Conference at the University of Surrey- Cronem

A Panel on a European Union Leonardo da Vinci Project 2010-2012

Migrapass- A portfolio and a companion for migrants

A European team is currently working on improving the recognition of migrant workers' skills and competences, which will run between October 2010 and September 2012 and involves five European countries : Austria, Bulgaria, France , UK and Spain.

In this panel we will first outline some general issues concerning lifelong learning and migration, how to identify key stakeholders and how voluntary organisations can work with migrants. After discussing the issues arising from these outlines the second half of the session will consider particular national contexts, viz. Britain, Spain and Bulgaria, and such issues as the limits of transferable skills and the employability of migrants in both a regional and urban context.

1. From expatriation to the labour market - the Lifelong Learning perspective: an opportunity to value migrants' skills and competences -   The Migrapass example by dr Bénédicte Halba, Institute for Research and Information on Volunteering (iriv) – France
2. A Stakeholder Analysis - a tool for participatory processes by dr Heidi Dumreicher – Oikodrom - Austria
3. Associations and migrants, working together for a better integration by Anne Laure Joly, Autremonde -France
4. Labour Migration to Britain - The limits of transferable skills by Pr dr John Eade, dr Michal Garapich and dr Jamil Iqbal CRONEM, Surrey and Roehampton Universities - UK
5. Improving 'employability capacities' among foreigners living in Spain: Migrapass Portfolio in Castilla y León by Pr dr Mónica Ibáñez Angulo, University of Burgos - Spain
6. Labour migration to Bulgaria: employability capacities in urban environment by Pr dr Anna Krasteva and Vanya Ivanova, CERMES - Bulgaria

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For further information on the project : www.migrapass.net

Dr Bénédicte Halba
Institute for Research and Information on Volunteering (iriv) – www.iriv.net
From expatriation to the labour market - the Lifelong Learning perspective: a chance to build the migration experience into skills & competences -   The Migrapass example

Since the Amsterdam treaty in 1997, migration has become a competence of the European Union. The programme "lifelong learning" refers to key competences such as knowledge, skills and appropriate professional behaviour. These are essential for each person in a knowledge society. Migrants have developed, thanks to their mobility experience, a unique and special competence so-called as "meta-competence". Migrants suffer from two types of discrimination in the labour market. The first is a direct form of discrimination since it excludes migrants from certain employments or training for reasons presented as objective. The second is an indirect form of discrimination – it confines foreign workers to low qualified employments with difficult working conditions. This segmentation of the labour market is very prejudicial.

The Migrapass project is proposing a tool and method – a portfolio and collaborative training – to allow migrants to express their experience and value their competences to enter the labour market or improve their professional career. It is based upon the knowledge and competences acquired by migrants thanks to their professional (previous employments), social (voluntary involvements such as in association, trade unions or political parties) and personal (expatriation past) pathway. Valuing migrants' competences is a key element in enhancing their social and professional integration. The main issue for the Migrapass project is to experiment in Austria, Bulgaria, France, Spain and United Kingdom a tool and pedagogical approach in order to change perspectives towards migrants in the labour market so that their migration background is considered as an asset and no longer as a major handicap.

Dr Heidi Dumreicher
Oikodrom, Vienna – www.oikodrom.org

A Stakeholder Analysis – a tool for participatory processes

In the project MIGRAPASS, the stakeholder analysis is understood as "a process of systematically gathering and analyzing qualitative information to determine whose interests should be taken into account when developing and/or implementing a policy or program" (Schmeer 1999). A stakeholder analysis includes distinct steps that enable policy makers, for example, to recognise different positions and competencies held by the actors involved (Schmeer 1999). The main outlines of a stakeholder analysis are the following: planning the process and finding the purpose of the project/research in order to identify the key stakeholders. The identification of the main stakeholders includes an analysis of their stake and importance in the project, their possible expectations about the project, their involvement, tasks and positions held during in the project. This analysis is usually displayed in an Excel template, where the information gathered about all stakeholders is summarized and clearly arranged.

After collecting the necessary information, the analysis leads to a better understanding of the stakeholders involved and contributes to a better and more desirable outcome for the project being undertaken. Moreover, a stakeholder analysis makes the prevention and detection of misunderstandings and conflicting expectations possible at an early stage. Therefore, it is the

aim to include all the interest groups in the Migrapass project, who are (or might be) involved in the research process at any level. Regarding the issue of migration, social inclusion and their (inter-) connectedness, we identify possible actors (e.g. civil society agencies, civilians, administration, politicians, guest society representatives) in close detail.

Hence a stakeholder analysis is not only about other researchers, institutes and so forth, but also about external interest groups, which can vary widely depending on the main issue. A stakeholder analysis right from the beginning of this project will help to integrate different actors, who are affected by migration in various ways. Especially certain groups of people tend to be excluded from discussions about migration and its implications (very often people directly affected). Therefore, a broad and meaningful analysis might give people a chance to represent their stake and to enrich the chances for a positive outcome from this project, with which all the stakeholders are satisfied.

Magali Ciais
Autremonde, Paris – www.autremonde.org
Associations and migrants, working together for a better integration

My contribution will concern the role played by associations, complementing public agencies, in France, to facilitate the social and professional integration of migrants. Upon the experience of Autremonde, a French association based in Paris, I will analyze the role of the associations to give migrants tools to understand their environnement, to know the roles ofmain actors in every day life (administrations, transports, public services,etc), to express themselves in French, to defend their rights. But beyond providing them with services they would need (French lessons, legal support,etc), the associations play a main role among migrants in supporting them to defend their rights, to make them organize collective actions, to get self confidence, to defend their role of active citizens in the French society. Associations have a role to play to change the way the Community looks at migrants, considers them. And they also play a main role to enhance migrants to be as active as possible

Pr dr John Eade, dr Michal Garapich and dr Jamil Iqbal
CRONEM, Surrey and Roehampton Universities- http://www.roehampton.ac.uk
Labour Migration to Britain – The limits of transferable skills

This contribution will outline the history of post-Second World War labour migration to Britain before concentrating on two minorities created by that migration – Bangladeshis and Poles, especially those arriving since 2004. We will explore the mixture of specific social, cultural and economic capital these flows have brought to the global city of London. We will then relate this outline to two specific migrations – from Bangladesh and Poland – to the Leonardo Migrapass project, which seeks to value their skills and competences in the context of lifelong learning. We are focussing on the ways in which Bangladeshi and Polish migrants are coping with the recession which began in 2008 and their developing engagement with the Migrapass project. This engagement involves two of the project team – Michal Garapich and Jamil Iqbal – who will describe their involvement and progress.

Pr dr Mónica Ibáñez Angulo
University of Burgos- http://www.ubu.es
**Improving 'employability capacities' among foreigners living in Spain:
Migrapass Portfolio in Castilla y León (Spain)**

In this paper I will, first, analyze the statistical data available regarding regularized and not regularized foreign population in Spain looking at three main variables: nationality, sex and place of residence in Spain. The main objective in this first part is to have a broad idea of the relationships between nationality of the migrant population, sex and preferences for settlement areas. In the second part, I will analyze the relationships between professional experience and employment among foreign population in the region of Castilla and Leon (Northern central Spain) with the aim of defining how the Migrapass Portfolio could eventually improve the 'employability capacities' of foreigners who live in this region.

Pr dr Anna Krasteva and Vanya Ivanova
CERMES, Sofia (Bulgaria) – http://www.nbu.bg
Labour migration to Bulgaria: employability capacities in urban environment

The paper has three aims: to provide an outline of labour migration to Bulgaria, to focus on two types of migrants and to compare their employability capacities. The first part presents the flows and stocks of labour migration to Bulgaria differentiating it according to nationalities and gender. The second identifies two types of labour migration to Bulgaria: returnees (Bulgarian emigrants coming back and (re)entering the national labor market) and immigrants. The latter group is heterogeneous and encompasses both EU citizens enjoying free movement of circulation, investors, consultants and professionals from developed countries and a variety of third country nationals. Women and their strategies for entering the labour market are a specific focus of this analysis. The third part compares the employability capacities of the two groups of labour migrants.