


Local diversity and equality policies supporting community development: Experiences of the CLIP network

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Diversity: Challenges and opportunities for cities

- European cities become more diverse
 - ▶ Nationality, ethnic origin, religions belief and cultural background
- Diversity: Opportunities and threats
 - ▶ Demographic and economic development
 - ▶ Social and cultural trends
- Management of diversity: Key issue for policy makers
 - ▶ Optimise positive "external" and "internal" effects of diversity
 - ▶ Provide equal opportunities for all
 - ▶ Minimise negative effects
 - ▶ Create sense of belonging
- Local level is of high importance

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Relevant local, national and European policies supporting management of diversity

- Diversity policies: Improved performance
 - ▶ Use of people's differences and similarities in order to improve quality of services and cost efficiency of cities
- Employment policy: Migrants and other ethnic groups
 - ▶ Activation and inclusion into the labour market
- Intercultural policies: Ethnic and religious inter-group relations
 - ▶ 2008 European Year of Intercultural Dialogue
- Equality policy: Social rights
 - ▶ Non discrimination, equal opportunities, positive action
- Integration policies for migrants
 - ▶ Common basic principles on integration (2005)
- Social inclusion policies
 - ▶ National action plans on social inclusion

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What is CLIP?

- CLIP stands for
 - ▶ Cities for Local Integration Policies for migrants
- Network 30 European cities managed by the European Foundation (EU-Agency): Start January 2006
 - ▶ Two meetings of all cities per year, regional seminars
- Other strategic partners
 - ▶ Cities of Stuttgart, Amsterdam and Vienna
 - ▶ Council of Europe (Congress of Local and Regional Authorities)
 - ▶ Committee of the Regions, CEMR
 - ▶ Private co-funding organisations (e.g. Robert Bosch Foundation)
- Research support by six leading European research centres

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Diversity and equality policy by cities

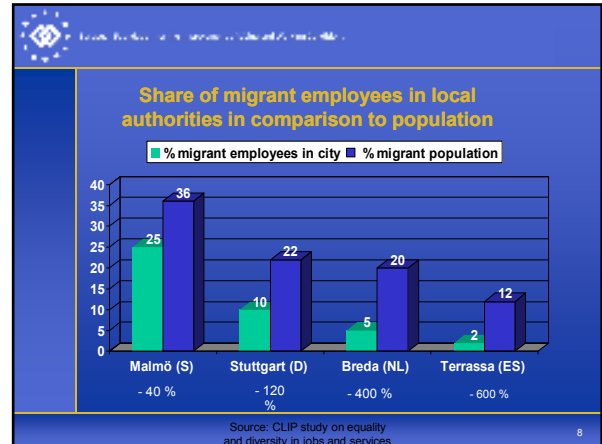
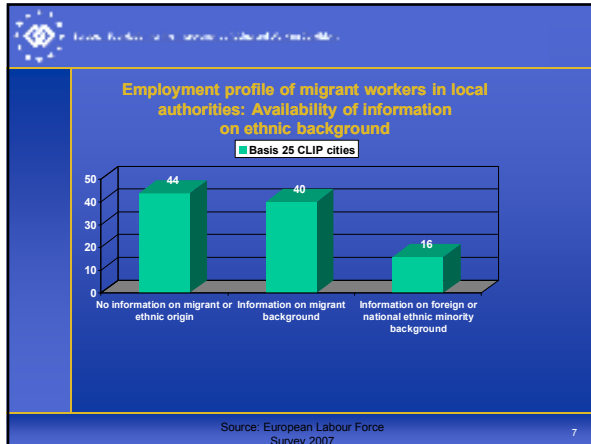
- CLIP focused on two domains
 - ▶ Personnel policy of cities for migrants
 - Administration
 - Service provision
 - Companies in public ownership
 - ▶ Service provision for migrants
- Background and importance:
 - ▶ Local authority is often the largest or second largest single employer in the city
 - ▶ Cities are key service providers to migrants
- Contribution of CLIP
 - ▶ 25 case studies in European cities
 - ▶ Overview report and policy recommendations

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Employment profile of migrant employees in local authorities I

- EU15: Only 1.9% of non-nationals works in public administration and defence
- 10 out of 25 (40%) cities have no information as regards migrant employees in their staff
 - ▶ Total numbers
 - ▶ Occupation or positions of migrants in their workforce
 - ▶ Different views and practices on monitoring
- Low % relative to proportion in population
 - ▶ Malmo (SW): 36% (population) versus 25% (employees city) (3:2)
 - ▶ Stuttgart (D): 22% versus 10% (2: 1)
 - ▶ Breda (NL): 20% versus 5% (4: 1)
 - ▶ Terrassa: 12% versus 2% (6: 1)

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- ### Employment profile of migrant employees in local authorities: Quality of employment
- Concentrated in manual/ less senior posts e.g. Stuttgart
 - Overall figure (services and companies owned): 10%
 - Administration: 7%
 - Companies owned: 25%
 - Highest and higher grades: 1 to 3%
 - Clerical grade: 8%
 - Manual grade: 41%
 - High % of migrants with short term contracts
 - Higher % of migrants contracted and outsourced services
 - Results regarding low quality of employment of migrants are confirmed for EU by "Employment in Europe Report 2008"

- ### Personnel policy of cities regarding migrants: Challenges
- Lack of data on employees with migrant background in order to
 - Identify problem, analyse barriers
 - Monitor progress
 - Lack of clear vision:
 - Importance of city jobs in wider integration strategy
 - Assumption 'we treat everyone the same' ensures equal access to jobs & promotion
 - Hostile media/staff
 - Low staff awareness regarding the value of a diverse workforce

- ### Jobs in local authorities for migrants: Barriers
- Legal and procedural restrictions of recruitment of third country migrants
 - Public administration
 - Public service
 - Overall reduction of staff in local authorities
 - Bar on any recruitment
 - Array of different departmental responsibilities
 - Language requirements
 - Unnecessary high
 - Slow recognition of qualifications
 - Concerns of customer resistance
 - Resources: advertising, translation, data collection, outreach – cost money & staff time

- ### Jobs: Steps taken I
- Targeted advertising, encouraging applications
 - Informal channels through migrant organisations
 - Non discrimination in recruitment
 - Reviewed level of knowledge in selection tests (e.g. language)
 - Education and training
 - Language classes
 - Illiteracy classes
 - Mentoring apprentices
 - Professional training in shortage areas

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Jobs: Steps taken II

- Complaints mechanism
- Training existing staff diversity management
 - Awareness raising
- Adapt work environment to cultural needs
- Translation health & safety information
- Governance
 - Mainstreaming through all department
 - Collaboration between public agencies, private sector, unions & NGOs – planning & services

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What should be on cities' agendas?

- Review legal & procedural barriers to jobs: are they all necessary?
- Review recruitment methods: do they reach & attract diverse applicants?
- Assess work environment: would/do staff of differing backgrounds feel valued?
- Consult migrants: why don't they apply?
- Procurement: build diversity objectives into contracts
- Staff training & performance assessment: 'What gets measured gets done!'

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Thank you



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