.**

Lack of understanding of the language, lack of documents proving qualifications.

Lack of information **about the opportunities.**

Distrust to official channels of information and reliance on **informal networks** (which often leads to **informal employment and labor exploitation**).

The **problem of communication** and accepting the norms of the future society.

Cultural shocks and emersion.

Generous social protection systems for migrants **stimulate dependency and discourage employability.**

CHALLENGES



Private Sector

Lack of coordinated mechanisms and difficulty in obtaining administrative procedures.

Fears related to the hiring of these persons.

Administrative procedures, **lack of work permits**.

Segmentation of the labor market (thinking that migrants can only do certain types of work).

There is a certain **mistrust and lack of knowledge about hiring foreigners**.

Stereotypes, prejudices, and lack of adequate information.

Companies are **not willing to get involved** due to **anti-migrant narratives**.

Xenophobia and fear towards immigrants taking away jobs from the local population.

Private sector **negatively affected by Covid**.

Lack of **Policy**.

Not directly connected **to the SDGs**.

Migrants are **not recognized enough as a vulnerable group** by the private sector.

Businesses **are not aware of policies** and believe admin **processes are too lengthy and complicated** even to start.

Lack/**insufficient of fiscal stimulatory mechanisms** for employment the migrants.

Companies **fear the reaction of nationals** if they get to hire or get involved in programs/projects for migrants.

Companies are **not willing to accept the cultural diversity**.

Companies **worried migrants want to be hired** to move to that country and **then leave the company once they arrive and have a visa**.



Civil Society

Lack of resources to support.

Xenophobia and fear towards immigrants **taking away jobs from the local population**.

Lack of open-mindedness and racism.

Civil Society organizations are **not always included in the network of providers** for migrant employment.



UN Agencies

Lack of **inter-agency coordination**.

Lack of in-depth statistical data on regularized migrants.

Migrants **do not master the language** of the host country.

Lack of funding leads to the low priority of the topic.

Lack of **monitoring and evaluation** processes

SOLUTIONS



Most of the solutions mentioned by participants focused on **the regularization of migrants' legal status and the organization of awareness campaigns for all concerned sectors** on the employability of migrants.

1 Bangladesh

As mostly a country of origin, the country should work on **building targeted skills (hard and soft) and awareness of safe migration.**

1 Ecuador

Regularization of migratory status for people on the move.

Massive **awareness raising processes** regarding human mobility.

Awareness raising and **training processes for the private sector.**

Joint design (public - private - UN - NGO) of labour linkage projects according to **the needs of the company.**

Training processes in trades for people on the move, to **connect the needs of the company with the labour supply.**

Everything starts with the local governments, we need to **prioritize service provision** for migrants by **establishing norms that regulate their migratory status,** in addition to **having links with the private sector** so that they can **have access to stable jobs.**

Design and implementation of **financial inclusion projects.**

Norms and policies that are favorable to people on the move.

Implementation of **projects that bring the local population closer to people on the move** as a **strategy for business generation.**

1 Kyrgyzstan

Facilitated **direct recruitment of migrant workers** in Kyrgyzstan done by employers and **private recruitment agencies.**

Mapping of existing local actors and their mandates to further support a well-informed and **organized labor movement of youth, including within the framework of the EAEU** (Eurasian Economic Union), and their improved access to safe and decent employment.

Building capacity of private recruitment agencies for ethical recruitment (IRIS, anti-trafficking, human rights, etc.).

Closely **work with business associations.**

1 Republic of Moldova

Create **efficient legal mechanisms** for the protection of their labor rights.

Liberalize the regulations regarding **entrepreneurial activity,** which would **permit more companies and more employment offers** in the country.

1 Morocco

Conduct studies to identify the profiles of migrants and the **expectations and needs of the private sector** to match.

Build the capacity of civil society associations to support migrants towards **employment services.**

SOLUTIONS



Communicate widely on **incentives for hiring** regularized migrants.

Inform employers, through employers' organizations and trade unions, **about the rights of migrants**.

Encourage employers to develop work placements for migrants.

Organize **awareness campaigns** on the importance of **migration as a factor of development**.

Build **mixed training** to strengthen the bonds of **sharing and acceptance of others**.

Organize **sports competitions** and allocate **budgets for the promotion of migrant-led enterprises**.

Identify incentives to encourage companies to hire migrants.

Integrate into the **missions of the orientation and follow-up reception offices (BAOS)** in the different regions, **information and orientation of migrants on the possibilities of the labor market** and helpful information on the profiles of migrants available **for their local businesses**.

Avoid any discriminatory aspect in codes, standards, and regulations that harm migrants.

Exploit available documents on climate trends in agriculture, **a favorable environment for private sector adaptation**.

Employability is the starting point in helping migrants to integrate. Hence the need to provide these migrants with **training and learning services focused on the professional skills sought by the local private sector**. It is about **adapting migrants' skills to the labor market**.

Sensitization of private actors on the contributions of migration for the economy.

Promote initiatives carried out by the Migrants themselves.

Local authorities must **put in place local plans for the development of technical education and vocational training articulated with the economic potential of the territories** and the objectives and prospects for the integration of migrants.



Nepal

Awareness among **the local people** is necessary because a **lack of communication hinders**.



Serbia

Focus on raising **awareness of refugees and migrants, their rights, and human face**.

Develop communication tools to explain what is in it (partnership) **for the private sector - development of their business and their CSR** (Corporate Social Responsibility).

Communicate and manage expectations, build upon **established partnerships**.



Senegal

Capitalize on **migrant capacity-building experiences**.

Facilitate **access to credit and land**.

Work with all stakeholders.



Tunisia

Promote **Corporate Social Responsibility** in the **engagement of the private sector**.

Work with civil society to strengthen the employability of migrants, especially at **the local level**.

Build **data-driven policies**.

Promote dialogue with the various stakeholders **based on data and scientific research**.

Raising awareness of the **added value of migrants**.

Raising awareness and **training of all stakeholders** on the employability of migrants.