

About the DISC Digest, 2nd Edition

This edition of the DISC Digest focuses on **private sector supported initiatives and partnerships** to provide migrants opportunities for their successful integration in labor markets and in their host communities. DISC recognizes that mobilizing the private sector creates shared value for all stakeholders – from the migrants and companies concerned, to host communities, local economy and to the wider society.

For the previous edition of the DISC Digest, click [here](#). This is for *internal distribution only*.



Knitting and tailoring trainees in Rwanda © IOM 2017, A. Nero

February - March 2020
Second Edition

Initiatives on Employer's Engagement in Migrant Integration

Navigating the administrative framework: Employers often lack the knowledge and support needed in navigating the rules and regulations in hiring migrant with different legal statuses. IOM missions have developed several employers' guides and offer counseling services for migrants and employers to improve their understanding and facilitate the hiring process of migrants.

- [Tapping Potential](#): Guidelines to Help British Businesses Employ Refugees' - IOM UK
- [Manuel pratique pour recruter un salarié étranger au Maroc](#) (Practical manual for recruiting a migrant employee in Morocco) – IOM Morocco
- Conduct of [counseling services and sessions for employers](#) on hiring process for migrants in Migration Information Centre – IOM Slovakia

Identifying and verifying migrants' skills: The diversity of socio-economic profiles of migrants is both a challenge and opportunity. Taking stock of migrants' formal qualifications, previous work experiences and, more generally, of their abilities at pre- or upon arrival is one way of reducing uncertainties for employers who are considering employing migrants.

- Deployment of [Skills-Profiling Tool](#) before departure to assess skills and generate migrants' personal skills profile with information on their education, work experience, skills and ambitions – IOM UK
- Upgrading skills of migrant workers through cross-border and in-service training supported by the hospitality industry through the [PROMISE Project](#) - IOM Thailand

Developing skills for job-readiness: The skills for job-readiness may be contingent on the migrant's specific circumstances (e.g. migration, professional history, familiarity with language, workforce customs etc). Pre-employment and on-the-job training may therefore vary greatly.

- Labour market readiness/on-the-job trainings and internships with temping agencies such as AFSRU within the [INTERACT Plus project](#) - IOM Romania
- Early labour market integration guidelines through the [COMMIT project](#) in collaboration with Adecco Group Foundation for mentors supporting newly arrived refugees in host communities - IOM Italy

Promoting labor market inclusion of migrants in vulnerable situations:

- Providing [vocational trainings and certifications](#) to young Venezuelans migrants and an incubator for mixed entrepreneurial ventures with Citi Foundation – IOM Colombia
- Promoting inclusive working environment for vulnerable groups in LAC's leading cosmetic company, Natura through [training](#) - IOM Chile

Publications on Employers' Engagement in Migrant Integration

- [Guidebooks on Hiring Refugees for Employers \(TENT\)](#). This series of guides, available in Australia, Brazil, Colombia, Mexico, the Netherlands and the UK, contains essential information about the logistics and practicality of hiring refugees and guidance on how to design and implement refugee employment programs.
- [Engaging Business in Refugee Employment: The employers' perspective \(The University of Sydney\)](#) helps understand employers' perceptions and experiences of hiring refugees, and how public policy could encourage or support employers to employ refugees successfully and sustainably in greater numbers.
- [Engaging with Employers in the Hiring of Refugees \(UNHCR and OECD\)](#) delivers a 10-point multi-stakeholder action plan/areas identified as key to supporting the successful labour market integration of refugees for employers, governments, etc.
- [Guidelines for Designing Policies to Strengthen Labour Market Integration of Refugees in the EU \(IOM\)](#) issue recommendations and guiding principles toward policy makers for better skills recognition and employment of refugees and asylum seekers.
- [Engaging Employers in Immigrant Integration \(Urban Institute\)](#) explores conceptual and theoretical strands that guide knowledge about employer engagement in immigrant integration and ways for employers to foster immigrant integration.

Featured Mission: IOM Romania

IOM Romania works closely with the private sector to encourage the integration and inclusion of migrants in host communities. Through its partnership with [AFRSU](#), the largest association of placement companies and



member of [wecglobal.org](#), the mission has been instrumental in providing [migrants employment opportunities](#) that best match their needs and professional profile. The mission has also forged [an innovative partnership with MasterCard](#) to provide financial education for vulnerable groups and with [Edenred](#) to develop tailor-made financial products for migrants, such as the delivery of financial support through cost-free pre-paid cards and social vouchers.

For further information, click this [link](#) or contact: Mircea MOCANU – Head of Office (MMOCANU@iom.int)



COVID-19 Information Leaflets for Migrant Populations, downloadable [here](#) in 26 languages. For more tools and resources on how to address stigmatization and ensure psychosocial well-being of migrants, please click this [link](#).





© IOM 2016, M. Muse



New and Upcoming IOM Projects

- **Migration Information Center (MIC)** (IS.0031) aims to facilitate the effective integration of third country nationals in the Slovak Republic. It will provide services such as legal counselling, labour and social counselling, support in education and retraining, Slovak language courses, cooperation with migrant communities and intercultural exchange - IOM Slovakia.
- **Includ-EU** (IS.0027) will bring together regions and municipalities from Greece, Italy, the Netherlands, Romania, Slovenia and Spain to contribute to enhance transnational knowledge and experience sharing, cooperation and partnerships between local and regional authorities with different levels of expertise on integration, representing different European realities - IOM RO Brussels.
- **Promotion of migrant women's social inclusion in public policies in Central America and the Dominican Republic** (PX.0118) will conduct capacity building activities to raise awareness on gender-based violence and integrate migrant women's protection and their psycho-social-economic needs in public policies - IOM Nicaragua / CA missions.

Publications You Should Know

- **Turkey Report on Social Cohesion** (IOM Turkey). This report contains findings of IOM's Social Cohesion Survey with Syrian migrants and Turkish nationals, assessing respondents' profiles, contact with the out-group, opinions of the out-group and engagement in social cohesion programmes. The impact of IOM's social cohesion activities on beneficiaries and respondents' engagement were also assessed.
- **Designing Effective Predeparture Orientation for Resettling Refugees (MPI)** explores the varied forms these programs take, with their content, timing, and delivery shaped by the refugees' situation and the resettlement country's resources and priorities.
- **EU-FRANK Resettlement Tools** (Swedish Migration Agency) provide a set of practical guidance materials (check lists, fact sheets, templates, etc.) on managing and conducting pre-departure orientations that can be used by resettlement actors and States.
- **The Report on the World Social Situation 2018: Promoting Inclusion Through Social Protection** (UNDESA) discusses the contribution of social protection to social inclusion focusing on the extent to which six priority groups, including migrants, are effectively covered by existing social protection measures.

About the DISC Initiative



The **DISC Initiative** is a flexible, demand-led and multi-year initiative, which aims to elevate IOM's capacity and programming to support Member States and relevant partners in the areas of social cohesion, migrant integration and inclusion. The DISC Initiative serves as a global platform to share, learn, develop and implement innovative strategies and interventions in this area.

In addition to the latest [updates since January 2020](#), the DISC continues its engagement with other actors, as with the Immigration Policy Lab in developing pilot assessment tools in LAC region surrounding Venezuelan migrants' integration outcomes, and with IOM UK and UK Home Office in conducting capacity building activities for local authorities and civil society to support local-level policy planning and partnerships on migrant integration.

IOM Events

- TBC - **"Conference on Integration of Migrants in Norway"** (IOM Norway, Oslo) will explore how NORCO provides support for the integration of resettled refugees in Norway, preparation of host municipalities for the reception of resettled refugees and enhancement of refugees' understanding of their new society.
- 16 March - **"Mainstreaming Psychosocial Support and Mental Health Wellbeing of Resettled Refugees"** (IOM RO Brussels, Portugal, Webinar) discussed the importance of promoting mental health and psychosocial support for resettled refugees at both pre-departure and post-arrival phases for better migrant integration.
- 11-12 March - **"Financial Empowerment and Skills in the Context of Migration"** (IOM HQ and EBRD, Webinar) discussed ways to enhance the contributions of migrants to economic development through the design of targeted financial products, skills-related initiatives and explore MDB engagement in this area.
- 17-18 February - **Kick-off workshop on the project Inclusive Cities** (IOM, UN Habitat and UNHCR, Quito) which will support local governments across Latin America in the integration of Venezuelan migrants through capacity building, policy support, and interventions on social cohesion and urban development.

Events You Should Know

- 22-24 April - **Immigration and Integration Working Groups** (IGC, Geneva) will explore the immigration-integration Nexus where IGC States are invited to share their experiences on how innovative solutions (social innovation, partnerships, digital tools, etc.) can contribute to better immigration and integration outcomes.
- 13 March - **Global Action Plan Workshop** (UNHCR, Geneva) for the implementation of the 3-year Strategy on Resettlement and Complementary Pathways of which 'integration' is the third pillar.
- 1-2 March - **8th 5+5 Dialogue Ministerial Conference on Migration and Development** (Government of Morocco, Marrakesh) came up with a Consensual Declaration listing actions to be undertaken in 5 areas: integration policy of migrants, coordination of national migration policies, facilitation of legal migration, establishment of links between migration and development, and fight against illegal migration.
- 14 February - **1st meeting of the Expert Group on Skills and Migration** (CEEP, Brussels) presented the strategy developed for the Evaluation Testing of the EC Skills Profile Tool for Third-country Nationals which was used in Austria and Greece.
- 4-5 February - **"Using Monitoring and Evaluation to Enhance Predeparture Orientation Programmes"** (EU-FRANK, EASO and MPI Europe, Malmö) to build stronger evidence in the effective PDO planning and delivery, and overcome constraints in measuring PDO impact in the context of national orientation programmes.

For the highlights of DISC activities in 2019: click [here](#) or for more info, download the [DISC Infosheet](#)

Contacts

DISC Initiative: disc@iom.int

[Integration and Migrant Training Unit \(IMT\) SharePoint](#) and [Website](#)

International Organization for Migration (IOM)

17, Route des Morillons
CH-1211 Geneva 19, Switzerland
+41 22 717 9111