

MIGRANTS, COVID AND DIGITAL FATIGUE

ICT4TCN PROJECT- Facilitating the access to the ICT labour market of third country nationals by developing further their existing skillset

Migrants in Spain

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The ICT4TCN project aims at taking advantage of the great potential that lies within one of the most promising EU industries, namely the ICT sector, so as to facilitate the access of Third Country Nationals (TCNs) to the EU labour market, by capitalising on and further developing their existing basic IT skillset, based on actual market needs. In Spain, one of the countries part of the consortium of the project, 75% of migrants perform elementary and precarious jobs, according to a report from Caritas.

The migrant population in Spain is mostly young, with an average age of 36. Moreover, only 8% of migrants are over 65 years of age. In terms of educational level, migrants have very similar levels of education to those of the Spanish population: while 29% of Spanish nationals have higher education, the percentage is 23% among Latin American foreigners, a very similar figure. These figures on human capital are at odds with their poor working conditions and precarious labour development. In ICT4TCN project we intend to take advantage of these capacities thanks to their previous education and help TCNs access the labour market, especially in the ICT sector.

The ICT sector has become absolutely necessary during the COVID-19 pandemic and telecommunications have allowed us to maintain the working activity during the days of lockdown. This crisis can present opportunities for TCNs with digital skills, because a lot of organisations will try to accelerate their digitisation processes in the future. However, right now, digital workers have challenges to face such as digital fatigue.

Tips to combat digital fatigue

Digital fatigue can affect anyone, but digital workers are especially sensitive to this situation. The increased use of ICTs has not developed under a normal situation, but has come at a time of increased stress and uncertainty for all of us (quarantine, physical distance, all family members at home working at the same time, new routines and needs). Beyond the obvious visual fatigue caused by the screen vs. 'face-to-face', we are more fatigued because the demands on our attention are actually greater. There are some tips to fight this digital fatigue during the pandemic.

- Use adequate lighting: Eye fatigue is often caused by too much bright light, either sunlight coming through a nearby window or strong artificial light.
- Blink more often: Eyes should always be moisturised. This hydration is achieved by the simple gesture of blinking. However, when working in front of a screen, people blink less often.
- Take mini breaks: Try looking away completely from your computer every two hours. Look through the window to different directions and distances.
- Make sleep your priority: This means avoiding screens at least one hour before going to sleep!

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