EU policy in the field of labour market integration of migrants

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*The content of this presentation is the opinion of the author and does not necessarily represent the official position of the European Commission.*
Mandate
EU mandate: what the EU can do in the field of integration of third country nationals (incl. refugees)?

Focus: Integration of third-country nationals

No harmonisation of legislation

Art 79(4) TFEU:
"... may establish measures to provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals residing legally in their territories, excluding any harmonization of the laws and regulations of the Member States".

But parts of EU legislation on Asylum concern integration of refugees (qualification directive)
Existing tools
EU Funding

- Asylum Migration and Integration Fund (AMIF)
- European Social Fund (ESF)
- Fund for European Aid to the Most Deprived (FEAD)
- ERASMUS +
- European Regional Development Fund (ERDF)
- European Agricultural Fund for Rural Development (EAFRD)
Exchange of Practices

- European Integration Network (EIN – previously NCPI)
- European Migration Forum
- Dialogue with Local and Regional authorities
  - e.g. Partnership under the Urban agenda
- European Website on Integration (EWSI)
- ESF database of projects on integration of migrants
- Repository of promising practices on social and labour market integration of refugees and asylum seekers
### Integration Practices

This section of the Web Site contains the collection of good practices. For more information on the definition of good practices and the selection criteria, [please follow this link](#).

**Subscribe to RSS**  **Submit a good practice**  **Search good practice**

<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
<th>Organisation</th>
<th>Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>19/12/2016</td>
<td>Near you - Non-formal multimedia learning programme</td>
<td>Društvo Zaveznikov Mehkega Pristank &amp; Terra Vera</td>
<td>Slovenia</td>
</tr>
<tr>
<td>16/12/2016</td>
<td>Welcome Board – Service for newcomer musicians</td>
<td>Ministry for Science and Culture of Lower Saxony (MWK) and Musikland Niedersachsen gGmbH</td>
<td>Germany</td>
</tr>
<tr>
<td>16/12/2016</td>
<td>Bread Houses Network - Inclusive community bakeries</td>
<td>Bread Houses Network Program</td>
<td>Bulgaria</td>
</tr>
<tr>
<td>16/12/2016</td>
<td>Immigrants - Award-winning sculpture project by Cypriot pupils</td>
<td>Cyprus Ministry of Education and Culture</td>
<td>Cyprus</td>
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<tr>
<td>15/12/2016</td>
<td>The House of journalists - A home for persecuted journalists &amp; activists</td>
<td>La Maison des journalistes</td>
<td>France</td>
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<tr>
<td>15/12/2016</td>
<td>Diversity is Tasty, a culinary media campaign in Bulgaria</td>
<td>Multi Kulti Collective</td>
<td>Bulgaria</td>
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</table>
Social and labour market integration of refugees

Third-country nationals living in the EU face significant challenges in terms of integration and labour market participation. This is particularly true for asylum seekers and refugees, who often arrive in the EU without having established work contacts and social supports.

Potential solutions have identified an urgent need for a more coordinated European approach to the integration of third-country nationals, including refugees and asylum seekers. The European Commission, in its Action Plan on the Integration of Third Country Nationals, has proposed several measures to support the integration of these groups. These include:

- Peer Learning and Knowledge Exchange
- Repository of promising practices
- Strategic alignment of EU funding instruments
- Publications and other resources

In addition, the New Skills Agenda for Europe includes several initiatives aimed at assessing, profiling, recognizing, and upgrading the skills of refugees and third-country nationals.

In 2015, the need for a more coordinated European approach to the integration of refugees has become a priority. Beyond meeting the needs of asylum seekers, it is essential to promote their active participation in the labour market. While the integration of asylum seekers and refugees will need quicker administrative procedures (such as housing and healthcare) and recognition of foreign qualifications, as well as education and training, effective labour market integration processes and determining the long-term approach for their integration are crucial.
Initiatives
Action Plan on Integration of Third Country Nationals
(adopted 7 June 2016)
Main features of the Action Plan (since mid-2016)

- Across services of the Commission
- General policy framework for integration
- Support Member States efforts with concrete tools (more than 50 actions)
- All third-country nationals with focus on refugees
- Focus on policy coordination / actors
- Commitment / follow-up
Five priority areas
(for all migrants, with special measures for refugees)

1. Pre-departure/ pre arrival
2. Education
3. Labour market integration and access to vocational training
4. Access to basic services
5. Active participation and social inclusion
Support projects for labour market integration through "fast-track" insertion and vocational training

Support validation of skills and recognition of qualifications (Skills Agenda)

Pilot projects to support migrant entrepreneurship

Promotion of best practices for labour market integration
New Skills Agenda
(adopted June 2016)
Main features of the New Skills Agenda relating (also) to migrants

1. Upskilling pathways ("Skills Guarantee") for the Low educated in general (adopted 19 Dec by Council)

2. Make skills and qualifications more visible and comparable
Main features of the Skills Agenda relating (also) to migrants

1. Upskilling pathways ("Skills Guarantee") for the Low educated in general

   - Skills assessment
   - Upskilling low skilled in general
   - Opportunities have skills validated and recognised

"Provide an offer of education and training [...] meeting the needs identified by the skills assessment. For migrants from third countries, include, as appropriate, opportunities for language learning and preparation for training."
Main features of the Skills Agenda relating (also) to migrants

1. **Upskilling pathways** ("Skills Guarantee") for the Low educated in general

2. **Make skills and qualifications more visible and comparable**
   - EQF with third countries
   - Skills Profile Tool
   - Work with national authorities to improve recognition of migrants' skills and qualifications
Revision of the Asylum Legislation
(proposed 13 July 2016)
Revision of Asylum Legislation

Changes in the areas of

- employment,
- social security and
- vocational education/training

for asylum applicants and beneficiaries of international protection
Revision of Asylum Legislation

For example:

1. Asylum Procedures Regulation: **maximum length of asylum procedure** = no later than 6 months (Art 34(2))
Revision of Asylum Legislation

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1. Asylum Procedures Regulation: **maximum length of asylum procedure** = no later than 6 months (Art 34(2))

2. Reception Conditions Directive (Recast): maximum time-limit for asylum seekers' **access to the labour market** = no later than 6 months from start of *pending* application (Art 15(1))
Revision of Asylum Legislation

For example:

1. Asylum Procedures Regulation: maximum length of asylum procedure = no later than 6 months (Art 34(2))

2. Reception Conditions Directive (Recast): maximum time-limit for asylum seekers' access to the labour market = no later than 6 months from start of pending application (Art 15(1))

3. Qualification Regulation:
   - reinforces MS obligations of providing integration measures (Art 38)
   - access to certain social assistance specified in national law may be made conditional on the effective participation of the beneficiary of international protection in integration measures (Art 34(1))
Analytical work
How are refugees faring on the labour market in Europe?

A first evaluation based on the 2014 EU Labour Force Survey ad hoc module

(A selection of other recent) Analytical work

• Migrant integration:
  • OECD Settling In: Indicators of Immigrant Integration 2015 report

• Refugee integration in particular:
  • EC Economic Take on the Refugee Crisis
  • EMN study on Integration onto the Labour Market
  • EEPO study on Labour Market Integration Challenges

• Mapping table of integration policies available to asylum seekers and refugees
  • Includes involvement of social partners in service provision (10) or design (17) of integration policies
## Mapping availability of policies

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>D</th>
<th>E</th>
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<th>G</th>
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<th>I</th>
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<tbody>
<tr>
<td><strong>EEPO, ESPN, EMN etc.</strong></td>
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<td><strong>Mapping availability of policies</strong></td>
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<td>Austria</td>
<td>Belgium</td>
<td>Bulgaria</td>
<td>Cyprus</td>
<td>Czech Republic</td>
<td>Germany</td>
<td>Denmark</td>
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<tr>
<td><strong>Target group: Refugees (Subsidiary protection)</strong></td>
<td>Yes/no/some</td>
<td>AT</td>
<td>BE</td>
<td>BG</td>
<td>CY</td>
<td>CZ</td>
<td>DE</td>
<td>DK</td>
</tr>
<tr>
<td><strong>Granting Asylum</strong></td>
<td>Average duration of asylum procedure (until 1st instance) in months</td>
<td>6-12 months</td>
<td>less than 6 months</td>
<td>6-12 months</td>
<td>more than 12 months</td>
<td>less than 6 months</td>
<td>less than 6 months</td>
<td>less than 6 months</td>
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<tr>
<td><strong>Min (to max) length of residence permit granted to refugees in years</strong></td>
<td>Unlim</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Integration approach for refugees (mainstreaming, hybrid or tailored)</strong></td>
<td>Hybrid</td>
<td></td>
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<td><strong>Support continues for a while when employment is obtained</strong></td>
<td>No</td>
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<tr>
<td><strong>Systematic skills assessment in place</strong></td>
<td>No but pilot</td>
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<td><strong>By whom? (PES, separate agency)</strong></td>
<td>PES, provided by a training</td>
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<td><strong>Alternative measures to recognise foreign qualifications</strong></td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Some</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td><strong>Language training</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<td><strong>Job-search training/counselling</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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<tr>
<td><strong>Upskilling (VET)</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
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Next steps

- Continue **mainstreaming integration** across all relevant policies (EU and Member State levels)

- Keep monitoring of integration indicators (**European Semester**; other analytical work)

- Assist Member States to update and strengthen their policies on integration

- Better use of **EU funding** (synergies)

- Regular review of the implementation of the **Action Plan** by the Commission
Thank you for your attention

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Some useful sources:
DG EMPL website on refugee integration
http://ec.europa.eu/social/refugeesintegration

European Agenda on Migration:

European website on integration: https://ec.europa.eu/migrant-integration/

European Migration Network:
Additional slides for discussion
Reasons why people migrated differ across EU Member States

Source: Own calculations based on 2014 EU LFS ad hoc module
What works

Education helps a lot

Employment rates of refugees and other non-EU born by education level in the European Union, 15-64, 2014

Source: Own calculations based on 2014 EU LFS ad hoc module
What works

Education helps a lot - yet return could be higher

Employment rates of refugees and other non-EU born by education level in the European Union, 15-64, 2014

Source: Own calculations based on 2014 EU LFS ad hoc module
What works

Having intermediate language skills gives a big boost to employment chances

Source: Own calculations based on 2014 EU LFS ad hoc module