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

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

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

Identifying and Using

Making sure skills are used to their full potential:
- Recognizing skills
- Gaining experience
- Accessing help

Developing critical missing skills with strategic investments in:
- Children: ECEC and apprenticeships
- Adults: bridging courses and further training
- All: language courses

Activating

Ensuring skills are not wasted by remaining inactive
- Activating immigrants: particularly NEET and women
- Activating employers: overcoming discrimination
- Activating immigrants as employers: promoting entrepreneurialism
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.

Source: OECD-DIHK-BMAS Survey of German Employers
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

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<th>Lesson</th>
<th>Description</th>
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<tr>
<td>1</td>
<td>Provide activation and integration services as soon as possible for humanitarian migrants and asylum seekers with high prospects of being allowed to stay.</td>
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<td>2</td>
<td>Facilitate labour market access for asylum seekers with high prospects of being allowed to stay.</td>
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<td>3</td>
<td>Factor employment prospects into dispersal policies.</td>
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<td>4</td>
<td>Record and assess humanitarian migrants’ foreign qualifications, work experience and skills.</td>
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<td>5</td>
<td>Take into account the growing diversity of humanitarian migrants and develop tailor-made approaches.</td>
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<td>6</td>
<td>Identify mental and physical health issues early and provide adequate support.</td>
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<td>7</td>
<td>Develop support programmes specific to unaccompanied minors who arrive past the age of compulsory schooling.</td>
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<td>8</td>
<td>Build on civil society to integrate humanitarian migrants.</td>
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<td>9</td>
<td>Promote equal access to integration services to humanitarian migrants across the country.</td>
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<td>10</td>
<td>Acknowledge that integration of very poorly educated humanitarian migrants requires long-term training and support.</td>
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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