

# 2<sup>nd</sup> ESVDC webinar

Career Guidance and Counseling and Migration Challenges: The Point of View of  
International Scholars

**How Portugal deals with immigration - the point of view of Vocational Design and Career Counseling**

Ana Daniela Silva

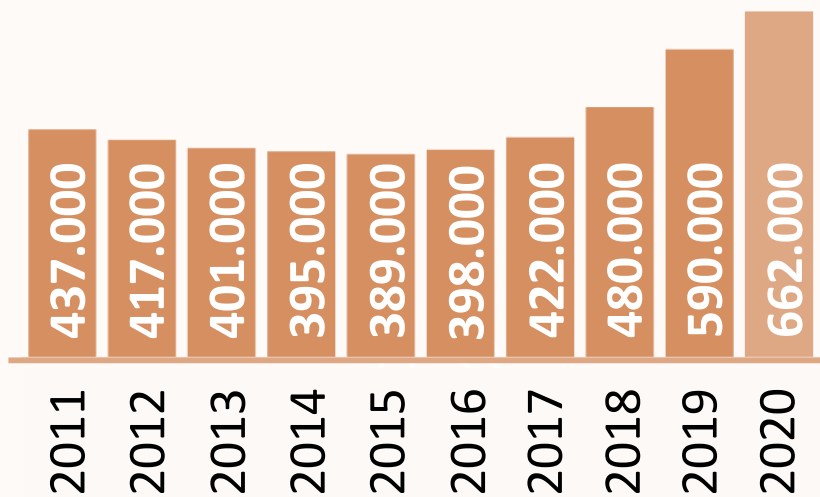
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Portuguese Association for Career Development

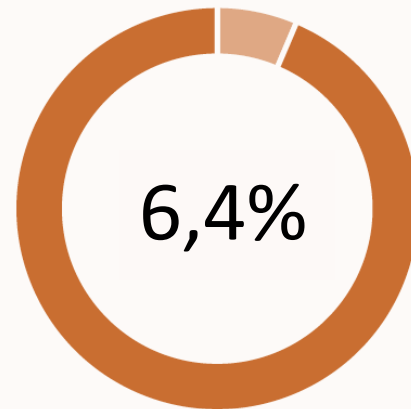
# The following questions will be addressed:

- What are the main immigration issues faced in your country?
- What are the main policies/debates about immigration in your social context?
- Who are the stakeholders who deals with these questions?
- How can Career Guidance/ Vocational Design/Career Counseling participate to these questions?

# What are the main immigration issues faced in your country?



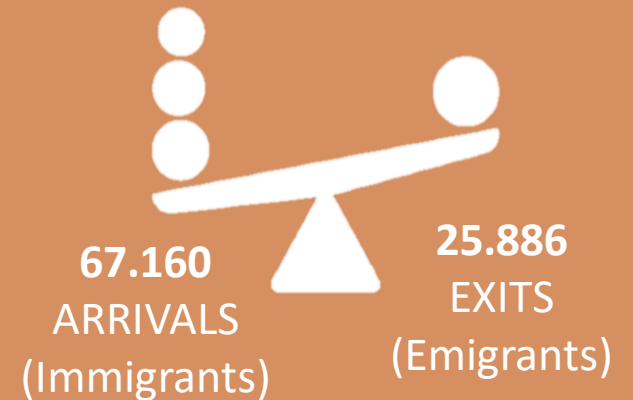
In 2020, Portugal reached **662 thousand foreign residents**



of the residents in Portugal are foreigners

Portugal is the 18th country in the EU with the most foreigners, with **6 foreigners per 100 residents**

Oliveira, 2021



# What are the main immigration issues faced in your country?

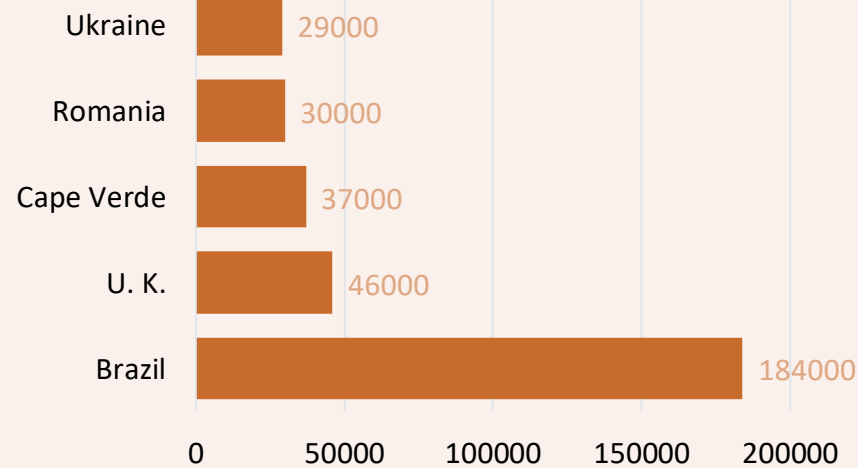


49,2%

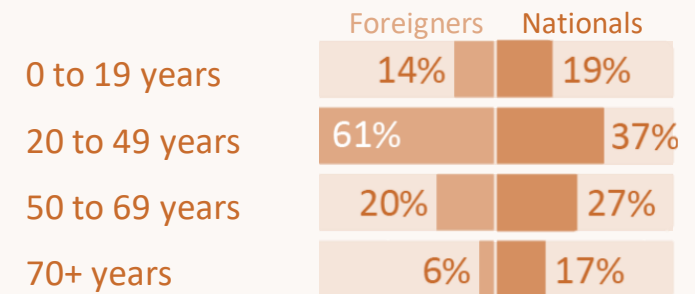
50,8%

The majority of foreigners are **male**

## The 5 most represented nationalities



Oliveira, 2021



Majority of foreigners in **young, active and fertile age**

# What are the main immigration issues faced in your country?

## 1. A population deficit problem



The Portuguese population is one of the most elderly in the world, with **166 elderly people for every 100 young people**

Foreigners in Portugal are younger and more active, with only **102 older people for every 100 young people**



In 2020, **13,5% of the total births** in Portugal were from a foreigner mother

Foreigners help to **reinforce the young and fertile sections of the population** and mitigate the country's ageing



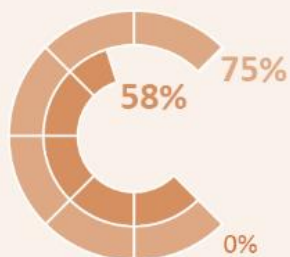
# What are the main immigration issues faced in your country?

2. A lack of labour force in various sectors of the economy



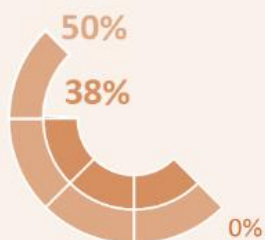
# What are the main immigration issues faced in your country?

## Activity rate



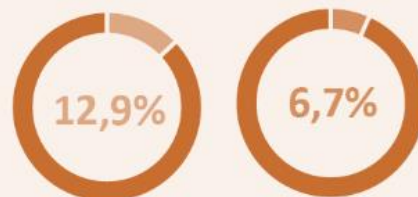
Foreigners have **higher activity rates** than nationals

## Low-skilled jobs



5 out of every 10 foreigners are in **less qualified and higher risk professional groups** (vs. 4 out of every 10 nationals)

## Unemployment rate



Foreigners remain **more vulnerable to unemployment** than nationals

## Over-qualified workers



13 out of every 100 foreigners with higher education **have a low-skilled job** (vs. 4 out of every 100 nationals)

## Average remuneration



Foreigners' average remuneration is **8.2% lower** than those of nationals

## Entrepreneurship rate



17 out of every 100 non-EU foreigners are **self-employed** (vs. 13 out of every 100 nationals)

# What are the main immigration issues faced in your country?



90%

of immigrants in Portugal have an advanced level of Portuguese



13.179

foreigners attended courses of the *Portuguese for All* programme in 2020



5.039

Primary and Secondary Education students attended *Portuguese as Foreign Language* in 19/20



12.210

people learned Portuguese through the *Portuguese Online Platform* in 2020



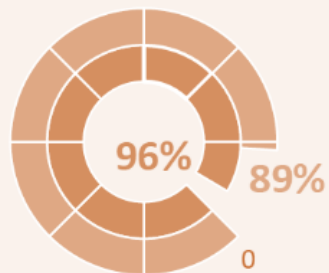
# What are the main immigration issues faced in your country?

## Primary and Secondary Education



68.000

**foreign students** on 19/20, from **179 nationalities**, corresponding to **6.7%** of students



Foreign students have **lower transition/ completion rates** than national students, but **the gap has narrowed** over the last decade

## Higher Education



63.000

**foreign students** on 19/20, from **172 nationalities**, corresponding to **16.5%** of students

7.500

**foreign graduates** in the academic year 19/20

# What are the main policies/ debates about immigration in your social context ?



**MIGRANT  
INTEGRATION  
POLICY INDEX**  
2020



- Law governing migration policy entered into force in 2007 (Law 23/2007), defining the conditions foreign citizens have to meet in order to be allowed to immigrate to Portugal and to be granted a temporary or permanent residence permit.
- Recent amendments to the law have facilitated immigration of foreign citizens wishing to work, study, invest or conduct scientific research through specific visas
  - Eg. New short-term visa for seasonal work; the visa for seeking work...

# What are the main policies/ debates about immigration in your social context ?



**MIGRANT  
INTEGRATION  
POLICY INDEX**  
2020



- **Liberal immigration policy, including refugee reception and integration**
- Portugal has been ranked third in the latest edition of the Migrant Integration Policy Index (MIPEX) that compares policies of immigrant inclusion in 52 countries
- The country has the second most-favorable citizenship regime in the EU in terms of naturalization rates, and is consistently advancing in terms of integration (European Commission, n.d.).

# What are the main policies/ debates about immigration in your social context ?



**MIGRANT  
INTEGRATION  
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2020



Policies to support and encourage the arrival of immigrants in Portugal - policies to attract, integrate and welcome foreigners:

1. Action Plan on Integration and Inclusion
2. Local Policies for Reception and Integration of Migrants

Challenge: develop strategies that guarantee a concerted action by the different entities working in this area, not only at the national level, but also at the local level.

# Who are the stakeholders who deals with these questions?

## GOVERNAMENTAL AGENCIES

The Portuguese Immigration and Borders Service (SEF) is a security service within the Ministry of Internal Affairs (MAI) that, implement immigration and asylum policy → **great influence on the definition of the control mechanisms of migratory flux**

The High Commission for Migration (ACM), is a Public Institution, directly dependent of the Presidency of the Ministers Council, has the mission promotes exchange and dialogue between entities that are representative of immigrants and ethnic minorities in Portugal, as well as a thematic study on the social inclusion of immigrants and ethnic minorities.



# Who are the stakeholders who deals with these questions?

THE HIGH COMMISSION FOR MIGRATION (ACM) HAS DEVELOPED, SINCE ITS INCEPTION, A NUMBER OF SPECIALIZED SERVICES TO MEET THE NEEDS OF MIGRANT COMMUNITIES.

National Immigrant Support Centre (CNAI)

Migrant Support Line

Telephone Translation Service (STT)

Local Support Centres for the Integration of Migrants Network (CLAIM Network)

App My CNAIM and Migrant Forum

Occupational Insertion Offices (GIPs)

Outreach Teams

Support for the integration of refugees



# Who are the stakeholders who deals with these questions?

## OTHER SIGNIFICANT ACTORS

Political parties;  
Trade unions and professional organizations;  
Immigrant associations;  
Churches and associations of religious character;  
Non-governmental organizations that, either directly or indirectly, are involved in offering assistance to immigrants and ethnic minorities;  
University institutions that are dedicated to research in the area of international migration.



How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

*Some of the most challenging and influential aspects with respect to immigrant workers' lifecareer wellbeing in the adjustment process include **language proficiency, familiarity with the host country culture, and some systemic barriers such as discrimination and lack of recognition of foreign credentials as well as work experience during the vocational identity change** (Chen, 2008)*



# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

The Portuguese Strategic Plan for Migration promotes voluntary introductory courses, generally implemented by governmental bodies all over the country:

Ex. Linguistic support programs:

**Portuguese Host Language** for the adult migrants

**Portuguese as Foreign Language** for primary and secondary school students integrated in the national education system.

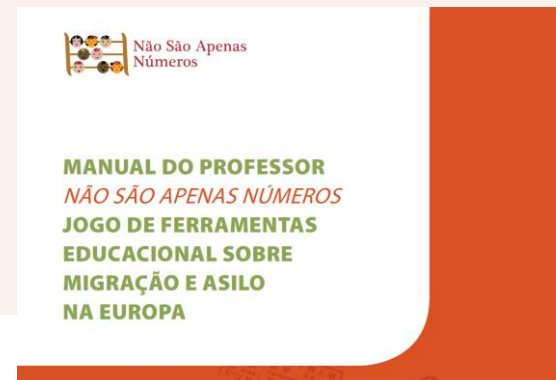
In addition, Portugal has been promoting since 2016 (also on a voluntary basis) the online learning of the Portuguese language through the **Portuguese Online Platform**

# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

The Portuguese Strategic Plan for Migration promotes voluntary introductory courses, generally implemented by governmental bodies all over the country:

## Ex. Intercultural Kit:

The Intercultural Kit aims to make available to schools, and other professionals of the education sector, a set of materials around the interculturality subject, that were conceived and released by the Office Inter Cultures and by the High Commission for the Migrations P.I. (ACM), in strict cooperation with other partners.



# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

The Portuguese Strategic Plan for Migration promotes projects over the country:

*Program “Escolhas”*, maintains since 2001, protocols and financial support to various local projects over the country, to promote social inclusion of children and youths from vulnerable social economic backgrounds, aiming the equality of opportunities reinforcing the social cohesion.

**Project of Intercultural Mediation in Public Services (MISP)** consists in an intercultural mediation of a communitarian focus. It is a project developed by City Councils in partnership with entities of the Civil Society, namely, immigrant associations.

# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

The Portuguese Strategic Plan for Migration promotes several voluntary activities organized on the local or regional levels

## **Network of Municipals Friends of Immigrants and Diversity (IMAD)**

**Next door Family or Interreligious dialogue** - initiatives for the prevention and combat of racism and racial discrimination; for promotion of community involvement of immigrants through partnerships, in order to strengthen identity cohesion and multicultural affirmation.

# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

The Portuguese Strategic Plan for Migration promotes several voluntary activities organized on the local or regional levels

These are based on the national integration plan or derive from independent initiatives implemented by public or private social actors.

They address a wide range of issues, from social interaction and intercultural dialogue to health awareness and career guidance.

# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

## Conclusion and recommendations

Despite the diversity of ongoing projects and initiatives, there are still few publications that demonstrate the effectiveness of these interventions (Silva, Soares, Bragança & Vautero, 2022).

Specificity of different groups of migrants (PALOPs, Refugees...) implies the study of specific needs and development of custom-made programs.



**More collaboration is needed between governmental and local agencies with universities and research centres to develop, validate and disseminate good practices, and promote more training in career counselling with multicultural and vulnerable people.**

# How can Career Guidance/ Vocational Design/Career Counseling participate to these questions ?

## Conclusion and recommendations

The career intervention could allow immigrants to integrate past career roles and experiences with current ones, whilst (re)building their career identity. As a result, individuals will gain a sense of hope and optimism regarding future options, and are more likely to better adjust to the host culture. At the same time, host countries will have more satisfied and involved employees, which may contribute to economic growth.

# Thanks for the attention!

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