



CIMIC

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Report of the study visit

1. Elements that we recognize from our own country

1.1. Blind application

The procedure of blind application used by Casino in order to recruit migrant managers, is not widely spread in Belgium. Moreover, Belgian employers and politicians still discuss the role, the possibilities and usefulness of this procedure. In our view, the selection based on competences instead of the content of a CV is a good way to illustrate the blind application procedure. In this case, Mission Local selected the candidates and therefore acts as a go-between. For us, this was a new experience although one of our colleagues told us about similar projects in Belgium.

1.2. Simulations in order to identify competencies

Like in France, identifying competences becomes a standard part of selection procedures in our country. However, in contrast to the procedure used by Casino, most firms first select their candidates on the content of their CV. A simulation of the setting or tasks can be a second part of the further selection procedure but it is not the start as in the Casino-case.

1.3. Recruitment of migrants in lower positions

Like in most other countries, migrants are mostly working in lower positions. Migrants are over-represented in the cleaning and catering jobs. We were a bit surprised to see that most projects in France (that were presented) still focused on low profile jobs. Only Casino tried to put migrants to manager positions.

1.4. Use of charters

Trying to change attitudes and behaviour by negotiating instead of using repression is a typical Belgian way of life. All colleges and universities in Belgium signed a 'diversity-charter'. Like in France, this charter does not have any juridical consequences. Although we find this a first step, further actions are required to enhance real inclusion.

2. Elements that surprised us

2.1. Research about the impact of false CV

We are really looking forward to see the results of the study on "false CV's" and the impact on the behaviour of the recruiters and the positions of migrant workers. As far as we know, a similar study does not exist in Belgium.

2.2. Absence of recognition of trajectories followed by migrants

In the last years, several institutions in France seem to put a lot of effort in secondary trajectories. However, we were surprised that “students” did not receive some kind of diploma/degree to prove their obtained competencies. If the economic situation gets worse for example, these students still remain a vulnerable group (without degree). We also wonder if the participants will succeed in keeping their job or finishing their education because there is no follow-up. Further, it strikes us that non of the projects we visited, invest energy and money in measuring the effects of their activities.

2.3. VEDIORBIS: Global policy: a non-discriminatory behaviour of the staff members

We were positively surprised by the global policy of VEDIORBIS towards diversity. They are not only investing in promoting diversity but also taking into account the role of their own staff in the non-discriminatory behaviour (for instance education/training about how to react towards discriminatory demands of clients).