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Budapest, 10 November 2017

Defending the rights of young refugees and migrants in the labour market and in their transitions to the labour market.

Report of the study session held by
the ETUC – Youth Committee

in co-operation with the
Youth Department of the Council of Europe

European Youth Centre Budapest
15-21/10/2017

This report gives an account of various aspects of the study session. It has been produced by and is the responsibility of the educational team of the study session. It does not represent the official point of view of the Council of Europe.

1. *Executive summary*

Study session was devoted to exploration of the characteristics and effects of migration and refugees through the human rights education methodology. However, other elements were also considered, as international legislation, the demographic implications of migration and the positive economic impact of the integration of migrants and refugees in the European labour market.

Participants learnt about the living conditions of migrants and refugees. They analysed the existing legal channels for asylum seekers and refugees. The obligations of the states to accept refugees were contrasted with the actual commitments and facts on the distribution of refugees among the different members of the EU. Beyond statistics, participants reflected on the expectations and the challenges encountered by people forced to flee to another country, on their routes and once they arrive to Europe. This was done by using experiential learning methodologies, which were highly appreciated by the group of participants.

The different models of integration/inclusion of the hosting communities were also considered.

Trade unions have a key role to play in order to integrate migrants and refugees in the labour market. The potential actions that unions can undertake at both national and sectorial level (through social dialogue) and at company level (through collective bargaining) were explored through the experiences of the participants.

Lastly, participants developed specific guidelines to address the integration of migrant workers within their own trade union confederations, with specific attention to the youth committees and the European level (ETUC). They also committed to set into motion an individual action plan in their home organisations.

2. *Introduction*

An introduction to the report

This report provides information about the main points addressed during the study session "Defending the rights of young refugees and migrants in the labour market and in their transitions to the labour market". Aims, contents and methodologies are presented, along with an introduction to the Youth Committee of the European Trade Union Confederation and the profile of the participants who met in Budapest from October 15 to 21.

Background to the session

The aims, objectives and activities of the study session were built upon the priorities adopted by the Youth Committee of the ETUC. Particularly, in December 2015, the Committee adopted a resolution on the welcoming of refugees to the EU labour markets. This activity session arose from the lines of action pointed out in the mentioned resolution.

Today, the EU's basic humanitarian values are challenged by the arrival of hundreds of thousands of asylum seekers. More than 80% of them are fleeing from violence and conflict in countries like Syria, Iraq and Afghanistan. Around 20% are women and one-third are children.

Europe is failing to comply with its international obligations to protect refugees. Also, the quota system put forward by President Jean-Claude Jucker is not been well implemented by many member states. External borders of the EU are borders for all the Member States and they all share the same responsibility to help those who seek international protection.

It is vital to help refugees to integrate into the labour market and society, while defending equal treatment and rights for both refugees and local workers. Trade unions are already playing an active role in this regard, yet increased efforts should be done in order to better protect migrants.

The aims and objectives

The study session "Defending the rights of young refugees and migrants in the labour market and in their transitions to the labour market", organised by "European Trade Union Confederation Confédération Européenne des Syndicats (ETUC)", aimed to defend the rights of young workers in the labour market, with special attention for migrant young workers and workers with ethnic origins.

The session objectives included:

- Developing competences to become multiplier agents in their home organisations;
- To develop an action plan at the national level to implement the resolution of the ETUC – Youth Committee "Refugees Welcome";
- To create guidelines on integrating migrants in the trade union movement.

Profile of participants

Participants were young trade unionists from various members' organizations of the 89 trade union confederations which belong to the ETUC. They were all young activists or trade union representatives with direct competences on migration in their respective organisations or an interest to work in this field.

We counted with participants from the following countries (home organisation in parentheses): Hungary (SZEF), Sweden (LO-S), Slovakia (KOZ SR), Denmark (LO-D), Belgium (FGTB), Serbia and Montenegro (Nezavisnot), Poland (Solidarnosc), Romania (CNSLR-FRATIA), Bulgaria (Podkrepa), Norway (LO-N), and Italy (UIL).

The ETUC – Youth Committee

The ETUC Youth Committee represents the young European generations in working life issues. It is a statutory body of the European Trade Union Confederation and is composed of one representatives nominated by each national trade union confederation affiliated to the ETUC (89) from 39 Member States and the European Trade Union

Federations (10). It is steered by a bureau of 5 elected members, 2 Vice-Presidents and a President and by an ETUC coordinator.

Its objective is to make the voice of young European workers and unemployed heard inside the trade union movement and wider in the society (policy makers at EU, national and local level, employers' organizations, NGOs, and other stakeholders).

Topic and main contents/issues discussed

The main issues discussed were the trade union values on migration and to raise attention about human rights.

Narratives on migration and the identification of xenophobic attitudes in the mainstream media and political debates was another topic that was addressed.

Facts and figures about migrants and refugees was another element developed. Even though the integration of these groups in the European labour market was approached from a human rights' perspective, economic reasons proving the positive economic outcome of integration were also provided to participants with the aim of dismantling false narratives that defend the contrary.

The activities which are currently being implemented by the trade unions were identified. Also, the ETUC strategy at this regard was discussed with the participants. The ETUC took the opportunity of being in Budapest to study the approach of the Hungarian government and other Visegrad countries towards migration and asylum. This was also further explored through the visits to the United Nations offices and the Helsinki Committee.

Lastly, the training seminar was designed with an action-oriented approach. Each activity was allocated in the program in a strategic manner, so that it pursued the development of integrated actions to achieve the aims of the project. In this regard, the two last days of the training were spent on the development of individual action plans and strategies at the national level to better defend the rights of refugees and migrants from a trade union perspective.

Link between the session's theme and the Council of Europe.

The Council of Europe is defender of human rights in Europe. Speaking from this premise, union rights are a precondition of social rights. In those working places where union rights do not exist or are not used freely, it is inevitable for social rights to be limited and unsecured. Union rights are also an important tool for attaining, improving and using social rights. Workers can be sure that their social rights are protected and improved by exercising influence over governments by means of unions. The trade union approach to the defence of the rights of young migrants and refugees has therefore contributed to the autonomy of young refugees in accessing labour rights.

On a more specific note, the priority of the youth centre of the Council of Europe on "Autonomy of young people and their access to rights" has also been pursued throughout the development of this study session. The ETUC has aimed at strengthening the work of the trade union movement towards young refugees and migrants. Fighting against discrimination in companies and within labour organisations

has been specifically addressed in various activities, mainly the one in which guidelines were developed. Also, the transition to the labour market based on non-discrimination and access to quality employment has been the backbone of the ideas developed.

3. *Results and conclusions*

The main outcomes of the session included the creation of concrete action plans to be implemented from the local to the European level; the drafting of guidelines for the youth sectors of the ETUC member organisations to incorporate in their daily practice the inclusion of migrant workers and refugees. These guidelines were structured in four dimensions: internal structure, implemented activities, external communication, and policy incidence/impact (available in the annexes).

The session contributed to the priority of inclusion of young migrants and refugees.

The participants' and organisers' main highlights of the course include:

- The use of a combined set of methodologies, especially referring to Human Rights Education based on the principles of non-formal education methodologies;
- The information received (based on statistical data) to de-construct myths and fake news (through invite experts and cinema forum);
- The encounter with organisations directly working with young migrants and refugees (field visits) and their interest in support cooperation with Trade Unions;
- The main conclusions and the outcomes elaborated should lead to a main impact on the organisation and the youth sector branches of their associated trade unions.

Participants developed specific guidelines to address the integration of migrant workers within their own trade union confederations, with specific attention to the youth committees and the European level (ETUC).

They also developed an individual action plan which encompassed both their action at the personal level and within their organisations.

Special attention was given to the actions developed by the trade union confederations represented in the training. Participants were invited to share best practices and they were encouraged to implement the ones they considered more interesting in their home organisations.

4. *Program: inputs and discussions*

Trade unions play a determinant role in the society by emphasizing that working places are inclusive environments in which everyone is treated in equality and dignity. Trade unions all over Europe have been working for decades to defend and protect the rights of migrants, under the approach of equality of treatment. Yet, the precarious situation of third-country nationals in relation with that of national citizens calls for urgent measures in the labour market and in the society, to foster international solidarity and cooperation between stakeholders.

The training followed a pedagogical pathway in which attendees analysed the current narratives around migration in European societies. This was followed by both factual presentations about the “economics” of migration – is it true that migrants benefit from our welfare systems and they don’t contribute much to it? – and a review of the relevant international and European legislation on the issue.

Day 1: Narratives on migration and facts and figures

Participants were asked to prepare frontpages of newspapers as if they were the editors of mainstream media. They had to identify some articles addressing the four pillars of citizenship: Culture, economics (and employment); politics; and social life (public services). The setting of the newspaper had been used as an example to channel the ideas which are present in modern-time societies. The messages were allocated throughout the four pillars of citizenship: pensions, health care, education, safety (health, terrorism and crime), religion, education, jobs and economics (they steal the jobs of the native population, they are lazy, they don’t work, etc.; contradictory messages which interweave frequently), and legal dumping.

A debate was raised about the misuse of public media by some Governments. The case of Hungary, in which the Government has put forward a public consultation focused on George Soros, was raised (more information available at: <https://www.ft.com/content/76ce19e4-a768-11e7-93c5-648314d2c72c?mhq5j=e7>).

Questions such as “Would you like to have 2.000 refugees living in your backyard?” are included in this consultation.

Participants were encouraged to consult the Council of Europe publication “Bookmarks”¹ which tackles hate speech on social media. Populist messages are very appealing and easy to understand. The deconstruction of those narratives is a complex procedure that is not that easy to transmit from an activist approach.

Facts and figures of the situation of migrants: despite the ideas transmitted by the media, no European country is among the 6 countries hosting the highest number of migrants and refugees.

To undertake this theoretical input in a dynamic way, participants were asked to answer a quiz. When was the first definition of refugee written? Even though the correct answer was the Second World War, a reflection was done on the extent to which the figure of refugee goes back to the ages of the Roman Ages.

Different types of protection were put forward: subsidiary protection, authorisation to stay for humanitarian reasons, and asylum seekers. The rights they are guaranteed are slightly different depending on the status. The rights of asylum seekers in Italy were given as an example: health assistance, access to work denied until the end of the procedure, the right to education and the right of reception. Once the person has access to asylum status, the following rights are granted: right to social assistance, right to health assistance, right to have a travel document, right to public education, right to

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KEEN, E., GEORGESCU, M. “Bookmarks - A manual for combating hate speech online through human rights education”. Council of Europe, 2016.

work; right to family reunification, among others and with the possibility of renewal every five years.

The different steps of the common European asylum system were presented along an infographic of the European Commission. Questions were asked concerning the information provided by the person requesting asylum.



Some figures on migration: 20 new displacements happen every minute, 51% consists of children under 18; 84% arrives to developing regions; 75.000 unaccompanied minors were forced to leave their countries in 2015. According to ILO, refugees stay 17 years in the country of destination.

The percentage of the migrant population in Europe is 4,1%, a very low percentage considering the messages that are spread about the "invasion" of Europe by third-country nationals. The average age of migrants is 27 years, whereas the average age of the European citizen is 42 years.

Not only the economic impact of migrants is positive towards the future, but also the short-term impact of migration is positive. There is a limited but positive contribution of migration to the wages of the native population, e.g. thanks to the specializations the migrants bring.

Based on the fact and figures provided, participants were invited to dismantle the mainstream messages identified in the previous exercise on present-day narratives on migration. Some of the ideas contrasted by the participants were the following:

- Migrants should be integrated into the labour market to cope with demographic challenges.
- It is said that migrants and refugees cause a financial loss to public revenues in the EU. However, migrant workers have a positive impact to the GDP and the revenues of local workers. The disaggregated contribution of migrants and refugees to the labour market were given, using Germany and Sweden as best examples. Participants addressed both the IMF data on short term effects and medium-term contributions to the GDP.
- The arrival of migrant workers provides the native worker with the possibility of upskilling and specializing. Participants also pointed out the contribution of migrants to some key sectors (as it is the case of National Health System in the UK).
- The argument that Europe is being invaded by migrants is not true, as they don't even represent 5% of the whole population. It is proven that the countries hosting more immigrant workers are Turkey, Lebanon and Ethiopia, among others.
- Education is a human basic right, yet it is denied or questioned to many migrants in the EU, especially when it comes to higher levels of education. Further, a counterargument to populist narratives is that education is a key factor in the integration of migrants in the European labour markets and societies. Education is also key in preventing future problems such as exclusion or criminality. Some historical perspective was given to the messages delivered against European immigration at the beginning of the 20th century and those used today.

Day 2: Experiential learning, Stereotypes, prejudgments, discrimination

Facts and figures are needed, especially if we want to promote a change against discriminatory practices and to build inclusive and fair societies for any person irrespective of their nationality or race. However, as far as the phenomenon of migration is not comprehended, there exists a risk of taking unilateral or patronizing approaches on the issue. For this reason, participants were accompanied through an “experiential learning”, in which they took both the role of immigrants and hosting societies. This methodology, inspired by the pedagogical methodology of the “Theatre of the oppressed”, was pretty welcomed by the group and it provided the opportunity of breaking the wall of “the other” when addressing a person coming from another culture.

The “experiential learning” is a methodology created by David Kolb in 1984². The theory states that the development of new theories in the learner is propelled by the acquisition of new experiences. It's not just about receiving information, but about transforming the reality through the experience. It follows four stages: concrete experience, reflective observation, abstract conceptualisation and active experimentation.

Inspired by this approach, the group was divided into two separated communities and were invited to take the roles of the *Pastiks* (a group of islanders that had to flee to another land because a natural disaster destroyed its territory) and *Ixprats*, who lived in the territory which was meant to host the Pastiks.

The groups were given an introductory text which allowed them to get into their role play. The Pastik group was asked the following question: “What are your concerns about moving to the new island?”. The Ixprat community was asked the following question:

“What are your concerns about receiving many immigrants with no knowledge of your culture or traditions?”. When the encounter happened, the Ixprat community asked the newcomers about their expectations and requests. The Pastiks mainly wanted to have jobs, housing and peace. As the time passed, tensions between the communities became increasingly acute and many people were worried about severe social unrest. A working group tried to find solutions to these problems that arose. As a reflection activity, people were asked how they felt. They answered: curious, confused, challenged, happy, accused, disappointed, inspired, and observed.

In-group/out-group dynamics happened throughout the exercise as it would have happened in the real life. Some reflections were done regarding the work undertaken. For example, in Sweden solutions are provided to refugees, whereas arrival communities are not asked what their needs are. Other participants reflected on the identity of refugees when arriving to a hosting community. Participants pointed out the preconceived ideas which were displayed in the role playing. For example, when they were asked about their jobs, a woman answered: “house wife”, and not “engineer”, for example.

All the participants have had experiences with migration, be they more direct or from a distance. However, the difference is that all the participants were taken through the very same experience.

Stereotypes, prejudgments, discrimination

The experiential learning led to an analysis around the creation of stereotypes and prejudices and the deployment of discriminatory behaviours. Stereotypes are preconceived ideas which can be either positive or negative. Prejudices are purely negative, as they associate the mental categories with undesirable behaviour and therefore generate unpleasant emotions. There is a third level, which is the level of discrimination, adding an act to the preconceived ideas.



A proposal of the culturisation model.

Models are simplifications of reality; therefore, they do not include all the nuances and complexity of reality as such. The model proposed included two axes: one measuring the intercultural interaction and another one the preservation of cultural identity. An exercise was undertaken with the participants by which they were asked to allocate in the dimensions settled by the two axes of a series of concepts: separation/segregation; integration; assimilation; integration; *monoculturalism*; exclusionism; *interculturalism*; multiculturalism; and marginalisation.

Day 3: Unions and civil society working for the rights of migrants

What trade unions are doing and what trade unions should do

Once participants were equipped with concrete knowledge around the realities of migration – both in terms of emotional and factual approach – they addressed the activities that the trade union was currently implementing to defend the migrants. They also proposed new lines of action in a critical but constructive manner.

Participants were asked to reflect on an activity or a strategy that their trade union confederations have implemented to organize and protect migrant workers or refugees. They should identify that activity and try to illustrate it with a piece of paper by either using a short text, a drawing or an infographic. To follow a 'skeleton' for their proposal, they could try to answer the "five W questions": who, what, why, where and when. The answers collected evidenced of the wide variety of approaches on migration of the trade union represented in the group. While some organisations provide free support to workers in their search for jobs, housing and other services as well as protection against

discrimination and abuses, other trade union confederations are barely deploying any action in this regard.

Participants were asked to select one activity that had been presented by other participants to “bring home with them”. They explained why they found that given practice interesting and to what extent they can implement it in their home countries and organisations. Those who had reported lack of action from their organisations in this regard, were committed to go back to their home countries and enquire about this decision in the hope of triggering a strategy to defend migrant workers.

Civil society organisations working for the rights of migrants

Two important stakeholders which are providing support to migrants and refugees in both Hungary and the Visegrad region were visited by the groups: The United Nations High Commissioner for Refugees (UNHCR) Regional Representation for Central Europe and the Helsinki Committee in Budapest.

The Helsinki Committee office in Budapest. The group met András Léderer, the information and advocacy officer of the Refugee Program run by the Hungarian Helsinki Committee. The Helsinki Committee is a non-governmental watchdog organization that protects human dignity and the rule of law through legal and public advocacy methods. It was established in 1989 and is today the biggest organisation fighting for and monitoring human rights in Hungary.

They run several programs:

1. A law enforcement program through which they monitor if the fundamental rights of people in detention or during prosecution are respected.
2. A refugee program to help asylum seekers and refugees in their legal issues, like how to apply for citizenship, family reunification, etc. They have a national network of attorneys to be able to represent people not only in Budapest, but all over the country. This year, they helped more than 1600 people already, which is a huge number if we take into account that in the office there are only 11 people working + the 6 attorneys in the national network.
3. The rule of law program focuses on democracy issues in Hungary. They criticise the all-time state power, document the harm suffered by the rule of law and its institutions, and turn to domestic and international forums in order to impede the demolishing of the democratic rule of law state.

The UNHCR Regional Representation for Central Europe covers Bulgaria, Slovakia, Czech Republic, Moldova, Poland and Hungary. The UNCHR reports several challenges for migrants and refugees in the countries of the region, these being: Access to the territory, infrastructure, regulation, reception conditions (many people are treated as criminals and imprisoned), and access to public services. Despite the fact that refugees are well protected by a UN regulatory framework at International level, in reality many of their rights are denied in the region covered by the office. UNHCR is against the new trend of referring to all cases as “migrants”, as it diminishes the visibility to the protection of the binding framework.

Given that in some of these countries asylum seekers are also granted the right to work, the integration of migrants into the labour market is a priority for them. Despite the

general negative discourse around refugees, the UNHCR has detected that they are resourceful and therefore skills developments are needed to tailor their offer to the demands of the productive fabric.

During the debate with the participants, the representatives of UNCHR expressed concerns with the growing hate speech campaign of the Hungarian government towards refugees and migrants. The UNCHR denounces the lack of legal channels to enter into Europe. Asylum seekers are forced to seek the help of smugglers in fleeing from conflict zones. The EU has outsourced the legal channels to smugglers. UNCHR also condemns the lack of freedom of movement of refugees in Europe as well as the Dublin II regulation, through which asylum seekers can only apply in the country where they arrive in Europe.

The work towards governments and institutions is not delivering as many results as is needed to face the needs of migrants in the current situation. For that reason, they started to open channels of communication with other stakeholders, such as local communities, majors, and the business sector. The meeting with the groups of participants triggered the opportunity of helping the UNCHR to consider building bridges with the trade union movement in the region. In Hungary, they have already met MSZOSZ (National Confederation of Hungarian Trade Unions).

Day 4: Discussing the ETUC strategy on migration

Policies are needed that match the reality of the migration flows. The ETUC demands equal treatment for all workers regardless of their origins. Participants enquired about how human rights prevent social dumping and internal tensions among workers. References were made to the need to improve the deployment of the Employer Sanctions Directive.

A migration policy based on solidarity, integration and inclusiveness.

The ETUC stresses the need for equal treatment, which is high on the agenda of the European government bodies (the European Social Pillar).

Winning the challenge of welcoming, integrating and bringing refugees to the workplace.

The ETUC strategy touches upon recognition of skills, and mismatching skills. Language knowledge is also needed, and the ETUC uses the case of Sweden as a best practice (which is tailored to the jargon of the different working sectors).

Trade unions for tolerance and respect for human dignity.

Trade unions play a great role in promoting respect. Trade unions should also be inclusive to migrant workers. Regarding the integrational support between trade unions, the ETUC has created a network named "UnionMigrantNet", which intends to unite the activities of the contact points of the trade unions. "UnionMigrantNet" aims at providing information to third country nationals and also to put in contact the operators of these contact points.

The ETUC is working on protecting undocumented migrants. Best practices of trade unions were provided. They reflect actions of the trade unions not only on protection but also on organization. Special attention was made to terminology that refers to migrant workers from a human-rights approach.

Day 5: An action-oriented training

The aim of the pedagogical team was to deliver concrete results, rather than remaining at a non-pragmatic level of discussions. Therefore, different levels of influence were identified, and specific actions were put into practice. A very concrete tool to foster the participation of third-country nationals in the labour organisations and spheres of influence was created: a set of guidelines for integrating migrants into the labour movement.

Participants were reminded about the logic of cyclical planning, oriented towards a specific goal. They had to think about actions to put the ideas into motion in their respective regions, based on a SWOT analysis.

- The group consisting of trade unionists from Eastern European countries proposed the objective of providing language support to 20% of the migrants arriving to their countries in 2018.
- The group consisting of trade unionists from Italy, Serbia and Belgium started by pointing the difficulties of the different geographical coverage. They opted for implementing something that they can implement transversally in the different countries encompassed. They felt inspired on one practice presented in the morning by a Swedish colleague: intense training which is sector-oriented, directed to integrate workers in the labour market very fast.
- The Nordic group presented a project on safe ways into Europe. They presented a video about Directive 2001/51 named “Why boat refugees don’t fly?”, in which the reasons why refugees are forced to take dangerous ways in their journey to Europe were explained.
- Creating guidelines for integrating migrants in the trade union movement.

The moderator explained the difference between an action plan and guidelines. The guidelines are very simple. The main objective of creating guidelines is about inclusion, defence of the rights young migrants, and their transition to the labour market. The first decision to take is about what kind of guidelines the group is going to create: internal (within the organisation), activity-oriented, external (in our relationship towards other organisations and in our political impact).

5. *Follow-up activities*

On the last day, two evaluation activities were undertaken. In the first one, participants were asked to sit down in three chairs in which they had to answer in a synthetic way and in a short period the following questions: what do I highlight? What do I take home? What could be improved? Some of the ideas put forward by the group were the following: the dynamic of the group; the visit to the Helsinki office and UNCHR; the exercise of the experiential learning; the idea of working on action-oriented projects; increased knowledge about the situation of migrant and refugees.

The Youth Committee of the ETUC met on December 12th. A summary of the training was presented to the delegates to the mentioned Committee. Also, the guidelines for the integration of migrants in the daily work of the trade union activities were presented. Members were encouraged to implement those in their organisations’ daily activities.

Also, the Youth Committee adopted a resolution on tackling populism for which the learnings of the training were used in its drafting.

ANNEX 1: Final Programme, as executed

Sunday, 15th October 2017

Arrival of participants
19:00 Dinner

Monday, 16th October 2017

09:00 Course intro: welcome words; round of people; course background; aims and objectives; expectations and contributions.
10:30 Break
11:00 Getting to know the ETUC and its Youth Committee; the ETUI and the Council of Europe
12:30 Lunch
14:00 Discuss on trade union values on migration; Multiple identities; to raise attention about basic human rights; to identify xenophobic attitudes.
15:30 Break
16:00 Continuation of previous session (finish at 17:30)
19:00 Dinner / European evening

Tuesday, 17th October 2017

09:00 Narratives on migration and refugees: fears and prejudgments.
10:30 Break
11:00 Continuation of the previous session
12:30 Lunch
14:00 Facts, definitions and economics. To analyse labour market shortages.
15:30 Break
16:00 Continuation of previous session (finish at 17:30)
19:00 Dinner / Movie night (with the Hungarian national youth council).

Wednesday, 18th October 2017

09:00 Creating a counter narrative.
10:30 Break
11:00 What trade unions can do and what trade unions are already doing.
12:30 Lunch
14:00 Meeting with national NGOs.
15:30 Free afternoon
20:30 Dinner

Thursday, 19th October 2017

09:00 ETUC vision and approach to migrant workers.
10:30 Break
11:00 Stimulate critical thinking.
12:30 Lunch
14:00 Action plan to implement at national level ETUC Youth strategy on migrant workers.
15:30 Break

16:00 Presentation of the results of the previous session.
19:00 Dinner out in the city

Friday, 20th October 2017

09:00 Developing guidelines for the integration of migrant workers.
10:30 Break
11:00 Continuation of the previous session.
12:30 Lunch
14:00 Specific individual action proposals.
15:30 Break
16:00 Evaluation
19:00 Dinner

Saturday 21st October 2017

Departure of participants

ANNEX 2: Deliverable

Guidelines for the integration of migrants in trade unions

Internal guidelines (organisation):

- Make your place (trade union facilities and the working places) more inclusive. Provide pictures, documents, facts and figures.
- To promote the use of a refugees' sensitive language (i.e. no illegal but undocumented). Terminology about the migration and refugees' phenomenon should also be clarified. Also, no hate of speech should be encouraged.
- To organise meetings and discussions with migrant and refugees. "Open speeches" should be sponsored with communities of migrants. Visits to the camps where the refugees are settled should be promoted within the organisation.
- Create a "bank of arguments" to provide explanation about the positive impact of refugees and migrants to the hosting countries.
- To create mentoring programmes in which trade union members provide individual support to migrant and refugees.
- To promote the affiliation of migrants and refugees to the trade union movement (under special conditions).
- To include migrant and refugees' reps in the high-level decision of the trade unions.
- Create a code of conduct for the trade union members in order to promote a more inclusive organisation structure.

A debate raised on the possibility of organising visits to the camps is rather aimed at asylum seekers, who are perhaps not the target population of the ETUC. There is no need to create a new code of conduct. The integration of refugees and migrants should be integrated within the code of conduct already existing (in the ETUC).

Impact / Policy level

- Pushing migrant policy in to the political agenda:
 - Election time
 - State of the union
 - Use momentum
- Include a refugee seat in relevant social dialogue concertation bodies.
 - Adapted to every country and EU
- Broadening the help for Asylum seekers
 - Asylum seekers = Asylum getters
- Teaming up
 - Reach out for allies / like-minded organizations

- Identifying Ambassadors
- Labelling and classification of respectful workplace
 - Trickle-down effect (attend the whole supply-chain of the production system).
- Impact calendar
 - Use momentum (the 18th of December is the day of the migrants).
 - Include refugee and migrant integration in the labour market in collective agreements (take the example of Germany).

External guidelines

- Inclusive language in the external communication
 - Avoid stereotyping, xenophobia, and racism.
- Appropriate campaign material
- Create “An Arguments Bank” of statistics, arguments, articles, facts, etc.
- Get partners or allies to increase impact and credibility (Universities, NGO’s, youth forum, political parties, stakeholders, experts)
- Invite, cooperate or reach out to migrants and refugees (speak with, not about) + adjust to the needs
- Debate xenophobic attitudes in the media take a clear stance
- Improve migrants and refugees image (good examples)
- Create inclusive programs with different partners.

The creation of an “argument bank” was an idea taken from Lo – Denmark. It was proposed that the ETUC creates this “argument bank” at European level. It was further put forward that the original document was written in English and then it would be up to each organisation to have it translated to other languages. The promotion of personal stories in the communication tools of the trade union movement was proposed as an example of the “improving of migrants and refugees image”.

Guidelines for activities

Potential activities:

- Information campaigns about the rights of the young refugees and migrants;
- Education courses and trainings for language skills, key competence and qualifications;
- Information campaigns for health and safety at work;
- Sport activities, some competitions with strong messages: NO HATE, NO HATE SPEECH;
- Photo campaigns;
- Cultural activities;
- Intercultural coffee, intercultural nights;
- Intercultural exchange;

- Mentorship program: host/friend family, introducing to specific fields; networking;
- Adapt the activities to the people you want to reach;
- Meetings between the business and the refugees in the camps.

Things to take into consideration:

- Don't use any hate speech whatsoever;
- Be aware of politically correct terminology (for example, we don't use the term "illegal migrants");
- Reduce prejudices and prejudgements;
- Keep in touch with them, but don't keep sensitive personal information for legal reasons;
- The campaigns and events should be free and also with a solidarity twist;
- Try to avoid a "pity approach" towards migrants and refugees;
- Try to involve as much people as possible;
- Treat people equally;
- Have no discrimination whatsoever in the events, make for everyone;
- Take into consideration ethnicity, religious beliefs, intercultural sensitivity;
- Try to cooperate with others to get a larger scale;
- Try to show the issues in as a creative manner as possible.

ANNEX 3: List of references

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