

Integration of refugees

Challenges and good practises

Immigration to the Nordic-Baltic Region: New Trends and Integration Challenges
31.3-1.4.2016 Tallinn

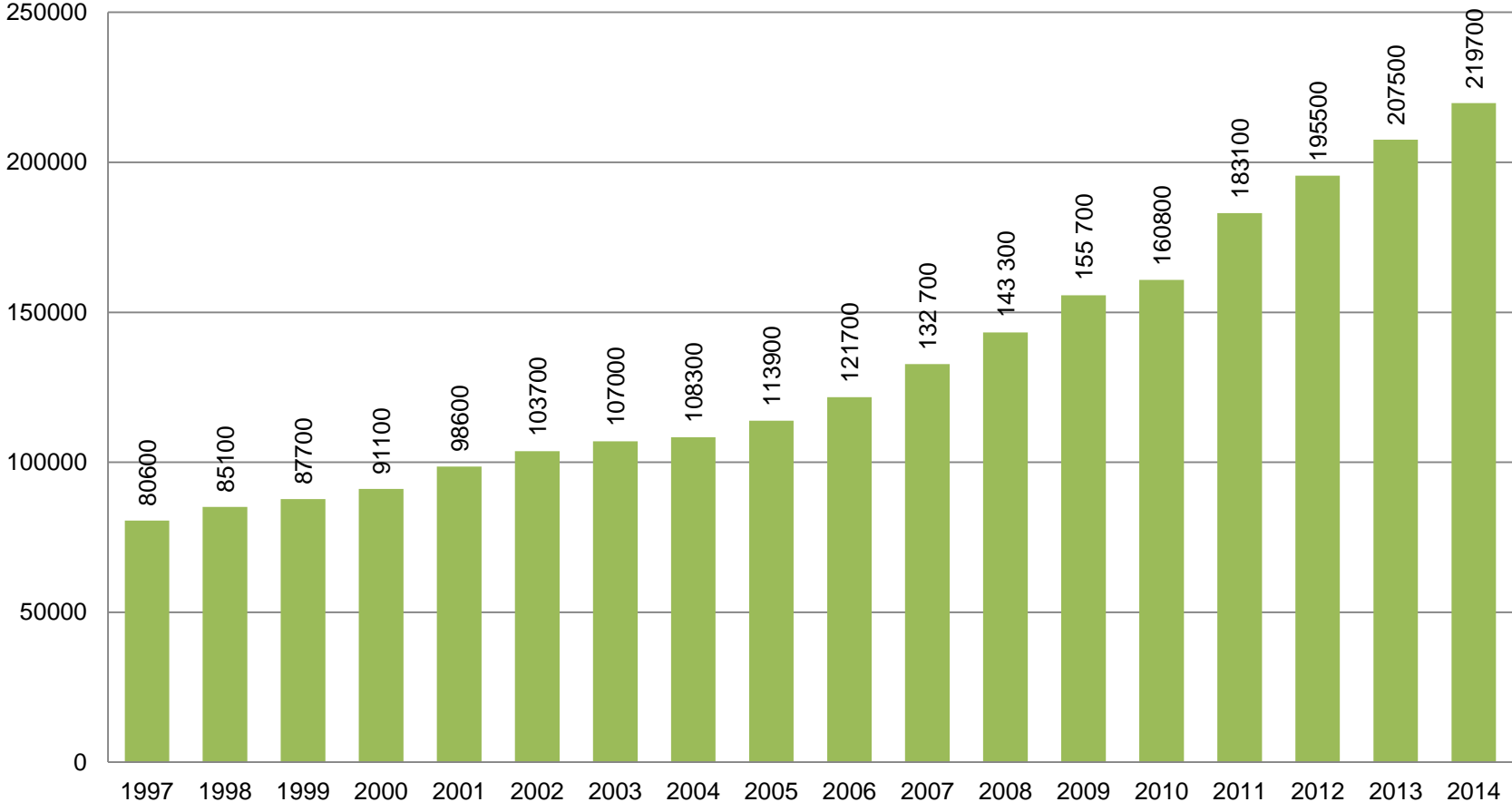
Katja Vänskä-Rajala
Project manager

Department of Employment and Entrepreneurship/Integration of
Immigrants



Population of foreign origin in 1997–2014

(Statistics Finland)



Population by nationality, country of birth and mother tongue 2014

Residents: 5 471 753

NATIONALITY

Finnish	5 252 078
Foreign	219 675

Largest groups:

Estonia	48 354
Russia	30 619
Sweden	8 288
China	7 559
Somalia	7 381
Thailand	6 864
Iraq	6 795
India	4 728
Turkey	4 508
Great-Britain	4 280

COUNTRY OF BIRTH

Finland	5 149 776
Foreign country	321 977

Largest groups:

Former Sovjet Union	54 742
Estonia	42 652
Sweden	31 894
Russia	12 005
Somalia	10 054
Iraq	10 001
China	9 433
Thailand	9 240
Ex-Yugoslavia	6 941
Germany	6 473

MOTHER TONGUE

Finnish	4 868 751
Swedish	290 747
Saame	1 949
Others	310 306

Largest groups:

Russian	69 614
Estonian	46 195
English	16 732
Somali	16 721
Arabic	14 825
Kurdish	10 731
Chinese	10 110
Albanian	8 754
Farsi	8 103
Thai	8 038

Lähde: Tilastokeskus



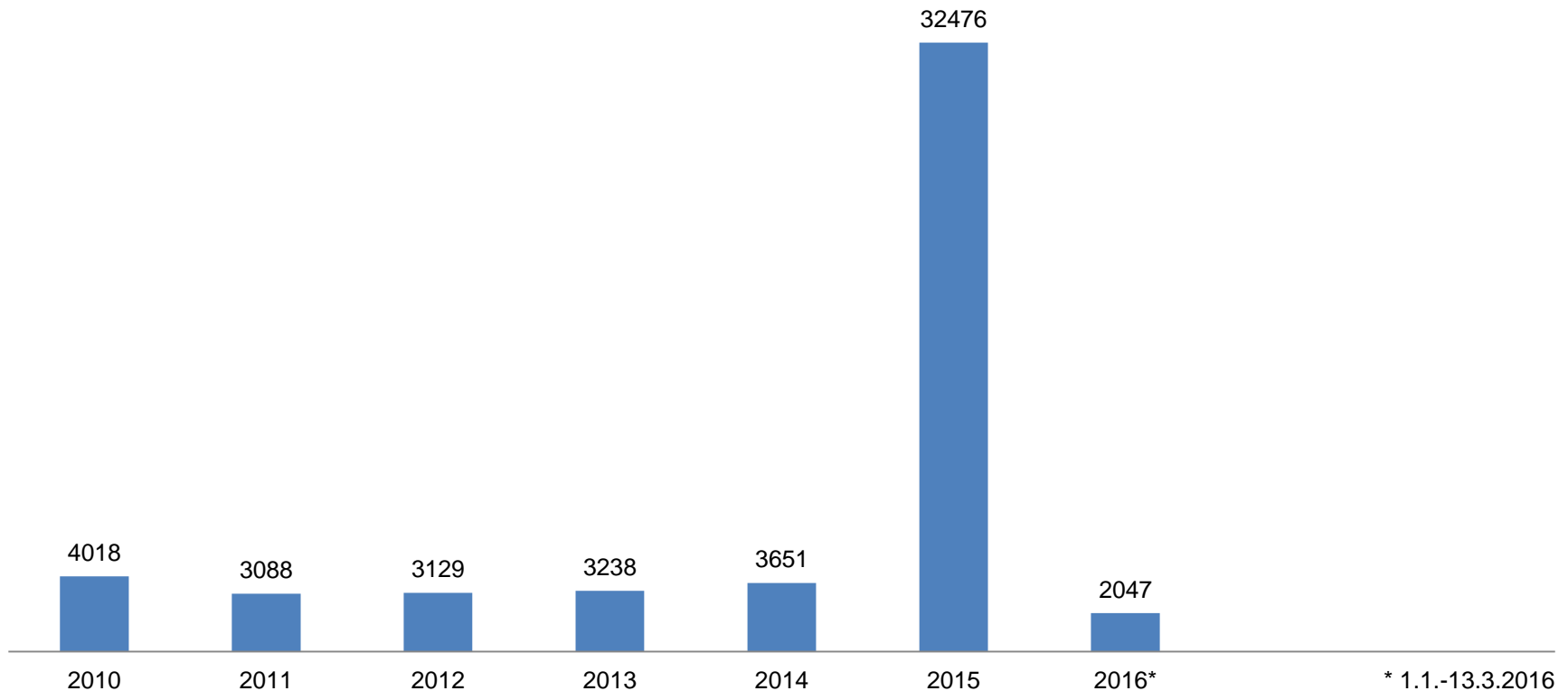
20 431 residence permits in 2015; 13% on the basis of international protection

Most common grounds (all decisions)	Altogether 20 431 residence permits
Family ties	6 036
Studies	5 869
Employment or self-employment	5 436
International protection	Altogether 2 635
Asylum seekers	1 628
Quota refugees	1 007

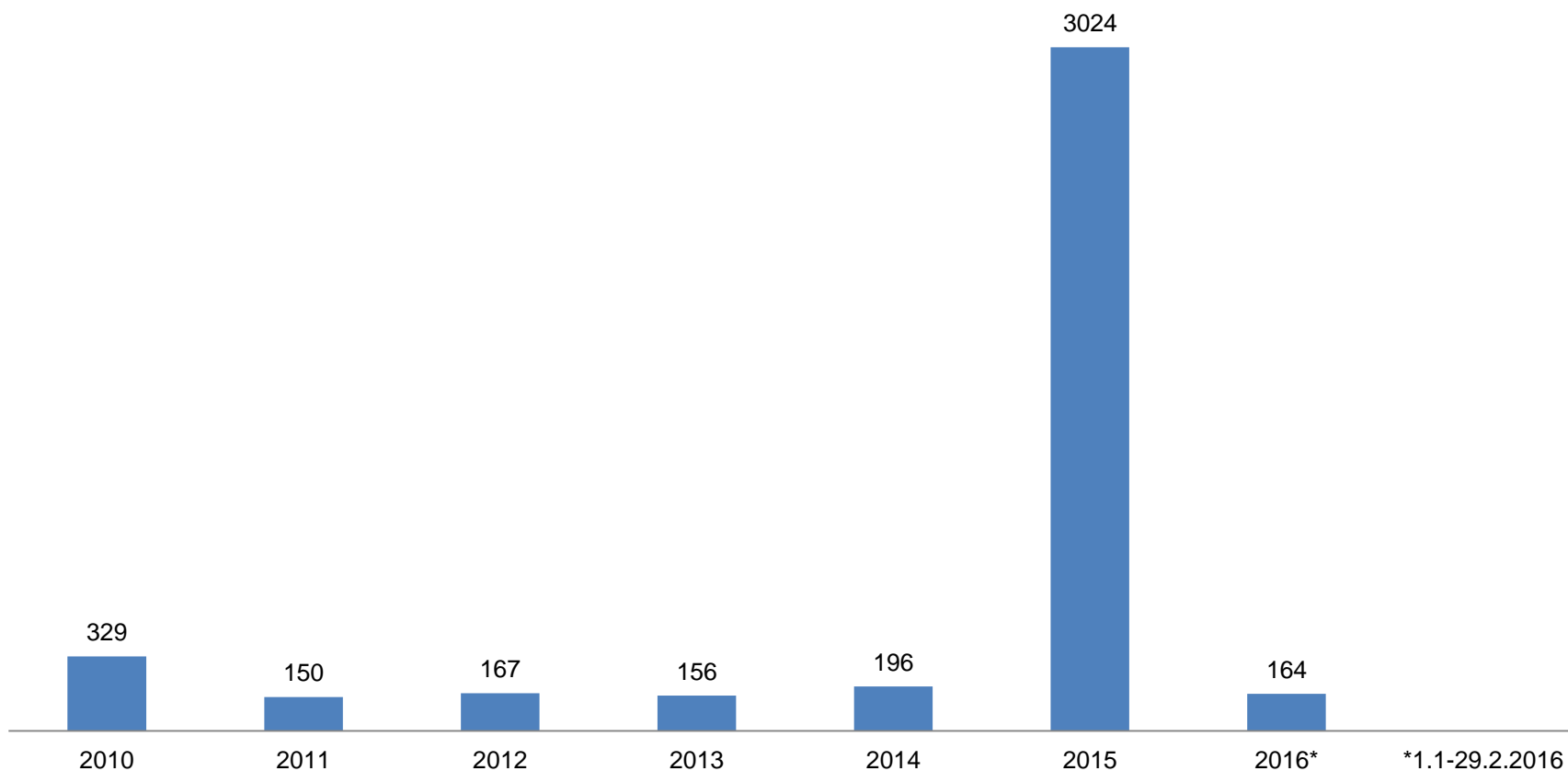


Numbers of asylum seekers in rise since 2015

Asylum seekers 2010 - 13.3.2016



Unaccompanied minors 2010 – 29.2.2016



32 476 asylum seekers in 2015

TOP nationalities	Number	%
Irak	20 485	63%
Afganistan	5 214	16%
Somalia	1 981	6%
Syria	877	3%
Albania	762	2%
Others	3157	10%
TOTAL	32 476	100 %



Prediction for 2016

- A minimum of 10 000 municipality places for refugees needed
→ 60 % increase in demand of integration services in municipalities
- Risks:
 - Not enough municipality places → reception centre system will be overstretched
 - Not enough integration services → exclusion, segregation and frustration
 - Polarized public opinion → risk for integration
- Opportunities:
 - mainstreaming of issues regarding immigration
 - activation of the civil society



The Integration Act

- Guiding principles and coordination of the integration work
- applies to all immigrants residing in Finland
- Defining measures promoting integration
- Support for the integration of immigrants and their opportunities to take an active part in Finnish society.
- Promotion for equality, non-discrimination and positive interaction between different population groups.

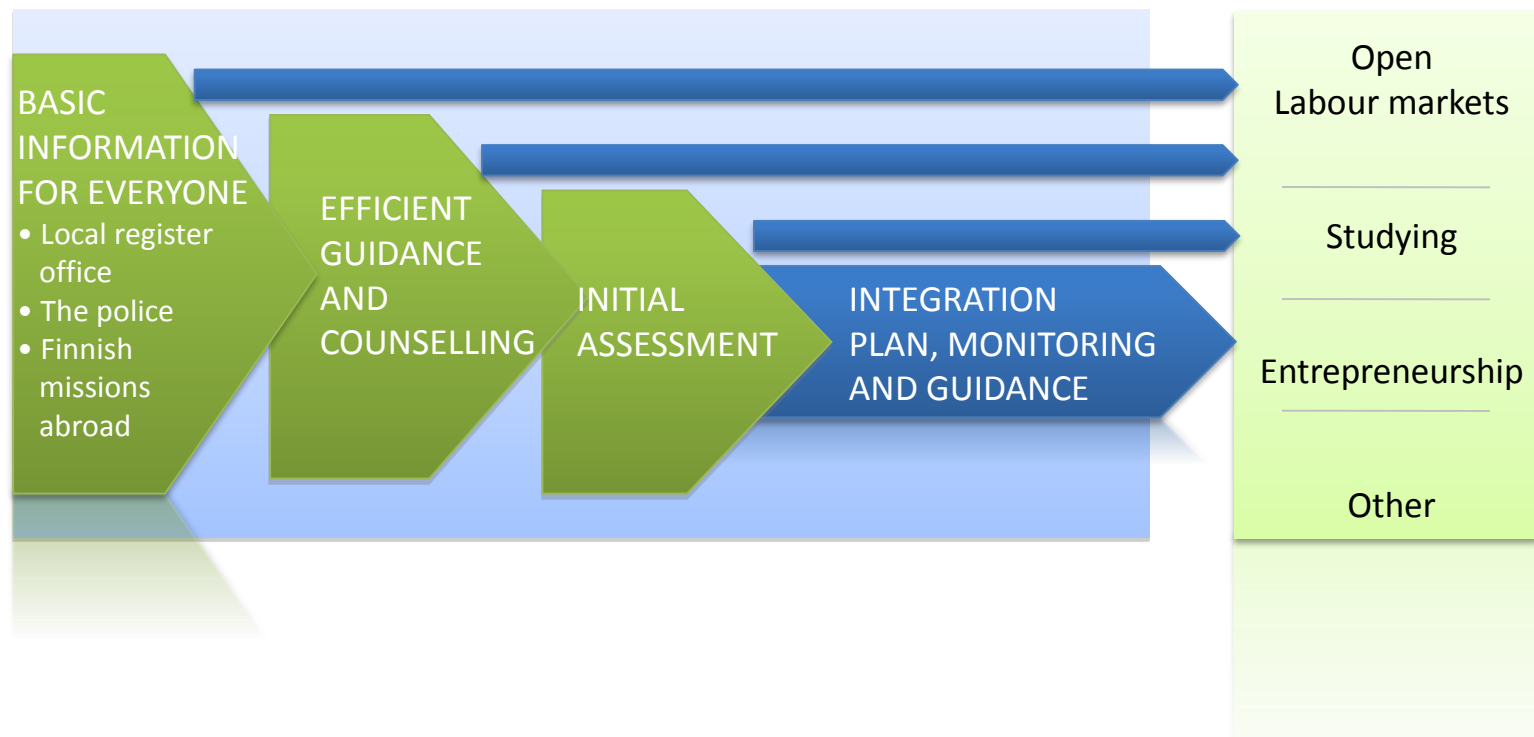


The Integration Act

- emphasis of integration as a cross-cutting policy area; with need of good cooperation and coordination
- integration as a two-way process, and includes all sectors in society: national and local level, employers, civil society
- emphasis on coherent, but needs-based services in the early stages of integration



Individual, local services promoting integration



Immigrants on the labour markets

Challenges and good practises in
employment of immigrants, especially
refugees



Overview on the employment of immigrants

Unemployment rate of immigrants is 2,5 fold compared to the rest of people

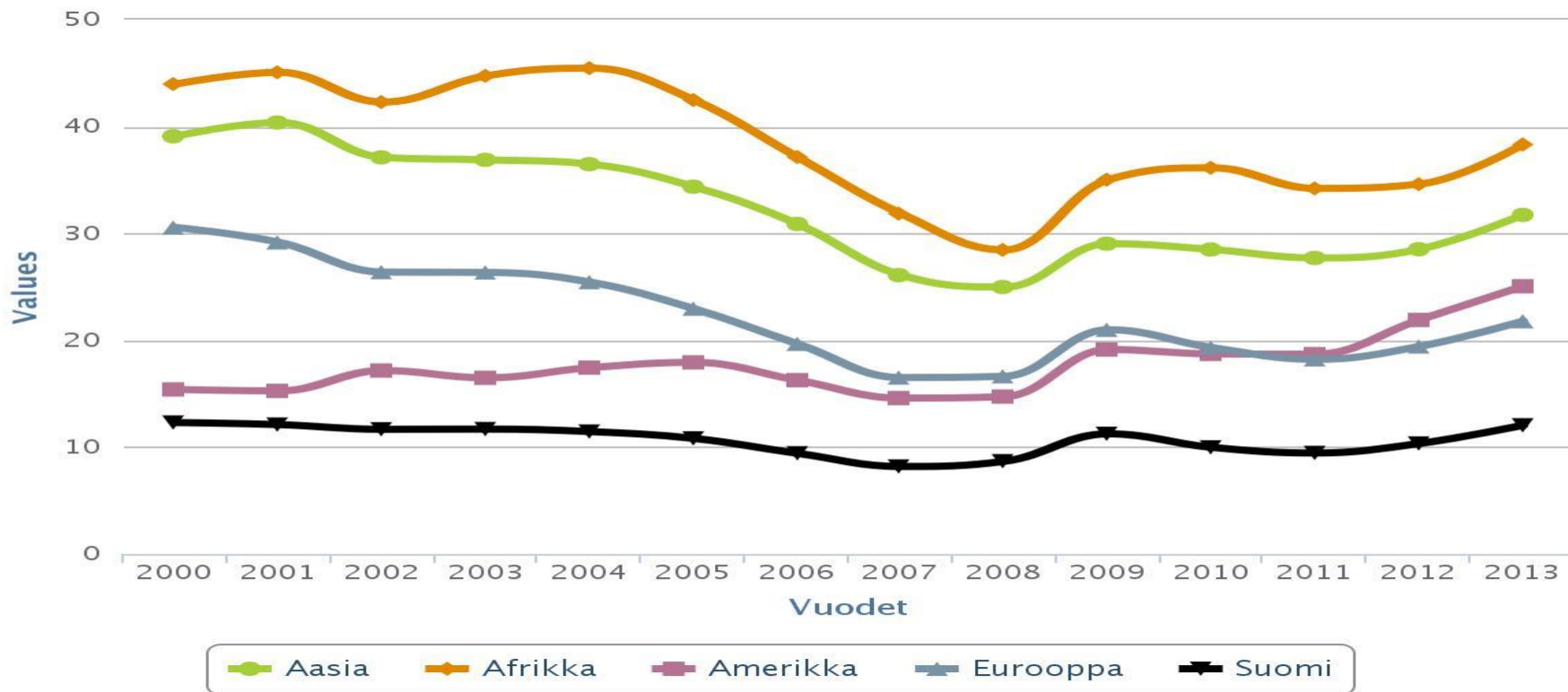
- Unemployment rate of immigrants varies between nationalities
- Refugees' unemployment rate is highest of immigrants
- Immigrant youth is in a special risk to stay out of education and work
- In the long run employment rates between immigrants and non-immigrants stabilizes
 - Path for refugees to employment can be almost 10 years



Unemployment rates of immigrants by nationality in 2000- 2013 (EVA=Finnish Business and Policy Forum)



Maahanmuuttajien työttömyysasteet* kansalaisuuden mukaan vuosina 2000–2013



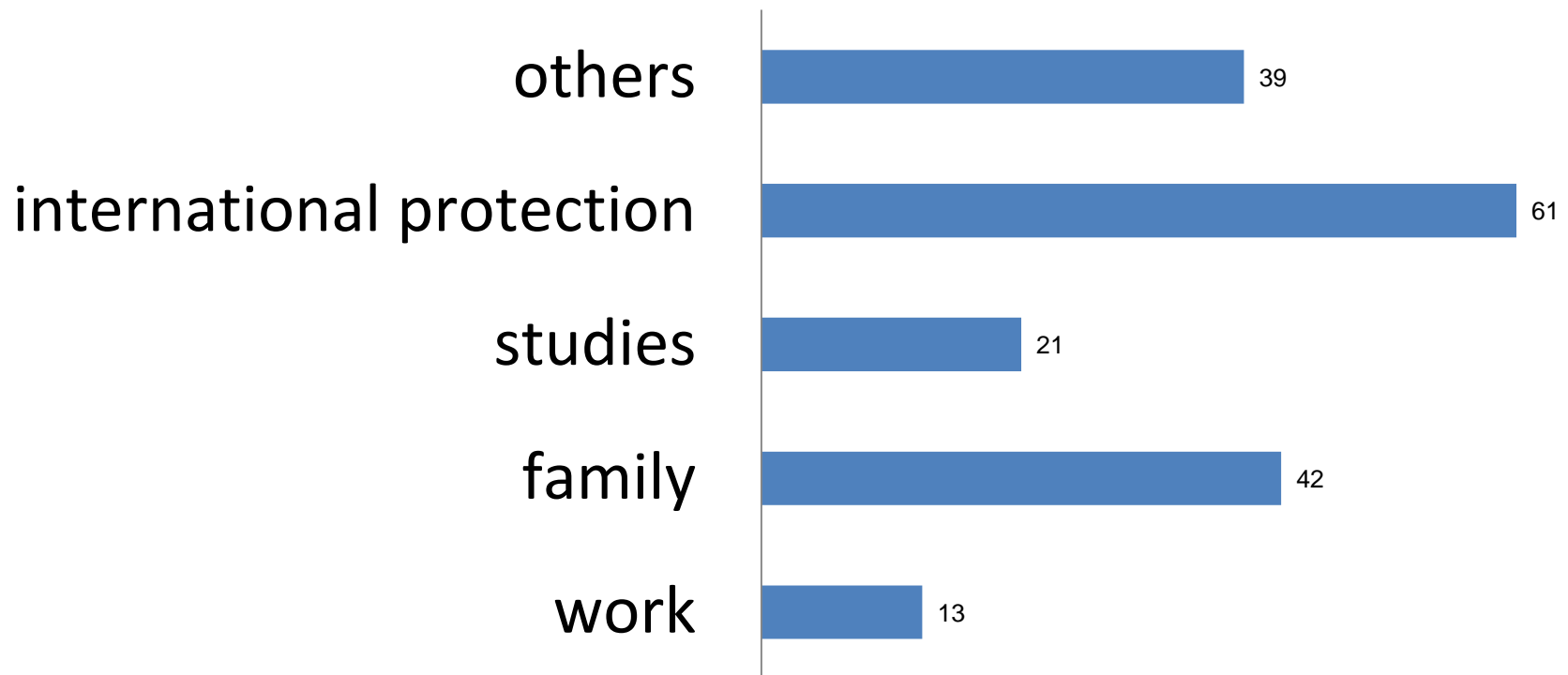
*18–64-vuotiaat

Lähde: EVA Fakta: Kuka Suomessa tekee työt?.



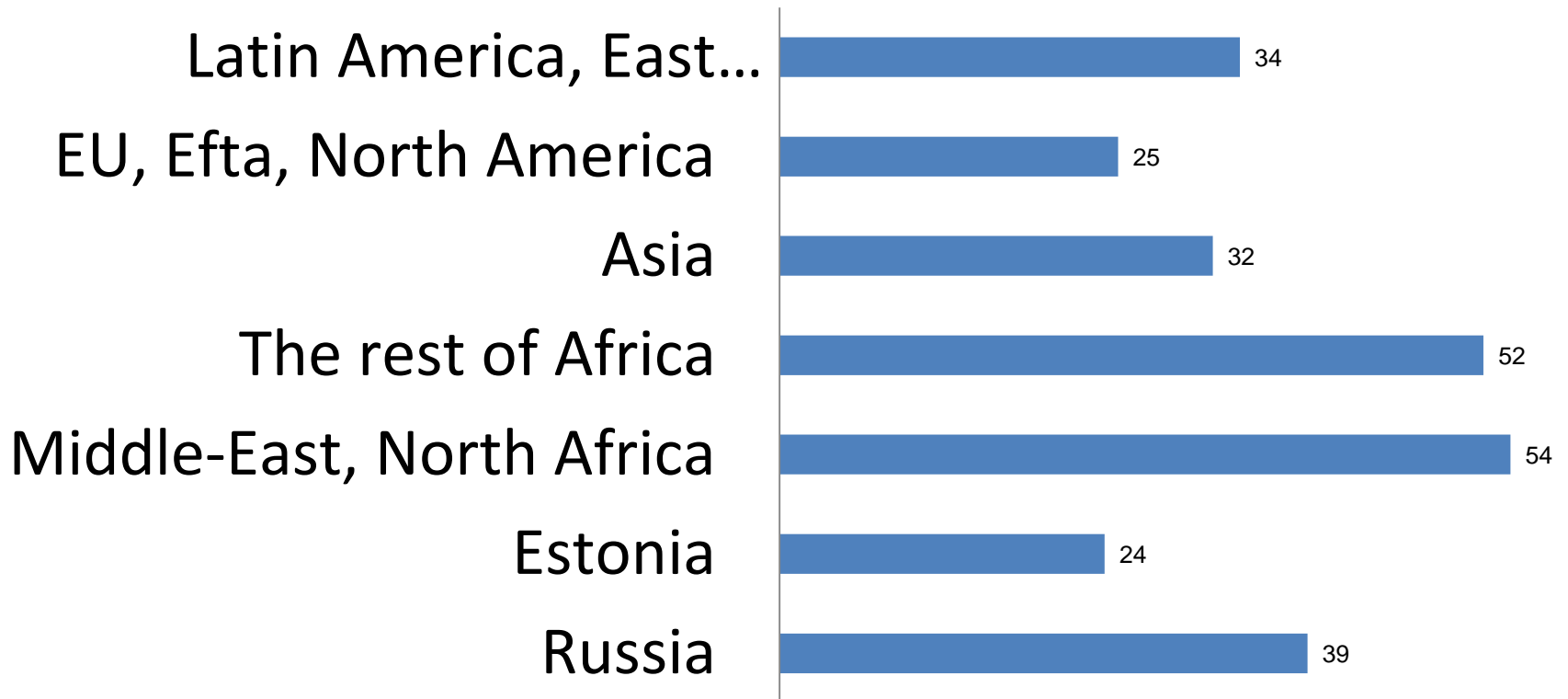
Refugees are unemployed more likely than other foreigners

Unemployed population of 20-64 years by the reason for immigration 2014 (Statistics Finland)



Africans and Middle-East-based in the biggest risk of unemployment

Unemployed population of 20-64 years by the country of origin 2014
(Statistics Finland)



Challenges for refugees to find work:

- Lack of integration training
- Integration training doesn't lead to employment
- Lack of networks and mentoring
- Employers' attitudes to hire foreigners
- Low education or language skills
- Lack of jobs suitable for people with low language skills or low education
- Recognition of qualifications
- Lack of possibilities for updating education



Some good practises in integration of refugees to the labour markets

- Mentoring
- Power steering of immigrants to the services of public employment offices; taking services where the clients are
- Individual guidance in job-search
- At-work language training



New situation, new initiatives



Key priorities in the new situation

- **Rapid move** from reception centres to municipalities – paired with
- **Rapid start** of integration process
- Ensuring **access to integration training**
- **Speeding up the paths to the labour market**
- Ensuring educational paths, **safe environment for unaccompanied minors**



Speeding up integration to the labour markets

- *Quick and largened survey, recognition and acknowledgement of immigrants' competencies straight in the reception centres*
 - Effective guidance to work-based integration training to update education
 - Effective guidance to other measures supporting getting a job, entrepreneurship or working life
 - Strong co-operation with companies, labour market organisations, chambers of commerce etc.
 - Development of non-discrimination and diversity in working life
 - Taking maximun advantage of the potential of immigrants for internationalization of Finnish companies, promoting exports and attracting international investments
 - Piloting new models supporting employment, for example social-impact-bonds as a tool to speed up employment



First surveys of competencies have been made

- Ministry of Education and Culture: a survey about 1004 asylum seekers in reception centres (32 nationalities)
 - educational backgrounds
 - work history
 - study readiness
- Prediction of educational needs in the new immigrant situation
- Results 21st of March 2016



First surveys of competencies have been made

- 79% had basic education (7-9 years)
- 50% had done high schools studies
- 14 % had done vocational studies
- 27% had university degree (mostly bachelor level)
- 7 % with no education at all
- 7 % illiterate persons



A Pilot project for combining fast employment and education 2016 - 2020

Aims

- New models to combine individual education and work in a flexible way
- Full-time employment in four months from the beginning of the participation in a trial



A Pilot project for combining fast employment and education 2016 - 2020

Target group of the project

- 1500 participants chosen by the public employment office
- residence permit on the grounds of international protection during 2016 – 2019
- Unemployed job-seekers
- out of the labour markets for last 6 months



A Pilot project for combining fast employment and education 2016 - 2020

Project plan

- Project administrator is searched by the competitive bidding
- Service producers (chosen by the administrator of the project)
 - Yields work-based educational models that match with both employers' and immigrants' needs
 - Co-operate with public employment offices
 - Coordinate about
 - employment with employers involved in the trial
 - how to combine education and work on a flexible way



A Pilot project for combining fast employment and education 2016 - 2020

What is the news in this pilot?

Project Funding: social impact bond (SIB)

- Companies invest in the investment fund established by the administrator of the project
- A pilot project (educational measures and work) is financed by the investment fund
- Public funds are not used



A Pilot project for combining fast employment and education 2016 - 2020

How does SIB work; what's new?

- If , as a consequence of the project, state achieves surplus (savings)
 - investors get profits on their investments
 - project administrator gets a merit-based pay on its work



A Pilot project for combining fast employment and education 2016 - 2020

- Project administrator is put out to tender 3-4/2016
- Service production 9/2016-12/2019
- Follow up of the results 2017-2019
- Evaluation of the effectiveness and profiting since 2020
 - Two groups of immigrants are compared
 - 1) Participants on the pilot trial
 - 2) Immigrants that goes "the normal path" (integration training as a labour market training first, perhaps some individual studies and after that work)



Thank you.

Questions? Contact me:
katja.vanska-rajala@tem.fi

