

Summary Table of Peer Country Comments

	Situation in the peer country relative to the host country	Assessment of the policy measure	Assessment of success factors and transferability	Questions to the host country
Austria	<ul style="list-style-type: none"> ▪ Similar to Germany, Austria is among the countries with the highest inflows of asylum seekers 2015-17 (in relative terms). ▪ Similar to Germany, Austria has federal states, which play an important role in (labour market) integration. The way in which they execute this role seems to differ. ▪ The Austrian labour market seems to be more restrictive towards asylum seekers than the German one. ▪ While Austria has more (three) federal agencies responsible for the integration of refugees than Germany (two), the responsibility of labour market integration seems to be clearer than in Germany. On the federal level, it is only the public employment service AMS. ▪ Due to the clear responsibility of the AMS for labour market integration, the competence clearance via the Competence Check, and the bundling of measures in the Integration Year, labour market integration 	<ul style="list-style-type: none"> ▪ In its labour market policy, but also in its integration policy, Austria already had an (implicit) 'rights and responsibility' approach for quite a while. In the meantime, it is unclear, how much this approach contributes to a more effective integration, or rather to restrictions in asylum policies. ▪ Both Competence Check and the Integration Year seem to have a synchronising effect for integration measures. ▪ The Competence Check as an innovative measure for formative validation, which takes identification and documentation as tasks in their own rights. ▪ There seems to be a lack of effective measures to balance uneven distribution of refugees, especially with regard to supply and demand at the Austrian labour market ▪ Specialised support units help to professionalise specialised task for particular target groups. 	<ul style="list-style-type: none"> ▪ The bundling a range of measures under a comprehensive catchphrase (Integration Year), plus the leeway for case-specific customisation helped with the synchronisation of measures. Additionally, the Integration Year combines general and targeted measures. ▪ Taking the core functions of identification and documentation as tasks in their own right (leaving certification to others), and giving the criteria of the results report as the objectives of the Competence Check, while allowing for variations, have been the success factors of the Competence Check. ▪ The concept of specialised support units, which follow quantitative demands for particular, may lead to professionalization and efficiency gains. 	<ul style="list-style-type: none"> ▪ Is the EASY pre-registration the main reason for 'statistical artefacts', delaying the peak of refugee inflows to 2016?

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France	<ul style="list-style-type: none"> ▪ Very different situation: modest impact of reception of refugees, but increasing. ▪ In addition, still modest but increasing number of recognitions. ▪ Refugees form about 10% of immigrants. ▪ Weak labour market situation: high open unemployment - Competition for low-skilled jobs. 	<ul style="list-style-type: none"> ▪ Legal prohibition of work for asylum seekers since 1991. ▪ Refugees are granted the same rights for work and training than nationals. ▪ Lack of specific statistics: dearth of quantitative data. ▪ Since 2016, experimental spirit for labour market integration of refugees. ▪ Overall weak coordination of measures and initiatives and lack of monitoring and evaluation. 	<ul style="list-style-type: none"> ▪ Desire to emulate Germany in allowing asylum seekers to work. ▪ Learning from other countries is essential with regard to language education. ▪ Language education as basic human right to be discussed also for asylum seekers. ▪ Enhance provision of language education and duration of courses and introduce homogenous groups. 	<ul style="list-style-type: none"> ▪ How can a mainstream ‘activation’ (Fördern and Fordern) rationale be adapted to the special case of refugees, who need so much support and ‘<i>accompagnement</i>’ (working with in order to help)? ▪ How to define the right moment for engaging in work and job search? Especially with regard to accommodation/housing ▪ What are acceptable targets for the durations and characteristics of language courses? ▪ To explain the ‘priority checks’ more in detail.
Ireland	<ul style="list-style-type: none"> ▪ IE receives a small number of spontaneously arriving IP applicants relative to other countries in the EU. In 2016, the number of asylum applications in Ireland was 2,244. ▪ The top five countries of origin of applicants in 2016 were Syria (11%), Pakistan (10%), Albania (10%), Zimbabwe (9%) and Nigeria (8%). ▪ In general Ireland pursues a policy of mainstreamed integration supports for migrants, 	<ul style="list-style-type: none"> ▪ The DE policy measure highlights the negative impact long periods of waiting for a decision may have on labour market integration and has legislated to limit waiting time to first decision to three months. Much concern has been expressed in Ireland about the time taken to reach a final protection decision. ▪ Ireland does not provide a centrally coordinated “integration course” covering language training and civic orientation along the lines of DE. Some elements of the “integration course” are 	<ul style="list-style-type: none"> ▪ The DE policy measure responds to an urgent need for support from much increased numbers of refugees and asylum seekers. Ireland has not seen similar increases in asylum applicants/refugees. ▪ Unlike in DE there is no legislation governing the provision of/participation in integration supports to migrants in general. While civics and language tests are mentioned under Action 12 in the <i>Migrant Integration Strategy</i>, their introduction would likely require significant and administrative change 	<ul style="list-style-type: none"> ▪ How does the fact that there is no legal obligation of asylum seekers to register with the employment agencies fit with the rights and responsibilities model? ▪ What strategies were used to engage German businesses? ▪ What were the main reasons for low take up of Work Opportunities?

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	<p>with limited targeted interventions for refugees</p> <ul style="list-style-type: none"> ▪ Ireland does not allow IP applicants to access the labour market. This position is currently under review. Integration policy does not in general extend to IP applicants. ▪ Refugees, SP holders and persons granted leave to remain in Ireland may access mainstreamed labour market supports in the same way as Irish nationals and other legally resident migrants ▪ Centrally coordinated and targeted integration supports for refugees are limited, with exceptions for the subsets of resettled refugees and relocated asylum seekers. 	<p>provided in the orientation of the small subsets of resettled refugees and relocated asylum seekers. Access to residence permits is not linked to integration measures.</p> <ul style="list-style-type: none"> ▪ In Ireland there are no “responsibilities” regarding residence permits, but there may be penalties in the context of social benefits. If a migrant client does not have sufficient language skills to participate in activation supports he or she may be advised to take English language classes. Refusal to participate in an English class/training course may lead to a payment being reduced or suspended. However long waiting lists for English language classes are reported. ▪ As noted above early intervention supports for asylum seekers are uncommon in IE. Centrally coordinated supports do not exist beyond mainstreamed language classes. 	<p>to the existing immigration system and potentially legislative change. A clear strategy for the provision of English language supports and appropriate investment would also be essential.</p> <ul style="list-style-type: none"> ▪ Elements of Myskills could usefully transfer to IE context and would sit well within the Intreo system. The tool appeals as it assesses vocational competences below the level of formal qualifications and this support is currently missing in IE. ▪ DE efforts to link training with the employer could be usefully explored in the Irish context. The Employment for People from Immigrant Communities (EPIC) is an example of a vocational training programme targeted to migrants in Ireland. It is not tailored to the needs of refugees. The positive engagement of the DE business community is notable. ▪ The combined approach towards language and vocational training in the DE example is of interest and is not currently widespread in Ireland. The Adult Refugee Programme (now closed) used to provide this type of support. ▪ Early intervention supports for asylum seekers are not common beyond 	

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			mainstreamed language classes. There is capacity for “walk-in” support for people outside of the jobseeker’s system. If following, the report of the interdepartmental taskforce, asylum seekers are to be offered activation supports they could potentially avail of this facility on a voluntary basis.	
Italy	<ul style="list-style-type: none"> ▪ Italy has only recently shown a sharp increase of asylum applications; these have reached the number of about 176,000 at the end of 2016, and belong to people mainly coming from Africa. ▪ Asylum seekers can be hired just two months later after having submitted their application, but this rarely occurs for several reasons. ▪ Statistical data on the integration of asylum seekers and refugees into the labour market are scarce and fragmentary. One available datum regarding refugees hosted by the SPRAR system is this: in 2016, 299 projects achieved to insert 2,842 people at work. 	<ul style="list-style-type: none"> ▪ In Italy, unlike Germany, the majority of asylum seekers are hosted according to an “emergency” perspective in the CAS, Extraordinary Centres of Reception. ▪ In Italy, as in Germany, legal obstacles to the hiring of asylum seekers have been almost completely removed. However, there is a need to further examine the possibility of keeping asylum seekers in employment until the end of the asylum procedure, and in case of an initial rejection of an asylum application. ▪ Also in Italy early intervention in theory is clearly focussed as necessary, and the integration of different measures is recommended. However, in practice this only occurs in SPRAR projects, and not always. ▪ Learning the local language is considered to be a priority in Italy just 	<ul style="list-style-type: none"> ▪ Institutional consolidation of the reception system, overcoming the “emergency” nature of the Italian reception system, and the “extraordinary” character of the majority of reception facilities. ▪ Strong emphasis on language learning and connection with vocational training and employment services for a successful integration into the labour market. ▪ Recognition of previously attained education level and professional skills by asylum seekers and refugees. ▪ Participation of asylum seekers and refugees in projects of public benefit (“work opportunities”), as a way to acquire professional skills. ▪ Training of social workers and managers of reception centres, as a way to improve the whole system. 	<ul style="list-style-type: none"> ▪ How is the cooperation of local authorities normally acquired in Germany? Or how is the opposition of local authorities against the settlement of reception centres managed, or at least softened or neutralised? ▪ How is the training of social workers, professionals and managers of reception centres, organized in Germany? Who are the relevant actors in this field? Are refugees involved as trainees, and maybe also as teachers? ▪ How are projects aimed at engaging refugees and asylum seekers in activities of public benefit organized and funded in Germany? Which are the roles played by local authorities and representatives of the voluntary sector?

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		<p>as in Germany, but the enactment of this principle has not been satisfactory until now.</p> <ul style="list-style-type: none"> ▪ Vocational training and employment services are seen as necessary; however, they are affected by the general structural weakness of Italian policies in this field. 		
Latvia	<ul style="list-style-type: none"> ▪ Latvia has very few asylum seekers and refugees, compared to Germany. ▪ An action plan for reception and integration was adopted in December 2015. ▪ Language training and vocational (skills) trainings are available to recipients of international protection through the State Employment Agency. ▪ Most refugees have relatively low professional skills and cannot access vocational training due to poor Latvian language proficiency. ▪ Some subsidised workplaces are offered to refugees, but they are sometimes precluded from taking them because the salary is not enough to pay for housing. 	<ul style="list-style-type: none"> ▪ Policy contexts in Latvia and Germany are rather different, but some measures for integration of refugees are somewhat similar. ▪ Measures that also exist in Latvia include language training and integration courses (but language training available in Germany allows for better language acquisition due to more hours), skills assessment by employment agency, subsidised workplaces. ▪ The combination of language and vocational skills training as implemented in Germany seems to be a more effective way to ensure labour market integration. ▪ The use of interactive computer-based tools in several languages in order to identify previous skills of refugees seems to be a particularly innovative and useful instrument in the German 	<ul style="list-style-type: none"> ▪ Of the two success factors crucial for integrating refugees in the German labour market, one – the attractiveness of the labour market itself – cannot be replicated, but the other – a good combination of language training with vocational training measures – can and should be used by other countries. ▪ German programmes combining language training with up-skilling, especially for young refugees, can be assessed and piloted also in Latvia. Partnership with VET sector would be essential for this. ▪ The computer-based tool 'My skills' for identifying previous skills, translated into several languages, could be developed and used also in Latvia, provided that its results would be used for immediate up-skilling activities and/or for recognition of qualifications. 	<ul style="list-style-type: none"> ▪ How do the skills assessment at workplace and on-the-job up-skilling programs work exactly? Who is responsible for what is included in these programmes? ▪ Are some requirements for VET qualifications waived or temporarily suspended for refugees entering the labour market? ▪ Do the bodies responsible for recognising VET qualifications recognise the outcomes of computer-based tests of previous skills like 'My skills'?

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	<ul style="list-style-type: none"> Language requirements in order to start working, low effectiveness of further language trainings provided by State Employment Agency and poor access to benefits and housing preclude refugees and persons with alternative protection status from quickly joining the labour market. 	<p>practice.</p> <ul style="list-style-type: none"> Special programmes for young refugees and for women, including up-skilling measures to helping them to join qualified sectors of labour market seem to be more progressive than any measure currently implemented in Latvia. 		
Lithuania	<ul style="list-style-type: none"> Lithuania committed to host 1 077 under the relocation plan from Greece, Italy and Turkey. Currently 414 (38%) asylum seekers have been relocated. Of those, 256 already left the country. Before the refugee status or subsidiary protection in Lithuania is granted, and during the asylum procedure, asylum seekers cannot work in Lithuania. Refugees are automatically considered as vulnerable group, thus being entitled to additional support to access rights and services. Labour market conditions in Lithuania continue to improve and employment rate finally returned to its pre-crisis rate in the first quarter of 2017. However, 	<ul style="list-style-type: none"> Since July, new measures to facilitate refugee integration in the labour market have been adopted. Being a refugee or a person with subsidiary protection automatically imply that a person belongs to a vulnerable group, entitled to additional support: financial support for professional training, travelling expenses and starting an individual activity (self-employment). Informal recognition of professional qualifications is gradually becoming a practice in some of the regional Labour Exchange offices. Contrary to the German case, where apprenticeship is considered as a proactive labour market integration measure, in Lithuania, foreigners granted asylum are not targeted by this measure as a specific group. In the municipalities that receive highest numbers of foreigners granted asylum, 	<ul style="list-style-type: none"> <i>Combined measures</i> in Lithuania are applied by NGOs and funded by AMIF. To make such measures more inclusive and sustainable, few options could be considered: on one hand, institutionalisation of NGOs activities in Lithuania could be initiated; on the other hand, more flexible guidelines of AMIF could be establish. <i>Counselling infrastructure and key stakeholders.</i> Refugee integration in Lithuania is related to NGOs and AMIF funding. Therefore, initiating more inclusive approach and migration counselling, both municipalities and NGOs could act in accordance to specific model / strategy. <i>Involving employers.</i> German models could be applied in Lithuania; but risk factors as vulnerability in the labour market and exploitation should be considered. 	<ul style="list-style-type: none"> What could be the arguments for early integration measures; specifically - giving assess for asylum seekers to the labour market during the asylum application procedure - even though the period of asylum procedure is relatively short (in the Lithuanian case)? What is the integration outcome of allowing asylum seekers accessing German labour market? What is the role of NGOs in implementation of refugee integration polices in Germany. Are they considered to be key stakeholders, or NGOs are filling gaps by project based activities; or are there any other scenarios in the German case? How commitment of employers towards employing refugees is

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	<p>inequality and poverty rates in Lithuania are high, while job satisfaction and life expectancy are low. These indicators could be illustrated by unprecedentedly high emigration of Lithuanian residents, where emigration of foreigners granted asylum is even more intense.</p>	<p>migrant consultancy centres, which are managed by NGOs, employ the recruitment specialists who are responsible to assist refugee's integration into the labour market.</p>	<ul style="list-style-type: none"> ▪ <i>Early intervention</i> could be transferred, even though Lithuania is receiving considerably less refugees than Germany and processing time in the country relatively short. ▪ <i>Specific structure of the German VET system.</i> an holistic approach on German model could be designed as a follow up of recently established refugee employment support measures. 	<ul style="list-style-type: none"> being strengthen in the German case: through NGOs initiatives or/and through more structural/policy approach? Are there any specific initiatives to strengthen corporate social responsibility? ▪ How different policy measures, especially positive discrimination actions, are being communicated to general society? How did such communication change public attitudes towards immigrants in general and refugees in particular? ▪ Has the Diversity Charter already been launched in Germany? If yes, what is the outcome of the Charter, with the relation to refugee integration into the labour market (Lithuania is planning to launch Diversity Charter in 2018)?
<p>Netherlands</p>	<ul style="list-style-type: none"> ▪ The Netherlands and Germany are among EU-member states with relatively high refugee recognition rate. ▪ Refugee influx has strained institutions. ▪ There are considerable obstacles to employment and integration. ▪ Refugee crisis induced 	<ul style="list-style-type: none"> ▪ National refugee sheltering organ COA cooperates with local municipalities to strive for effective allocation of refugees. ▪ A new measure was introduced, Screening and Matching, in which allocation decisions are based on refugee skills and their compatibility with local labour markets. 	<ul style="list-style-type: none"> ▪ Preferential rules could prove to be a valuable addition. ▪ Need for stratified approach remains; setting up pilots feasible strategy. ▪ Labour market support measures such as PerF could inspire Dutch policy due to its evidence-based nature. ▪ Dual apprenticeships could be a feasible addition to Dutch efforts 	<ul style="list-style-type: none"> ▪ Are the preferential rules still being developed? If not, how does Germany policy cater to the needs of various sub-groups of refugees? ▪ Is there national consensus on a competence measurement method / classification in Germany? ▪ How are employers actively committed / incentivized to provide

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	<p>polarization among citizens and politicians.</p> <ul style="list-style-type: none"> To address these issues, Dutch stakeholders emphasize rapid integration and a non-linear, integrative approach. 	<ul style="list-style-type: none"> COA is still developing this measure, looking to increase sustainability Several local and regional initiatives are monitored in search for a best practice (e.g. Refugee Talent Hub and Competence Card). Increasing emphasis on the stimulation of voluntary working arrangements for refugees. 	<p>related to increasing commitment of employers.</p> <ul style="list-style-type: none"> Dutch information infrastructure could be enhanced through the modelling of the German IQ & IvAF networks. 	<p>sustainable employment opportunities to refugees?</p> <ul style="list-style-type: none"> In Germany, the first three months of their stay refugees are not allowed to work. Are there any measures being developed to stimulate the undertaking of meaningful activities in that period of time (e.g. voluntary working arrangements)?
Slovakia	<ul style="list-style-type: none"> Slovakia is a country with one of the lowest percentages of foreigners in the entire EU. This is due to a relatively high rate of unemployment, an insufficient institutional framework for migrants, restrictiveness and a negative attitude towards migrants. Slovak public opinion is strongly oriented against refugees and migrants in general and the country suffers from strong islamophobia. Slovakia is facing high rates of undeclared work and this phenomenon affects also migrants and refugees in the country. Slovaks see their country as a 	<ul style="list-style-type: none"> According to the MIPEX Slovakia ranks in a long-term perspective as one of the EU countries with worst performance as far as integration policies are concerned and since 2004 Slovakia has not achieved much progress in policy. A 'refugee' is not defined as such in Slovak legislation, it is a person who has been granted an asylum status that is defined, or foreigner, who met the criteria of the Geneva Convention of 1951. In spite of the generally negative opinion of the Slovak public, Slovak businesses are ready to employ foreigners, including refugees. Refugees work mostly as employees (more than half of them in 2016). At the same time, many refugees act 	<ul style="list-style-type: none"> According to the MIPEX Slovakia ranks in a long-term perspective as one of the EU countries with worst performance as far as integration policies are concerned and since 2004 Slovakia has not achieved much progress in policy. A 'refugee' is not defined as such in Slovak legislation, it is a person who has been granted an asylum status that is defined, or foreigner, who met the criteria of the Geneva Convention of 1951. In spite of the generally negative opinion of the Slovak public, Slovak businesses are ready to employ foreigners, including refugees. Refugees work mostly as employees (more than half of them in 2016). At the same time, many 	<ul style="list-style-type: none"> Which state institutions are responsible for cooperation with business in Germany and coordination as far as early integration on the labour market is concerned? Which sources of information proved to be most relevant for refugees? What are German experiences with effectivity of language courses for asylum seekers and refugees? What are German experiences with provisions that allow refugees to work, or to be active before they are granted asylum? What are experiences of Germany with social housing for refugees? Which legal provisions in Germany proved to be most successful in securing early

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	transit country on the path mostly to Western Europe and also therefore Slovakia has been opposing agreement of the EC from 2015 to relocate refugees from other EU countries.	also as entrepreneurs and therefore economic activity can be even higher.	refugees act also as entrepreneurs and therefore economic activity can be even higher.	integration of refugees on the labour market?
Slovenia	<ul style="list-style-type: none"> ▪ The main differences between the situation of refugees and applicants for international protection in Slovenia and Germany are linked to the fact that Slovenia is a transit country, and Germany is a target country for the majority of asylum seekers and refugees who entered Slovenia since 2015. ▪ The number of refugees with granted status under international protection in Slovenia is relatively small. In the year 2016, 170 persons got this status. ▪ The unemployment rate in Germany is 3,6%, while in Slovenia it is 10,2%. The government has launched several initiatives to open new employment possibilities, particularly for young people. Persons with international protection may use the same 	<ul style="list-style-type: none"> ▪ According to the provisions of the Zakon o tujcih (Aliens Act), foreigners who are not EU citizens are entitled to programmes that facilitate integration into the cultural, economic and social life of the Republic of Slovenia, programs of learning the Slovene language and acquainting with Slovenian history, culture and constitutional provisions and information regarding their inclusion in a Slovenian society ▪ A major difference between the situation in the host country and Slovenia lies in the attitudes of the refugees, as the goal of majority of migrants is to continue their travel to other Western European countries. Their motivation for participation in integration programs for inclusion and participating in measures for facilitating their access to labour market in Slovenia, which include free courses in the Slovene language and familiarization with the culture of the majority nation, is low and modest, 	<ul style="list-style-type: none"> ▪ A success factor that could be transferred from the host country is early intervention approach for asylum seekers. In Slovenia, this concept is partially already in place, and several NGOs are engaged in the programs for integration of asylum seekers and informal assistance, but systematic approach is still missing. ▪ Counselling infrastructure is established in Germany (Host country paper 5.1, page 15) and networks of experts provide support with access to (legal) information, vocational direction, recognition of qualifications, developing upskilling measures (e.g. bridging courses to gain full recognition) and providing inter-cultural training measures for relevant integration actors. This measure could be transferred to Slovenia, as a coordination of the work of experts, which are already 	<ul style="list-style-type: none"> ▪ Are provisions of equal opportunities in the field of education and access to all levels of education equally applied, or are young refugees in a relatively larger number included in the level of vocational education than other pupils in Germany? ▪ For successful start in self-employment a detailed knowledge on legal and administrative provisions is needed, particularly regarding the tax system and other financial obligations, which differ from the practice in the countries of origin. Do envisaged Targeted measures cover also these issues as a part of support for self-employment? ▪ Are there any plans towards the soft approach in the contacts with refugees and asylum seekers, who do not speak German at all? Could Employment Agencies employ

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	<p>schemes, but they also have to share the same problems as other unemployed persons.</p> <ul style="list-style-type: none"> ▪ Apart of ongoing projects for learning Slovenian language and acquaintance with the Slovenian society, the language and cultural barriers still hinder the employment of refugees. More awareness raising and training on intercultural communication is needed. 	<p>compared to number of refugees participating in similar programs in the host country.</p>	<p>working in the field is missing.</p> <ul style="list-style-type: none"> ▪ Recently, based on the demonstrated needs and on behalf of proposals of NGOs, two counsellors in the field of the work with migrants have been specially trained and are now working at the Zavod za zaposlovanje/Office for Employment in two largest local branches in Ljubljana and in Maribor. ▪ The Social Chamber of Slovenia as a central professional social welfare association prepares inclusion of the content of necessary professional skills and specific knowledge for work with migrants in professional exam which is obligatory for all professionals working in social services in Slovenia. It targets approximately 140 individuals who approach professional exam yearly. 	<p>some persons with refugee background as translators/mediators, who can offer also wider support to other refugees?</p> <ul style="list-style-type: none"> ▪ Is the counselling infrastructure in the field of employment of refugees and asylum seekers and access to legal information available also in the native languages of refugees and asylum seekers?
Sweden	<ul style="list-style-type: none"> ▪ Sweden experienced a large inflow of asylum seekers during the fall 2015. This has led to a large increase in the number of newly arrived migrants that will participate in the establishment program. ▪ Both the Swedish and the German labour market are experiencing an upturn and 	<ul style="list-style-type: none"> ▪ The Swedish system of labour market integration for newly arrived immigrants is in many ways similar to the German system: ▪ Focus on early interventions. Germany has, however, taken a step further than Sweden when also offering asylum seekers the possibility to participate in activities organised by 	<p>Sweden and Germany share similar challenges:</p> <ul style="list-style-type: none"> ▪ Low number of participants in targeted measures ▪ Few newly arrived migrants receive support from the PES (Sweden) or Employment Agencies (Germany) to become self-employed. ▪ There are few evaluations of the 	<ul style="list-style-type: none"> ▪ To what extent do Employment Agencies focus on labour market related activities for asylum seekers waiting for approval? ▪ Are tied movers eligible to take part of targeted measures? ▪ What type of settling strategy for newly arrived immigrants is adopted in Germany? Has this

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	<p>unemployment in general is low. However, some industries are experiencing a shortage of qualified labour. Unemployment rates are, however, higher among migrants.</p> <ul style="list-style-type: none"> ▪ Both Swedish and German employers rely on formal qualifications when hiring new employees. Hence, recognition of foreign credentials is important. 	<p>Employment Agencies.</p> <ul style="list-style-type: none"> ▪ Both countries have adopted a “rights and responsibility” approach where newly arrived with a protection status have the right to some basic income scheme, they are eligible to participate in different activities that will speed up and facilitate labour market entry but also where there could be sanctions in form of lost benefits if they do not comply. ▪ Abandoning the sequential approach to how different integration measures should be combined. It is preferable that for example language training and work practice are performed parallel to each other. 	<p>effectiveness of different measures.</p>	<p>been an issue in the debate on labour market integration?</p>