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Labour market challenges and current employment situation of young migrants within the EU

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Abstract

A significant number of young people living within the EC come from migrant background, especially following the latest migration influx. One of the most important challenges that migrant youth face is their **integration into the labour market** in the local communities they live, which is crucial for their **successful integration into the society** as well.

The aim of this presentation is to analyse the existing situation about the extent to which migrant youth are integrated into the labour market, along with the special challenges they face when trying to do so.

Presentation structure

Description of the existing situation

- Migrant population within the EU labour market
- Existing barriers preventing full integration in the labour market
- Consequences of the problematic integration of migrants into the EU labour market

Presentation of good practices

- Good practices related with underemployment
- Good practices related with overqualification

Conclusions

Migrant labour force within the EU in numbers

- Currently in the EU, **approx. 10% of the population** were born in a different country from the one in which they reside
- Migrants (EU citizens and third-country nationals) account for **70% of the increase in the workforce** on European labour markets over the past ten years (*Migration Policy Debates, OECD*)
- The number of people living in the EU-28 on 1 January 2017 who were citizens of non-member countries (third country nationals) was **21.6 million**, while the number of people living in the EU-28 who had been born outside of the EU was **36.9 million** (Eurostat - *Migration and migrant population statistics*). Therefore, third country nationals represent 4.2% of the EU-28 population.
- The largest numbers of third country nationals living in the EU Member States on 1 January 2017 (Eurostat - *Migration and migrant population statistics*) were found in **Germany (9.2 million persons), the United Kingdom (6.1 million), Italy (5.0 million), France (4.6 million) and Spain (4.4 million)**.

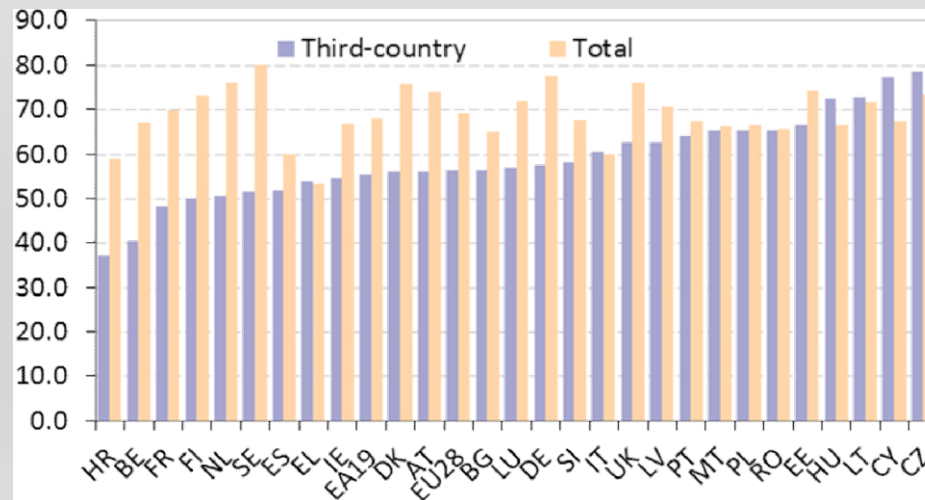
How the problem is expressed



The root causes of the problematic situation include: a) **actual mismatch** between the existing skills and competences of third country nationals vis-à-vis the ones expected by the EU labour market; b) **lack of a methodology** assessing the prior learning background and existing skillset of third country nationals
(*Recognition of Qualifications and Competences of Migrants – IOM*)

Employment of migrants within the EU

- According to the European Parliament (“Third-country migration and European labour markets”), the average total employment rate in the EU was **69.2% in 2014** and has remained almost stable since 2006. In comparison, the average employment rate of third-country nationals was **sizably lower, at 56.5% in 2014** (declining from 60.7% in 2006)



Employment of migrants vs EU nationals

- Unsurprisingly, unemployment figures for third-country nationals are higher than for total citizens in all Member States (except for Cyprus and the Czech Republic). On average, **9.9% of the total labour population** in the EU28 were unemployed in 2014, while the rate for third-country nationals was **twice as high (19.9%)**. Third-country nationals in **Spain (36.8%), Greece (33.2%), Belgium (30.7%), and Sweden (28.2%)** suffer from the highest levels of unemployment in the EU (*Together in the EU - Promoting the participation of migrants and their descendants – FRA, 2017*)

What are the consequences of this situation

- Limited access to the labour market or even exclusion from it is a very alarming phenomenon, which results to problematic social mobility, exclusion from local recipient communities and ultimately marginalisation or even radicalisation, affecting negatively social cohesion levels.
- This phenomenon affects all EU members, not just countries being the “entry gates” of third country nationals into the EU, as migrant population is highly mobile and tends to move across the EU.
- Limited access to the labour market by migrants is against all EU priorities for the labour market and economic growth, as the Europe 2020 strategy has identified the improvement of the labour market outcomes of immigrants as a key step for meeting the target of a 75% employment rate in the EU by 2020.

The 2 sides of the same coin



Dynamic, highly mobile young population that can respond to the economical and social challenges of the EU

Problematic integration in the labour market mainly because of skills' mismatch and "discounted" foreign qualifications

Good practices

Underemployment

- Facilitating the introduction of migrants to cover shortages in the market
- Personalised support for accessing the labour market
- Early interventions
- Internships

Overqualification

- Recognise foreign vocational qualifications
- Evaluation of migrants' qualifications
- Rapid needs' assessment and re-training

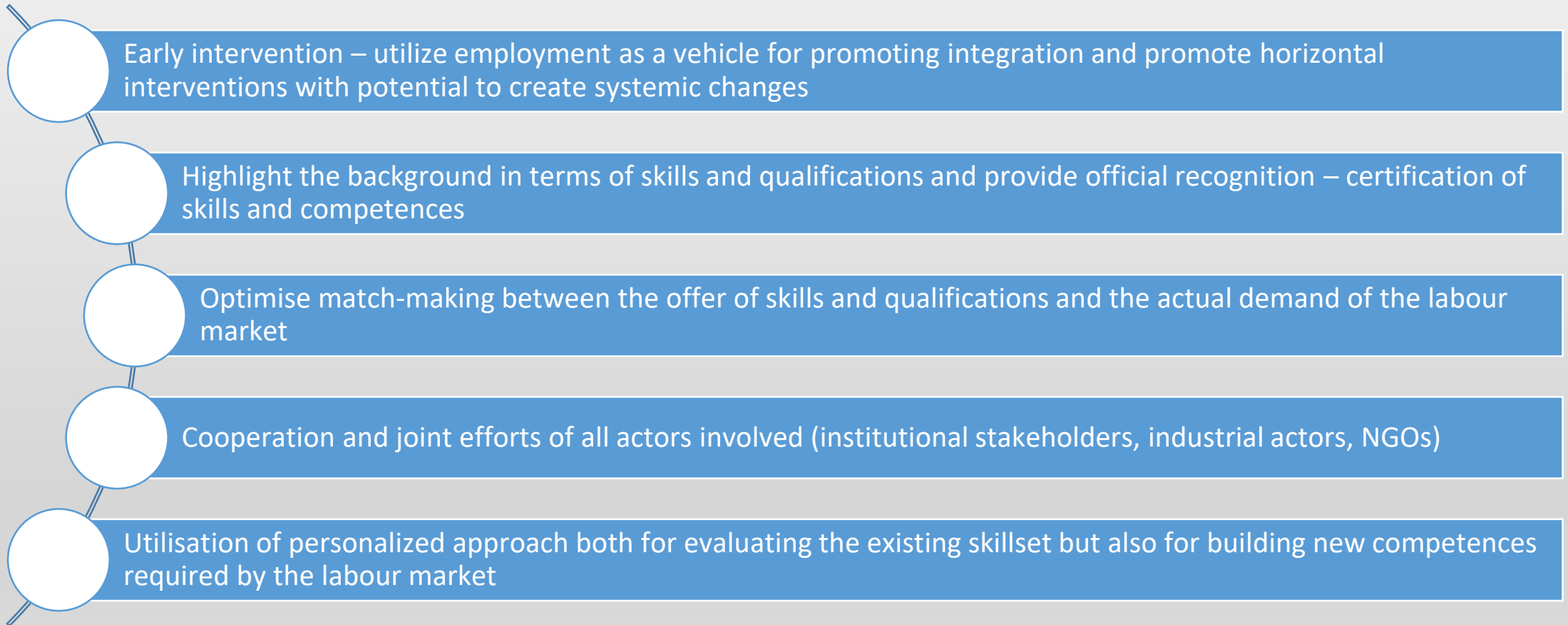
Practices combatting underemployment

Practice	Country	Summary
Learning for Life for Refugees	Ireland	It was an internship programme for asylum seekers, rolled out by a large multinational company, Diageo, which works in the food and hospitality sector, combining training and work placement in the food and hospitality sector.
Accelerate refugees' integration process – Programme Accelair	France	Accelair offers beneficiaries of international protection an individualised and reinforced support to access employment or vocational training through a team of specialised advisors (skills assessment, linguistic training, development of a training/career plan, job-search techniques, networking, funding of specific trainings, etc.).
Every person has potential – labour market integration of asylum seekers (Early Intervention)	Germany	The project participants are integrated into a regular placement process on the basis of a four-phase model (profiling, target agreement, strategy selection, implementation & follow-up), where measures such as acquiring German language skills or the recognition of foreign educational qualifications may be carried out.
Pathways for education, employment and integration of young migrants (Percorsi per la formazione, il lavoro e l'integrazione dei giovani migranti)	Italy	The project is based on the definition of an individual integration plan which includes a set of integration services aimed at facilitating recipients to access to the labour market (tutoring, counselling, career guidance, job orientation, traineeships) and the possibility of attending an internship.
A quicker introduction of newly arrived immigrants (Snabbspår - snabbare etablering av nyanlända)	Sweden	It involves the creation of fast tracks (training, background assessment, matchmaking) by the Swedish Public Employment Service and the industries, to make it easier for newly arrived immigrants to establish themselves in the labour market.

Practices combatting overqualification

Practice	Country	Summary
Skills check for the vocational integration of refugees (Kompetenzcheck zur beruflichen Integration von Asylberechtigten)	Austria	The aim of this project was to check the skills and competences of the participants, to find out and define their needs and training requirements in order to support their integration into the labour market. This was done by assisting them concerning the recognition of their qualification, to define additional needs for qualification in order to support their integration into the labour market (field trials were made), to give them general information about job seeking, the Austrian education system, rights and duties of the employees and the employers in Austria.
Recognition of professional and vocational qualifications	Germany	The project's aim is to carry out more quality-assured qualification analyses across Germany if an assessment of equivalence on the basis of written certificates is not or not fully possible. Ultimately, the practice benefits people with foreign professional qualifications.
NUFFIC: Recognition of refugee qualifications (Diplomawaardering voor vluchtelingen)	Netherlands	Setting up efficient procedures for evaluation of refugee qualifications (including a new database for processing and storing applications); Producing descriptions of educational systems (including recommendations for recognition of the main types of qualifications), which now include Iraq, Iran, Ethiopia, Afghanistan and Syria; - Organising and contributing to workshops on the topic of recognition of refugee qualifications.
ESF-Qualification in the context of Federal Recognition Law (Qualifizierungen im Kontext Anerkennungsgesetz)	Germany	The measure's objective is to support migrants in Germany in having foreign vocational qualifications recognised and finding employment adequate to their educational level (Qualification programmes in regulated professions - Qualification measures in the realm of the dual education system - Bridging programme for academics - Preparations for the case that the recognition procedure is negative)

Key success factors



Conclusions

- The successful integration of migrants into the EU labour market is of paramount importance both for social cohesion purposes and for pushing the development of the EU economy
- The problematic access to the EU labour market that migrants phase is expressed either as underemployment or as overqualification
- For closing the existing gap of employment ratios between migrant and EU native populations, 2 priorities should be pursued:
 1. Actual mismatch between the existing skills and competences of third country nationals vis-à-vis the ones expected by the EU labour market
 2. Lack of a methodology assessing the prior learning background and existing skillset of third country nationals
- There have been several good practices in various EU countries combatting both underemployment and overqualification
- Unleashing the potential and the capacities of migrant populations living within the EU will provide only beneficial impact not only to them but also to their recipient communities

Thank you for your attention!