

# **Integration of beneficiaries of international protection into the labour market: policies and good practices from the Nordic-Baltic Region**

EMN Focussed Study  
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# Background

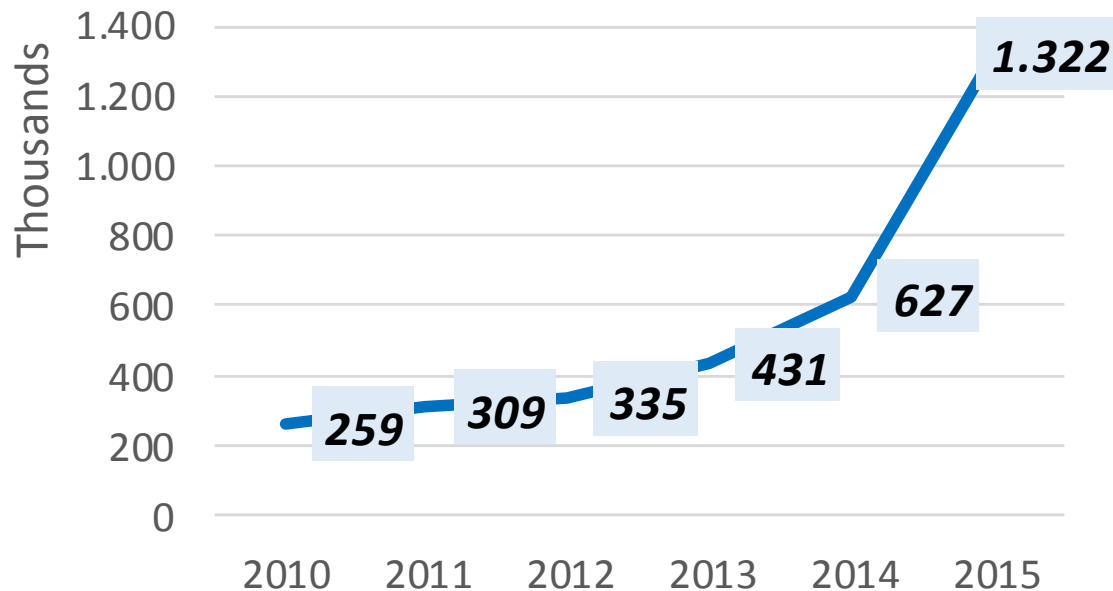
Why is labour market integration of beneficiaries of international protection so important?

- Perspective of beneficiaries
- Perspective of Member States
- Current context (refugee crisis)



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## Number of asylum applications in the EU 28



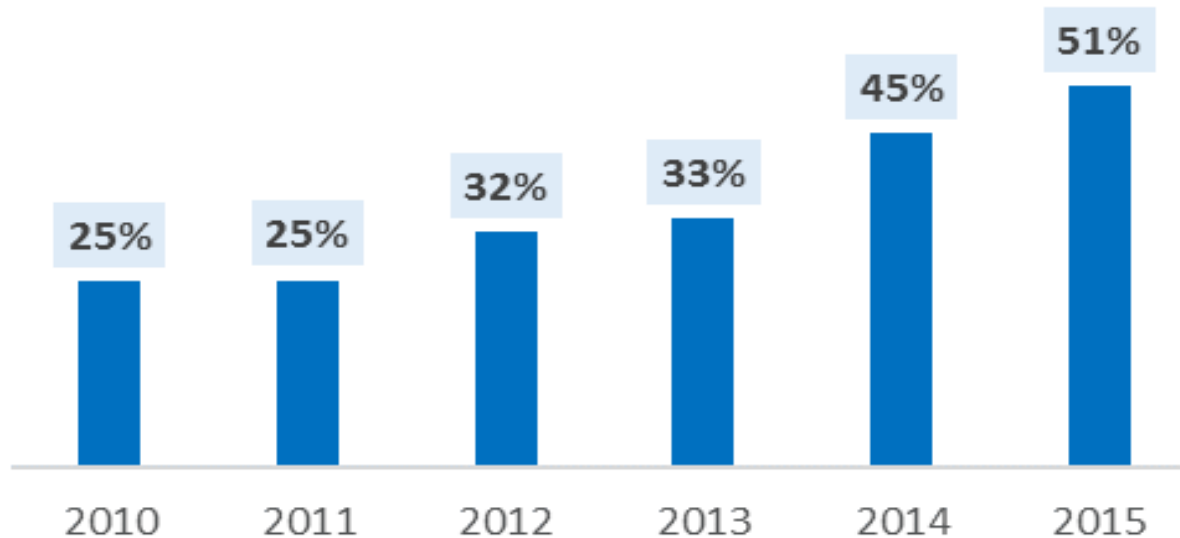
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## Share of positive decisions out of the total first instance decisions in EU 28



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## Age distribution of persons with a positive first instance decision

EU 28 - Age distribution (positive decisions)	Total 2010-2015	
	No.	%
Less than 14 years	146, 600	20
From 14 to 17 years	60, 265	8
From 18 to 34 years	<b>367, 315</b>	<b>51</b>
From 35 to 64 years	141, 375	19
65 years or over	9, 045	1
Unknown	1, 580	0
<b>Total</b>	<b>726, 170</b>	<b>100</b>

# Age distribution of persons with a positive first instance decision in EU 28, 2010-2015

EU 28 - Age distribution (positive decisions)	2010		2011		2012		2013		2014		2015	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than 14 years	12.875	23	13.270	22	20.390	22	25.920	24	33.010	21	52.320	18
From 14 to 17 years	6.525	12	6.190	10	7.355	8	8.370	8	12.390	8	21.585	7
From 18 to 34 years	<b>24.655</b>	<b>44</b>	<b>27.725</b>	<b>47</b>	<b>46.415</b>	<b>51</b>	<b>49.965</b>	<b>46</b>	<b>79.615</b>	<b>50</b>	<b>156.280</b>	<b>53</b>
From 35 to 64 years	10.540	19	11.235	19	15.470	17	21.220	20	33.000	21	59.125	20
65 years or over	825	1	910	2	1.120	1	1.810	2	1.905	1	2.845	1
Unknown	155	0	210	0	260	0	325	0	295	0	390	0
<b>Total</b>	<b>55.575</b>	<b>100</b>	<b>59.535</b>	<b>100</b>	<b>91.010</b>	<b>100</b>	<b>107.610</b>	<b>100</b>	<b>160.210</b>	<b>100</b>	<b>292.540</b>	<b>100</b>

# Aims of the EMN Focussed Study 2015

## Overall aim:

Comparison of MS' policies/practices to facilitate labour market integration of beneficiaries

## Specific aims:

- Review labour market access rights (legal framework and practices);
- Review availability of employment-related support measures;
- Identify obstacles and good practices to realise labour market access and participation;
- Identify any differences in the treatment of the different statuses



# Legal right to access the labour market

- **Art. 26 recast Qualification Directive:** MS must authorise beneficiaries access to the labour market “subject to rules generally applicable to the profession and to the public service”, “immediately” after protection has been granted
- All MS and NB grant beneficiaries the legal right to employment;
- Legal right usually subject to rules “generally applicable to the profession and to the public service” (e.g. no access to positions in public service in EE, but in LV unrestricted right?)





# Accessing the labour market in practice

- **Administrative conditions** (e.g. residence permits and/or work permits);
- **Practical obstacles**, e.g. psychological and physical distress, lack of documentation proving qualifications, lack of a social network, lack of language proficiency, etc.
- Underlines the importance of **employment-related support measures** ideally tailored to the specific situation of beneficiaries

# Employment-related support measures

- Art. 26 (2) recast QD obliges MS to provide employment-related support measures
- All MS and NB offer employment-related support measures, but great differences exist with regard to:
  - Organisation;
  - Type of measures;
  - The extent to which they are tailored to beneficiaries, and;
  - The accessibility of the measures

# Organisation of employment-related support measures

- In all MS and NB measures are part of labour market integration policies for *migrants*
- Within this broader framework, different approaches:
  - Mainstreaming approach (EE, FI, LT, LV);
  - Hybrid approach;
  - Tailored measures (SE “Introduction Act” + personalised integration plan)



# Type of employment-related support measures

## Core measures provided by all NB countries:

- Language courses,
- Orientation services,
- Access to employment services (including counselling)
- Assistance in obtaining recognition of professional qualifications,
- Housing assistance.

## Other measures:

- Access to internships (e.g. EE, SE)
- Training on basic social and professional skills (e.g. LV, SE)
- Outreach to potential employers (e.g. EE)
- Grants to facilitate access to education (e.g. SE)

# Tailored measures to beneficiaries?

- Large majority are not specific to beneficiaries, but general to all TCNs and nationals (especially language courses, access to education, guaranteed minimum income)
- Tailored measures more frequently identified for orientation services, recognition of qualifications, counselling, access to housing
- Tailored measures often offered on a project basis, thus not accessible to all...



# Good practices of employment-related support measures

- **Linking** language learning **to** the **job market** (EE, FI, SE)
- Providing orientation services with the aim to **directly support workplace integration** and opportunities to meet other people (e.g. LV)
- **Tailored** measures to facilitate beneficiaries' access to education as well as complementary education (e.g. SE);
- **(Tailored)** vocational training
- **(Tailored)** employment counselling by a wide range of actors and in different languages
- **(Tailored)** schemes for the recognition of qualifications and accreditation of prior learning (e.g. FI)

# Language learning linked to the job market in EE, FI, SE

- SE: Vocational language training, accessible to e.g. TCNs in medicine, engineers, educators, bus drivers, lorry drivers, crafts, IT programmers, economists, lawyers, social scientists and entrepreneurs → 8 out of 10 was self-sufficient two years after the training
- EE: courses on work-related Estonian language + individual job search plan
- FI: in the Uusima region language training with occupation oriented direction heralded positive experiences



# “Complementary” education and VET in SE

- “complementary education” for foreign lawyers, teachers, doctors, nurses, dentists, veterinarians etc. to receive additional training to receive a SE degree to find work in SE
- Two SE universities offer generic complementary education programmes for persons with foreign academic qualifications
- The “Yalla Trappan” social enterprise in Malmö





# Procedures to recognise qualifications in FI

- Assessment of skills in practice through a competence and professional skills survey: restaurants, nursing, health care, construction
- Action Plan on Integration 27<sup>th</sup> November 2015: process for recognition skills to start during asylum procedure. Once status is granted a more comprehensive mapping of skills and qualifications is undertaken.



# Obstacles to access employment-related support measures

- Financial costs;
- Language proficiency;
- Low educational levels;
- Lack of documents to proof qualifications
- Administrative burden and lengthy procedures
- Etc.



# What about the effectiveness of such measures?

- General lack of statistics on beneficiaries' labour market participation
- Results of surveys: vast majority unemployed several months after having been granted status, but employment rate increases as more time passes
- Type of work is however usually low-skilled/low-paid and of temporary nature → more should be done to avoid brain-waste...



# Conclusions

- Promising good practices
- Increasingly more tailored measures, to be further encouraged
- Many obstacles remain (administrative, practical to access the labour market as well as accessing employment-related support measures), should be reduced
- Data collection on labour market participation of *beneficiaries* should be improved
- Monitoring & Evaluation of employment-related support measures?
- Better matching of beneficiaries' qualifications to positions



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# Aitäh!

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