



AD HOC QUERY ON 2019.36 Refugee Employment Support

Requested by EMN NCP United Kingdom on 15 March 2019

Responses from Austria, Belgium, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Slovakia, Sweden, United Kingdom plus Norway (22 in Total)

Disclaimer:

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1. Background information

Refugees in the UK, both former asylum seekers and resettled refugees, suffer from poor outcomes in the labour market when compared to both natives and other types of migrant. Results from the 2014 EU Labour Force Survey suggest that refugees in the UK have relatively poor labour market outcomes compared to refugees in other European nations. Refugees face specific barriers to labour market entry that negatively impact employment outcomes, and the available support to overcome these barriers in the UK is limited. The Home Office is analysing the impact of providing increased employment support to refugees on improving employment prospects.

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Whilst this work asks similar questions to the ones posed under the right to work for asylum seekers Ad-Hoc Query, there are some key distinctions. The right to work AHQ focused on the impact of giving the right to work to asylum seekers, therefore looking to alleviate a specific barrier to the labour market faced by asylum seekers. This AHQ is designed to identify the impact providing employment support has on refugee employment rates, both granted asylum seekers and resettled refugees. We are keen to seek member states' views and data on the labour market outcomes and demographics of refugees as well as seeking evidence of previous successful interventions. This would enable us to develop our understanding as to why refugees in the UK suffer worse labour market outcomes, as well as the scale of potential improvements that could be made, compared to other member states. We would therefore be grateful if you could respond to the questions below:

2. Questions

- 1. Currently, what are the employment rates for granted asylum seekers, and resettled refugees, in your country? Do you have data on refugee employment rates at certain time intervals? i.e. What are the employment rates of refugees 6 months post-arrival/decision, 2 years post-arrival/decision etc.**
- 2. Do you have data on the sectors of employment and occupations that refugees enter in your country? Can this be broken down into part-time/ full-time jobs? Can this be split by granted asylum seeker/ resettled refugee?**
- 3. Are there any examples of specific policies/interventions that have raised refugee employment prospects in your country? If so what policies/interventions have been the most effective and why?**
- 4. How do granted asylum seekers and resettled refugees differ in terms of demographic and level of skills/education? If no data that distinguishes between the two, overall demographic data on all refugees is useful**

We would very much appreciate your responses by **26 April 2019**.


3. Responses

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¹ If possible at time of making the request, the Requesting EMN NCP should add their response(s) to the query. Otherwise, this should be done at the time of making the compilation.

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		Wider Dissemination ²	
	<p>EMN NCP Austria</p>	<p>Yes</p>	<p>1. The employment rate of persons aged 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, was 60.4% in 2014 (Mikrozensus Ad-hoc-Modul 2014: 98).No evaluations of the employment rate over time intervals are available.---Source: Ministry of the Interior</p> <p>2. Of the persons aged 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, 16.9% were employed in the sector “mining and extraction of stones and earths”, 12.9% in “construction”, 12.8% in “accommodation and catering”, 12.5% in “trade; maintenance and repair of motor vehicles”, and 10.4% in “provision of other economic services” in 2014 (Mikrozensus Ad-hoc-Modul 2014: 98).These data are not disaggregated by type of immigration (asylum application, humanitarian admission programme).No data specifying full-time or part-time employment are available.---Source: Ministry of the Interior</p> <p>3. As specified in the government programme, rapid integration of recognized refugees into the labour market is pushed, in order to enable refugees to secure their livelihood through their own work and to relieve social budgets.Since 2018, especially for young people the focus lies on the preparation and placement in apprenticeships, primarily on supra-regional placement, for example, in tourism professions or in seasonal positions. Special counseling and care facilities support recognized refugees on their way to training or employment. In the competence centers for the recognition of professions, they are advised and supported regarding recognition or nostrification of existing trainings.Migrant women often need specific support that pays special attention to their social, cultural and societal background.Special counseling and care facilities support them in employment integration (women professions centers, migrant counseling centers). There are also special vocational preparation courses for migrant women with the aim of clarifying their opportunities in the trade sector and improving their German language skills.---Source: Ministry of the Interior</p>

² A default "Yes" is given for your response to be circulated further (e.g. to other EMN NCPs and their national network members). A "No" should be added here if you do not wish your response to be disseminated beyond other EMN NCPs. In case of "No" and wider dissemination beyond other EMN NCPs, then for the Compilation for Wider Dissemination the response should be removed and the following statement should be added in the relevant response box: "This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further."

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			<p>4. In 2014, of the 110,800 persons aged 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, 67,900 were men (61%) and 42,900 were women (39%) (Mikrozensus Ad-hoc-Modul 2014: 96–97). In 2014, of the persons aged 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, 35.9% were 35–44 years of age, 32.6% were 45–54 years of age, 21.1% were 55–64 years of age, and 16.6% were 25–34 years of age (Mikrozensus Ad-hoc-Modul 2014: 95). In 2014, of the persons aged between 15–64, who were born abroad and who indicated flight or asylum as main reason for migrating to Austria, 38.5% completed an apprenticeship/vocational secondary school (BMS), 34.7% a compulsory school, 22.7% an academic or vocational higher school (AHS/BHS), and 14.9% a university/college/university of applied sciences (FH) (Mikrozensus Ad-hoc-Modul 2014: 95).---Source: Ministry of the Interior</p>
	<p>EMN NCP Belgium</p>	<p>Yes</p>	<p>1. Please, do also check 1. EMN study “Integration of beneficiaries of international protection into the labour market in Belgium” (May 2016)2. EMN study “Labour Market Integration of TCN in Belgium” (September 2019)3. UK AHQ 2019.5 Right to work for asylum seekers4. Rea, A., & Wets, J. (2014). The Long and Winding Road to Employment: an Analysis of the Labour Market Careers of Asylum Seekers and Refugees in Belgium. Gent: Academia Press.5. Lens, D., Marx, I., & Vujić, S. (2017). Integrating (former) Asylum Seekers into the Belgian Labour Market: What Can We Learn from the Recent Past? CSB Working Paper, 10, 1-38. 6. Lens, D., Marx, I., & Vujić, S. (forthcoming IZA Discussion paper). Is quick formal access to the labor market enough? Refugees’ labor market integration in Belgium.7. Lens, D., Marx, I., & Vujić, S. (2018). Does Migration Motive Matter for Migrants’ Employment Outcomes?: The Case of Belgium. In Timmerman C., Clycq N., Levrau F., Van Praag L., & Vanheule D. (Eds.), Migration and Integration in Flanders: Multidisciplinary Perspectives (pp. 245-272). Leuven (Belgium): Leuven University Press8. Carpentier, A., & Schoumaker, B. (2018). Socio-demographic profile and the socio-economic careers of people granted international protection in Belgium, 2001–2014 (attached): this report examines individuals aged at least 18 at arrival, who obtained a status of international protection in the period 2001–2014 and came to Belgium after 31 December 1998. Use is made of linked administrative longitudinal data from the National Register and the Data Warehouse Labour Market and Social Protection. The study compares people granted a status of international protection in the periods 2001–2006, 2007–2009 and 2010–2014 to evaluate whether the labour market participation of more recent cohorts improved relative to earlier cohorts. In summary, the study examines what the socio-economic trajectories of people granted international</p>

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			<p>protection look like and how these trajectories have evolved over time. As underlined in different national and international studies and reports, the labour market integration of third-country nationals in Belgium is poor (see for example: Pina, A., Corluy V., and Verbist G (2015), "Improving the Labour Market Integration of Immigrants in Belgium", OECD Economics Department Working Papers, No 1195, OECD Publishing, Paris). The employment rates of asylum seekers and recognized refugees are even lower than those of the indigenous population, second generation immigrants and other immigrants who migrated under a different status (Connor, 2010; Corluy, Marx, Verbist, Godin, & Rea, 2008; Lens, Marx, & Vujić, 2017; Rea & Wets, 2014; Bevelander, 2016; OECD, 2018). This finding is also confirmed by the UK study: Differences in labour market outcomes between natives, refugees and other migrants in the UK (Isabel Ruiz, Carlos Vargas-Silva, Journal of Economic Geography, Volume 18, Issue 4, 1 July 2018, Pages 855–885, https://doi.org/10.1093/jeg/lby027). Furthermore, within the European Union, Belgium has one of the highest employment gaps between Belgian-born and migrants (Corluy & Verbist, 2010; De Keyser, Delhez, & Zimmer, 2012; Eurostat, 2011). Several studies have tried to provide data on the number of migrants/asylum seekers working after a certain period of time. But the data are hard to compare and cannot be generalized. Studies that rely on data from the public employment services encounter the problem that these services do not take into account the length of stay of the jobseeker during the intake. The inflow therefore consists of newcomers who register for the first time with the service, as well as oldcomers who have registered for the first time or several times as job-seekers. Moreover, these figures only relate to people who have registered with a public employment service and not the ones who have find a job otherwise. This is the case for a recent the study (December 2018) "The labour market integration of asylum seekers in Flanders" (Vansteenkiste, S., & De Graeve, P. (2018). De arbeidsmarktintegratie van asielzoekers in Vlaanderen: executive summary (Werk.Focus 2018 nr.13). Leuven: Steunpunt Werk. The results show that about 55% of the asylum seekers, of whom the work permit C was approved in 2015 or 2016, joined the Flemish Public Employment Service (VDAB). Whether or not to join the VDAB is influenced by gender, age and length of stay. Of the asylum seekers who were registered with the VDAB, 12,4% went to work after 6 months, 24.5% found work after 12 months. With regard to the outflow to work, significant differences were found according gender, age, knowledge of Dutch and if one followed a civic integration and integration programme. Very few longitudinal studies have been done in Belgium, an exception is Rea, A., & Wets, J. (2014). The Long and Winding Road to Employment: an Analysis of the Labour Market Careers of Asylum Seekers and Refugees in Belgium. Gent: Academia Press. The goal of this research was to study the evolution of the socioeconomic position of people who applied for asylum in Belgium in the period between 2001 and 2010 and who were still residing in the country at the end of the research period. The study compares the integration on the labour market of asylum seekers in procedure to those who have been granted</p>
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			<p>the status of refugees and aims at identifying factors that foster and hinder the socio-economic integration of these populations. The study also claims that “To increase employment integration of refugees, people must have access to work during the asylum procedure. Facilitating this requires the development of a series of adapted policies on different levels, in different fields. Language proficiency can be attributed a key role. Some suggestions made in the OECD study The Labour Market Integration of Immigrants and their children (2009) can be defended on the basis of on the explicit and implicit findings of this study.” More information and a summary of the study on: https://emnbelgium.be/publication/long-and-winding-road-employment-careers.The report from Carpentier, A., & Schoumaker, B. (2018). “Socio-demographic profile and the socio-economic careers of people granted international protection in Belgium, 2001-2014” was requested by the Belgian National Contact Point of the European Migration Network (EMN), complements the study “Integration of beneficiaries of international protection into the labour market in Belgium” that was published in May 2016 and the report also complements what we know about the socio-economic careers of beneficiaries of international protection in Belgium by the study “The Long and Winding Road to Employment. An Analysis of the Labour Market Careers of Asylum Seekers and Refugees in Belgium” (further called the study CAREERS) by Rea and Wets (2014) and research by Lens et al. (2017). demo_final_20181130.docx</p> <p>2. a) Nob) No</p> <p>3. - Since the migration crisis of 2015, the VDAB has also taken the guidance of foreign-speaking newcomers in a different direction. The new approach, ‘Integration through work’ (more info available on https://ec.europa.eu/social/BlobServlet?docId=18861&langId=en and http://www.flanderstoday.eu/business/integration-through-work-flemish-agency-helps-refugees-get-back-their-feet, was based on faster screening, faster access to trainings or internships and the principle that Dutch is no longer a prerequisite, but a competence that can be picked up doing other things. The action plan ran for two years and was evaluated positively. The evaluation showed that the integrated approach with faster access to training and work, results in much shorter trajectories towards work and also in a faster language acquisition. The principle ‘language is a competence, but not a prerequisite’, showed that language can be acquired much faster with a mix of methods. Different forms of workplace learning, such as professional internships, not only offer opportunities for developing general and technical competences, but also create many language learning opportunities. Given the positive experiences, the principles of the action plan will be structurally embedded in the</p>
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			<p>work of VDAB. End 2018-2019, VDAB will initially broaden the 'Integration through Work' programme to all jobseekers of foreign origin with a greater distance to the labour market and further implement the programme transversally across the entire VDAB organisation. The ultimate goal is to arrive at an inclusive action-oriented approach. - With another action plan 'Integration in the workplace', VDAB makes work from a second pillar, for the same target group of the 'Integration through Work' programme. The starting point is that the focus should be on the already present competences of the jobseekers, instead of on the competences that are (still) lacking. Employers are actively involved: for example by means of a competency scan on the work floor in function of rapid access to work, workplace learning (with or without language and other coaching), guidance of employers in managing diversity issues, language policy on the work floor, etc. - The partnership agreements between Actiris, the Public Employment Service of Brussels, and the Brussels Welcome Offices for Newcomers, BAPA Bruxelles, BAPA VIA and BON, have been finalised and signed and actions have been put in place, such as information sessions for newly arrived job seekers. This way, Actiris can rely on the network in charge of the integration trajectory for newcomers to ensure their registration with Actiris and their support. As a result newcomers register more easily with the local antennas of Actiris. These partnerships fall within the elaboration of a global action plan by Actiris regarding the integration of newcomers on the Brussels labour market. In this framework a reflection took place in relation to the support to be put in place for the specific target group of newcomers and the creation of the function of specialised advisor. A proposal will be made in 2019. - Actiris, the Public Employment Service of the Brussels Capital Region, also intensified the diversity awareness among employers using Diversity Consultants. An exchange and networking event took place on 25 October dedicated to the socio-professional integration challenges for newcomers and a guide was developed to support employers wanting to work with newcomers (Actiris, Accueil et intégration des primo-arrivants : guide en 5 étapes, November 2018, available in French on https://blog.actiris.be/fr/employeurs/accueil-et-integration-des-primo-arrivants-guide-en-5-etapes).- Early labour integration refugees In December 2017, Fedasil began implementing the project "Early Labour Integration of Refugees", funded by the European Social Fund (ESF). The aim of the project is to develop early chain cooperation for the admission of applicants for international protection to the Flemish labour market. To this end, Fedasil cooperates with the Flemish Public Employment Service (VDAB) and the Agency for Integration and Civic Integration (AGII). A third partner is the Central Reception Agency (COA) from the Netherlands, with which a transnational framework is set up to exchange good practices. As a pilot project, a screening tool was developed in collaboration with the VDAB in order to be able to detect the applicants' competencies at an early stage. The project will run to 30 November 2019.- Labour market integration for highly educated non-native speakers: Actiris and the VDAB participated in the project "@level2work" (info on: http://atlevel2work.be), in</p>
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			<p>collaboration with various partners. The project had 7 experimental gardens in Flanders and 1 experimental garden in Brussels which run between 1 July 2016 and 31 March 2018. The objective was to mediate highly educated non-native speaker to work at their level of education. In order to connect supply and demand, highly skilled non-native speakers and employers, a one-stop-shop was set up. A digital platform was created where the highly educated non-native speaker and employer could find all the information about the existing offer. There was also a physical contact desk where highly educated non-native speakers were guided in their trajectory to work. The focus was on integrated working, case management, the long-term perspective of the jobseeker and involving employers.No less than 1175 highly-skilled non-native speakers were reached with a great diversity of 110 different nationalities. After a year, 38.9% had already found a job. Within @ level2work a lot of expertise and a specific offer for highly educated people has been developed. The conclusion of the HIVA, research institute for Work and Society of KULeuven, is that the one-stop-shop desk should be structurally anchored. HIVA published a scientific study on the project, available in Dutch on: https://hiva.kuleuven.be/nl/nieuws/nieuwsitem/mentoring-naar-werk-hooggeschoolde-anderstalige-nieuwkomers-analyse-knelpunten-successen-opportunities.</p> <p>4. Please see attachment. No information on the difference in skills/education is readily available.Abbreviations:M: maleV: femaleNBMV: UAMFamilie: familyAlleenstaande vrouw: single womanAlleenstande man: single man comparison_regular_applicants_for_intern._protect._and_resettled_refugees_fedasil_2019.04.01_en.xlsx</p>
	EMN NCP Croatia	Yes	<p>1. There is no official statistics on the employment rates for persons with granted international protection (refugee and subsidiary protection).Only available statistics are the ones from the Croatian Employment Service, regarding the employment rates of persons that registered to the Service. Croatian Employment Service does not have the data on refugee employment rates at certain time intervals. data_from_the_croatian_employment_service.docx</p> <p>2. There are no specific sectors or employers focused on refugees. However, due to the fact that most of them are either low skilled or do not have recognized qualifications, and are lacking language skills, refugees are usually employed on simple jobs in transport & logistics (warehouse workers), in services (e.g. car wash), catering (e.g. kitchen helpers; also on these jobs in other sectors like elderly care) etc.</p>



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			<p>3. Generally, unemployed beneficiaries of international protection are in rights and obligations equal to unemployed nationals. They have access to ALMP measures and in several measures are recognised as vulnerable group, thus have access to measures under more beneficial conditions regarding the duration of unemployment. However, since this group has very specific needs and needs different approach because they are not familiar with national employment and work related rights and obligations, often have different views on punctuality, working hours or (especially women) have never worked before, each regional office nominated one employment counsellor responsible for beneficiaries of international protection. They are regularly updated on the news in legislation, information, brochures etc. covering this group. Another thing is a leaflet with rights, obligations, date for counselling and contact details of counsellor that has been translated to Arabic, Persian, Somali, English and French that is handed over to refugees after first contact with Croatian Employment Service. And there is ALMP measure called On-the-job training with an aim of acquiring public document certifying competence. It has not been developed specifically for refugees, but is recognised as the most useful in a sense of overall integration into the society. It is a 6-month programme during which a refugee learns both through classes in school and through work experience under mentorship provided by employer (e.g. for being able to work on simple jobs in kitchen, elderly care, construction), with financial support from Croatian Employment Service. NGOs have a significant role in preparation and empowering refugees (especially women) before and during the programme, as well as support them in learning Croatian language.</p> <p>4. There is no official statistic data that can demonstrate the difference between demographic and level of skills/education between the persons who were granted international protection by regular procedure or the ones that arrived to Croatia through the program of resettlement. The overall difference between the two until now is: on the one hand, persons that were granted international protection by regular procedure are more single males, early 20s-30s, level of education- 9 to 12 years (unfinished or finished high school) or unfinished university program, experienced at some job as a craftsman (but without formal vocational education). Women that were granted international protection by regular procedure by majority come within the families, with lower level or no education at all and no work experience. On the other hand, all persons that came within the resettlement program: are of Syrian origin, families with more than half of number of children (except for one single male) and approximately the same proportion of men and women. The level of education of males is mostly-unfinished primary school (up to 8 years) and experience at some job as a craftsman (usually construction, tailors, salespersons) or agricultural workers, but with no formal vocational education. The women are usually at lower level of education or they have none, with no work experience, housewives that usually stay at home, taking care</p>
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			<p>of the children. The ones resettled have more unresolved health problems that prevent them from taking on some available job openings in Croatia. Specific thing with resettled persons is that there has been cases of minors in families (over the age of 10) that didn't attend school during the years they spent residing in Turkey as refugees but were working to provide for their family members, usually as tailors in factories or tailor shops.</p>
	<p>EMN NCP Cyprus</p>	<p>Yes</p>	<p>1. There are no available such data</p> <p>2. There are no available such data</p> <p>3. On 26 October 2018, a Decision of the Minister of Interior, based on the relevant provisions of the Cyprus Refugee Laws 2000-2018, was published in the official Gazette of the Republic, according to which, applicants for international protection have the right of access to specific sectors of the labour market, one month (instead of six months as previously applied), after the submission of the asylum application. There is currently discussion a further discussion on the possibility to expand the sectors of the economy that applicants for international protection have access to, based on the needs of the market.</p> <p>4. There are no available such data</p>
	<p>EMN NCP Czech Republic</p>	<p>Yes</p>	<p>1. Employment of foreign workers in the position of employees in the Czech Republic is governed by Act no. 435/2004 Coll., on Employment, as amended (hereinafter the "Employment Act") and Act no. 326/1999 Coll., on the residence of foreign nationals in the Czech Republic and on amendment of other laws, as amended. In accordance with provision § 99 of the Employment Act a work permit may not be granted to a foreign national who applied for international protection for a period of 6 months from the date on which the foreign national filed the application for international protection. In accordance with provision § 96 of the Employment Act a work permit is required in the case of a foreign national who is the applicant for international protection or who has been granted a visa for over 90 days for the sufferance of stay, but no earlier than 6 months after the date on which application for asylum was filed. In accordance with provision § 98 of the Employment Act a work permit,</p>


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			<p>employment card or blue card is not required Act for the employment of a foreign national who has been granted asylum or subsidiary protection. Foreign nationals granted asylum or subsidiary protection have free access to the labour market. Statistical data (up to 31 December 2018): International protection seekers with a valid work permit – total number 172. Granted asylum or subsidiary protection seekers with a free access to the labour market – total number 1 035 (this data refers to the employer´s obligation to inform the Labour Offices).</p> <p>2. The total number of the international protection seekers is very low in the Czech Republic. For this reason, the Czech Republic does not monitor data on the sectors and occupations that international protection seekers enter into the Czech Republic separately. We collect such data of foreign workers in general, including asylum seekers and people granted international protection.</p> <p>3. The Ministry of Labour and Social Affairs (MoLSA) has these prevention measures: The training "Multicultural Cooperation" was recommended to employees of the MoLSA, the Czech Social Security Administration and the Labour Offices of CR in order to eliminate barriers in communication with foreign nationals and for increasing the qualifications in the field of intercultural competence. Fund of Further Education realized project "Support for the integration of foreign nationals into the labour market" – there were involved also persons granted international protection and asylum seekers. The main activities were – individual counselling, training course and interpretation and assistance at the Labour Office. The project has been intended to contribute to the prevention of illegal employment and labour exploitation (during 5 days course). Regional Labour Offices received the contact list of community interpreters; interpreting activities are provided by many NGOs and also within the project "Support for the integration of foreign nationals into the labour market" (foreigners can use interpreter at any types of the offices). Projects funded from the state budget of the Czech Republic and/or from the European Social Fund</p> <p>• Organization for refugee help (OPU): Support for foreigners with employment This project is focused on job seekers who are in the database of the Labour Office of the Czech Republic for longer period than 5 months, who are unqualified and/or a person taking care of a child up to 15 years old who is migrant or who has been granted by the international protection living in the Czech Republic. The main goal of the project is to support the focus group while looking for a job and help them to increase its qualification etc.</p> <p>• Organization for refugee help: Support for refugees The main aim of this project is to provide employment to 120 refugees living in the Czech Republic and help with their integration. By specially focused activities will be supported the focus group, its counselling while looking for a job, communication employer, support of further education in the legal-employment field, further education and gaining skills which will increase its qualification etc.</p> <p style="text-align: right;">Diakonie ČCE</p>
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			<p>Diakonie opens opportunities for people granted by the asylum This project is aiming on providing general and long-term support for 120 persons with granted asylum in 6 Regions of the Czech Republic to integrate themselves into the Czech society and local communities. All participants will be provided with individual assistance while solving daily life issues, participation on the integration activities in the community, the support of a volunteer who will play a role of a “good neighbour” and education in financial topics, legal basics, equal opportunities etc.</p> <p>4. MoLSA doesn´t monitor the level of skills or education of international protection seekers.</p>
	<p>EMN NCP Estonia</p>	<p>Yes</p>	<p>1. Currently lives in Estonia 381 persons who are beneficiaries of international protection (132 of whom are resettled refugees), according to information provided by Estonian Unemployment Insurance Fund. From total (381 persons) 273 persons were registered as job-seekers or unemployed (84 of whom were resettled refugees), which infers that about 100 persons are employed (almost 50 resettled person are employed). NB! Numbers are estimates.</p> <p>2. There is no such disaggregation, but refugees are mostly employed in production and service areas in Estonia.</p> <p>3. There is no information on efficiently but we have some activities which are refugee employment specific: Estonian Unemployment Insurance Fund’s programme ‘My 1st job in Estonia’ is targeted to the beneficiaries of international protection started providing work-related mentoring from 01.01.2018. NGO Johannes Mihkelson Centre organized in 2018 as pilot-project a job search training for Arabic speaking refugees in biggest cities as Tallinn and Tartu. 22 persons attended the training, majority of participants find a job or were invited to work practice.</p> <p>4. There is no such information available.</p>

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	<p>EMN NCP Finland</p>	<p>Yes</p>	<p>1. The employment rate of refugees is very low, but increases over time. Finland does not collect employment data that would include the type of residence permit. Thus, refugee status has to be approximated based on the country of birth, which is problematic for several reasons. For example, immigrants from countries like Turkey and former Soviet Union, might have seek international protection or moved after family or a job. To give some perspective, the register based employment rates of immigrants from Iraq, Afghanistan and Somalia were about 20–26 percent in 2013. In 2014, Statistics Finland, the National Institute of Health and the Finnish Institute of Occupational health carried a survey on work and well-being among people of foreign origin (UTH). Based on this survey, the employment rate of refugees was 30 percent after 5-10 years in the country and 52 percent after 10 years in the country. More information: https://vatt.fi/documents/2956369/4207575/t185.pdf (English) http://www.stat.fi/tup/julkaisut/tiedostot/julkaisuluettelo/yyti_uso_201500_2015_16163_net.pdf (Finnish) fi_response_to_2019.36_refugee_employment_support.docx</p> <p>2. Based on the UTH-survey, part-time jobs are more common among people with foreign origin (18 %) than among people with Finnish background (14 %). Immigrants – and especially refugees – work on entry-level jobs on the low-wage sector more often than people with Finnish background. Typical occupations include for example cleaners, transportation workers and supportive service workers.</p> <p>The following tables from 2016 are taken from the integration database: http://kototietokanta.stat.fi/PXWeb/pxweb/en/Kototietokanta/?rxid=1dff1da4-17be-4538-9304-e6c92f304345</p> <p>Sector of employment. Employed persons with foreign background 2016.</p> <p>Industry Employees %</p> <p>A Agriculture, forestry and fishing 3107 2 %</p> <p>B Mining and quarrying 69 0 %</p> <p>C Manufacturing 12881 10 %</p> <p>D Electricity, gas, steam and air conditioning supply 182 0 %</p> <p>E Water supply; sewerage, waste management and remediation activities 236 0 %</p> <p>F Construction 11289 8 %</p> <p>G Wholesale and retail trade; repair of motor vehicles and motorcycles 12081 9 %</p> <p>H Transportation and storage 8701 7 %</p> <p>I Accommodation and food service activities 12645 9 %</p>
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			<p>J Information and communication 5522 4 % K Financial and insurance activities 927 1 % L Real estate activities 656 0 % M Professional, scientific and technical activities 6957 5 % N Administrative and support service activities 22821 17 % O Public administration and defence; compulsory social security 1206 1 % P Education 8410 6 % Q Human health and social work activities 15861 12 % R Arts, entertainment and recreation 2025 2 % S Other service activities 3652 3 % T Activities of households as employers 1121 1 % U Activities of extraterritorial organisations and bodies 109 0 % Unknown 2996 2 % Total 133454 100 %</p> <p>Occupational group. Employed persons with foreign background 2016. Occupational group Employees % 0 Armed forces 33 0 % 1 Managers 2914 2 % 2 Professionals 21308 16 % 3 Technicians and associate professionals 12242 9 % 4 Clerical support workers 5104 4 % 5 Service and sales workers 28513 21 % 6 Skilled agricultural, forestry and fishery workers 3082 2 % 7 Craft and related trades workers 16315 12 % 8 Plant and machine operators, and assemblers 11325 8 % 9 Elementary occupations 22824 17 % X Unknown 9794 7 % Total 133454 100 %</p>
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			<p>3. The only paper studying causal effects of integration policies is Sarvimäki and Hämäläinen (2016), which finds that active labour market programs for disadvantaged immigrants increased the cumulative earnings of the immigrants by 47 % by 10-year follow-up period. The main change of the program was that individualized integration plans were prepared for nonworking immigrants who had lived in Finland less than 3 years.http://aalto-econ.fi/sarvimaki/integrationJOLE.pdf (English)We are currently implementing Koto-SIB programme, which is a social impact bond aiming to use private equity to train and employ immigrants. The programme is still ongoing and has thus not yet been evaluated, but I urge you to give it a look: https://kotosib.fi/en/ .</p> <p>4. In 2016, the Ministry of Education and Culture conducted a survey in the asylum centers, which mapped the education level of 1004 asylum seekers from 32 countries. Based on this survey: - 27 % of the interviewees had higher education studies and 16 % had completed their degree (most often Bachelor's degree)- About half of the interviewees had studied in high school and 14 % in the vocational school- 69 % of the interviewees had studied 7-9 years in the elementary school - 7 % had no education at allMore information: https://minedu.fi/documents/1410845/4240776/VOK-raportti_2016/86ea0123-d929-4aa6-b453-95eaa1ec2dd7/VOK-raportti_2016.pdf (Finnish)</p>  <p>fi_response_to_2019. 36_refugee_employ</p>
	<p>EMN NCP France</p>	<p>Yes</p>	<p>1. In France, the official measurement tool providing information about the integration of newly arrived TCNs, including refugees, into French society is the Longitudinal Survey on the Integration of Newcomers (ELIPA) conducted by the department of studies, statistics and documentation of the General Directorate of Foreigners in France within the ministry of the Interior. A first survey was conducted from 2010 to 2013; the second one was launched early 2019 and will study three periods from 2019 to 2021. This second study will update the data presented below. For the first ELIPA survey, refugees were interviewed right after being issued their residence permit, a year after, and then three years after. The results of these studies show that, when they obtain their refugee status, the employment rate of the beneficiaries of international protection was 39%. A year later, it had</p>


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			<p>risen by 11% and ended up reaching 60% three year after the refugees had received their title. This survey does not differentiate between the beneficiaries of international protection and resettled refugees.</p> <p>2. The 2010 ELIPA survey highlighted the main activity sectors where refugees work: -40.7% were workers; - 35.4% were employees; - 2.7% were associate professionals or occupied executive functions; -1.2% were craftsmen or merchants; In 2010, around 66.5% of refugee in France had a full-time contract. For information purpose only and considering the lack of recent data concerning the activity sectors of refugees, some data dating from 2018 give an estimation of the rate of migrants (people born abroad and residing in France) among the workers of the various activity sectors in France: in 2018, they represented 14.3% of workers, 10.5% of employees, 12.9% of associate or executive professionals, and 13.6% of craftsmen or merchants.</p> <p>3. France has implemented several policies that aim to encourage the professional insertion of refugees. Several measures and services have been put in place at the national and local level to guide refugees onto the job market after their arrival in France. At the national level, the General Directorate of Foreigners in France within the ministry of the Interior integrated a new dimension relating to professional integration to the Republican Integration Contract (CIR). The CIR is a document signed by TCNs when they arrive in France and after being issued a residence permit. It allows them to enroll in an integration process through which they will have access to civic and language trainings. Since 2019, professional integration has become a central component of this integration process and advisers in charge of helping TCNS find employment are now conducting skills assessments and equivalence of qualifications at the beginning of the integration process in order in order to facilitate their entry on the labour market. The French government also work in partnership with the private sector and civil society to establish schemes to facilitate the professional integration of refugees. One of the most efficient of these schemes is the Hosting, Orienting, and Pathway towards Employment (HOPE) program. Launched in May 2017, this scheme resulted from the collaboration between three Ministries (the Ministry of Labour, the Ministry of Economy, and the Ministry of Home Affairs), Pôle Emploi (the government agency in charge of employment in France), the French Office for Immigration and Integration, the Joint Fund for the Safeguarding of Professional Pathways, and the National Agency for the vocational formation of Adults (AFPA). This program provides refugees with a vocational training, incorporating language training sessions (notably to learn professional vocabulary), and short term period of immersion in companies / business. Between 2017 and 2018, 1,500 refugees benefitted from the HOPE program. In August 2018, 700 refugees were enrolled in the programme. As of 15 September 2018, among the people finishing the program, 68% had already found a job.</p>
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			<p>4. The 2010 ELIPA survey estimates that 44% of the refugees arriving in France had no diploma or held only a certification from primary school, 42% had a diploma of secondary education, and around 14% were graduates from higher education institutions.</p>
	<p>EMN NCP Germany</p>	<p>Yes</p>	<p>1. Data are only available for the total number of refugees, not broken down by status (granted, rejected or with temporary suspension of deportation [Duldung]). These data show that approximately 370,000 people from refugees' current main countries of origin were in employment in October 2018, corresponding to an employment rate of 32.3%. The highest employment rates were for refugees from Pakistan (43.6%), Eritrea (41.8%) and Nigeria (39.2%). A total of 119,000 people from refugees' main countries of origin made the transition from unemployment to the labour market in 2018. The duration of the asylum procedure delays the taking up of a first job. On the other hand, the completion of a German language course has a very positive impact on the transition to employment. It took an average of 20 months after filing the asylum application for those refugees who took up employment. It should however be borne in mind that they frequently already attended language courses or took part in labour market programmes in the ensuing period. The current observation periods are still too short for time-specific employment rates. Older studies on earlier refugee cohorts show that employment rates for refugees were around 20% after 2 years, close to 50% after 5 years and around 70% after 15 years, thus coming close to the rates for the overall population. Initial indications from the current refugee cohort suggest that integration into the labour market is actually proceeding somewhat more rapidly at present.</p> <p>2. The most frequent sectors are temporary employment (approx. one third), 12 per-cent each in other economic services and the hotel and restaurant industry, 10 per-cent in trade/vehicle repair, and 8 per-cent in manufacturing. It is not possible to distinguish between full-time/part-time and granted/resettled.</p> <p>3. According to research data, attending a German language course accelerates the start of employment. Job-related German language courses that respond to the specific requirements of the labour market are particularly successful. It can be said in general terms that labour market policy measures also help. Which ones exactly help and to what extent is currently being investigated in a broad-based evaluation.</p>

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			<p>4. No distinction is made between granted asylum seekers and resettled refugees. As far as refugees as a whole are concerned, 60% of them are male, and they are very young (three-fifths aged under 25, 84% under 35). As many as three-quarters of 16-25-year-olds were male. The level of education and vocational training is highly polarised. 17% have attended a University, 40% have attended a secondary school, and 35% obtained a qualification there. 12% have only attended primary school, and 13% have not attended school at all.</p>
	EMN NCP Hungary	Yes	<p>1. No statistics are available on the employment rates of refugees in our country.</p> <p>2. Data not available.</p> <p>3. Currently, there are no specific interventions for raising refugee employment.</p> <p>4. Data not available.</p>
	EMN NCP Italy	Yes	<p>1. No data is available.</p> <p>2. No data is available.</p> <p>3. First at all, it may be useful to underline that Italian legislation (art. 25, para 1 of law n. 251/2007) establishes that beneficiaries of international protection and subsidiary protection are entitled to the same rights of Italian citizens with regard to access to paid and self employment, to registration in professional associations, to vocational training and traineeships. Nevertheless, only refugees can access to civil service at the same conditions of nationals. The competent authority for the topic of “employment support” is the General Directorate of Immigration and Integration Policies (within the Ministry of labour and Social Policies) which shall be responsible for planning and development of a system of actions designed to promote social integration and jobs placement of regular migrants. On 11 March 2019 has been started the third phase of the project called “Percorsi” with the allocation of other 170 individual budgets, intended to to realize integrated paths of social inclusion and access to work. The project - which is dedicated to unaccompanied minors and young minors (who entered in Italy as UAMs</p>


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			<p>and until 23 years old) – is aimed to guarantee the support in developing skills and achieving social integration and economic independence. On 27 March 2019 has been launched the project “PUOI-protezione unita a obiettivo integrazione” (in continuity with the project INSIDE 2016-2017) which offers – thank to the involvement of public and private labour market actors - 4500 traineeships of six months for social integration and employment. The program includes services of tutoring, orientation, support in seeking work and attestation of qualifications and it is mainly addressed to beneficiaries of international protection. The abovementioned projects are financed both by Asylum and Migration Fund (AMF) and European Social Fund (ESF). All news about the employment support for refugees and migrants in general, are available on the website of the Ministry of Labour and Social Policies, section “Immigration” (https://www.lavoro.gov.it/temi-e-priorita/immigrazione/Pagine/default.aspx). In conclusion, policies and initiatives proposed, as the more recent projects demonstrate, are aimed to support migrants especially in the phase of vocational training, offering them a possibility to access to traineeships or services of tutoring and orientation, which may be useful in a future prospective of stable and skilled employment.</p> <p>4. No data is available regarding the difference in term of demographic and level of skills/education between granted asylum seekers and resettled refugees. On the contrary, overall demographic data on all refugees is available. In particular, in 2018, 7096 applicants have been recognised as a refugees (7% of the total of asylum seekers). Among them:– 4952 refugees were under the 18-34 age group. Minors recognised as refugees were 869;– 4156 male and 2940 female. The main third country of origin is Nigeria (1356 recognised refugees), followed by Syria (706) and Somalia (636). Instead, 1188 refugee are stateless or with unknown citizenship.</p>
<p>==</p>	<p>EMN NCP Latvia</p>	<p>Yes</p>	<p>1. According to data of the State Employment Agency (hereinafter – SEA), during the time period from 1 January 2016 until 5 April 2019, 169 refugees and persons with alternative status (subsidiary protection) have been registered at SEA as unemployed or job seekers; 59 of them have found a job with the assistance of SEA, but 40 are currently working. The actual number of working refugees and persons of international protections might be larger, as not all such persons have found a job with the assistance of SEA.</p> <p>2. According to information available to SEA, the refugees and persons with alternative status work in the following sectors of employment: construction, wood working, food industry, passenger transport, car repair, medicine, trade, catering, social care, interpretation and logistics services. The most common occupations among</p>

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			<p>refugees and persons with alternative status are as follows: warehouse employee, template complexer, shop worker, motor engineer, driver, goods stacker, interpreter, cleaner, cook, kitchen employee, doctor's assistant, manufacturer of the chemical treatment of the car, manager and croupier.</p> <p>3. Since January 2016, the SEA has implemented a project "The labour market integration of refugees and persons, who have been granted alternative status in Latvia". The aim of the project is to promote a sustainable integration of refugees and persons, who have been granted alternatives status (subsidiary protection) into the labour market and their inclusion into the society. The project includes various activities for asylum seekers (e.g. an introductory course on work opportunities in Latvia, information leaflets and consultations in the reception centre) and for persons granted international protection (career guidance, Latvian language courses, labour market related basic skills/competences and vocational training, subsidized employment, assistance in job search, guidance in job interviews, etc.). SEA has developed cooperation with 124 employers, who are ready to hire refugees and persons with alternative status. The Latvian language courses without intermediary language have to a large extent promoted employment opportunities of many refugees since such courses give them a basic knowledge of Latvian helping to integrate into the labour market and the society. The Latvian language mentor services for employed refugees and persons with subsidiary protection have been launched in 2018, in order to promote development of professional vocabulary and social adaptation at work during the first four months of employment.</p> <p>4. According to data of the Ministry of the Interior, in 2018, 23 persons were granted the status of refugee, but 24 persons – alternative status (totally, 29 adult persons and 18 minors), 7 of them were relocated from Italy. In 2018, the main countries of origin of refugees and persons with alternative status, registered at SEA (totally, 39 persons), were Syria, Eritrea, Russia, Afghanistan and other countries; most of them were men (26), 21 – 30 (21) or 31 – 40 (10) years old. 15 persons had no completed primary education, 7 had secondary education, 6 – higher education, 5 – primary education, 4 – secondary professional education; 2 persons were illiterate.</p>
	<p>EMN NCP Lithuania</p>	<p>Yes</p>	<p>1. According to the Lithuanian Employment Service as of April 1, 2019, a total of 106 refugees were registered as seeking employment. 71 are male and 35 are female. 51 currently have unemployment status and 55 participate in temporary employment measures and have been suspended from unemployment status. In 2016,</p>


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			<p>108 persons were registered and 35 of them were employed. In 2017, 158 persons were registered and 68 of them were employed. Most of the refugees are registered at Kaunas Customer Service Department (Employment Service). In 2017-2018, 232 persons with refugee and subsidiary protection status arrived and registered at Kaunas Customer Service Department. 94 persons left Lithuania at the time of registration, 117 persons started working, some of them moved to Vilnius customer service department. There have been individuals who have left Lithuania when already employed. The employment rate of persons who have decided to stay in Lithuania and integrate into Lithuanian society and labor market is high, on average, refugees are employed within 4-5 months after the registration. It is not possible to state the exact employment rate after two years, but there are some refugees who change their employer.</p> <p>2. According to the Employment Service data, the most popular vocational training programs chosen by the target group of refugees are:- A broad profile hairdresser training program;- Cook training program;- Confectioner training program;- Tailoring of Lightweight clothing training program. Most refugees and persons with subsidiary protection are employed in the woodworking, construction, sewing, food and beauty industries. Individuals always choose a full-time job. Professions and sectors do not differ according to whether a person has refugee or subsidiary protection status. Refugees with professions such as joiner, builder, cook, driver or unskilled job seeker (cleaner, auxiliary worker) tend to find the job easier. For Professionals (journalist, teacher, banker, etc.) it is harder to find a job by profession, therefore, they are often recommended to participate in active labor market integration measures.</p> <p>3. In accordance with the procedures provided by the Employment Service, persons who have been granted refugee or subsidiary protection status are provided with information and counseling services. During the consultation with the Employment Service Specialist, main factors for integration into the labor market are discussed and an individual strategy for personal integration into the labor market is planned. -Employment Service Specialists introduce social - cultural differences; labor relations in Lithuania (work schedule, equal gender opportunities, etc.); situation in the Lithuanian labor market; demanded professions. During the consultation, employment opportunities for refugees are identified and discussed, skills and foreign language knowledge; the qualification is reviewed, the documents certifying education and/or qualification are reviewed. If the person does not have the necessary documents, the possibility to obtain them is discussed, entrepreneurship issues in cooperation with responsible institutions (STI, Enterprise Lithuania, etc.) are considered; etc. All persons who have been granted refugee or subsidiary protection status are enabled to participate in active labor market policy</p>
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			<p>measures.-In order to obtain a diploma of professional qualification or a certificate of competence, a refugee may be offered to participate in informal education and in the recognition measures of self-education competences. Through informal education and the recognition measures of self-education competences is aimed to assess individual's professional knowledge, skills and abilities and to issue the relevant professional qualification or competence that facilitates integration into the labor market.-Employers who recruit refugees or persons with subsidiary protection status, can be covered by a subsidized employment measure and compensated 75% of salary and SODRA (social security) contributions. The subsidy can be applied for up to 2 years.-In order to ensure effective integration of persons into the labor market, the Employment Service provides mediation services together with the refugee and, if necessary, with an interpreter; ; organizes job fairs for refugees; The Employment Service Specialist search for workplace, communicates directly with the employer to discuss work and other conditions; mediates the conclusion of an employment contract. The Employment Service Specialist actively cooperates with the staff of NGOs supporting refugees, on issues related to the integration of refugees into the labor market, which improves the integration of the refugee into society.</p> <p>4. In 2018 at the Employment Service were registered (refugees by age group): In the age group of 16-29 – 33; In the age group of 30-44 – 53; In the age group of 45-54 - 13; In the age group of 55 and over – 7.Refugees arriving from Syria usually have laborious professions - mostly builders, tailors, furniture workers, or have worked in various unskilled jobs on roads, in agriculture. Usually, men is looking for work first, however, there are some women in Lithuania who have been employed for the first time in their lives. Women are likely to find employment in cafes or food factories as auxiliary staff.There are three main cities in Lithuania that are chosen by the refugees and persons with subsidiary protection for further life: Vilnius, Kaunas and Jonava. The main reason why these cities are chosen is the opportunity to find a job and rent an apartment.</p>
	<p>EMN NCP Luxembo urg</p>	<p>Yes</p>	<p>1. The Luxembourg Employment Agency (ADEM) can only supply data for the applicants of international protection (AIPs) and beneficiaries of international protection (BIPs) registered as job seekers. Presently, there are 765 BPI registered as jobseekers at ADEM, out of which, 561 are available for work and 203 are in one of the measures offered by ADEM (http://adem.public.lu/fr/demandeurs-demploi/aides-financieres-mesures/mesures-emploi/index.html). In order to get exhaustive information, the data on AIPs and BIPs of the Ministry of Foreign and European Affairs in Luxembourg would have to be crossed referenced with the database of the Centre</p>

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			<p>Commun de la Securité Sociale of Luxembourg in order to assess what percentage works, and within these professionally active people, how many work full and part-time.</p> <p>2. In order to obtain more a breakdown between part and full-time, see point1-. ADEM does not discriminate jobseekers, therefore, BIPs are treated exactly like other jobseekers. They do not require any work permit to access the work market, but there are no specific measures aimed exclusively at refugees.</p> <p>3. 3. In Luxembourg, a BIP has the same right to work in Luxembourg as other Luxembourg residents. The employer has only to declare the post vacant at the ADEM and it is not subject to the labour market test (article L. 622-4 of the Labour Code). BIPs have the right to register themselves as job seekers and benefit of all the benefits of a job seeker. Some employment support measures have been taken for BIPs: The ADEM has created in February 2017 a department in charge of BIPs within its Employer Service that is at the disposal for any questions and for any recruitment or evaluation requests concerning beneficiaries of international protection. Since the question of the level of technical skills and knowledge gained outside the European Union can arise in the case of a BIP, ADEM has the possibility to have them evaluated by a company. ADEM reorganised how BIPs can register with the ADEM at the end of May 2018. Since then, they can only register at one of the three main agencies of ADEM: Diekirch, Esch-sur-Alzette and Luxembourg. The follow-up with a referring counsellor will also take place in this ADEM agency. The objective of this change was to offer BIPs the best possible service; a team of specialised and English-speaking referring counsellors are present in these agencies.</p> <p>This team was trained by the ADEM's BPI Cell (which specialises on the employment of BIPs) and works in direct collaboration with its staff. A particularly important aspect of the work of the ADEM's BIP Cell is awareness raising and sharing of information. In this context, the BIP Cell commissioned a video in May 2018. The video promotes four "success stories" and includes BIPs and their employers sharing their story. In February and May 2018, interested BIPs and employers were put in contact during "speed datings", which were organised by the ADEM in collaboration with the Business Federation Luxembourg (FEDIL) and the Chamber of Trades. The BIP Cell collaborates with various associations, including ASTI, Caritas, the Red Cross, Digital Inclusion, Dress for Success, Touchpoints and Zarabina. Since May 2018, the BIP Cell regularly organises simulated job interviews with volunteering firms. This allows the BIPs to have their performance in this domain evaluated. According to the BIP Cell, participating firms have provided positive feedback on the participating candidates and candidates have already been hired as a result. The BIP Cell furthermore organises information sessions with Digital Inclusion, Dress for Success and Zarabina to recruit candidates for their respective trainings. The training "WORK_IN_LUX" of</p>
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			<p>the association Zarabina was developed in direct collaboration with ADEM. This training of three weeks aims to support BIPs who have or wish to reorient themselves professionally to develop a clear professional project. The first of these training took place at the end of 2017. Additionally, the ADEM also strives to include multiple BIPs in its own trainings, such as Fit4Green&BuildJobs, Fit4CodingJobs or Air Cargo Professional. The ADEM organises tailored work trainings upon request by a number of companies. In view of one of such trainings for a company in the commerce sector, the BIP Cell organised intensive French classes with professional orientation so that the preselected candidates would have a good level of French, enabling them later to participate in the training. In a similar vein, and through the experience gained by the BIP Cell, the ADEM was granted the FSE project "Words4Work" for the period 2019-2020. This project will be coordinated by the head of the BIP Cell and will consist of French courses with a vocational orientation in four defined sectors. These trainings will in turn be open to all job seekers registered with the ADEM.</p> <p>4. No information available.</p>
	<p>EMN NCP Malta</p>	<p>Yes</p>	<p>1. Data for the mentioned timeframes or for resettled refugees are not compiled. However, we are providing administrative data on Asylum Applicants which include refugees, asylum seekers, individuals under subsidiary protection and temporary humanitarian protection. This data is segregated by year and type of employment (i.e. part-time or full time) in the table attached (Sheet Q1).</p> <p>2. Kindly find data by status and occupation in the attached table(sheet Q2).</p> <p>3. At the moment, the PES, notes that there are no specific policies or interventions that have specifically raised refugee employment in Malta. However, the PES is in the process of outsourcing a number of services aimed at facilitating employment for migrants in possession of a protection status (including but not limited to those with refugee status – the services under the project will also be offered to Asylum Seekers, Temporary Humanitarian Protection and Subsidiary Protection). The project which is co-financed through the AMIF (Asylum, Migration and Integration Fund) includes a number of tailor made services which will be put into place over the next couple of months. The aim is that these interventions together with the mainstream services which are already offered to refugees will further facilitate their transfer to employment. Additional services offered under the project already</p>

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			<p>include guidance to Asylum Seekers, Temporary Humanitarian Protection and Subsidiary Protection, (apart from the mainstream guidance given to refugees) and the services of a Job Brokerage Office which focuses on facilitating very short term placements with employers with the aim of upgrading their skills and experience on their CV which will facilitate their job search. In the following months the project will also include the introduction of a multidisciplinary team which will include professional services offered by Occupational Therapists, Psychologists and Cultural Mediators/Interpreters, new tailor made courses aimed specifically at the needs of migrants which include basic language training for employment in English and Maltese, training related to Work Readiness and Work Ethics – Understanding Maltese Employers and the provision of various information packs which will also be translated into 4 other languages apart from English. The Maltese PES, Jobsplus, has also been leading a working group which brings together a number of NGOs and other entities working with migrants in order to discuss any developments or issues related to migrant integration. The group has allowed for increased collaboration between entities and has resulted in a number of cross-referrals from one specialised service to another.</p> <p>4. No data is compiled on education - only on age and sex employed_asylum_applicants_and_beneficiaries_of_protection.xlsx</p>  <p>employed_asylum_applicants_and_beneficiaries</p>
	<p>EMN NCP Netherlands</p>	<p>Yes</p>	<p>1. The 2018 study Uit de Startblokken: Cohortstudie naar Recente Asielmigratie from Statistics Netherlands (CBS) gives the following statistics people who are between 18 and 65 and received a residence permit asylum in 2014.6 months after receiving a residence permit asylum, about 1 percent of Eritreans and Syrians has found work, 2 percent of Iranians, 4 percent of Iraqis, 10 percent of Afghans and 4 percent of other nationalities. 24 months after receiving a residence permit asylum, 3 percent of Eritreans, 6 percent of Syrians, 7 percent of Iranians, 10 percent of Iraqis, 26 percent of Afghans and 11 percent of other nationalities has found work. 30 months after receiving a residence permit asylum, 6 percent of Eritreans is working, 11 percent of Syrians, 12 percent of Iranians, 14 percent of Iraqis, 29 percent of Afghans and 16 percent of other nationalities.</p>



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			<p>2. The same research of the CBS states that of the people who received a protection status in 2014, and who had a job 18 months later, more than half was working in hotels, restaurants or cafes. In addition, many are working for an employment agency or in trades. One year later, 36 percent of this group is working in hotels, restaurants or cafes, and as a result, less people of this group are working for an employment agency. In most cases, holders of a residence permit asylum have a temporary job (85 percent after 18 months and 87 percent after 30 months). The percentage of holders of a residence permit asylum that is working part-time decreased from 89 to 85 percent between 18 and 30 months after receiving a residence permit asylum. From the people who received a residence permit asylum and are working, 6 percent works on a self-employed basis after 18 months, and 1 percent after 30 months. After 18 months, statistics for people who received a residence permit asylum in 2015 resemble statistics for the group of 2014. From the people employed, 41 percent works in hotels, restaurants or cafes, 90 percent works part-time and 89 percent has a temporary job.</p> <p>3. There is little to none evidence on scientifically proven effectiveness of policies in the Dutch setting. That is the reason why the Department of Social Affairs and Employment currently is developing a programme called "Verdere Integratie op de Arbeidsmarkt" (Further integration on the labour market) which aims to increase the evidence base on effective policies. This programme focusses on labour market integration policies for the migrant from non-western countries, including (former) refugees. The first outcomes of this programme are expected in 2020-2021. Even though at this moment there is no evidence on effective policies based on scientifically sound research, there are several initiatives taken by various stakeholders to shed some light on "promising practices". For example: Kennisplatform Integratie en Samenleving ("Knowledge Platform Integration and Society") has developed an improvement tool to improve the participation of holders of a (protection) status. (https://www.watwerktbij.nl/arbeidsparticipatie-statushouders/). This platform also developed several other projects on labour market integration. The Dutch Council for Refugees has also taken several measures. They aim to collaborate with employers, offer trained volunteer job coaches and support project VIP: Vluchtelingen Investeren in Participeren [Refugees Invest in Participating]. With this project, 2000 participants acquire the necessary skills to find a job.</p> <p>4. -</p>
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	<p>EMN NCP Poland</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. Poland does not keep statistics in this area. 2. Poland does not keep statistics in this area. 3. In Poland there are not any specific policies/interventions in the area of refugee employment. 4. Poland does not keep statistics in this area.
	<p>EMN NCP Portugal</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. N/A 2. N/A 3. In complement to other support actions promoted by ACM regarding the refugee integration, in terms of the access to the labour market the RefuJobs Platform (a SIMPLEX + measure) aims to facilitate and guarantee access to a training offer, as well as job and self-employment opportunities. The project integrates two axes: <ul style="list-style-type: none"> • Identification of training and traineeship opportunities available in Portuguese entities and companies, in order to optimize the professional skills of refugees; • Identification of job opportunities available in Portuguese entities and companies, in order to optimize the professional skills of refugees, as well as the support in the creation of self-employment. The RefuJobs Platform was launched in May of 2018 https://www.refujobs.acm.gov.pt/pt/ and it is open to the public and therefore any citizen, both asylum seeker or beneficiary of international protection, can register and create their candidate profile. The goal of the RefuJobs Project is the inclusion of refugee people in the labour market. Therefore, ACM's job is to build the bridge between candidates looking for opportunities and entities offering jobs, traineeships or training. Every time there is an automatic match between a candidate and an offer, and before sending the person's CV to the entity in question, ACM verifies: <ul style="list-style-type: none"> • If the candidate meets the conditions of the offer; • If the candidate has legal status for professional activity in national territory. When the asylum seekers are integrated in the Resettlement or Relocation Programmes, whilst waiting for decision on their asylum request, they are issued a temporary residency permit which is valid for 6 months and renewable until there is a definitive answer from SEF. The companies registered in the RefuJobs Platform are committed to comply with the demands in labour legislation.


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			<p>The monitoring and assessment of the RefuJobs Platform is made by the High Commission for Migration. This monitoring is made daily, through direct contact with entities and candidates, by forwarding CVs for recruitment processes and also the constant search of new partnerships and job/traineeship/training offers. There is also an attempt to bring a wider awareness to the Platform amongst the beneficiaries of international protection. The assessment is made together with partners, reception entities and Platform users. After every recruitment process it is necessary to have a joint assessment through meetings, emails or telephone. The procedures with the companies have been perfected through on-going communication and the goal is to elaborate a quarterly report evaluating the Platform. With this regard we also would like to highlight the “Support for the Creation of Businesses” workshop with direct Arabic translation. https://www.acm.gov.pt/-/acm-promove-empreendedorismo-de-pessoas-refugiadas-e-migrantes This workshop lasts for a total of 62 hours over a period of 10 weeks. It is divided into 10 group sessions and 8 individual sessions, allowing participants to structure a previously thought out business idea and/or to develop entrepreneurship. Each participant is given a folder with information on all stages of the business development in Arabic and the sessions are given with simultaneous translation. At the end of the workshop, the participants are given two documents: • The Certificate of Attendance (CF)- The Certificate of Attendance is given to participants which have attended a minimum of seven group sessions and two individual sessions. • The Recommendation Letter (CR)- The Recommendation Letter certifies, in the perspective of the trainer, that the business project developed by the participant is well planned and has potential. These participants with a viable business plan, namely the ones who received the CR, have access to personalized support given by the trainer. This is designed to adapt certain aspects of the business plan (when necessary), identify available sources of financial support, get know-how on the technicalities of implementing the business in Portugal and guidance on managing the business when it is already implemented. There is another initiative worth mentioning promoted in partnership by the High Commission for Migration (ACM) and the Portuguese School of Tourism (Escola de Turismo de Portugal) providing a Special Training on Tourism which took place from 20th March to the 9th of April 2018 and replicated in the current year. https://www.acm.gov.pt/-/capitacao-em-turismo-para-pessoas-refugiadas-e-migrantes-arranca-em-fevereiro-de-2019-inscricoes-abertas-ate-21-de-janeiro The initiative consisted in giving certified courses on cooking and hospitality skills and techniques and was aimed at refugees over 18 years old with at least basic schooling completed (equivalent to the Portuguese 9th grade). Finally, and during this first Quarter (2019), the High Commission for Migration also created and launched, in partnership with five NGOs representing refugees living in Portugal, a Cowork Space https://www.acm.gov.pt/-/inaugurado-novo-espaco-co-work-para-associacoes-de-pessoas-refugiadas-no-cnaim-de-lisboa trying to improve the entrepreneurship of migrants and refugees living in Portugal.</p>
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			4. No data available because there is no such discrimination.
	EMN NCP Slovakia	Yes	<p>1. We do not collect such information. During the first phase of the integration programme, all clients are obliged to attend the Slovak language course, thus they do not work. How fast they learn to communicate in Slovak has a major impact on entering the labour market. Asylum seekers can enter the labour market only after 9 months from the beginning of their asylum procedure – they need a confirmation of the right to take up a job. After the international protection was granted, they join the integration project, where among other services also labour counselling is provided.</p> <p>2. We do not have the exact data, however the most common professions are: automotive industry, gastronomy (hotels, restaurants, usually owned by foreigners), services (hairdressers, cleaning, bakeries), etc. We have only very few cases of part-time work (e.g. in the case of women – mothers of little children, etc.). In the beginning it is usually lower qualified jobs they seek – due to language barrier, absent proof of education. Besides that sometimes also adaptation of the skills and abilities is necessary.</p> <p>3. It is the focus on Slovak language, retraining courses, finishing the education or improving the level of acquired education, driving licence (depending on the available financial resources), etc. In case persons granted international protection are registered at the Labour office, they belong to the category of disadvantaged applicants. This means that employer can request a financial contribution for the support of employment. As a part of the integration process, persons granted IP are provided with labour counselling – creation of the CV, preparation for the interview, contacting the potential employers). Shortage jobs on the labour market are monitored. Note: Slovak language course are also a part of „pre-integration measures“, as they are available in reception facilities too, on a voluntary basis.</p> <p>4. We do not have the exact data. However, differences between the two groups are not significant.</p>



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	<p>EMN NCP Sweden</p>	<p>Yes</p>	<p>1. On commission of the Swedish Ministry of Employment, Statistics Sweden uses register data to create, and follow-up on, a number of indicators measuring integration outcomes. The indicators are adapted to the Swedish legal and policy framework for the integration of new arrivals. They include cohort data on the share of gainfully employed refugees (including resettled refugees), other beneficiaries of protection and their family members for each year after the respective person received protection in Sweden and was settled in a Swedish municipality. The three groups (refugees, other beneficiaries of protection, and family members) are normally treated as one. Among those refugees (including other beneficiaries of protection and family members) that were granted a first-time residence permit in 2015 and settled in a Swedish municipality, 32.5 percent were gainfully employed two years later. Among those that were granted a permit and settled in 2011, 56.0% were gainfully employed six years later. The more years that pass from the granting of a residence permit, the higher the employment rate tends to become. Evaluations also show that labour market integration of refugees has improved over time in the sense that refugees are now more likely to find employment after the completion of integration measures than in earlier periods. Generally, Swedish statistics on employment and unemployment differentiate between people born in Sweden and people born abroad. Refugees and other beneficiaries of protection only represent a minor sub-group within this bigger group of foreign-born people. In 2018, the overall unemployment rate in Sweden was 6.3 percent. The unemployment rate among Swedish-born people was 3.8 percent, and among foreign-born people it was 15.4 percent.</p> <p>2. Data on refugees' sectors of employment and occupations are not published continuously, but register data are available. Statistics Sweden occasionally publishes thematic reports including such information. Research institutes and academics also use register data to study related issues. For information on the Swedish STATIV database, a longitudinal database for integration studies, please see: https://www.scb.se/contentassets/659b9a5233dc4dd49b22630b2745ca57/informationsfolder-stativ-eng_mars2018.pdf.</p> <p>3. Generally speaking, the labour market situation of refugees cannot be linked to single policy interventions as it depends on many different factors, including broader and long-term economic and labour market developments. Certain policy measures, such as a "fast-track" initiative that links newly arrived asylum seekers and beneficiaries of protection to shortage occupations, are continuously monitored and evaluated, but rather in terms of the number of persons participating in the initiative and whether or not they found work after enrolling in the initiative, than in terms of broader impacts on the overall labour market integration of refugees. There has been a</p>
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			<p>line of criticism in Sweden, according to which many projects on labour market integration of refugees are short-term and end without proper evaluation. Research has indicated that government-subsidised jobs for refugees can have a positive effect on the overall labour market situation of refugees.</p> <p>4. There are data on demographic characteristics of asylum seekers and beneficiaries of protection, but this information is not readily available and too complex to be summarised in the framework of a short response to an EMN ad-hoc query. Generally speaking, beneficiaries of international protection have a lower level of education than people born in Sweden and certain other immigrant groups, such as labour immigrants or international students. The Swedish Migration Agency publishes annual statistics on asylum seekers, which include breakdowns by age groups, sex and nationality (please see attached). sweden_applications_for_asylum_received_2018.pdf</p>  <p>sweden_applications_for_asylum_received_;</p>
	<p>EMN NCP United Kingdom</p>	<p>Yes</p>	<p>1. The 2010 Home Office Research Report* finds that granted asylum seekers' employment rates stood at 34% after 8 months, 43% after 15 months and 49% after 21 months. These figures are now somewhat dated and likely omit individuals facing the most difficulty entering the labour market. Another source, the EU Labour Force Survey, puts the overall refugee employment rate in the UK at 51.8%. Resettled refugees are found to have much lower employment rates with research from the Scottish Refugee Council putting employment rates at 9% compared to 42% for granted asylum seekers. A study from Compass at Oxford University shows that refugee and native employment rates converge after 20-25 years in the UK, whilst gaps in earnings remain persistent.*(Based on asylum seekers who received a positive decision of asylum, humanitarian protection or discretionary leave between 1 December 2005 and 25 March 2007)</p> <p>2. The 2010 Home Office Research Report 37 gives a breakdown of the sectors of employment and occupations that newly granted asylum seekers entered between 2005 and 2009, as well as the part-time/ full-time split. The Home Office is working with refugee support organisations to collect more recent and representative data on</p>

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			<p>resettled refugees. This includes information on sectors of the economy refugees tend to enter and the split between part-time and full-time employment.</p> <p>3. Currently, refugees looking for work in the UK have full access to services from the Department of Work and Pensions, like any UK resident. English Language courses are provided to refugees but there is widespread recognition that current provisions are insufficient. There are several NGOs in the UK that provide alternative employment support to refugees, but formal evaluation of these programmes is limited.</p> <p>4. The Asylum Immigration Statistics, available on the ONS website, provide a breakdown of the demographic of asylum seekers. Further to that, the 2010 Home Office Research Report 37 provides a breakdown of levels of previous education and English language ability of newly granted asylum seekers. For resettled refugees a breakdown of demographics only exists by age, gender and country of birth but not by education level or English language proficiency.</p>
	<p>EMN NCP Norway</p>	<p>Yes</p>	<p>1. https://www.ssb.no/en/sok?sok=labour+statistics+asylum+seekers+refugeeshttps://www.ssb.no/en/utdanning/statistikker/introinnv/aar-tidligere-deltakereOne year after completing a 2 year course (statistics from Dec. 2018), 62% of the participants were either working or studying. (greater % of men)https://www.ssb.no/en/befolkning/artikler-og-publikasjoner/6-in-10-men-self-supporting-after-8-years2017: “6 out of 10 men (immigrant/ refugee background) self-supporting after 8 years”English summary 2017 report on employment of refugees Norway: https://www.ssb.no/en/arbeid-og-lonn/artikler-og-publikasjoner/refugees-inside-and-outside-the-labour-market-2017This report describes the labour market situation for refugees 15-66 years old settled in Norway in the 4th quarter of 2017. The figures for the refugees are compared to the entire Norwegian population aged 15-66 years. The refugees’ family immigrants are also included among the whole group of refugees. In the 4th quarter of 2017 a total of 95 548 refugees were registered as employed. They constituted 48.5 per cent of this population group 15-66 years of age. In the whole Norwegian population the employment rate in the corresponding age group was 71.5 per cent, i.e. a disparity of 23 percentage points. The employment rate among immigrants increased by 1.1 percentage points since 2016. In the whole population the increase was 0.5 percentage points</p>

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			<p>2. N/https://www.ssb.no/en/arbeid-og-lonn/statistikker/innvregsys March, 2019, 66.6% of immigrants aged 20 – 66 were employed 4. Quarter 2018.</p> <p>3. June 2018 “The Norwegian trials in VISKA will be carried out in close cooperation with the five integration reception centres in Norway. These centres themselves are a pilot project linked to better integration of asylum seekers, initiated as a response to the large number of refugees coming to Norway in 2015. One of the obligations of the residents in these centres is to take part in full-day programmes of introduction to the Norwegian language and culture; labour market orientation; civil society orientation and other activities. All residents in the integration reception centres self-register their education and experience from work electronically, which is then followed up in one or more career guidance sessions. In addition, the residents in the VISKA project will be offered validation of prior learning (VPL) against learning outcomes in the VET curricula. In Norway, VPL is accessible to all adults without former VET and is provided by the education authorities in each county. It is required that the procedures are performed in Norwegian language. However, VISKA candidates will be allowed to perform VPL procedures in English or in their mother tongue, using an interpreter. This will make it possible to recognise the candidates’ competences at an early stage and may contribute to faster integration into formal education or working life. Skills Norway is currently about to sign partnership agreements with all five counties responsible for VPL in VISKA. These agreements will be the basis for recruiting candidates in each county. Some candidates may be able to complete the full VPL procedure during the trial period, some may need some more time to complete their portfolio or get to know the Norwegian system better before they enter the assessment phase of VPL. However, the initial self-registration of their education and experience from work, together with career guidance, will have provided them with a start of the process that will be completed when the candidates are ready.” http://viskaproject.eu/2018/06/viska-literature-review-and-country-needs-analysis/ “Refugees and their families who have been granted a residence permit in Norway have the right to and are obliged to complete an introductory programme. All municipalities that settle refugees are obliged to offer the programme. The right and obligation to participate in an introduction programme shall apply to newly arrived foreign nationals between 18 and 55 years of age who need to obtain basic qualifications and who have been granted asylum (or a residence or work permit hence to the Immigration Act section 8, 9 or 22 with the restrictions mentioned in the Act). The introduction programme shall be designed for persons who need to obtain basic qualifications.” Last updated: 1/16/2018 https://www.imdi.no/en/the-introduction-programme/the-introduction-programme/ http://www.nyinorge.no/en/Familiegjenforening/New-in-Norway/Education-and-tuition-in-Norwegian/The-introduction-programme/The-introduction-programme-/ “The national Qualification Programme”</p>
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			<p>Angelika Schafft Work Research Institute 2009The Act on an introduction programme and Norwegian language training for newly arrived immigrants (the Introduction Act) Title of the Act amended by the Act of 11 March 2005 No. 13 (in force from 1 September 2005 pursuant to the Decree of 11 March 2005 No. 228). https://app.uio.no/ub/ujur/oversatte-lover/data/lov-20030704-080-eng.pdf</p> <p>4. N/I https://www.ssb.no/en/befolkning/statistikker/innvgrunn/aar Immigrants by reason for immigration, new update May 13th 2019 https://www.ssb.no/en/befolkning/artikler-og-publikasjoner/iraqis-in-norway-a-demographic-portrait Demographic of Iraqi refugees 2017 Norway</p>
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