Next Speaker

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Belgium
Cooperate for migrants’ smooth integration into labour market

Malmö, 9th June 2016
Belgium: a complex country

3 official languages, 3 Regions, 3 Communities, 4 Public Employment Services
A few figures

- About 4500 adult refugees are expected in Wallonia in 2016
- An increase of around 500% of migrants registering as jobseekers as compared to 2015
3 keys principles

1. No positive discrimination, but equal rights
   No privileges to migrants but take measures to allow migrants access the same rights/services as native peers.

2. Think global, act local
   Local entities (around 150) have very large autonomy of action and are proactive in finding innovative ways of collaboration with numerous actors (Refugee centres, integration centres, Red cross, vocational integration partners, ...) 

3. Provide rapid responses (integration through work)
   Through setting-up of multidisciplinary platforms at local levels
Our services to migrants

- Vocational language training - ideally on-the-job.
- A wide range of vocational trainings - Support in validating diplomas
- Orientation and training towards jobs with shortage of skills. Different attitude of migrants as regards the “Arduousness of work”.
- Support to starting their own business.
  - 15% of Belgian are self employed.
  - 30% of the migrants from the Near and Middle East countries are self employed.
- Evaluation of effective competences and qualifications
  - job trials;
  - system of validation and accreditation of competencies acquired formally and informally;
  - screenings
Focus on Forem’s collaboration with employers

- Employers to the Forem: “We are willing to hire migrants. Tell us who they are and what profile they have”

- As a Public Service, we can not favour migrant candidates at the expense of other candidates (no discriminatory treatment)

- What we do:
  - Publication of a unique Belgian reference guide for the migrants
  - Single point of contacts (legal aspects of hiring migrants)
  - FAQ on the web for employers
  - Promotion of a very short type of traineeship (5 to 10 days) ‘Acquaintance with professional environment/work place’ (MISIP)
Thank you for your attention!