Europe's refugee integration crisis

**Global situation of refugees and asylum seekers**

- **International refugees**: 21 million
- **Asylum seekers**: 3.2 million
- **66% of all refugees come from just four countries**

**Major destination countries**

- **Europe**: 1.8 mio
- **Afghanistan**: 2.7 mio
- **Somalia**: 1.1 mio
- **Palestine**: 5.2 mio
- **Syria**: 4.9 mio
- **Panama**: 0.9 mio
- **Jordan**: 0.6 mio
- **Lebanon**: 1.1 mio
- **Ethiopia**: 0.7 mio
- **Pakistan**: 1.6 mio
- **Iran**: 0.7 mio
- **Turkey**: 2.5 mio
- **Iraq**: 0.2 mio

**Major countries of origin**

- **Syria**: 4.9 mio
- **Turkey**: 2.5 mio
- **Pakistan**: 1.6 mio
- **Iran**: 0.9 mio
- **Ethiopia**: 0.7 mio
- **Jordan**: 0.6 mio
- **Lebanon**: 1.1 mio
- **Europe**: 1.8 mio
- **Afghanistan**: 2.7 mio
- **Somalia**: 1.1 mio
- **Palestine**: 5.2 mio

**Definition Refugee**: any person who, ‘...owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his or her nationality and is unable or, owing to such fear, is unwilling to avail him or herself of the protection of that country; or who, not having a nationality and being outside the country of his or her former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it’, as defined in Article 1A(2) of the 1951 Convention and who is not otherwise excluded from refugee status.

**Definition Asylum seeker**: An individual who is seeking international protection. In countries with individualized procedures, an asylum-seeker is someone whose claim has not yet been finally decided on by the country in which he or she has submitted it. It can also refer to someone who has not yet submitted an application but may be in need of international protection.

* this excludes Turkey according to UNHCR statistics p. 60 of Global Trends

Sources: UNHCR & European Commission.

The global situation of refugees and asylum seekers

Refugees and asylum seekers who came to Europe in 2015 were:

• younger
• more often male

compared to refugees worldwide and to the permanent residents of the EU 28.

Refugees and asylum seekers who came to Europe:

• are on average becoming less educated

when compared to the permanent residents of EU 28.

In general, refugees find it difficult to make up for the educational gap even if they have been living in Europe for a long time.

According to the OECD, these trends have been increasing over the last five years.

Sources: UNHCR, European Commission & OECD.

Europe’s refugee integration crisis - an overview
Asylum seekers, refugees and labour market access: Challenges and opportunities

European countries tend to have long waiting times in place before asylum seekers can start working. This means it takes a long time for many refugees to integrate.

Waiting time for asylum seekers:

- No time restriction applies
- 2 months
- 3 months
- 4 months
- 6 months
- 9 months
- 12 months
- No access

Asylum seekers, refugees and labour market access: Challenges and opportunities

In 21 of the 28 EU member states, an asylum seeker has to wait six months or longer before being allowed to work. Countries providing the fastest labour market access are: Greece, Portugal and Sweden where asylum seekers can start working immediately after filing their claim. The longest wait – 12 months – is in the United Kingdom whereas in Lithuania and Ireland asylum seekers are never allowed to work.

On EU average, it takes between five and six years to integrate more than 50% of humanitarian migrants into the labour market and as much as 15 years to reach a 70% employment rate.

Among those refugees in Europe who can get a job, the average employment ratio was 56% in 2014. Refugees have a high risk of being unemployed, and if they are working, they usually work below their level of qualification.

Out of 21 European OECD member states, all offer publicly (co-) financed language programmes of some kind, 13 offer special language training for the poorly educated (e.g. alphabetization courses), 11 offer special language training for the highly educated and 15 offer modular language courses.

Out of 21 European OECD member states, 16 offer job related trainings, 13 offer vocational language training and 7 offer on-the-job language training.

Asylum seekers, refugees and labour market access:
Challenges and opportunities

Motivation for German companies to hire asylum seekers and refugees:
- For diversity reasons
- For personal and social reasons
- Due to concrete demands in the labour market
- For PR reasons
- As a signal to their employees

Reasons for companies in Europe to not employ asylum seekers and refugees:
- Uncertainty about the rules governing the refugees and asylum seekers’ rights to labour market access,
- Uncertainty about their skills and qualifications,
- Lower productivity due to a lack of host-country language skills, at least initially
- A public opinion that is skeptical about hiring refugees or asylum seekers
- Lack of knowledge about the implementation of security checks
- Lack of coordination among numerous actors offering support in labour market integration

Sources: ‘Flüchtlinge erfolgreich integrieren’, Wir Zusammen - ‘Challenges in the Labour Market Integration of Asylum Seekers and Refugees’ European Commission, OECD.
Asylum seekers, refugees and labour market access: Challenges and opportunities

According to an EU survey*, employers see good reasons to hire asylum seekers and refugees, but are uncertain about some practicalities.

The most important factors hindering the labour market integration of asylum seekers and refugees among EU member states are:

• legal and administrative barriers
• a lack of institutional support or poor resourcing of available support
• economic and labour market challenges
• language, qualification and education challenges
• social challenges like discrimination, psychological barriers

* by the European Employment Policy Observatory for the European Commission among EU member states in 2016
The Adecco Group’s contribution to the labour market integration of refugees and asylum seekers

Facilitating the match between employers and refugees and asylum seekers
The Adecco Group’s contribution to the labour market integration of refugees and asylum seekers

Facilitating the match between employers and refugees/asylum seekers

- In Germany, a subsidiary of The Adecco Group, DIS AG, has installed an easy-access electronic recruitment system and a hotline for refugees searching for a job.

- Adecco Foundation Italy has been placing refugees since 2008. Based on this experience and detailed analysis, the Adecco Foundation Italy can identify the most relevant sectors for refugee employment. It also has a network of well acquainted companies in specific sectors which increases the matching. It now supports a resettlement programme for 1,000 people, mostly Syrians that is coordinated by Catholic, Protestant, Methodist and Waldensian church associations and is called Mediterranean Hope.

- Adecco Foundation France has provided two local NGOs that are involved in job market integration with access to their job market analysis software ‘Adecco Analytics’.

Europe’s refugee integration crisis - an overview

www.adeccogroup.com
The Adecco Group’s contribution to the labour market integration of refugees and asylum seekers

Creating valuable networks
The Adecco Group's contribution to the labour market integration of refugees and asylum seekers

Creating valuable networks

The Adecco Group can influence on three levels:

• The employment level between refugees, potential employers and supporters like volunteers and NGOs;

• Through the relationship between the individual actors (refugees and employers) and the support and decision infrastructure of local agencies, administration, language institutions etc.;

• On policy level by making recommendations, giving feedback, and by initiating pilot projects.
The Adecco Group’s contribution to the labour market integration of refugees and asylum seekers

Identifying and providing additional support needs
The Adecco Group’s contribution to the labour market integration of refugees and asylum seekers

Identifying and providing additional support needs

• **Adecco Foundation Italy** identifies additional support needs and provides well-targeted measures: Through its cooperation with local NGOs, it offers basic and advanced Italian courses, vocational training, job orientation, internships and tutoring; job market and industry orientation, cultural training and information on the education system.

• In cooperation with other companies and associations, HUMANDO, an inclusion employment agency of **The Adecco Group in France**, implemented a programme supported by the French Ministry of Labour and of the Interior for the integration of refugees. This programme takes into consideration not only labour-market related needs but also a wider range of issues that are important to integrate successfully. HUMANDO offers training in CV writing and interviewing, while social evenings and weekend programmes, housing and citizenship support are also provided.
The Adecco Group’s contribution to the labour market integration of refugees and asylum seekers

Making refugees’ skills transparent for potential employers

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The Adecco Group’s contribution to the labour market integration of refugees

Making refugees’ skills transparent for potential employers

• **In Germany the project ‘InCharge’,** initiated by the German Minister of Labour and Social Affairs brings together refugees and mentors that support them in becoming part of the workforce.

• **DIS AG in Germany** publishes job offers and looks for potential employers via refugee specific online platforms and job events in cooperation with local NGOs. DIS AG then passes the acquired data through an electronic assessment, conducts pre-screenings via telephone and face-to-face interviews.

• **Adecco Foundation in Italy** has become a competent partner of local NGOs and businesses in assessing the skills of more than 363 refugees since 2008.
The Adecco Group’s 5 recommendations for successful labour market integration

1. Time is crucial

Non-participation in the labour market causes high costs not only for the host society but also for the perspective employer. It results in a loss of skills, motivation and social competences.

Countries should:
- Reduce the time necessary for the application procedure
- Allow early access to the labour market and education
- Fast track solutions for refugees in need of international protection

2. Skill transparency means resource efficiency

One of the main reasons for employers not to employ refugees is uncertainty about their qualifications. Refugees have numerous formal and informal skills – most of them (90%) have participated in a formalized education system in their home country.

Countries should:
- Ensure targeted, large scale and systematic procedures for skills assessment and qualification recognition are in place
- Agree on and work with internationally harmonized certification systems for non-formal skills and additional qualification
- Include skills assessment and/or qualification recognition early on – i.e. already during application
- Promote information and transparency on skills via e.g. online platforms

3. Refugee dispersion and support needs to be labour-factored

Due to demographic change and economic prosperity the demand for labour is pressing in some European regions. At the same time, labour market integration is the most relevant single integration indicator because it implies a number of other central integration issues such as the improvement of language skills, social integration and a non-state-dependent living.

Countries should:
- Ensure dispersion of refugees is based on employment factors like e.g. individual profiles, local labour market conditions and specific local skill shortages
- Offer vocational training and employment independent of asylum procedure and encourage combining language courses with work experience
- Avoid penalization of work-related national relocation by refugees to pursue employment
- Offer bridging courses to develop country specific skills on the basis of prior qualifications in home country

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The Adecco Group’s 5 recommendations for successful labour market integration

1. Potential external support should be well targeted

Refugee support and guidance have to take into consideration systematic differences between the countries of origin as well as individual differences. One-size-fits-all approaches are inefficient not only for the refugee but also for the employer.

Countries should:
• Offer targeted, systematic and individual needs assessment and quality guidance to develop an individual integration plan
• Ensure diversification of language courses by e.g. education level and professional sphere
• Provide comprehensive professional, cultural and civic orientation
• Establish and promote mentoring structures
• Focus on special needs of growing diverse groups e.g. unaccompanied minors or psychologically traumatized refugees.

2. Integration is networking

The recent influx of refugees is getting Europe active. “It takes a village to integrate a refugee”.

Countries should:
• Provide one-stop shops for employers for the concrete employment procedures
• Create regional integration hubs linking employers, potential employees, support structures, administration and information in host as well as home countries
• Promote coordination and training of volunteer support in labour market integration

Recommendations stem from interviews with and research from a variety of sources such as: The Adecco Group, Reallabor, OECD and the UNHCR.