



Labour  
Integration  
for Migrants  
Employment



Co-funded by the European Union

# Employers Together For Integration

*Territorial analysis and best practices  
mapping of employers who stood up  
for migrants' labour inclusion*



# What is the 'employers together for integration' initiative?

'Employers together for integration' is an initiative launched on 23rd of May 2017 by European Commission during the second meeting of the European Dialogue on Skills and Migration.

It aims to give visibility to what employers are doing to support the integration of refugees and other migrants into the labour market, showcasing how their successful integration is a great advantage for our societies.

Employers can join this initiative by describing their current and future actions within this scope.

To join the initiative, visit the following website: [https://ec.europa.eu/home-affairs/what-we-do/policies/legal-migration/european-dialogue-skills-and-migration/integration-pact\\_en](https://ec.europa.eu/home-affairs/what-we-do/policies/legal-migration/european-dialogue-skills-and-migration/integration-pact_en)



## Our examples of employers who stood up for migrants' labour inclusion

### Consorzio A.I.D. Italia Cooperativa Sociale

Consorzio A.I.D. is an Italian non-profit organization from Latina (Italy) that helps people get a job, finding the right spot which matches with their capabilities. Its mission is to empower them and let their uniqueness emerge for a prosperous future. Beneficiaries receiving services are immigrants from several countries, vulnerable people who struggled in dealing with traumas, coming from stories of sexual abuses or people unjustly detained. Most of their struggle to integrate derives from their several language backgrounds, which put barriers in learning Italian. The approach of the organization is to help everyone feel as in a family, looking forward each other and providing mutual support. To do so, the first step is to build trust. Once the trust is built, the people will be able to actually feel part of the community and count on each others.





## Gustamundo

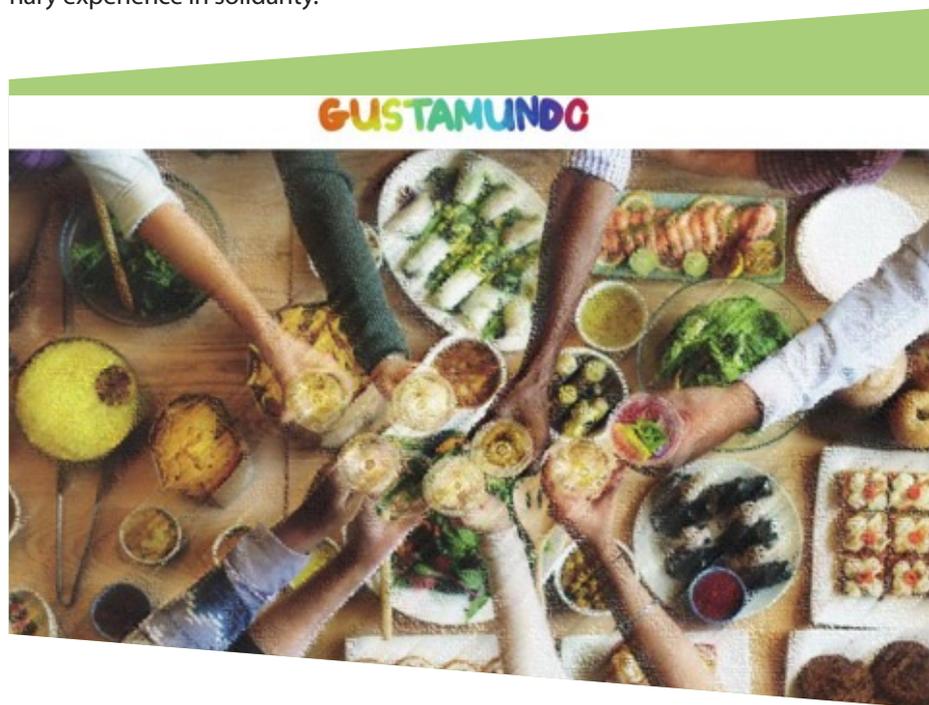
Gustamundo is a social enterprise funded in Rome (Italy) in 2017 with the idea of promoting social integration of migrants in the high-end cuisine sector..

Through cooperation with many shelters and non-profit organizations, Gustamundo works with more than 30 cooks coming from the most disadvantaged countries, allowing them to host multi-ethnic dinners in restaurants and to organize private catering services or work as private chefs at people's homes.

Most of the cooks are asylum seekers or refugees with a passion for cooking and with the dream of becoming professionals in the food and beverage sector. They all attended training courses and received a HACCP certificate, attaining a higher standard of food safety.

Gustamundo aims to be a "gastronomic harbour": migrants will be pleased to tell the guests about their cultures and flavours of their home countries.

This is Gustamundo's challenge: allow people to experience a rich and different culinary experience in solidarity.



## La Fabrique NOMADE

La Fabrique Nomade is a French association providing vocational training for refugees and migrants' in the craftsmanship sector. Its specificity lies in considering the professional path of each refugee before the arrival in France by identifying and evaluating previous skills and by studying the possibilities for adapting and transferring them into the French economic and cultural context. The aim is to transform these skills into opportunities for economic development in France, a guarantee of quality and sustainable professional integration.

Main activities are:

Training and certification for professional integration dedicated to prospective craftsmen, to facilitate their autonomy and their adaptation in the French economic and cultural context. Manufacturing activities in Paris in collaboration with French designers and expositions of crafts created within this synergy.





## WCRS (Wrocław Center of Social Development)

Wielokulturowy Wrocław is a city project implemented by the Wrocław Center for Social Development of the Municipal Office of Wrocław (Poland). Its goal is to raise awareness on Wrocław citizens about the stereotypes and prejudices they held against other cultures. As part of the "Integration" activities, they have opened 'WroMigrant' info points for foreigners, and have developed programs of animation and cultural activities. The WroMigrant facilities advise on the following matters: where and how to settle official matters; granting rules of PESEL number; finding a flat and registering residence; healthcare; education system; Polish language courses in the city. The info points also provide information about workshops and trainings about Polish labour market developments and which job to look for. WCRS works in collaboration with many partners to support third countries citizens who live in the region of Lower Silesia, to boost economic development and attract foreign investments.



## Rete PICTOR Società Cooperativa Sociale Consortile Impresa Sociale

The aim of Rete PICTOR is to develop processes of labor inclusion for migrants, providing best practices for the network of enterprises in Bassano del Grappa (Italy). Rete PICTOR's initiatives are realized within two projects related to prevention of illegal recruitment: the AgriLAB and the Earth to Heart projects, provide work opportunities related to sustainability and environmental protection issues. In addition, they offer training courses on matters related to their jobs (at the beginning, during, and at the end as a final feedback occurrence). Each year, 50 migrants are involved in activities related with disabilities, psychological illnesses, minors, or former prisoners in which they carry out the role of tutor. Those educators share the knowledge and values that they have acquired within their period of training with the disadvantaged people, becoming active members of the community.





## We Exist

We Exist is an organization placed in Bruxelles (Belgium) and runned by Syrian people. They aim at facilitating the access in the labour market for people who have fled conflict and persecution.

We Exist promotes an active integration both from socio-economic and cultural point of views, and raises awareness of Syrian culture and traditions through cultural culinary events in their restaurant as well as catering for professional and private events, bringing together Eastern and European traditions.

Thanks to these convivial activities they wish to make our citizens aware of the challenges of our society and the richness of our diversities.

The idea behind We Exist is that good meal can bring people together to create a warm and convivial atmosphere.

Exchanging experiences, culture, food, living together and sharing – that is We Exist.



## ALTROVE. Porte aperte sul mondo Restaurant

“Altrove Ristorante - Porte Aperte sul Mondo” is a social and ethnic cuisine specialized restaurant, pastry shop, and café. Above all, it is a meeting place advocated to cosmopolitanism and interculturality.

Altrove is part of a broader project, MaTeChef, which back in 2016 carried out 4 training courses of intercultural gastronomy for 60 young Italians and foreigners. At the end of the courses, qualifications of kitchen clerk, room/bar clerk, and pastry chef were gained by all participants.

All trained young people carried out two-months paid internships and many have been hired in well-known Roman restaurants. Furthermore, eight of them were directly hired by Altrove restaurant.

MaTeChef project was born within our Youth Center and Art School “MaTeMù”, which hosts a specific Training and Work Orientation Space (SOFeL) - which offers job training opportunities to Italians and children of foreign origin.



## Nelson Mandela Cooperative

Nelson Mandela cooperative was born in Gioiosa Ionica. It deals with tourism and agriculture, and offers decent work to migrants and unemployed young people by engaging them in projects aiming to better the local area.

The cooperative manages lands which are harvested through natural methods, offering typical products of the area which are then led available to the local population.

Inspired by the Riace integration model, the "Nelson Mandela" Social Cooperative wants to contribute to the redemption of Locride and Calabria Region through the promotion of ethical employment of young and disadvantaged people; beneficiaries include families who escaped from the Syrian war, arrived in Gioiosa Ionica through the "Humanitarian Corridors".

Currently, 13 people have been hired for an indefinite period (including 3 migrants and 4 young people coming from the criminal rehabilitation circuit). Lastly, the cooperative's action is supported by a network of active volunteers.



This product is born within the EU-funded LIME project under the webinar "Employers Together for Integration", which was conceived to present employers' good practices dedicated to support the inclusion of migrants in the labour market, such as job contracts, internships, apprenticeships, etc.

For further information, please visit the website: [www.limeproject.eu](http://www.limeproject.eu)



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