



European
University
Institute

ROBERT
SCHUMAN
CENTRE FOR
ADVANCED
STUDIES



MIGRATION
POLICY CENTRE



wiiw

**POLICY PERSPECTIVES
FOR EUROPEAN INTEGRATION**

LABOUR MARKET INTEGRATION OF REFUGEES. WHAT WORKS?

**Wiener Institut für Internationale Wirtschaftsvergleiche
5 December 2016**

Iván MARTÍN

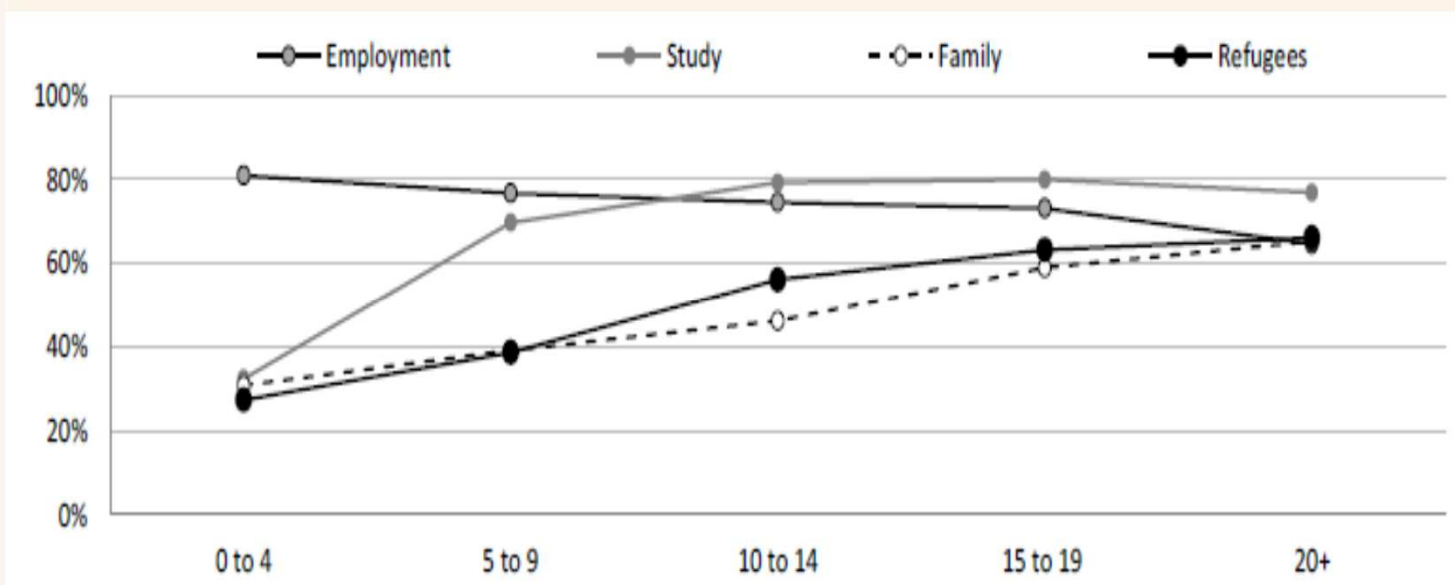
Migration Policy Centre, European University Institute





Refugees underperform in terms of labour market integration

Employment rate by reason of migration and years of residence in the European Union, 15-64, 2014



Source: OCDE (2016), p. 21. Data cover 25 countries of the EU.

Research question: What are European governments doing to facilitate their labour market integration?





European
University
Institute

ROBERT
SCHUMAN
CENTRE FOR
ADVANCED
STUDIES



MIGRATION
POLICY CENTRE



From Refugees to Workers

Mapping Labour-Market Integration Support Measures
for Asylum Seekers and Refugees in EU Member States

Volume I: Comparative Analysis and Policy Findings



From Refugees to Workers

Mapping Labour-Market Integration Support Measures
for Asylum Seekers and Refugees in EU Member States

Volume II: Literature Review and Country Case Studies



REFMISMES Study

- **Rapid Mapping** of Refugee Labour Market Integration Support Measures (REFMISMES) in EU Member States (States, civil society and private sector)
- **9 country case studies:** Austria, Denmark, France, Germany, Italy, Netherlands Spain, Sweden, United Kingdom
- **Inventory of 94 REFMISMES**
 - Skills and needs assessment
 - Skills development
 - Incentives for economic integration
 - Job intermediation
 - Recognition of skills and qualifications
 - Integrated measures
- **ANALYSIS**
 - Reach and beneficiaries
 - Impact on LMI
 - Effectiveness (cost)
 - Institutional setting
 - Contextual (success and failure) factors





KEY FINDINGS I: TRENDS

- **Clear policy trend to facilitate labour market integration of refugees and asylum seekers...**
- **Common challenges and patterns...**
- **...and converging policy response across countries.**
“Standard” package:
 - Early skills assessment
 - Introduction programme (cultural orientation, socio-professional orientation)
 - Intensive language courses
 - Access to general job intermediation services
- **...but too many initiatives and pilot measures, not comprehensive approach**
- **Mainstreaming into general public services and schemes.....**





KEY FINDINGS II: CHALLENGES

- **...but refugees have specific needs** and need tailor-made measures (as any other group with specific needs -ALMPs)
- **Few targeted measures** (women, low-skilled)
- **Significant administrative obstacles remain**
 - Housing; Residence permits; Social benefits structure
- **Territorial distribution** of migrants does not take into account labour market demand
- **Fragmentation of REFMISMES and multiplicity of actors**
- **Huge differences across nationals from different countries**
- **No quick fix: complex process and no success model (case of Sweden is revealing)**



KEY FINDINGS III: OUTSTANDING PRACTICES

- **Denmark, Sweden:** “Integration/Introduction programme”
- **Denmark, Sweden:** Short-term subsidized employment
- **Germany:** “Early Intervention” pilot project
- **Netherlands:** Employers-led skills recognition
- **Austria:** Voluntary integration year
- **France, Italy:** civil society/municipal local support programmes/”circles” (Accelair, SPRAR)
- **Spain:** practitioner’s information network (concept)
- **UK:** “New Scots” Strategy



FROM FINDINGS ... TO POLICY RECOMMENDATIONS?

- **Success and failure factors difficult to identify**
(recent measures, little information available, dispersion)
- **Multilevel governance mechanisms required**
- **Mainstreaming is not enough: capacity of public services**
- **Mobilize resources commensurate with the social and economic challenges involved**
- **Mutual learning possible → Scope for EU action**





Questioning some assumptions

- **Refugees are (unemployed) workers:**

- Different psychological status
- Other incentives
- Former work experience ?

→ No ALMPs, Activation first

- **“Integrate” them.** Integration as a two-way process applies also to VET systems and Public Employment Systems

- **Can standard labour matching and job intermediation techniques apply to humanitarian cases?**

- **Language learning first or labour integration first?**

- **Labour integration first or social integration first (volunteer work)?**



Hungary. Queuing for the PES?



European University Institute

ROBERT SCHUMAN CENTRE FOR ADVANCED STUDIES

THE QUESTION OF REFMISMES MAY SEEM TECHNICAL, BUT IT IS CRUCIAL FOR THE FUTURE OF EUROPE

Appendix: Inventory of REFMISMES

	Austria	Austria	Austria
	SKILLS DEVELOPMENT	SKILLS DEVELOPMENT	SKILLS DEVELOPMENT
Title	Education and training coaching and vocationally oriented German courses for third-country nationals, recognised asylum seekers and persons entitled to subsidiary protection aged 25 or less	Quantum leap! – Modular qualification and labour-market integration of recognised asylum seekers and persons entitled to subsidiary protection	Modular qualification and activation of third-country nationals, recognised asylum seekers and persons entitled to subsidiary protection in Vienna and Lower Austria-South
Implementing institution/organization	Die Wiener Volkshochschulen GmbH	Caritas der Erzdiözese Wien –	Österreichische Jungarbeiterbewegung – Berufspädagogisches Institut der ÖJAB
Geographical scope	Vienna	Vienna	Vienna, Lower Austria
Target group of beneficiaries	Third-country nationals, recognised refugees and persons entitled to subsidiary protection under 25 who have acquired basic education	Recognised refugees and persons entitled to subsidiary protection	Adult third-country nationals, recognised refugees and persons entitled to subsidiary protection with no or little German language skills (special focus on women)
No. of beneficiaries	N/A	N/A	32 (of which 24 are planned to be women)
Objective	Improving job-specific language skills and providing orientation to enhance participants' chances to continue their education or enter the labour market	Advancement of job-related skills to facilitate labour-market entry of participants	Labour-market integration through acquisition of recognised diploma for language and job training
Actions	Individual coaching including the design of a tailored course programme for each participant	Counselling, coaching, language courses and other qualification measures (special job trainings for professions such as caregiver, nursery assistant and children's group attendant)	Assisted by socio-educational counselling, participants can acquire an Austrian language diploma (ÖSD) and receive a specialised training recognised at European level, e.g. office administrator
Annual budget	€105,000.00 (total cost)	€331,280.00 (total cost)	€165,089.59 (total cost)
Online information source	http://www.vhs.at/16-vhs-ottakring/projekteundkooperationen/projekt-bide.html	N/A	N/A

→ FROM REFUGEES TO WORKERS TO CITIZENS



EUI