

SPRING

Is a Horizon2020-funded project 'Sustainable PRactices of INteGration for newly arrived migrants' (2021 – 2023) <https://integrationpractices.eu/>

Brief on **Employment**

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This Brief offers a snapshot of European research findings on the challenges migrants are facing in employment and policy practices tackling those. Here you can find evidence-based and effective recommendations that can be applied by governments and Civil Society Organizations (CSOs). To dive into the details, see the full Chapter on Employment that synthesises research on migrants in the EU from the past decade.*

*By Migrants we mean newly arrived migrants in a broad sense. The focus is especially on vulnerable groups, including but not limited to refugees, asylum seekers and undocumented who arrived in the EU countries after 2014.



Challenges for Migrants

Newly arrived migrants are disadvantaged in the labour market compared to established population and citizens because of the following obstacles when seeking employment:

- Lack of language skills
- Lack of knowledge of the local labour market
- Non recognition of certificates and diplomas from countries of origin
- Lack of local networks that can offer employment opportunities
- Inadequate support from governments, organizations and institutions
- Exploitation when working informally as employers are not under regulations
- Racial and ethnic discrimination.

Additional barriers specific to women:

- Women are discriminated because they are seen as main care givers of children and other family members
- Gendered stereotypes affecting employment opportunities in sectors oriented towards men.

Additional barriers specific to refugees, asylum-seekers and undocumented people:

- Lack of legal status to work
- Long waiting times and bureaucratic hoops to acquire legal access to the labour market
- Psychological issues and trauma.

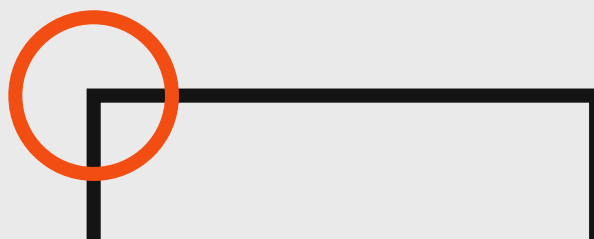


Observed Policies

Policies in Europe aim to encourage labour market participation of migrants (other than undocumented), in order to:

- Address European labour shortages
- Ensure self-sufficiency of migrants
- Facilitate social cohesion and overall participation in societies.

Some policies target migrants specifically, while others provide migrants opportunity to access mainstream Active Labour Market Policies for general population. The main elements of such policies are language training, job-search training, vocational training, assessment of skills together with employer engagement.





Observed Commonly used Instruments and Tools

Regulatory instruments

- Laws facilitating legal access to employment
- Making residency conditional upon employment.

Market based instruments

- Language training, civic integration courses, and skills assessment for migrants
- Financial incentives for employers of migrants, financial support of migrant entrepreneurship
- Workshops on work-place diversity for employers.



What we can do?

*The following recommendations are based on the research findings from the analysed literature on the topic. For original studies see the full Chapter (link).

Governments can:

- Fast-track legal access to employment for refugees and asylum seekers, to prevent that they fall into precariousness and have to rely on welfare benefits to survive, and avoid their deskilling
- Offer immediate vocation-specific language training. These trainings are the most effective in improving labour market integration outcomes, especially if employers themselves are involved. The involvement of an employer facilitates a match between training and job requirements.
- Ensure migrants, refugees and asylum-seekers' access to information on their labour rights upon arrival, in a language they understand.
- Offer support for companies that set up mentoring and/or internship programs. Regulate public bodies to create internship opportunities for asylum seekers and refugees. This facilitates work experience as well as language practice opportunities.
- Offer subsidies/grants to companies that create employment schemes that allow migrants to continue working and developing within a company beyond the duration of the subsidy. This facilitates employers decision to hire migrants, refugees and asylum seekers, and ensures long term employment.
- Provide long-term funding streams to CSOs. This helps CSOs to focus on their primary tasks – facilitation of employment for migrants, rather than spending time on new funding applications. Long-term funding would allow CSOs to establish long-term programmes and partnerships, retain committed and knowledgeable staff, continuously learn through practice and professionalise over the years.
- Involve migrants in the design of programmes and decision-making processes. Migrants, refugees and asylum seekers can offer their experiences and co-create solutions to their own labour-market participation.

Governments or CSOs can:

- Offer workshops to inform employers, recruiters, and caseworkers about advantages of diverse working environments, how to make the most of workplace diversity and employability of newly arrived migrants. Those in the position to directly affect a migrant's employment need access to information that facilitates a better understanding of the capabilities of newly arrived migrants.
- Organize job fairs to allow employers, refugees, and migrants to meet and be hired. This offers opportunities for employers and job seekers to interact face-to-face and show their capabilities.

Governments, social partners and CSOs can:

- Increase the collaboration and communication between stakeholders involved in integration programs. Cooperation between CSOs, social partners, government and public institutions facilitates more effective and efficient integration programs, increasing integration into the local labour market.
- Assess the skills of newly arrived migrants and refugees coordinated by CSOs, employers, and recruiters to complement the check for formal certificates/diplomas. This helps newly arrived migrants to qualify for additional positions in fields that they already have the skills for and increases their chance of being hired.



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