

Integrating TCNs in Andalucía

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Integration of immigrants

A difficult and complex matter

- **Different dimensions and nuances**
- **Not a fixed state**, but processes, and continuous changes (short – long terms)
- Changes at biographical, group, institutional, structural level
- Subjective and Objective dimensions.
 - Perception of integration & quality of immigrant inclusion

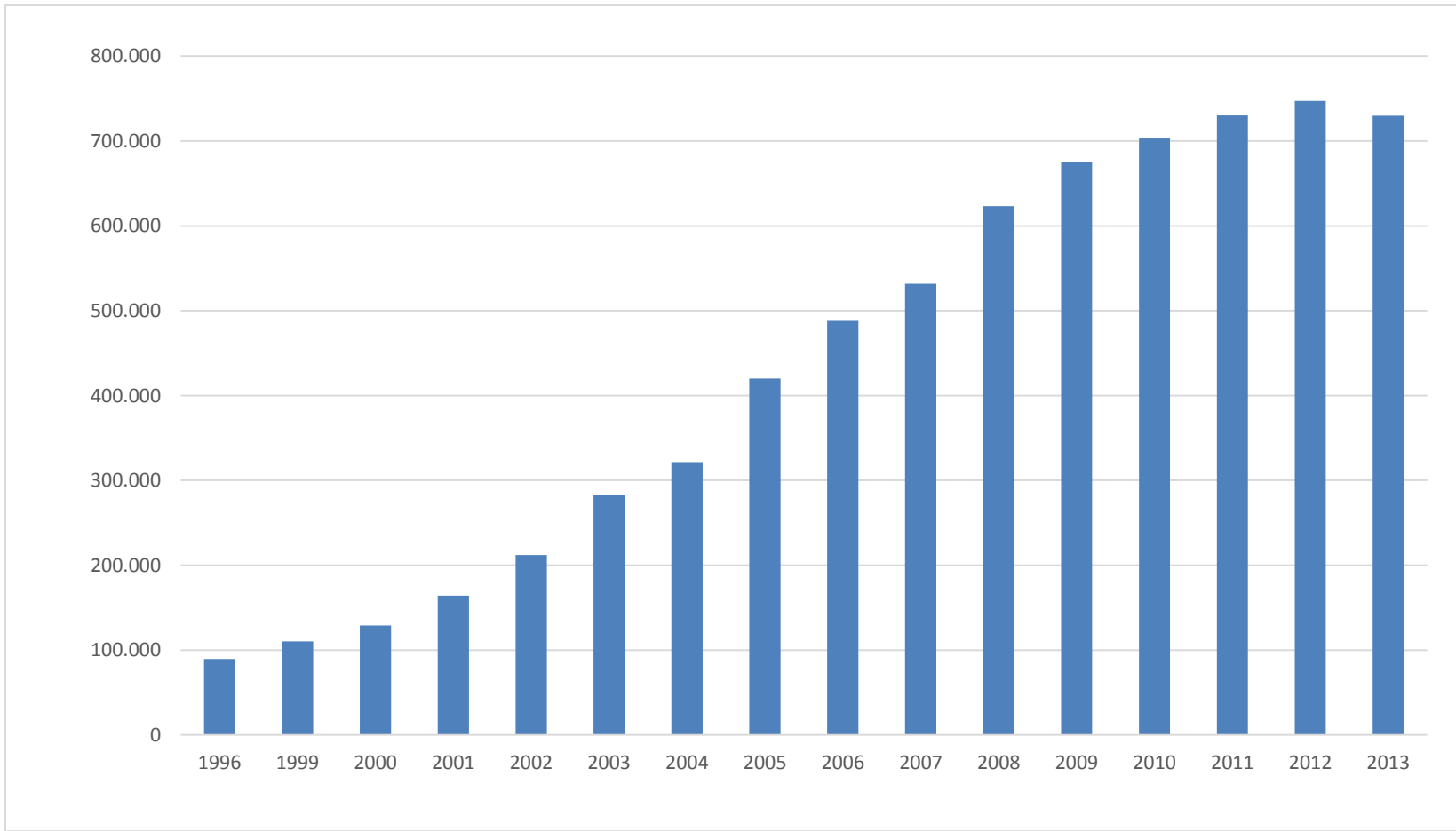
Three scenarios to understand integration of TCNs in Andalucía the region based in our research:

- Labor inclusion: Validation of previous learnings
- Working: Diversity Management, and labor inclusion
- Participating: NGOs promotion

Andalucía: as context of reception

- One of the Spanish regions with **greater number of immigrants**
- **Very fast increase** of immigrant population from mid-nineties in the XX century, and **a stabilization** and decrease (current economic crisis)
- Spain foreign population 2013: 5,546,238 (542,314 in 1996).
- Tcns in Andalucía has increased from only 39,237 in 1996 to 345,169 in 2013 (Foreigner's rate stands at 12.6)
- Territorial differences, **diversity** by country of origin, and ethnic diversity
- Importance of agriculture, tourism, and tertiary activities
- **Segmentation** by nationality in the labor market
- Europe, followed by Africa, and South America
- In the labor market **Tcns have the biggest unemployment rates** reaching almost 40%.
- Third Country Nationals are in a **worse labor situation** than Spanish, EU-27 citizens and North-Americans.

Evolution of Foreigners in Andalusia (1996-2003)



Accessing the labor market: acquisition of SKC as added value

- **Acquisition of SKC (VALIDATION):** an added value in terms of social inclusion.
- **Problem:** different traditions, norms and educational systems interplay
- **A need** because: 1) workers that do not have formal accreditation of their professional skills
- 2) immigrants who require the recognition to improve their inclusion in the labor market: ***Decent Work***

Andalucía

- Recognition of SKC: task full of **complexity** for all the **actors** intervening in the process
 - Agencies & formalities, easy or difficulty to get SKC recognized ***varies by educational level.***
 - relative simplicity in obtaining the Grade of Secondary Education
 - difficulty, delays and costs of the University degrees
- slowness of the process:**
- much documentation, translated and verifies
 - difficulties to get a certificate or title from the country of origin

Professional “competences”

Public Administration

- Recent legislation for the official recognition and certification of professional competences.
- TCNs have access to the process that end with the **issuance of Professional Certificates** of great useful for the labor market.
- Certification of non-formally and informally learned competences through a **‘normalized’** process
- **New process of recognizing professional SKC:** new opportunities , but not not completely and well implemented (based in work experience in Spain!!!)
- Advantage: skilled workers can demonstrate SKC and get a certificate valid for labor market

Privated companies and NGOs

- Own system for the “approval” or “accreditation” of skills acquired in professional performance.
- The “talents recruitment” use to be a strategy of international companies.
- **Competence-based recruitment**

For Migrants

- **Reported advantages of Recognition of SKC:** direct and very positive impacts on the labor market and social integration areas for: Better **a) employability**; **b) possibilities to regularize the legal status of residence** **c) Possibilities of abandon marginal activities**; **d) working in better paid jobs** and socially recognized; **e) get social coverage** **f) Possibilities of progressing in education**; **g) Improve self-image and self-esteem**
- **Difficulties** such us **lack of information, bureaucracy and slow processes or financial cost.**

Reduce bureaucratic-administrative complexity !!!
Provision of simplest structures to provide information and advice (“one-stop” offices & personalized monitoring)
Coordinate actions through Europe

In the labor market: Diversity Management

Impact of diversity on productivity varies significantly depending on how well such diversity is managed.

- Size of the company, degree of internationalization or even important trajectory towards the defense of Human Rights
- DM is easy to be implemented in any organization,... if they want to do it
 - Gains in productivity and commitment and identification with the organization.
- DM requires to **overcome stereotypes, racism or discriminatory practices**, and to respect and fulfill human rights, equal treatment and equal opportunities.

DM in Andalucía

- **DM is at their beginnings** - but long history providing services
 - Very few organizations in the region develop systematic practices of DM
 - No public administrations or institutions in the region (explicit DM)
 - No lots of small and medium-sized businesses applying DM principles.
- **DM especially in big & international organizations**
- DM occurs **at different moments**:
 - Competitive selection processes
 - Welcome Days
 - Intercultural parties
 - Promotion by productivity
 - Language courses
 - Go in a retreat, etc.
- **Explicit (or not) DM**
- **Talent has not Age Restrictions. Talent has not Borders. There are Extraordinary People in all the World... We offer opportunities for playing in the First League (interview to an Abengoa Company Manager 2014)**

* Policies and Know-How for promoting and disseminating DM
* Explicit, planned and conscious DM: strategy for organizations
* Give orientations and support m/s

Integration through Participation in Society

- **Legal and political frame:** Andalusian Policies have been addressing the relevance of participation through *Integral Programs for Immigration* where “Participation” has been a stable ‘Governing Principle’ in the First, Second and now Third *Integral Programs for Immigration*, sharing space with others as “Interculturality”, “Equality”, “Integrality”, “Normalization” etc.
- **But here are not specific rules and orientations for TCNs**, but for foreigners in general, that try to promote the participation of immigrants in society
- TCNs enrich the understanding of the other, bring different views, sometimes are more sensitive
- **Important problems** for NGOs (especially ethnic ones) during the **crisis time:** reduction, closure, etc. Less stable and fragility:
- **Strong point:** Develop intense practices and ties of **solidarity** to survive in crisis. Solidarity that emerge in extreme poverty situations means sharing the food, the strategy of the pot, the street markets arising spontaneously etc.
- Not a lot of transnational activities

**PROMOTE SOLUTIONS FOR THIS:
developing LEADERSHIPs abilities (for
raise funds, directive formation...)**

Concluding remarks

- We are in the route of integration of immigrants & **Integration is possible and valuable at different levels** (human, productivity, etc)
- Policies for integration needs continuity (crisis)
- Need support and some kind of ***global and coherent strategy through Europe***
 - ***Renew or reinventing some policies***

Acknowledgements

DIVERSE. Diversity Improvement as a Viable Enrichment Resource for Society and Economy (HOME/201213/EIFX/CA/CFP4000004248) financed by the European Commission. Home Affairs. Call for proposal “European Fund for the Integration of Third Country Nationals 2007/2013 - Community Actions. project has been funded with support from the European Commission.

This document only reflects the view of the authors, and the European Commission cannot be held responsible for any use which may be made of the information contained therein.

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