



LABOUR MARKET INTEGRATION OF IMMIGRANTS AND REFUGEES CHALLENGES AND GOOD PRACTICES

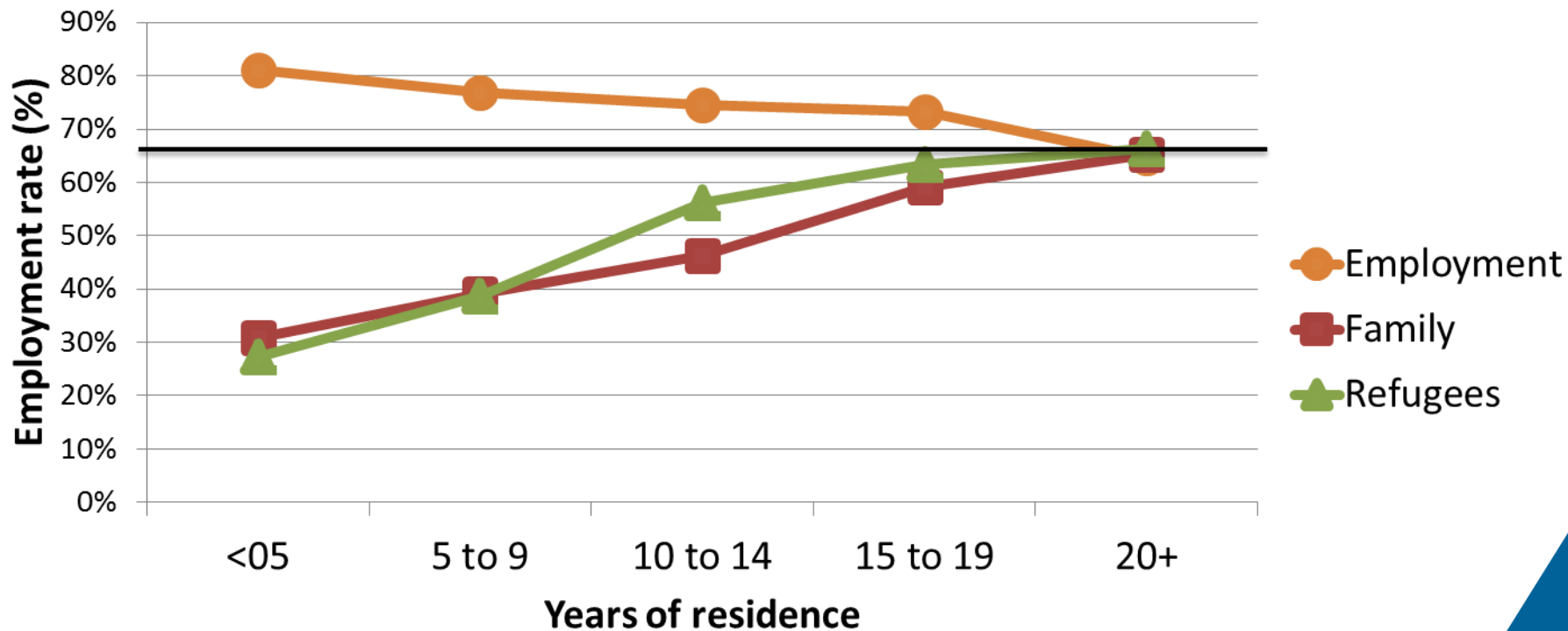
INTERPARLIAMENTARY COMMITTEE MEETING
Brussels, 24 January 2018

Thomas Liebig
International Migration Division



Labour market integration of refugees takes more time and requires active support

Employment rate by immigrant categories and duration of stay in European OECD countries, 2014



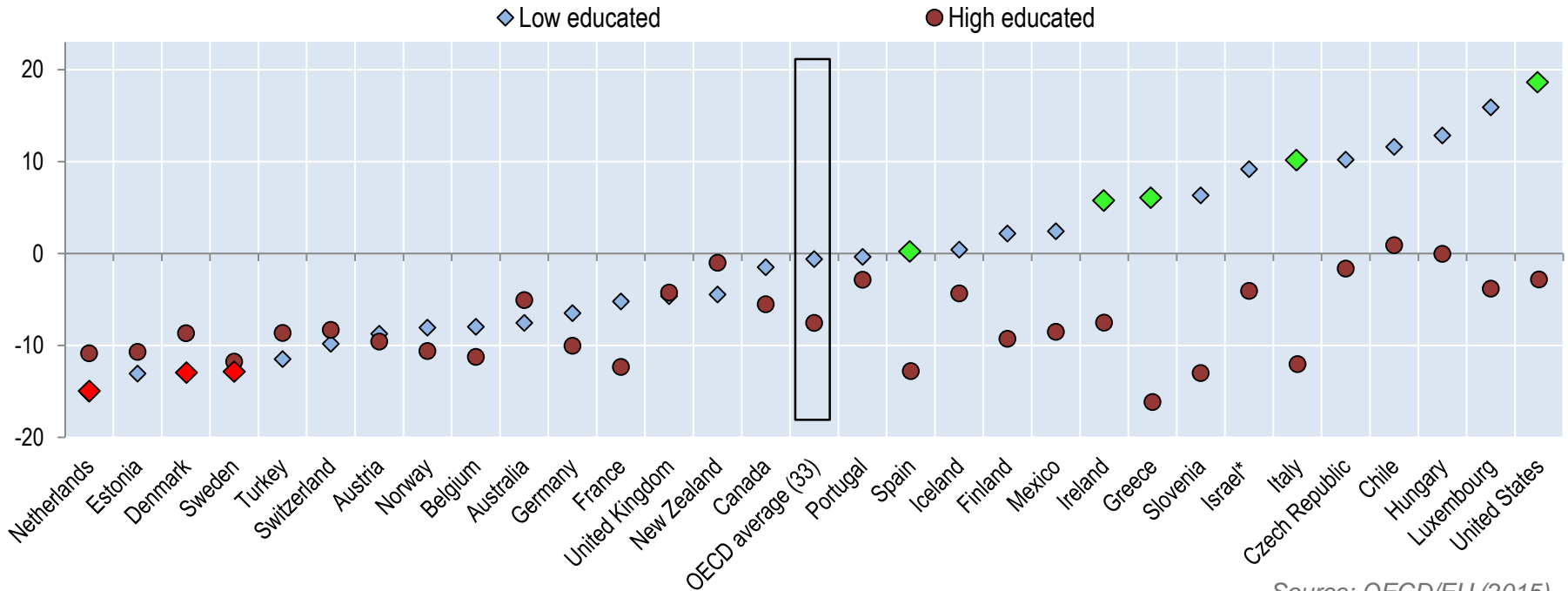
Source : EU-OECD (2016), *How are refugees faring on the labour market in Europe? A first evaluation based on the 2014 EU labour force survey ad hoc module*, DG EMPL Working Paper 1/2016.



Cross-country differences for the low-educated are largely driven by differences in the composition by migration category (labour, family, refugees)

Employment rates of foreign-born population aged 15-64 and not in education, by education level, 2012-13

Differences with native-born, in percentage points

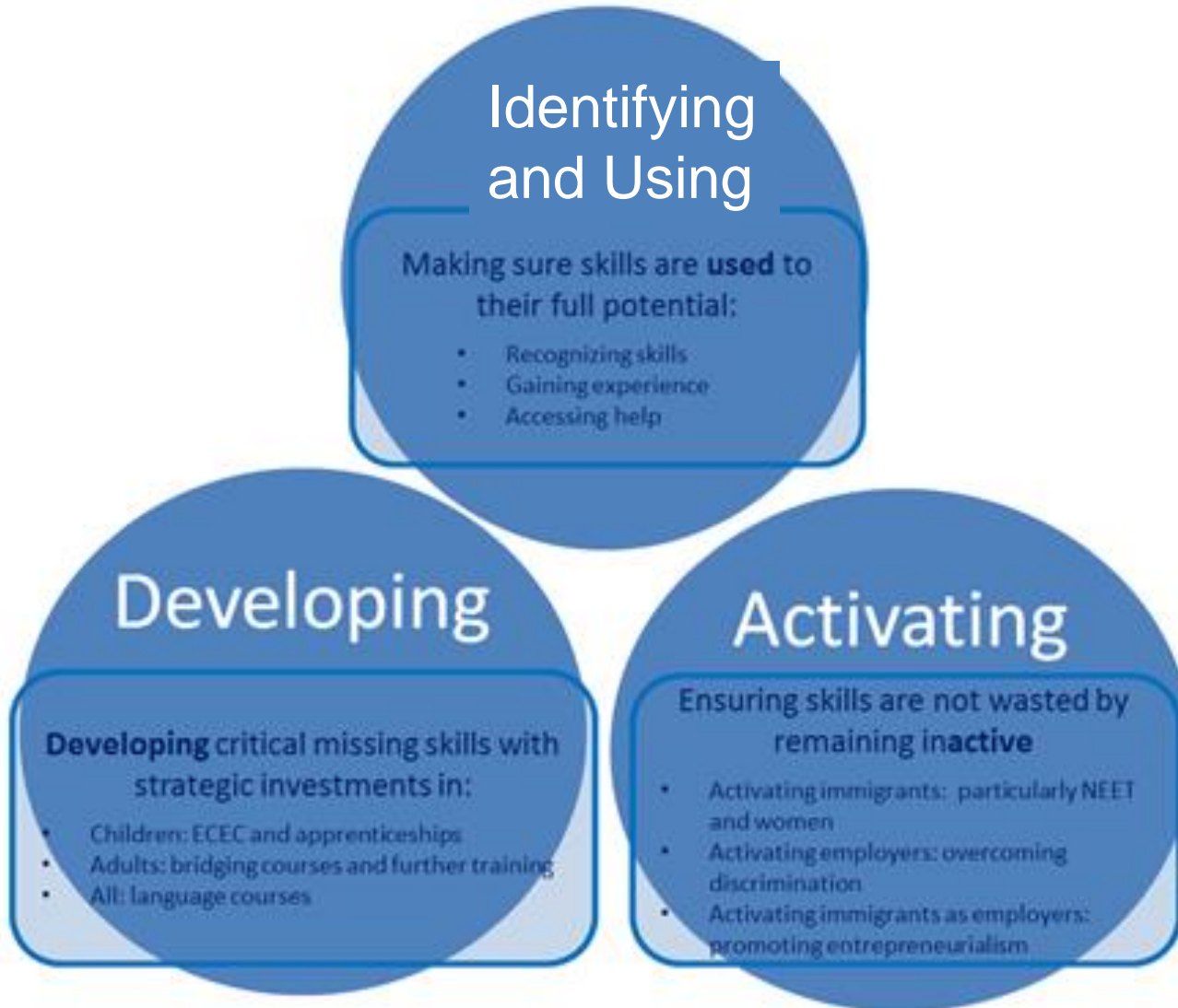


Source: OECD/EU (2015).

But highly-educated migrants struggle more to enter the labour market than their native-born peers virtually everywhere



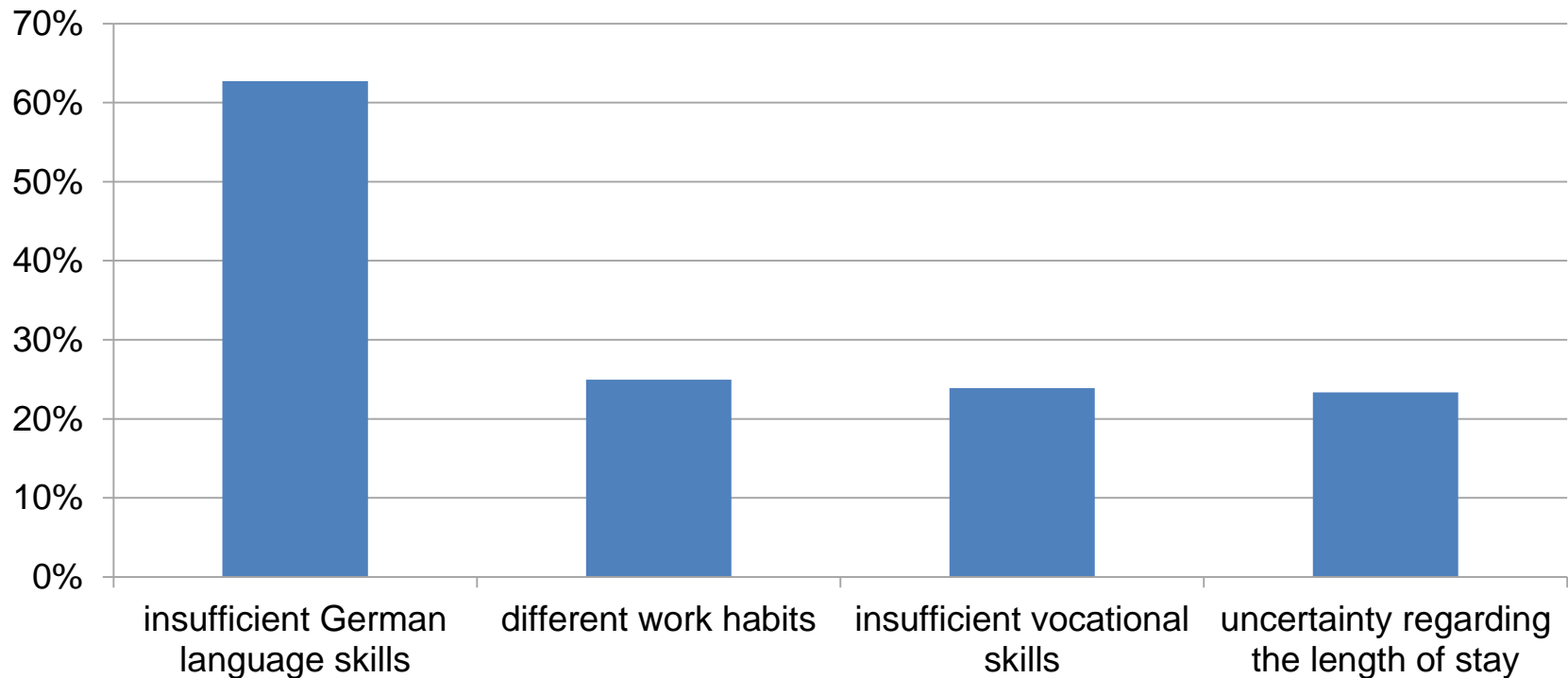
Integrating immigrants and refugees: a framework for policy options





Specific key employment challenges for refugees as identified by German employers

Considerable difficulties experienced in daily work life, among those employers who reported difficulties

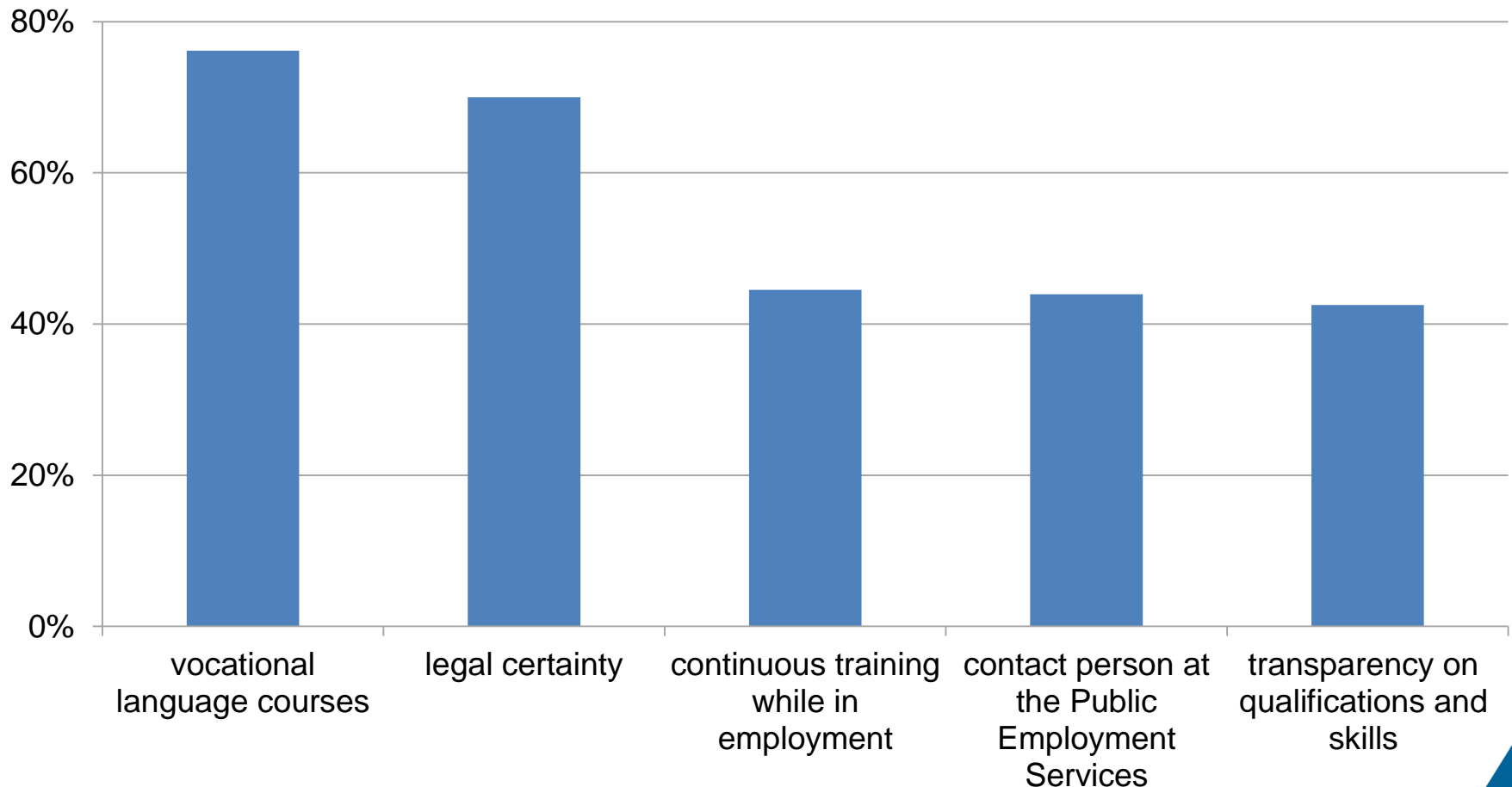


However, about 85% of employers experienced only few or no difficulties with asylum seekers or refugees in daily working life and as a result, more than 80% are mostly or fully satisfied with their performance



The wish-list of employers for better refugee integration

Measures considered as very important in the hiring phase or during employment



Source: OECD-DIHK-BMAS Survey of German Employers



10 lessons on refugee integration from OECD work

Provide **activation and integration services as soon as possible** for humanitarian migrants and asylum seekers with high prospects of being allowed to stay

1

Facilitate labour market access for asylum seekers with high prospects of being allowed to stay

2

Factor employment prospects into **dispersal** policies

3

Record and assess humanitarian migrants' foreign qualifications, work experience and **skills**

4

Take into account the growing diversity of humanitarian migrants and develop **tailor-made approaches**

5

Identify mental and physical **health issues early** and provide adequate support

6

Develop **support programmes specific to unaccompanied minors** who arrive past the age of compulsory schooling

7

Build on civil society to integrate humanitarian migrants

8

Promote **equal access** to integration services to humanitarian migrants **across the country**

9

Acknowledge that integration of very poorly educated humanitarian migrants requires **long-term** training and support

10



Conclusion:

Labour market integration as an investment

- The majority of refugees and other immigrants are in employment, but much potential remains unused
- Especially for low-educated refugees, ensuring long-term employability and integration often entails large costs - and here integration must be viewed as an investment:
 - *Focus on early intervention*
 - *Pursue policies where the pay-off is not immediate*
 - *Tailor integration offers to needs and settlement prospects*



For further information on the OECD's work on the integration of immigrants and their children:

www.oecd.org/migration

Thomas.Liebig@oecd.org

