

Table of DG EMPL recent, ongoing and planned initiatives on integration of asylum seekers and refugees

Update 6 December 2018

ACTION	DESCRIPTION	DATE
Policy Guidance		
European Semester	Increased focus in the framework of the European Semester on integration challenges (i.e. related to labour market, education, skills, social inclusion, second generation, gender, discrimination, and refugee-related aspects) experienced by people with a migration background.	Yearly, ongoing
The New Skills Agenda for Europe	Among the 10 key actions announced, a few aim to assess, recognise and upgrade skills of third country nationals. These include: the EU Skills Profile Tool for Third Country Nationals (launched in June 2017); the revision of the European Qualifications Framework (adopted in May 2017); a proposal for a Council Recommendation to establish a Skills Guarantee (adopted in December 2016 as Upskilling Pathways); a proposal for a Council Recommendation on a European Framework for Quality and Effective Apprenticeships; online language learning for newly arrived migrants.	June 2016 - ongoing
European Partnership for Integration	Jointly signed by COM and the European Economic and Social Partners (EESP), it lays down key principles and commitments to support and strengthen opportunities for refugees and migrants legally residing in the EU to integrate into the European labour market. Dissemination across networks and Committees in 2018.	2018
Employment and Social Innovation (EaSI) Microfinance and Social Entrepreneurship	<p>Increased focus to improve the knowledge to help inform policy-making in the area of social and inclusive entrepreneurship for vulnerable groups, which includes migrants and refugees. This is done through different studies such as “The Missing Entrepreneurs”, a series of publications that examine how public policies at national, regional and local levels can support job creation, economic growth and social inclusion for people from disadvantaged or under-represented groups.</p> <p>Other actions target also migrants and refugees such as:</p> <ul style="list-style-type: none"> - A joint EC-OECD tool “Better Entrepreneurship policy” (launched in October 2018) which helps national policy-makers design and implement effective inclusive and social entrepreneurship strategies. - Promotion of a framework for Personal and Household Services, a sector whose workers have a very high proportion of migrants, and especially of migrant women. A pilot project to support this, requested by the European Parliament, is starting up in Q4 2018. - Development of policies to allow the collaborative economy to grow and to provide good working conditions. Platform work is proving to be a good entry-point into the labour market, and includes a high proportion of migrant workers. 	Ongoing
Data and analysis		
2016 Employment and Social Developments in Europe (ESDE)	ESDE 2016 includes a comprehensive chapter on refugee integration outcomes and policies based on 2014 Labour force survey ad hoc module.	December 2016

Joint Commission-OECD paper	Joint COM-OECD paper on labour market integration of refugees based on 2014 Labour force survey ad hoc module on labour market situation of migrants and their descendants.	September 2016
Joint Commission-OECD paper on children of immigrants	Joint research project with OECD Exploring integration and intergenerational social mobility of children of immigrants published with an accompanying conference in Brussels in December 2017.	December 2017
Unlocking the potential of migrants through vocational education and training	OECD study looking at various issues concerning vocational skills development for migrants.	Ongoing – Q1 2019
Mapping of Asylum Seekers and Refugees Integration Policies across EU Member States	The two tables provide a mapping of the availability of labour market and social integration policies across EU and EFTA Member States to asylum seekers and refugees.	December 2016
European Employment Policy Observatory – Study on refugee integration into the labour market	The European Employment Policy Observatory (EEPO) prepared country and synthesis studies on challenges that asylum seekers and refugees face in integrating into the labour market in the EU-28, Norway and Turkey, reflecting the situation in 2015/2016.	June 2016
European Social Protection Network - Analysis and Flash Reports	The European Social Protection Network (ESPN) has published analyses and flash reports on social protection measures available to asylum seekers and refugees.	Ongoing
Communication		
DG EMPL webpage on integration	Creation of the webpage on Social and labour market integration of refugees on DG EMPL website	December 2016 –ongoing
Peer Learning and Knowledge Exchange		
Promising practices	Collection and publication of "promising practices" in form of an online repository.	June 2016 – ongoing
European Network of Public Employment Services	The European Network of Public Employment Services (PES Network) has discussed this topic at the Board level since 2015. A Working Group on the refugees situation was set up in December 2015, delivering PES Key Considerations on the Labour Market Integration of Refugees in 2016 (endorsed by the PES Network Board) and two mutual learning events in Germany and Sweden in 2017. The Network is updating the key considerations with aspects of implementation, to be endorsed at the December 2018 PES Network Board.	December 2015 - ongoing
Mutual Learning Programme - Conference	Mutual Learning Programme (MLP) high level thematic event on "Measures to support the integration of asylum seekers and refugees" in Brussels. It focused on labour market and social integration, skills profiling, upskilling, skills recognition, the role of the private sector and civil society in facilitating the integration of asylum seekers and refugees.	22 June 2016
European Alliance for Apprenticeships (EAfA)	Some members of the European Alliance for Apprenticeships (EAfA) already engaged to employ a number of refugees through apprenticeships schemes combined with language training. The stakeholder meeting of the EAfA on 15 September 2016 has organised for the first time a workshop on migration: "Integration of migrants and refugees through work-based learning and apprenticeships".	Ongoing
Joint Commission-EESC	Conference "From Crisis management towards everyday practice – Lessons from refugee integration for	6 November

Conference on Lessons Learned	future labour market and social policies" organised in Brussels in 2017. Its goal was twofold: (i) to take stock of recent developments in social and labour market integration policies triggered by the arrival of asylum seekers and refugees and (ii) to discuss whether and how these developments can contribute to the overall modernisation of social protection systems and labour market institutions.	2017
Partnership of the Urban Agenda for the EU on the inclusion of migrants and refugees	The Partnership of the Urban Agenda for the EU on the inclusion of migrants and refugees brings together cities, EU Member States, the European Commission and civil society organisations to develop common actions to promote integration. Lead by DG HOME, DG EMPL takes an active role in all the areas related to our policy objectives.	Ongoing
Funds		
European Social Fund (ESF)	<p>The ESF follows a mainstream approach without distinguishing between EU and non-EU nationals. However, “disadvantaged people” and “marginalised communities” may include “migrants” and “those seeking asylum and refugees”. The ESF provides support to the social inclusion and swift integration into the labour market of all those who are legally able to participate in vocational training and employment-targeted measures. In addition, children (children of asylum seekers or asylum seekers who are minor) are and will be eligible for ESF support e.g. through access to primary and secondary education, tackling early school leaving, etc. The measures include language courses, skills assessment and vocational training.</p> <p>The Member States have launched targeted ESF calls to address specific groups such as refugees or asylum seekers at national/regional level. Examples and types of action targeting migrants are:</p> <ul style="list-style-type: none"> ○ Labour market inclusion measures including work-based language courses ○ Active labour market policies ○ One-stop shops and service provision ○ Job placements in “hotspots” ○ Reducing early school leaving and promoting equal access to quality education ○ Lifelong learning, initiatives for basic skills ○ Modernisation of public administration and capacity building (ex: modernising the procedure for the issuance of residence permits). 	2014-2020 programming period
Fund for European Aid to the Most Deprived (FEAD)	<p>The Fund for European Aid to the Most Deprived (FEAD) helps to alleviate the worst forms of poverty in the EU such as food deprivation, child poverty and homelessness. Member States could choose to develop (i) a food and/or basic material assistance operational programme (OP I), and/or (ii) a social inclusion operational programme (OP II). The scope of FEAD support is defined at national level. Therefore, the FEAD can support migrants, refugees and asylum seekers, provided these groups belong to eligible groups and individuals as defined by Member States.</p> <p>Migrants, or people with a foreign background, including minorities were among the target groups of basic material aid and food aid in 2016, reaching an estimated 1,6 million persons, as well as in social inclusion support. Migrants and minorities were most frequently targeted in Spain and Belgium with food support, whereas in Austria, almost half of recipients of school packages were migrants or refugees.</p>	2014-2020 programming period

Employment and Social Innovation (EaSI) Microfinance and Social Entrepreneurship	<p>The EaSI regulation does not explicitly mentions migrants, refugees or asylum seekers. However, under the term “vulnerable people”, migrants and refugees are among the target groups. Under the condition that they are legally able to work, they can benefit from funding for either microfinance or social entrepreneurship in order to start-up or develop a small business or a social enterprise.</p> <p>In addition, a pilot grant targeting exclusively migrants and refugees was launch in December 2018 in order to provide Business Development Services (i.e. training, coaching and mentoring activities) together with the funding.</p>	2014-2020 programming period
HOME-ESIF DGs forum on "EU funding for integration of third-country nationals"	More than 260 participants coming from all Member States, participated in the event bringing together national managing and responsible authorities, regional and local level actors and stakeholders as well as different Commission's services, EU institutions, bodies and partners in the integration area.	29 March 2017
ESF Transnational Thematic Network on Migrants	The ESF Thematic Network on Migration is one of the nine networks of the ESF transnational cooperation platform since the end of 2015. Its members are ESF managing authorities, beneficiaries and NGOs involved in migrant integration, especially in the labour market. Through the exchange of good practices and study visits, the network has looked at various topics such as the role of employers in integration, and the coordination between AMIF and ESF (to be continued in 2019).	2016 - ongoing
2016 Employment and Social Innovation - Call for Proposal	Social innovation call for the "Fast track integration into the labour market for third country nationals – targeting exclusively asylum seekers, refugees and their family members" under EaSI (with a particular focus on labour market integration of women), budget EUR 14.2 mln. 5 projects were selected.	2016 - ongoing
ADMin4ALL project	The Preparatory Action “Supporting Active Inclusion of Disadvantaged Migrants in Europe” (ADMin4ALL), develops the capacity of local administrations and local service providers to deal with the challenges related to the socio-economic inclusion of migrants in 14 municipalities in four Member States (IT, AT, PL, RO). EUR 0.5 mln direct grant to the International Organisation for Migration (IOM). The second phase of the project, EUR 1 mln, direct grant to the IOM will start in Q3 2018.	<p>First phase: March 2016 – December 2017</p> <p>Second phase: Q3 2018</p>
Employability and Social Integration of Refugees and Asylum Seekers project	"Employability and Social Integration of Refugees and Asylum Seekers" (ESIRAS) project: EUR 3 mln direct grant to the Red Cross, it aims at supporting the establishment and operation at municipal level of Integration Centres in 7 cities in 7 countries: Bornholm (DK), Glasgow (UK), Graz (AT), Ljubljana (SI), Milan (IT), Nicosia (CY) and Paris (FR).	January 2018 – June 2019
EMPL-HOME joint note on synergies	Coordination and creation of synergies with DG HOME for the integration of migrants, refugees and asylum seekers in terms of use of funds and actions shall strengthen the European reply to migration crisis (the MFF Fiche n.23 on the complementarities between the Asylum and Migration Fund, the Integrated Border Management Fund, the Internal Security Fund and other EU Funds in the 2021-2027 Multiannual Financial Framework.)	Ongoing
International initiatives		
ILO	In 2016 and 2017, the ILO has worked on several initiatives that are very relevant for migration and	2016-2017

	integration: "Guiding principles on the access if refugees and other forcibly displaced persons to the labour market"; "General principles and operational guidelines for fair recruitment"; revision of ILO Recommendation 71 "Transition from War to Peace" from 1944 (now "Employment and decent work for peace and resilience Recommendation"); "Resolution concerning fair and effective labour migration governance".	
G20	G20: Labour market integration of migrants/refugees was one of the four priorities of German G20 Presidency in 2017. In the Bad Neunahr Declaration, G20 Labour and Employment Ministers committed to "promoting the fair and effective integration of regular migrants, recognised refugees and returning migrants into labour markets, in accordance with national law." They also committed to report in the G20 Employment Plans on actions according to national priorities regarding the labour market integration of regular migrants and recognised refugees.	2017
G7	DG EMPL contributed to the work of the Italian G7 Presidency towards the adoption of an approach to tackle international migration based on the concept of human mobility, for the G7 Taormina Summit in 2017.	2017
UN Compacts on migration and refugees	The "New York Declaration" – outcome of the UN Summit on Refugees and Migrants of 19 September 2016 - opened the way towards a global governance of migration to be operationalized notably through a Global Compact on Migration and a Global Compact on Refugees, both to be adopted in 2018. EMPL contributes to the work of the ISG (lead by EEAS).	2016 – 2018

Studies and related outputs

1. <i>A Thematic paper on Public Employment Services supporting skills and qualifications of refugees and asylum-seekers</i>	2017	<i>The Thematic Paper is based on information provided in the preliminary questionnaire circulated amongst PES participating at a Thematic Workshop in 2017. The questionnaire is aligned with the focus of the actual workshop content, including key conclusions and final reflections on areas for improvement.</i>
2. <i>Exploring integration and intergenerational social mobility for the children of immigrants</i>	2017	<i>This OECD-EC project analyses the employment and social outcomes of children of immigrants in EU countries (and other OECD countries), to compare them with both their parents and children of non-immigrants and to identify the factors and policies that can contribute to 'social mobility' among children of immigrants.</i>
3. <i>Upskilling, reskilling and employing adult refugees/migrants</i>	2017	<i>A joint Cedefop-OECD briefing note following the Expert Forum on upskilling, reskilling and employing adult refugees in 2016.</i>

4. <i>The "Employment and Social Developments in Europe" 2016 Annual Report</i>	2016	<i>The report devoted a chapter to the integration of refugees, complementing the chapter in the 2015 report (see below).</i>
5. <i>Inferring Migrations: Traditional Methods and New Approaches based on Mobile Phone, Social Media and other Big Data</i>	2016	<i>This project aims at exploring possibilities at-using social media data and big data in general for estimating (labour) mobility and migration in the EU. The report is published online.</i>
6. <i>Migration-Demography Database (Mig-Dem) project</i>	2017	<i>The project - launched in September 2015 with a duration of 24 months - is an OECD-EC project that will contribute to the monitoring the demographic impact of migration and mobility, by creating an online database of population breakdowns by migration status (native-born; other EU-born; non-EU-born), informing of skill levels, occupations.</i>
7. <i>Labour market situation and social inclusion of migrants – trends in living conditions of migrants & social attitudes among migrants</i>	2016	<i>This study, prepared by the Social Situation Monitor, examines whether the income, living conditions and social attitudes of the migrant population have been converging towards those of the native born population since 2007.</i>
8. <i>Annual Report on Intra-EU Labour Mobility</i>	2014-2016	<i>The main aim of this report is to provide key quantitative information to the European Commission and EU/EFTA Member States to ensure better implementation and initiatives to support workers' right to free movement.</i>
9. <i>Online repository of promising practices in the social and labour market integration of refugees and asylum-seekers</i>	2016 (ongoing)	<i>Online repository to enhance mutual learning of the most effective policies in the area of social and labour market integration of refugees and asylum-seekers, as well as skills.</i>
10. <i>Challenges in the labour market integration of asylum seekers and refugees - country studies and synthesis study</i>	2016	<i>The country studies and synthesis report prepared by the European Employment Policy Observatory (EEPO) describe some of the challenges that asylum seekers and refugees face in integrating into the labour market in the EU-28, Norway and Turkey.</i>
11. <i>Key Considerations on the Labour Market Integration of Refugees</i>	2016	<i>Key considerations of the European Public Employment Services Network (PES) on four decisive aspects for the (labour market) integration of refugees: language, skills and qualification, partners and institutions, and employers.</i>

12. <i>Measures to support the integration of asylum seekers and refugees</i>	2016	<i>Overview and report on the “Thematic Event on Measures to Support the Integration of Asylum Seekers and Refugees”, held in Brussels on 22 June 2016.</i>
13. <i>European Social Policy Network</i>	2016 (ongoing)	<i>Various reports on refugees and migrants conducted by the European Social Policy Network’s (ESPN) country experts.</i>
14. <i>How are refugees faring on the labour market in Europe – an in-depth analysis of the 2014 LFS Ad Hoc Module on Migrants</i>	2016	<i>Joint paper by OECD and DG EMPL to make a first evaluation of the labour market outcomes of refugees based on the 2014 EU LFS ad hoc module on migrants.</i>
15. <i>Measures to support the integration of asylum seekers and refugees</i>	2016	<i>Executive Summary of the thematic event under the umbrella of the Mutual Learning Programme addressing the integration of asylum seekers and refugees. It discussed relevant practices on how to integrate asylum seekers and refugees in European labour markets and their specific social integration needs.</i>
16. <i>Social Agenda 44 - Integrating refugees</i>	2016	<i>This Social Agenda publication looks at the refugee issue from an employment, social affairs and inclusion angle. It also deals with other very topical issues such as the targeted review of the 1996 posting of workers directive, the public consultation on the outline of the European Pillar of social rights for the Euro zone.</i>
17. <i>The "Employment and Social Developments in Europe" 2015 report</i>	2016	<i>This report has a chapter focusing on migration and mobility, which explores migration and labour mobility from an angle of optimal factor allocation and the EU's growth potential, and will provide evidence for the need of higher mobility across intra-EU borders, and also for well-qualified external migration.</i>
18. <i>Pension Adequacy Report</i>	2015	<i>This report includes a section on the share of people with migration background today and in the future and factors that contribute to a higher risk of old-age poverty among migrants.</i>
19. <i>The Labour Market Integration of New Arrivals</i>	2014	<i>The research evaluates the conditions under which new immigrants are able not only to find employment, but also to progress into middle-skilled jobs.</i>
20. <i>Filling the gap in long-term professional care through systematic migration policies</i>	2014	<i>This report summarises the main contents of the Peer Review on the role of migration policies to tackle staff shortages experienced in the long-term care (LTC) sector by EU Member States.</i>

21. <i>Study on Mobility, Migration and Destitution in the European Union</i>	2014	<p>The overall objectives are:</p> <p>a) to gain a general understanding of the causes of destitution among different categories of non-nationals;</p> <p>b) provide information on the extent of homelessness among non-nationals and on characteristics of homeless migrants;</p> <p>c) assess national and local policy responses which address the problem of destitution and more specifically homelessness among non-nationals and the identification of good practices;</p> <p>d) evaluate the strengths and weaknesses of EU policies and legislation in tackling the problem of destitution among non-nationals.</p>
22. <i>Matching Economic Migration With Labour Market Needs In Europe</i>	2014	<p>Joint EU - OECD Policy brief: This policy brief synthesizes the main results of the project 'Matching Economic Migration with Labour Market Needs' and offers some lessons relevant for European countries.</p>
23. <i>Improving Access to Labour Market Information for Migrants and Employers</i>	2013	<p>The purpose of the study was to identify the main information related obstacles which hamper jobs-skills matching for migrants, and propose appropriate policy responses, including at the pre-departure stage, to overcome those obstacles and enhance the potential of international migration to respond to labour and skills shortages</p>
24. <i>Recognition Of Qualifications And Competences Of Migrants</i>	2013	<p>The purpose of this study was to investigate the existing national practices for assessing, validating and recognizing formal, non-formal and informal learning of migrants based on selected experiences within and outside the European Union (EU). National practices were reviewed against the complex requirements of modern labour markets and differing needs of various skill groups of migrants with the aim of exploring the possible policy approaches to counteract brain waste of different groups of migrants resident in the EU Member States.</p>
25. <i>Labour Shortages and Migration Policy</i>	2012	<p>The study investigates and assesses the existing pathways for identification of labour and skill shortages, as well as linking labour market needs and labour immigration policy development based on the experience within and outside the European Union (EU).</p>

26. <i>Labour market inclusion of less skilled migrants</i>	2012	<i>The purpose of this study was to draw attention to two groups of less skilled migrant workers that are often treated differently from the highly skilled. The study assessed the respective policy measures in various fields attempting to regulate migration and to support integration of this category of migrants.</i>
27. <i>Study on Active Inclusion of Migrants</i>	2011	<i>This study provided (i) an expert assessment of the main trends in the situation of migrants with regard to social assistance and access to social services, (ii) an in-depth analysis of the main determinants of these trends, and (iii) a comprehensive account of the mutual interaction of migration policies and broadly defined social assistance policies.</i>
28. <i>Migration, Employment and Labour Market Integration Policies in EU</i>	2010	<i>This publication reviewed of data and analysis to complement the two LINET studies on the impact of migration and employment and outcomes of labour market integration policies for migrants carried out in 2009-2010.</i>
29. <i>Migrant women in the European labour force. Current situation and future prospects.</i>	2008	<i>This research improved understanding of the labour market outcomes of migrant women in the EU, and of the policies that affect these outcomes.</i>