



Assessing and enhancing integration in workplaces

A PROJECT ON THE INTEGRATION IN THE WORKPLACES OF MIGRANT HEALTH WORKERS IN 5 EUROPEAN CITIES

WORK-INT is a research and advocacy project aimed at better understanding, increasing awareness and stimulating action-oriented measures targeting the integration of migrant workers in the health sector at a workplace level.

The project targets five European cities hosting large numbers of migrant workers:

Dublin – Ireland
Hamburg – Germany
Oxford - UK
Madrid – Spain
Turin – Italy.

THE FOCUS OF THE PROJECT: THE MIGRANT HEALTH PROFESSIONALS IN THE EUROPEAN HEALTH SYSTEMS

The healthcare sector in Europe is currently facing growing labour shortages, which are increasingly filled by international migrants. Non-EU and EU migrant health workers play a crucial role in the national health systems, contributing to different segments of the workforce in the health industry and with highly varying degree of integration into this sector.

WORKPLACES: WHERE THE SOCIO-ECONOMIC INTEGRATION OF MIGRANTS IS AT STAKE

Despite the substantial contribution of migrants to the European workforce, most of the studies on the labour market integration of migrants into the European economies and its impact on the broader society have been concentrated on the macro level, mainly using quantitative approaches.

However the integration into the receiving societies and the interaction between immigrant minorities and native majorities actually take place within specific firms and workplaces. It is at this level that that the challenge of fully recognising and liberating the potential of immigrant workforce – and of a culturally diverse workforce more broadly - in terms of productivity and competitiveness arises. WORK-INT aims precisely at assessing and promoting immigrant integration at the workplace level.

A MULTI-STAKEHOLDER APPROACH

Furthermore, the research available on the foreign labour force in European countries has been mainly focused on the supply side, i.e. on the analysis of the processes and outcomes of insertion of immigrant workers in European labour markets, while the perspective of the demand, i.e. of employers, but also the concomitant role of other actors, such as trade unions, professional associations and other civil society organisations has been generally downplayed.

The latter are key actors in the dynamics of labour market integration of migrant workers at different levels and their perspective and role need to be integrated more systematically in the study of migrants' integration in workplaces.

In order to address these highly sensitive, context-specific and fast evolving issues, WORK-INT will be based on in-depth comparative research and targeted multi-stakeholder policy dialogue.

TWO MAIN PROJECT COMPONENTS: RESEARCH AND POLICY DIALOGUE/ADVOCACY

The **research component** is aimed at assessing and analysing the state of integration of immigrant workers in private and/or public health structures (hospitals) in the five European cities.

Specific activities in each country will be:

- **comparative statistical analysis** on Migrant Health Workers in the health sector in the 5 target European countries, based on **Eurostat** Labour Force Survey (**EU-LFS**) data;
- **background national reports**, providing detailed information on the institutional and regulatory framework concerning the MHWs in the health sector in each target country as well as a general statistical overview based on national data sources
- **interviews with key stakeholders** in the health sector and in the domain of labour integration of migrant workers;
- **2 case studies** based on in-depth interviews to be carried out in **2 selected hospitals in each target city**, where managers, human resource officers, non-EU/EU/national workers will be interviewed using a common protocol of research;
- **comparative qualitative analysis**, based on the 5 national research reports produced in each target country.

The **policy dialogue/advocacy component** of the project will be aimed at:

- raising awareness of integration challenges at workplace level, with a focus on the health sector;
- disseminating knowledge about promising practices of workplace integration;
- fostering dialogue and cooperation among different categories of stakeholders for the design and implementation of innovative actions in this field.

Specific policy dialogue/advocacy activities will involve:

- at a national level, the organisation of **national-level forums** with local and national stakeholders in each target city. These will be conceived as participatory processes aimed at disseminating research results, and, importantly, at producing shared policy recommendations, which will be included in **5 national policy briefs** to be further disseminated among country-wide stakeholders.
- at an **EU-level** a **policy paper** will be drafted and widely disseminated by the Regional Office of IOM in Brussels. The policy paper will be based on comparative research results and on national forums and will include targeted recommendations on policy and practice for the main categories of stakeholders. A preliminary version of the policy paper will be circulated among EU-level representations of key stakeholders and will be debated and validated at the **EU-level final forum**, that will be organised in Brussels, with European policy makers, employers, social partners and other stakeholders.
- An *ad-hoc* WORK-INT website will be created, containing all the project's deliverables and reasoned links to previous and on-going EU-wide initiatives on migrants' workplace integration and diversity management, with a focus on the health sector.

THE PROJECT PARTNERS

5 target countries, 5 research institutions

- **FIERI** (project coordinator), Turin - Italy
- **COMPAS**, University of Oxford - UK
- **Universitat Complutense de Madrid**, Madrid - Spain
- **Hamburgisches WeltWirtschafts Institut** (HWWI), Hamburg - Germany
- **Trinity College of Dublin** (TCD), Dublin - Ireland

An international organisation for the policy dialogue and dissemination activities

- **The International Organization for Migration** (IOM)



Co-funded by the European Union