

## Legal migrants and the labour market:

### Paving the way towards integration

#### *An industriAll Europe & Ceemet joint position*

#### **MIGRATION & MIGRANTS<sup>1</sup>: NOT A NEW PHENOMENON**

**Brussels, December 12<sup>th</sup> 2018** - The ongoing inflow of people seeking refuge, fleeing poverty, war and persecution is posing a number of challenges to our societies in Europe. Global migration is by no means a new phenomenon. It is an inherent feature of the 21<sup>st</sup> century. Migrants regardless of their motivation to seek refuge in the EU have to be humanely and responsibly treated.

Ceemet and industriAll Europe reject all forms of prejudice, racism, xenophobia and acts of violence against migrants in the strongest possible terms as well as the attempt by xenophobic and racist parties to exploit the dire situation of migrants for their own benefit. The Social Partners of the Metal, Engineering and Technology-based industries (MET) are aware that the European economies and the manufacturing industry, in particular, have developed and flourished also thanks to the ongoing cultural and ethnic diversity of migrant workers.

It is the main duty of Member States to manage migration and to facilitate the successful integration of migrants into the labour market as a way to facilitate their integration into societies. Employers, trade unions and local entities should also cooperate closely with the public authorities to help that integration. Successful inclusion of migrants in the labour market is essential and require adequate efforts from all parties as getting a job is important in our societies to become part of a country's social life.

#### **ACCESS TO THE LABOUR MARKET<sup>2</sup>: AN OPPORTUNITY FOR ALL**

Improving access to the labour market for migrants is key to contributing to their integration into society. However, once, they make a living, pay taxes and contribute to the social security systems, migrants can and should be an opportunity to Europe's economy and societies.

IndustriAll Europe and Ceemet acknowledge that employers and trade unions have a key role to play in ensuring the successful integration of all migrants in the labour market and, in particular, in the MET industries:

- 1) Public authorities should put in place adequate measures to create the conditions for the employability of legal migrants.

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<sup>1</sup> The word « migrant » refers in this text to all third-country nationals.

<sup>2</sup> IndustriAll Europe-Ceemet joint statement has been developed in the context of the refugees and migration crisis that Europe undergoes since the past years.

- 2) Successful and effective integration in the labour market relies on targeted approaches to identify and assess migrant's skills and competences and to further train them. This necessitates a close cooperation between social partners, training providers and public authorities. Languages training is a central aspect for the integration of migrants in the labour market. Work-based learning is also be a key instrument to open the inclusion in the labor market.
- 3) Education is one of many important elements to facilitate the successful integration of migrants into the labour market. Education should therefore also be available at the age of 30, 40, 50 and upwards.
- 4) Public authorities should develop the adequate policies to foster well-functioning and inclusive labour markets, thereby facilitating the possibility for workers, including migrants, to obtain employment; amongst others within the MET companies. Companies are an important place where integration is actually taking place. Therefore, companies and their workforce should receive support when hiring migrants, starting with simple measures such as the provision of information regarding administrative and legal issues to getting (even financial) support for the training of migrants.
- 5) Bearing in mind the principle of equality of opportunity and treatment between national and migrant workers, innovative schemes can be found – in compliance with relevant frameworks or agreements at national level - in order to ensure that migrants have opportunities to acquire knowledge and experience which are sought in the labour markets. These schemes which are meant to be temporary aim at removing the barriers for migrant workers to access the labour market on a permanent basis.

For example in Sweden the Social Partner have agreed on a model where newly arrived migrants and long-term unemployed residents have the possibility to have a so called “entry jobs” (“*etableringsjobb*” in Swedish).

**Entry jobs (“*etableringsjobb*”) - A social partners' initiative**

IN SHORT

- o The model consists of the following elements:
  - a) Employers who have entered into a collective agreement on “*etableringsjobb*” can hire individuals who are newly arrived or long-time unemployed on an “*etableringsjobb*”.
  - b) The total wage-cost for an employee hired according to a collective agreement on “*etableringsjobb*” will be 8 400 SEK a month ( $\pm$  € 820).
  - c) In addition, the state will grant such employees financial support that will give the employee an income approximately in line with the level of the minimum wage in the collective agreement with the lowest minimum wage.

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- In effect, the model with “etableringsjobb” is a wage subsidy where the subsidy is paid to the employee instead of the employer.
- The benefits of the model with “etableringsjobb” compared to traditional wage subsidies
- The fact that the model with “etableringsjobb” is a joint initiative by the social partners increases its potential to succeed in providing employment for the newly arrived and the long-time unemployed whilst providing satisfactory protection for the individuals.
- Given the fact that it will be the employee who applies for the aid, the administrative burden on the employer will be lower compared to traditional wage subsidies. This is an advantage particularly stressed by the employer organizations.
- The agreement between the social partners contains the constitution of a board of arbitration, owned by the social partners. The board of arbitration will be able to resolve disputes between employers and trade unions regarding the use of “etableringsjobb”.

The purpose of the “etableringsjobb” is to lead to a full-time permanent employment with the employer who has hired a person on the basis of the “etableringsjobb”.

The Swedish social partners agree that the intention is not for employers to use entry agreements primarily for the purpose of reducing their labour costs.

#### THE PROCESS FORWARD

- On March 5<sup>th</sup> 2018, the Swedish government and the social partners jointly declared that they are aiming at introducing the “etableringsjobb” aid scheme.
- The aid scheme is intended to enter into force the second half of 2019.

- 6) Fair inclusion and fair treatment between migrants and nationals should be pursued so as to ensure successful integration and social cohesion. The same rules/conditions as for national workers should apply for migrants. Migrants should also be informed about their (social) rights and obligations towards the world of work and society, and their access to legal protection.

Preventing unfair situations at the workplace should be a priority in the integration of migrants if we want to avoid creating more inequality and exposing migrants to discrimination and racism.

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## ABOUT

### [Ceemet](#)

The **Council of European Employers of the Metal, Engineering and Technology-based industries** is the European employers' organisation representing the interests of the metal, engineering and technology-based industries. Through its national member organisations it represents 200 000 companies across Europe. The vast majority of them are SMEs, providing over 35 million jobs of direct and indirect employment.



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### [industriAll European Trade Union](#)

**industriAll European Trade Union** is the voice of 7 million working men and women across supply chains in manufacturing, mining and energy sectors across Europe. We aim to protect and advance the rights of the workers.



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