



Career Counselling Professionals Fighting Against Implicit Bias

<p>→ Sensitize career counselling professionals about the need to fight implicit bias</p> <p>→ Awareness on the need to identify and deconstruct stereotypes</p> <p>→ Provide information on practices and initiatives</p>	<p>→ Encourage the use of self-assessment tools among career counselling professionals to evaluate one's own implicit bias when providing career guidance to migrant women</p>	<p>→ Encourage training and capacity-building of career counselling professionals to fight implicit bias in their work practice</p> <p>→ Training will help to identify, deconstruct and avoid unconscious reproduction of stereotypes in counselling, recruitment and integration in the labour market</p>
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<p>Information about other services / institutions to engage and partner-up to address specific questions arising from recruitment procedures</p>	<p>Existing tools</p> <ol style="list-style-type: none"> 1. APPDI - Guia para um recrutamento inclusivo 2. Direcção Regional das Comunidades (Manual para profissionais) - Projecto REGIN 	<p>Existing tools</p> <ol style="list-style-type: none"> 1. APPDI Workshops "Recrutamento inclusivo" 2. CRESCER and IKEA initiative (workshops for refugee and migrant workers to raise awareness about their rights)
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Maps of Good Practices Portugal



(Female) Migrant Workers Reacting Against Discrimination



Not only access to information is essential, but this information can't be blurred. Migrants need to be provided with clear and objective information about their rights, which should be delivered with comprehensible and concise language. Migrants also need to be made aware about the institutions where they can report discrimination. For instance, it is important that migrant workers know what CITE/ACT/CRITE is – as these are governmental agencies/commissions to tackle different types of discrimination. It is equally important that career counselling professionals working with migrants are aware of a series of tools, such as the “Manual para Profissionais” developed by the Direcção Regional das Comunidades, or the REGIN project, or the “Guia para o recrutamento inclusivo” developed by APPDI, as these initiatives break the barriers in accessing information and provide fundamental contents.

Maps of Good Practices Portugal

The Portuguese Community of Practices (COP) during its meetings emphasized 5 main points which are intertwined:

Access to information

Clear language

Self-Assessment Tools

Training

Cooperation between institutions

Throughout the sessions it became clear that neither the professionals nor the migrant women have access to clear and objective information. The use of opaque language is a major barrier for migrant women to know their rights and how and where to claim them. Professionals have also emphasised the difficulty to have access to clear and objective information that would help them to improve their performance. Some good practices were emphasised such as: self-assessment tools developed, for instance, by APPDI which are included in APPDI's handbook for inclusive recruitment. Also Project REGIN by the Azores Direcção Regional das Comunidades provides a handbook for professionals.

These tools are complemented by training/ workshops, some of them developed by APPDI whose target groups are professionals, to help them deconstruct unconscious biases and also help them to avoid reproducing those biases especially during all recruitment phases. Other initiatives that promote training include the IKEA-CRESCER initiative which intends to raise awareness about workers' rights, in particular, workers with a migratory background. These workshops intend to raise awareness on fundamental rights, to increase their fulfilment.

Finally, members of the Portuguese COP also highlighted the importance of cooperation and collaboration between associations that work with migrant women and enterprises towards the establishment of partnerships and protocols to assure quotas for migrant workers which guarantee their access to the labour market. Furthermore, initiatives such as speed recruitment were also emphasised as a good practice to overcome multiple barriers that migrants women face while trying to access the labour market.