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Facilitating the Integration of Migrants to the Labour Market through Adult Education

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Social Innovation Fund

MIGRANT AND REFUGEE ENTREPRENEURSHIP:
A WAY TO THE LABOUR MARKET
International practical online seminar
20 November, 2020, Kaunas



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SOCIAL INNOVATION FUND (SIF)

www.lpf.lt

A non-governmental organisation,
established in Lithuania
in 1994
as a charity and support foundation



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Our Mission

To ensure
gender equality and equal opportunities
for all
through social innovations and education.





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The staff

- 10-12 full-time and
- 5-7 part-time employees
- 5-8 volunteers are helping in everyday SIF's activities



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SIF partners

The SIF has partners in following countries:

- 28 EU Member States;
- Norway, Iceland, Turkey;
- United States of America;
- Georgia, Russia, Uzbekistan;
- Malaysia and Tunisia.





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SIF involvement into projects

Since 1994 till 2020 SIF has implemented more than 100 European and international projects both as coordinator and/or partner in the following directions:

- Gender equality and diversity;
- Social inclusion and employability;
- Promoting adult education policies and practices;
- **Social inclusion of immigrants;**
- Promoting entrepreneurship and social entrepreneurship;
- ICT and e-learning;
- Combatting violence against women;
- Intercultural and language training;
- Strengthening capacities of NGOs
- Strengthening peoples interest and skills in Math



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Know Your Rights / KYR (2019-2021)



under the ERASMUS+ Programme

Agreement number: 2019-1-IS01-KA204-051136

AIMS:

- to train migrant workers to improve their knowledge on their rights in the workforce.
- to improve public initiatives by promoting and raising awareness about national and European legislation and regulations on workers' rights.

KYR will develop approaches to reach out to migrant workers using:

- online tools
- trained peer mentoring,
- presenting information in 3-4 languages in each country.

- **Coordinator:** Einurd , Iceland 
- **Partners:**    
- <https://kyr.lpf.lt/>





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INTELLECTUAL OUTPUTS (IO)

O1 GAP analysis

- Competence GAP analysis to define and gather information on stakeholders, gaps in services/support to migrant workers, support and services to migrant workers.
- [National Report \(ICELAND\)](#)
- [National Report \(AUSTRIA\)](#)
- [National Report \(CYPRUS\)](#)
- [National Report \(LITHUANIA\)](#)
- [National Report \(SPAIN\)](#)
- [Comparative report](#)

O2 Curriculum and training program for peers (migrant workers)

- Curriculum and training content followed up with their involvement in content development.
- [Curriculum](#)
- [Exercises](#)



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IO1 GAP Analysis:

National Report (LITHUANIA)

Aims/Objectives of the Report

- to indicate **existing good practices** and, when possible, reinforce them.
- to **identifying gaps and issues** in existing practices in Lithuania– crucially, the issue of migrant populations’ lack of knowledge concerning their workers’ rights.

I Desk Review (Literature review/Good practices)

II Field-based Research: Interviews with 4 Stakeholders:

- I1 - Kaunas municipality employment service representative;
- I2- social worker;
- I3 – adult educator;
- I4 – academic, Lithuanian language teacher, founder of the Lithuanian language and culture club for Non-Lithuanians.

* **All respondents** were in a way related to migrant issues, however not so much to the subject of migrant workers’ rights.



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INTERVIEW QUESTIONS FOR MIGRANT WORKERS

Could you tell me a few words about how you and your organisation relate to the subject of migrant workers' rights?

•

How would you shortly describe the situation in your country – do you think migrant workers are aware of their rights as workers?

•

Do you know if migrant workers have the capacity to report any potential violation of their rights as workers?

•

How would a special training program help migrant workers to develop their awareness and knowledge on their rights?

•

Could you mention or tell me about any **special** training programs/courses/classes on migrant workers' rights? Are these courses freely-accessible (*for example, free of charge or/and developed as open educational resources?*). If yes, could you share the link of their website?

•

In your opinion, what are the main obstacles to promote knowledge on migrant workers' rights? (*for example, lack of motivation, lack of training programs and innovative tools for the training, lack of qualified tutors? Other obstacles?*)

•

In your opinion, what are the labour market challenges and obstacles that migrant workers most often face?

•

Do you know any examples of “good practices” that work towards supporting and ensuring migrant workers' rights in your country?

•

Would you say that there are groups within the migrant population that are more vulnerable than others in being exploited or manipulated by employers (*for example, women or youth*)? In your view, what might be the cause of this?

•

Are you aware of any initiatives of promoting information on the rights of foreign workers through actions in the fields of labour relations, safety and health at work, equality and no gender discrimination?

•

If you were responsible for raising awareness among relevant bodies (*for instance, businesses, trade unions, hospitals and the general public*) about the existence, nature and features of labour exploitation and also the need to ensure the rights of migrant workers – what would you do?



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GAP analysis: Conclusions and Recommendations

Key results:

- migrants, wishing to enter the labor market **face:**
 - **a lack of knowledge of the Lithuanian language,**
 - **incompatibility of competencies with Lithuanian market standards,**
 - **ignorance of labor rights and lack of understanding of the legal framework,**
 - **difficult availability of housing, family circumstances and cultural differences** that hinder the achievement of the desired employment in Lithuania.
- there is a need for e-training platform on migrants' rights freely available and **well known for the staff of social services.**
- there is a need to establish and to know widely about a **contact of a person or an office where to report** and/or get the consultation regarding the cases of migrant rights. There is still a lack of mutual cultural understanding and communication among locals and migrants, employers and employees. There is a need to increase public awareness and intolerance for violations of human rights.
- work with migrants towards employment has to be organized in the more effective ways, and **the personal approach** (coughing, consulting, and mentoring) could be one of these ways.



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I02 Curriculum and Training Program (for peer trainers)



KNOW YOUR RIGHTS

(2019-1-IS01-KA204-051136)

I02: CURRICUM AND TRAINING PROGRAM



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102 Curriculum and Training Program (for peer trainers)

102: CURRICUM AND TRAINING PROGRAM



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102 Curriculum and Training Program (for peer trainers)



- The curriculum and Training Program **results on the GAP analysis and best practices.**
- **workshops for peer mentors:**
 - Each partner will involve 1-3 migrant worker from each language/nationality group selected to be addressed by the KYR project activities and outputs.
 - In Lithuania : Russian, Arabic



LEARNING OUTCOMES



- Learners will gain knowledge and tools necessary to know their labour rights and obligations within the EU countries
- Learners will develop skills to transmit the knowledge acquired about the labour market and the rights and obligations of workers to other members of their community.

The emphasis of the curriculum is focused on:

- disseminating knowledge about supporting migrant workers,
- mentoring approaches
- how to present key issues of interest to migrant workers about their rights in relation to:
 - Employment contracts
 - Minimum wages, taxes and payroll expenses
 - Working conditions and security standards
 - Health care and insurance
 - Labor unions and other support organizations



O3 Production of “Know Your Rights” videos

Production of the KYR videos as peer mentors or e-confidants presentations adapted to each selected migrant group.

O4 Pilot training of peers

Partners will select 8-10 bilingual peers in each country to participate in a peer mentoring workshop.

O5 “Know Your Rights” platform

Project results will be accessible on the “Know Your Rights” platform that will be a hub for project activities developing from a simple info site for the project in the beginning to an **open educational resource** in different languages addressing different target groups of migrant workers.





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ICT4TCN: Facilitating the access to the ICT labour market of third country nationals by developing further their existing skillset (2019-2021)

Aims at facilitating the access of **Third Country Nationals (TCNs)** to the labor market, by capitalizing on their existing IT skills & competences and by building their capacities further, based on actual labor market needs.

Expected results include:

- a better contact between ICT companies and TCNs with some IT skills;
(via **STUDY VISITS**)
- a higher employment rate of TCNs into the ICT market;
a utilization of a trained and skilled pool of potential employees.



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Partnership

YOUTH INCLUDED ZS, coordinator ([Check Republic](#))

SYMPLEXIS ([Greece](#));

AKMI ANONIMI, EKPAIDEFTIKI ETAIRIA, ([Greece](#));

Asociación Valencia Inno Hub ([Spain](#));

DIESIS COOP ([Belgium](#))

SOCIALINIU INOVACIJU FONDAS ([Lithuania](#))





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Target groups:

- TCNs with some at least basic IT skills;
- Trainers, educators and professionals working with TCNs.

340 TCNs and 80 adult educators will be involved in the implementation of ICT4TCN, which includes the following activities:

- Assessment of prior IT-related learning background and skillset of third country nationals;
- Technology-based capacity building program; (**DEVELOPED**)
- Implementation of the IT bootcamps and networking activities in all countries (at least 160).



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Consortium:

- **NGO** that have an experience in supporting TCNs;
- Organizations supporting adult education and their integration into labor market.



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IO2 Training Course

- Beginner level

| | | | |
|-------------|---------------------------|--------|--|
| Module 1 | Future worker | Unit 1 | Understanding soft career skills |
| | | Unit 2 | First impressions |
| | | Unit 3 | Writing your resume and cover letter: Make a difference! |
| | | Unit 4 | Promote yourself through social media |
| | | Unit 5 | Evaluating job offers |
| Module 2 | Basic office technologies | Unit 1 | Give solutions to your clients: Use an Excel sheet |
| | | Unit 2 | Present your work: Use PowerPoint slides |
| | | Unit 3 | Writing your report: Use of Microsoft Word |
| | | Unit 4 | CLOUD technologies |
| | | Unit 5 | Communicate with your clients: Use of E-mail |

- Medium Level

| | | | | |
|-------------|----------------------------------|-----------|--------|------------------------------------|
| Module 1 | Graphic designer knowledge | 10 | Unit 1 | Fundamentals of graphic design |
| | | | Unit 2 | Introduction to typography |
| | | | Unit 3 | Introduction to imagemaking |
| Module 2 | Digital Marketing skills | 10 | Unit 1 | Digital Marketing: An introduction |
| | | | Unit 2 | Search Engine Optimization (SEO) |
| | | | Unit 3 | Digital Marketing tools |

- **Advanced Level**

| Sample Modules | | Theoretical Hours | Sample Units | |
|----------------|----------------|-------------------|--------------|---|
| Module 1 | WEB Programmer | 15 | Unit 1 | Programming languages(JavaScript, Python) |
| | | | Unit 2 | Coding fundamentals |



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- IT boot camps/ study visits at Lithuanian companies

Facebook:

- [ICT for TCN project](#)
- <https://www.facebook.com/ICT4TCN>



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Thank you for your attention!

