



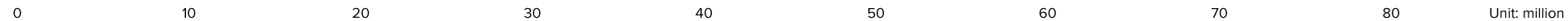
LABOUR MARKET INCLUSION OF MIGRANTS AND REFUGEES IN EUROPE

Eva PONS

IOM Regional Office for the EU, EEA, NATO

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Setting the scene: Refugees in the World



65.6 million
forcibly displaced people worldwide

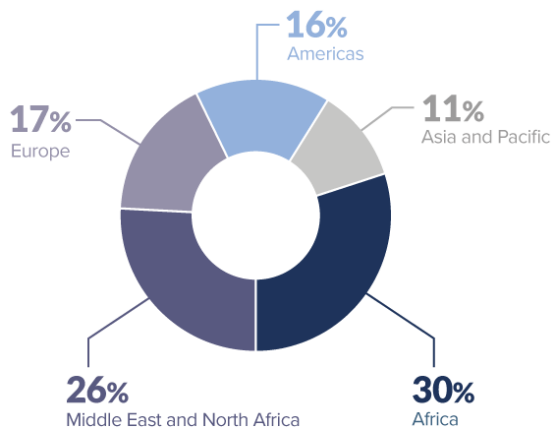


Refugees

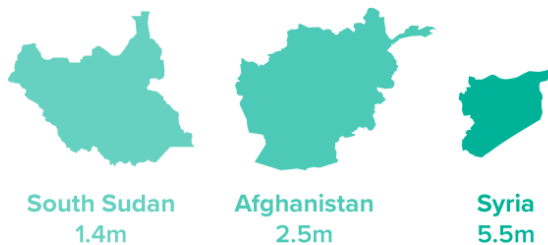
22.5 million

17.2 million under UNHCR mandate
5.3 million Palestinian refugees registered by UNRWA

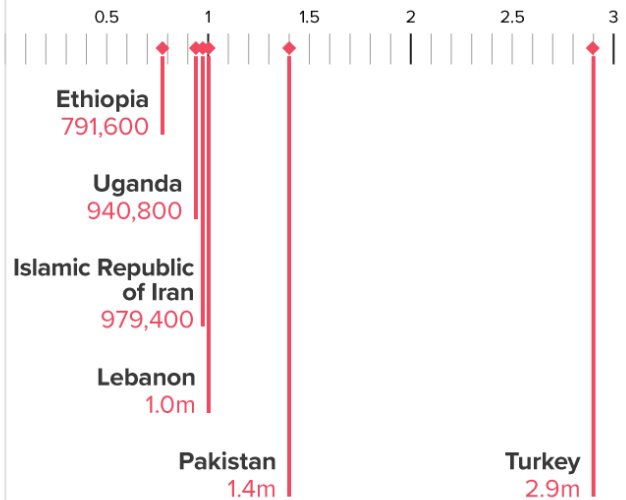
Where the world's displaced people are being hosted



55% of refugees worldwide came from three countries



Top hosting countries



Setting the scene: Refugees in Europe



First Time Asylum claims in EU 2016

1 200 000



Protection granted in EU 2016

600 000



Resettlement to Europe 2016

18,500



Relocation within Europe (until now)

31,500

Around **20 million TCNs** legally residing in the EU (4% of total EU population)

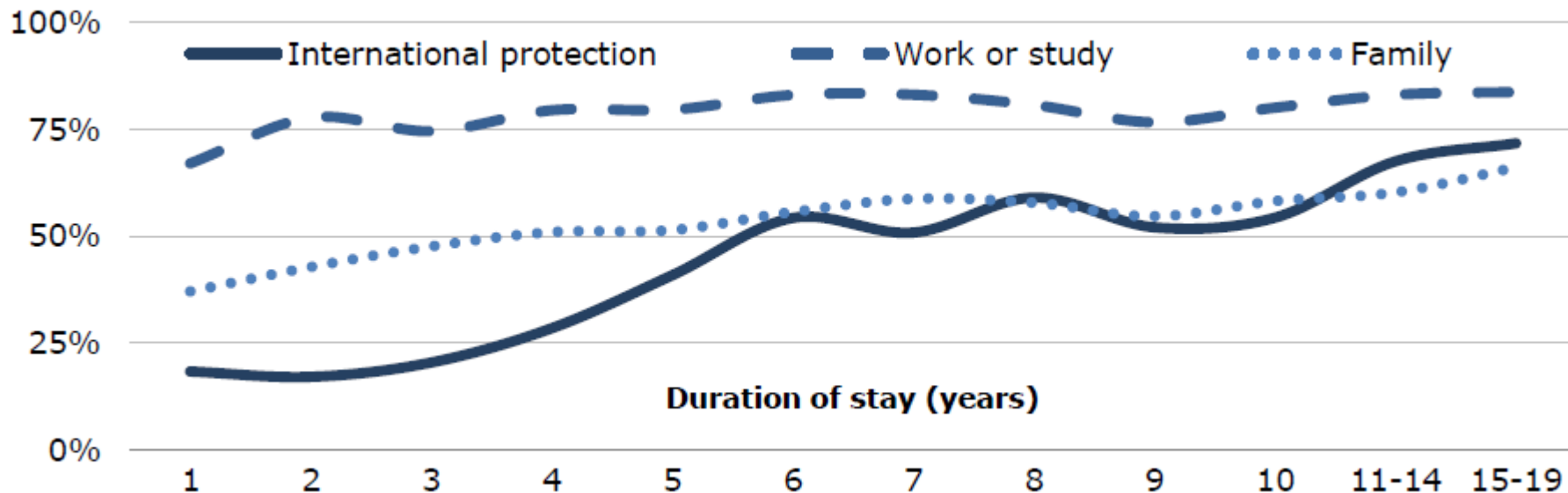
Evidence shows disproportionate unfavorable outcomes in terms of **education and employment**.

Some key figures:

- Migrants' **employment rate is 12.4 pp lower** than that of host countries nationals (53.6% compared to 66%). Women have particularly low rates (45%).
- TCNs have **higher prevalence rate of under-employed**, even when holding university diploma.
- **Educational underachievement** is twice as high among first generation migrants (42%) as compared to students with native-born parents (20%), and still high for the second generation (native-born with foreign-born parents) at 34%.
- In 2014, 49% of TCNs were at **risk of poverty or social exclusion** compared with 22% of host-country nationals.

Experience from the past: refugees do 'catch up' but it takes time

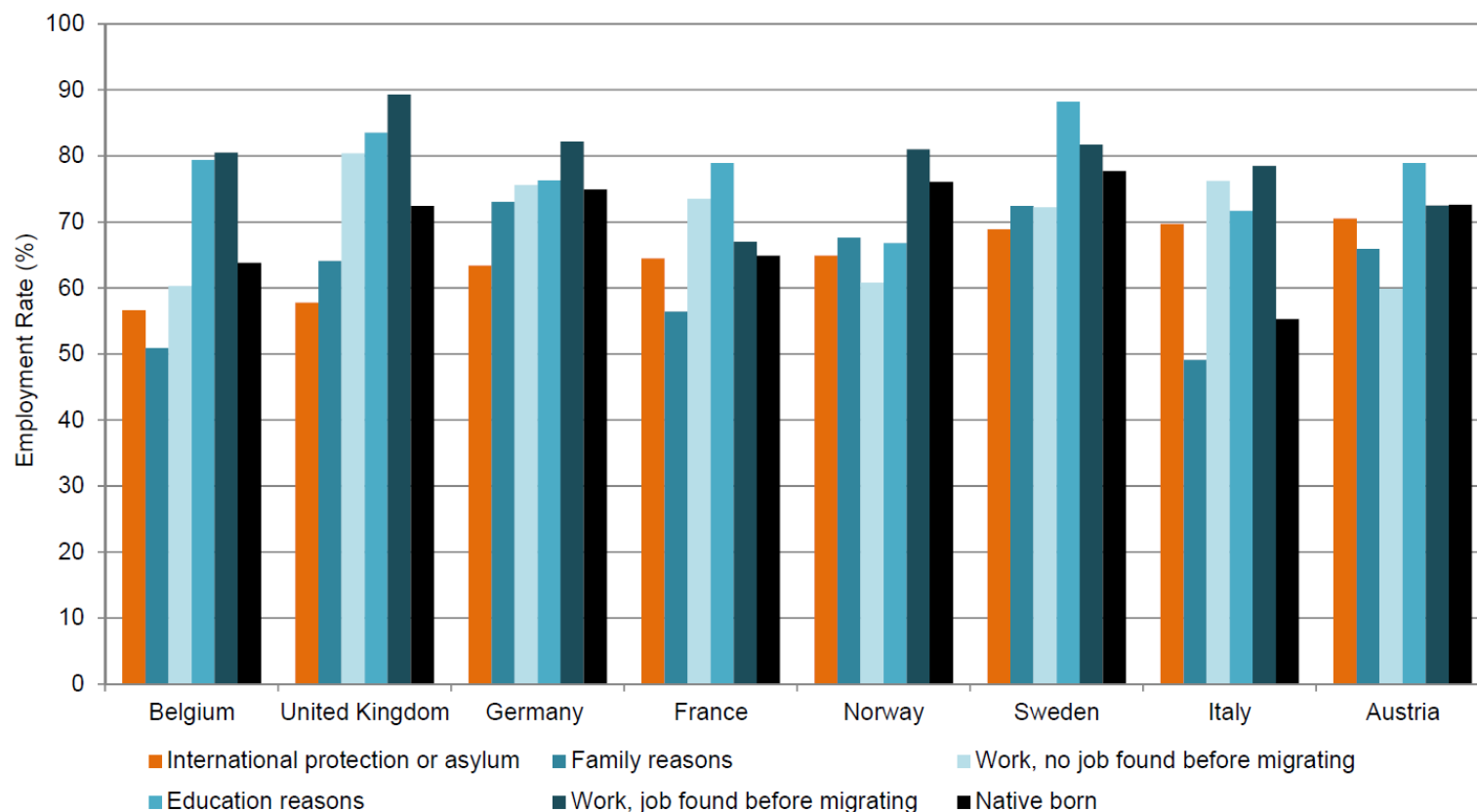
Employment rate by immigrant categories and duration of stay in European OECD countries, 2008



Source: Based on EU-LFS 2008 module. Extracted from OECD, *Is this humanitarian migration crisis different?*, September 2015

Labour market integration of refugees

Figure 2. Employment Rate of Immigrants (ages 15 to 64) Residing for Ten Years or More in Select European Countries, by Reason for Migration, and Corresponding Figures for Native Born Adults, 2014



Source: Desiderio, Maria Vicenza. 2016, Integrating Refugees into Host Country Labour Markets: Challenges and Policy Options. Washington, DC: Migration Policy Institute.

Barriers influencing labour market inclusion of refugees:

- Lack of Language skills
- Lack of work experience in the receiving country
- Unprepared migration
- Lack of documentation & proof of qualification
- Difficulties in assessing of competences
- Out of work / training / education for longer period of time
- Trauma
- Structural barriers (ex: spatial segregation)
- Lack of network and critical role of PES
- Discrimination & lack of intercultural knowledge by employers, possible reluctance due to perceived administrative constraints

Why invest in labour market inclusion?

- Sustainability of welfare systems is based on labour market participation
- Employment allows for self-reliance
- Labour market integration is an entry point to broader integration
 - well being of beneficiaries, social integration, network...
 - social cohesion
- Potential for growth & offset of labour market shortages in the EU:
 - Ageing EU population forecasted loss in labour supply of 19M by 2060
 - Migration & diversity contribute to the creation of new jobs and growth in the European economies.

1/ Increase labour market readiness of refugees and positive labour market outcomes

- Pre-departure orientation and integration support
- Early Skills Assessment
- Early concern for Job Matching
- Facilitated process for recognition of qualifications
- Linkage with training programmes
- Availability of language training & compatibility with employment
- Opportunities for interaction

2/ Engagement and capacity building of the private sector

- Consultations with the private sectors on needs and gaps
- Involvement of private sector in assessment and integration programs
- Incentive schemes
- Capacity building and sensitizing of companies, managers, and human resources personnel



“Valuing Skills of Beneficiaries of International Protection”

Newsletter July 2016



Co-funded by the European Union

Bashar's Story



Private sector organizations are taking an increasingly important role in the integration success of migrants. Bashar Al Katrib is a Syrian refugee who participated in a joint private sector job-matching initiative in the Netherlands. He now volunteers for a Dutch NGO, a position he obtained through personal networking efforts. “At this stage, I aim at becoming again a productive member in the society by finding a job that helps me stop receiving social aid,” Mr. Al Katrib says.

Bashar Al Katrib was one of several beneficiaries of the joint job-matching pilot initiative, which was delivered by the Central Agency for the reception of Asylum Seekers (COA) and Randstad - a leading Dutch multinational recruitment agency. The pilot initiative aimed to equip and prepare permit holders for the labour market and to guide them towards employment. Mr. Al Katrib benefited from advice and support that he received during the pilot initiative to better navigate the Dutch labour market. Although already an experienced professional in the communications field in Syria, Mr. Al Katrib quickly recognized the need to adjust his profile to suit the Dutch context, ensuring that his CV was relevant and desirable to the local labour market.

Offering some final thoughts, Mr. Al Katrib remarked, “I am thrilled to hear every day about new Dutch organizations or even initiatives that help the refugees to regain their high spirits and to integrate more, bringing them back to the professional circles, and to encourage them to be productive members again in the society”. More stories of success like Mr. Al Katrib's, is expected to be published by the Skills2Work project toward the end of 2016.

Skills2Work

The Skills2Work project aims to promote labour market integration of beneficiaries of international protection through improving early validation of both formal and informal skills and competences.

Skills2Work Pathfinder

The Pathfinder is an interactive, online directory, designed to assist employers, local service providers and beneficiaries of international protection in navigating early, successful and sustained labour market integration. The Pathfinder website will contain information on existing services, organisations, projects and initiatives (in sum 'mechanisms') that support the identification of skills, knowledge and competencies of beneficiaries of international protection in nine EU member states. In addition to information provision, the Pathfinder will display employment success stories from each participating member state. The Pathfinder will be officially launched at the beginning of 2017.

Skills2Work Project Timeframe Highlights

Feb 2016 – Dec 2016
National stakeholder consultations with local networks of migrant support groups, employers, public institutions and local authorities.

Nov 2016:
Publication of Success Stories from employers and beneficiaries of international protection.

Dec 2016
Introducing best practice Guidelines for early stage skills, knowledge, and competency recognition, as well as for the recruitment and retention of beneficiaries of international protection.



International Organization for Migration
For more information about Skills2Work: Info@skills2work.eu
+31 70 318 1500



www.fromskills2work.eu



Thank you !

Eva PONS

Policy and Programme Analyst

epons@iom.int