

Project
Report

Inclusive Labour Market

A HANDBOOK
FOR INTERCULTURAL
ORGANISATIONS



APOIOS



PATROCÍNIO






The **Portuguese Network of Intercultural Cities (RPCI)** was born in 2012. In 2021, it was registered as a Cooperative under the Portuguese national law. It belongs to the Intercultural Cities Network, an international network of inclusive cities created by the Council of Europe in 2008.

Its main goal is to support cities in reviewing their diversity and inclusion policies through an intercultural lens, and developing comprehensive intercultural strategies to manage diversity positively and realise the diversity advantage.

The cities of Amadora, Loures and Oeiras, in particular, have cooperated more actively in RPCI's Inclusive Recruitment project. They were instrumental in answering questions about diversity and inclusion with regards to hiring migrant people.






The opinions expressed in this work are the responsibility of the authors and do not necessarily reflect the official policy of the Council of Europe.



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Intercultural Cities Unit,
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Portuguese Intercultural Cities- RPCI



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INTRODUCTION

This action was sponsored through a Council of Europe grant, under the ICC intercity grants' scheme. It aimed to develop an inclusive recruitment guide to provide information on labour laws for Portuguese companies, on areas such as migration legislation and workplace inclusion. The work was developed through monthly meetings gathering the participating cities and the Cooperative in charge of the coordination of the Portuguese network of Intercultural Cities (RPCI) to share progress and make decisions on ways forward.

The overall goal of the project was to raise awareness on the advantages of diversity and inclusion and to increase available and reliable information for employers, mainly through:

- ◆ Production of an information leaflet explaining in an easy language the legislation applicable and the advantages of diversity and inclusion strategies for employers (with testimonials of companies that hired migrants, including undocumented migrants);
- ◆ Production of a leaflet for migrants and newcomers with information about legislation, rights, responsibilities and opportunities (in several languages);
- ◆ 1 awareness raising session for employers;
- ◆ Development of a “Inclusive Employers starters pack”.



At the end of the project an awareness raising session with 20 employers was held and a “starters pack” in ENG and PT was disseminated. This report aims to summarise the results achieved and the activities that took place within the Grant.

Outcomes achieved

Inclusive Recruitment Guide

- 4500 copies of the inclusive recruitment guide produced;
- **Digital version** of the guide published on RPCI website;
- and made available into **7 languages** (Portuguese, English, French, Bengali, Nepali, Farsi, Arabic)

Inclusive Recruitment - Extended Version

Legal and practical information about inclusive recruitment and Integration made available in **digital format** on RPCI website and available in **2 languages** (Portuguese and English)

Podcast Episode

1 Episode about Inclusive Recruitment recorded

Webinar

- 1 webinar featuring 2 big Companies and 2 migrants sharing experiences;
- 66 people present

Noting the **good feedback** received, we **expanded** the project deliverables and further produced a podcast. **In addition**, we printed 1500 copies more than expected. During the project implementation, we further decided not to produce the 2 leaflets, but rather to **merge information** for migrants searching for a job and information aimed at employers in one single tool that could benefit both sides.

The result was the production of the “**Employers starters pack**”

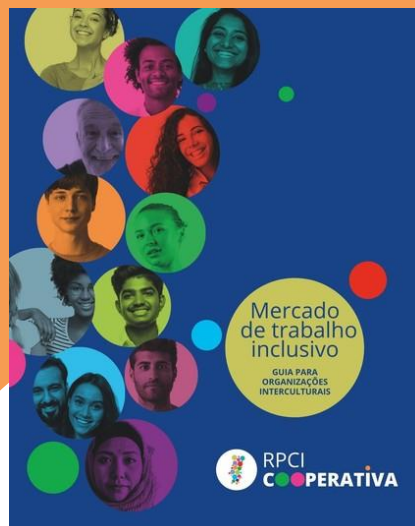
Inclusive Recruitment Guide

The inclusion of migrant people in the labour market has been one of the most discussed and urgent issues in recent years. Portugal stands out for having legislation that allows the regularisation of migrants through work, called “**expression of interest**” and that could be used as **inspiration by many other countries** in the world. However, interviews with participating cities, migrants and companies, diagnosed that the practice and **enforcement** of the law is problematic, and this often makes inclusion and diversity in the labour market difficult. With that in mind, we developed a guide addressing two important issues: **legal clarification and advice on diversity and inclusion practice and policies.**

Our idea is that this material can be used both by companies and by people who are looking for a job. Therefore, we brought practical information, indicated official sources and interviewed the High Commission for Migration (ACM) to collect further information. For access to decent work to be enjoyed by all without discrimination, society and employers must fully understand the current legislation

We also brought information to companies on how they can have a more diverse and inclusive work environment. We introduced recruiting and analytics tools. In addition, we listed tips for migrant people on how they can stand out in the Portuguese labour market.

The guide was published in [Portuguese](#), [English](#), [French](#), [Nepali](#), [Bengali](#), [Arabic](#) and Farsi. The guide is available on the RPCI website (digital format) and also in physical format to be distributed by the 3 cities (4.500 copies were printed)



Inclusive Recruitment - Extended Version

Throughout our project, we realised that there was a **lot of important information that would not fit in the guide**. The main leaflet needed to be practical and succinct. Therefore, we decided to create an **additional product**, longer and more complex, with more in-depth information that could be used as a complement to the guide, including inspiring practice from cities and companies.

This longer guide also fulfilled the goal of being a “employers starters pack”, as envisioned.

In this material, we also brought information about relevant international treaties of the United National and the European Union, in relation to the human right to migrate. We also created a step-by-step approach to inclusive recruitment, added inspiring practice from companies and cities, and provided links to several other references already published in Portugal and around the world.

This version was published only in digital format, in [Portuguese](#) and [English](#).



Inclusive Recruitment Podcast Episode

Before preparing the written material, we conducted interviews with companies, lawyers and migrants. However, we realised that, no matter how hard we tried, a lot of valuable information was lost from "spoken to written". So, we thought: **why not make a podcast?**

We carried out research, looked for a free programme, created the script made already two recordings. We will release those next year. We recorded one episode about inclusiverecruitment with the ACM legal advisor (our first interviewee), and wish to go further and bringcompanies to talk about their experiences, as wellas migrants and other stakeholders.



Inclusive Recruitment - Webinar

The inclusive recruitment webinar took place on 19 November 2021 and gathered 66 participants, including representatives of participating cities, two migrant workers (from Brazil and Honduras), two managers of companies recruiting migrants (Ikea and Portugália, and a legal advisor of ACM).

The image shows two versions of a webinar poster and program. The left version is a poster for a free webinar titled 'Mercado de trabalho inclusivo' (Inclusive Labour Market) on 19 Nov 2021, from 10:00 to 12:00. It features a central graphic of diverse people's faces in colorful circles and the logo for RPCI COOPERATIVA. The right version is a program slide for the same event, listing the agenda items.

WEBINAR GRATUITO
19 nov 2021
10:00 - 12:00

Mercado de trabalho inclusivo
GUIA PARA ORGANIZAÇÕES INTERCULTURAIS

RPCI COOPERATIVA

PROGRAMA

- Apresentação da RPCI
- Apresentação do projeto e resultados
- Testemunho de empresas
- Testemunho de algumas pessoas migrantes
- Uma perspetiva jurídica (convidada: Rute Carvalho da ACM)
- Debate
- Agradecimentos e encerramento

APOIOS
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Image: Webinar poster and program

Image:Webinar presentations



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