



Ministerie van Sociale Zaken en  
Werkgelegenheid

**(How) can the government  
improve the labour market  
position of refugees/migrants?**

*A commitment to field  
experiments*

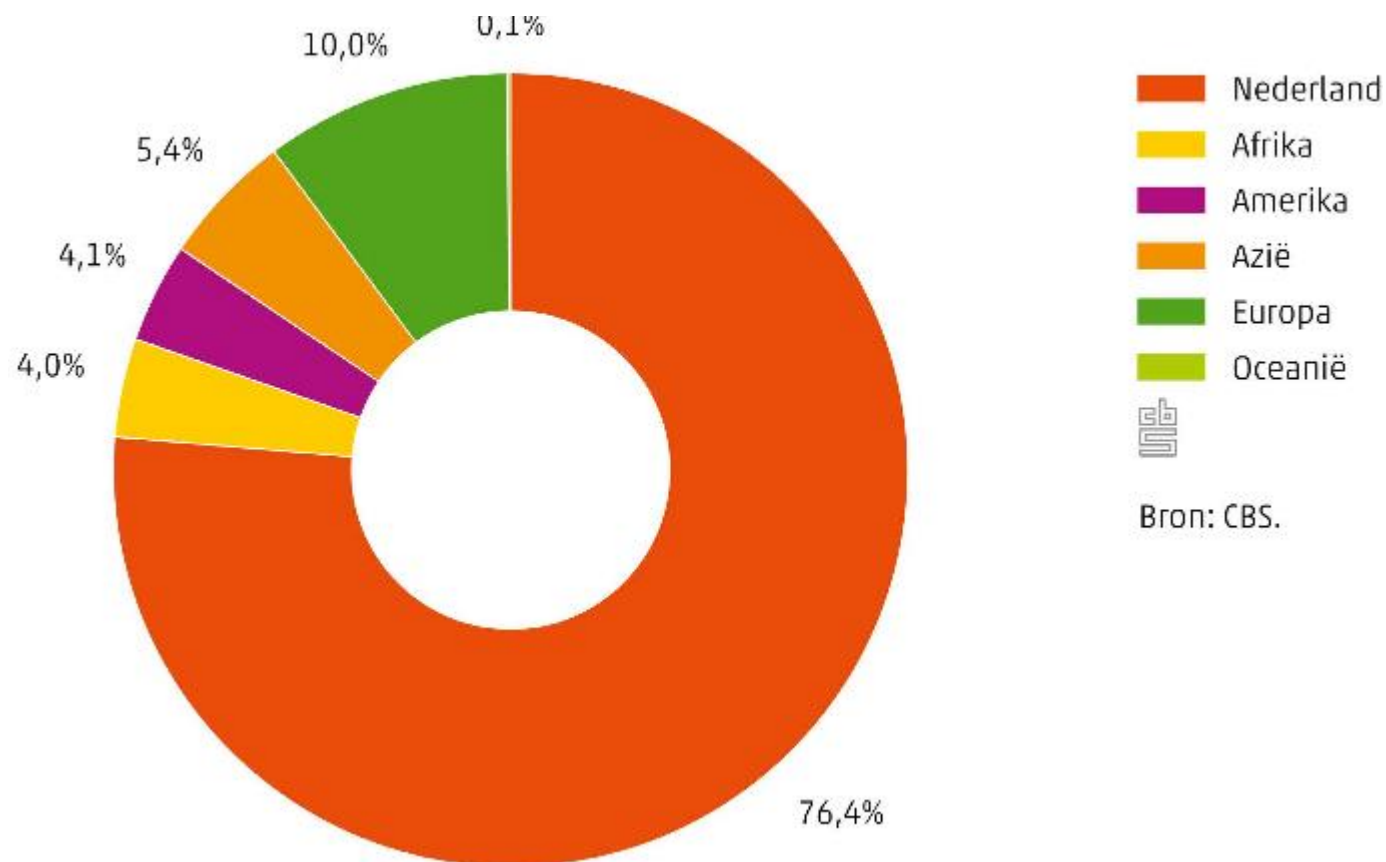
Ministry of Social Affairs and  
Employment

Jürgen Wander





## Population by migration background, 01-01-2019



Topic		2019
<b>Population by migration background</b>		
Total Population	number	17,282,163
Persons with a Dutch background	number	13,196,025
<b>Persons with a migration background</b>		
<b>Total with migration background</b>		
With migration background	number	4,086,138
Western migration background	number	1,774,271
<b>Non-western migration background</b>		
Total non-western	number	2,311,867
Morocco	number	402,492
(former) Neth. Antilles and Aruba	number	161,265
Suriname	number	353,909
<b>First generation migration background</b>		
Total first generation	number	2,161,684
Western first generation	number	876,946
<b>Non-western first generation</b>		
Total non-western	number	1,284,738
Morocco	number	170,357
(former) Neth. Antilles and Aruba	number	86,517
Suriname	number	176,564
Turkey	number	193,698
Other non-western background	number	657,602
<b>Second generation migration background</b>		
Total second generation	number	1,924,454
Western second generation	number	897,325
<b>Non-western second generation</b>		
Total non-western	number	1,027,129
Morocco	number	232,135
(former) Neth. Antilles and Aruba	number	74,748
Suriname	number	177,345
Turkey	number	216,179
Other non-western background	number	326,722



## Facts and figures

- Since the Seventies, there has been an increase of non-Western migrants (now standing at **12.7 %** of the Dutch population)
- In the two largest cities there are now **more young people with a migration background** than indigenous youngsters
- In education the extent to which they are **lagging behind is decreasing** (in fact girls are hardly lagging behind)
- Unfortunately, this has **not yet** been translated into **better opportunities on the labour market**
- In addition, we face the challenge of trying to get a **substantial group of asylum status holders** into employment
  - A cohort study of Statistics Netherlands (CBS) shows the following worrying number: **84% of the status holders** that received their permit in 2014 are (after 30 months) **dependent on benefits**.

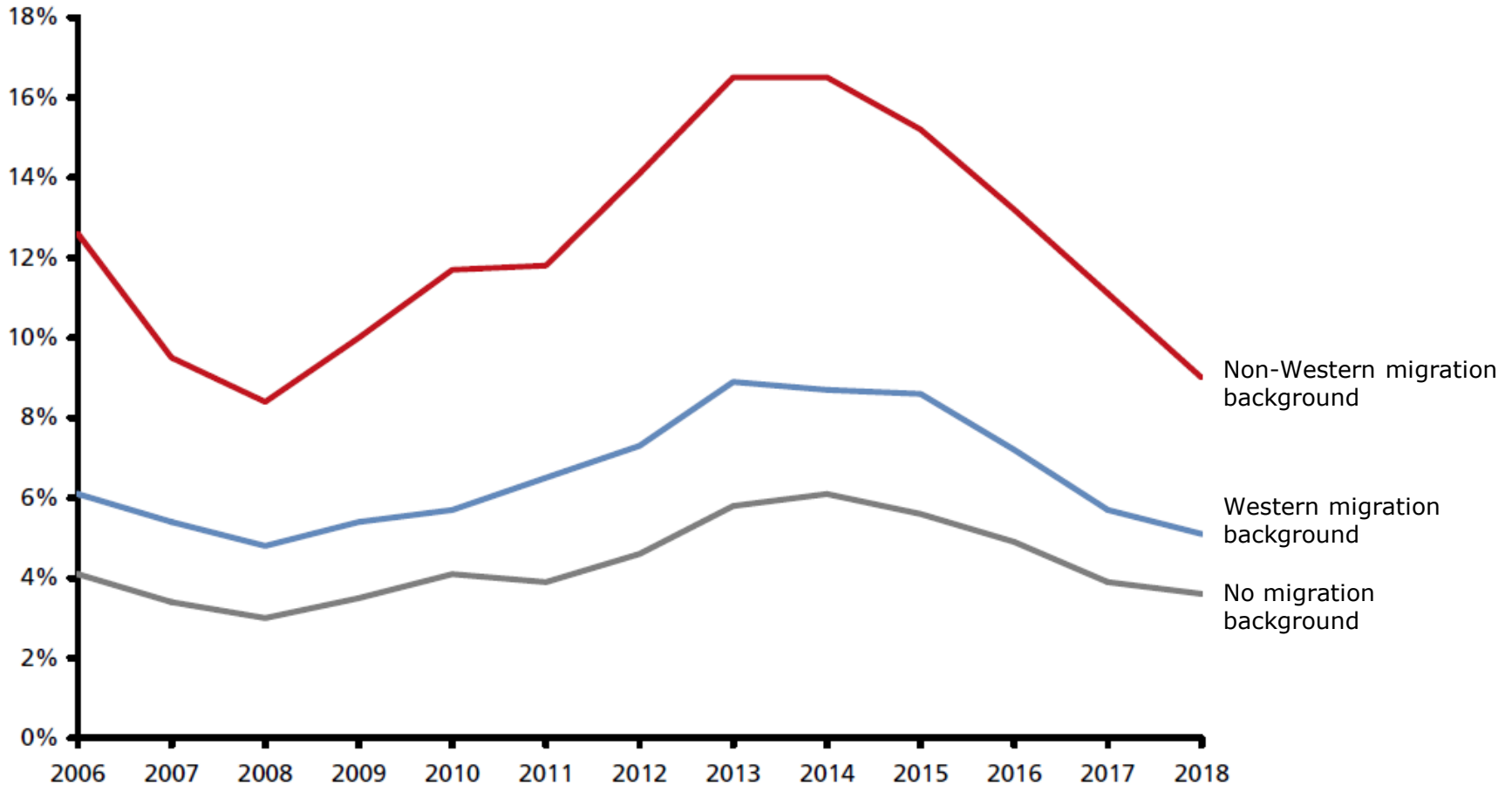


## The gap or disadvantage

- **Higher unemployment rate** (non-Western migrants are 2 to 3 times more often unemployed)
- **Higher benefit dependency** (13 percentage points higher)
- **Lower income** (on average 3.5 euro lower hourly wage)
- Backlog develops **pre-entry, post-entry, re-entry**
- **Persistent problem**: even in the long run the backlog doesn't disappear

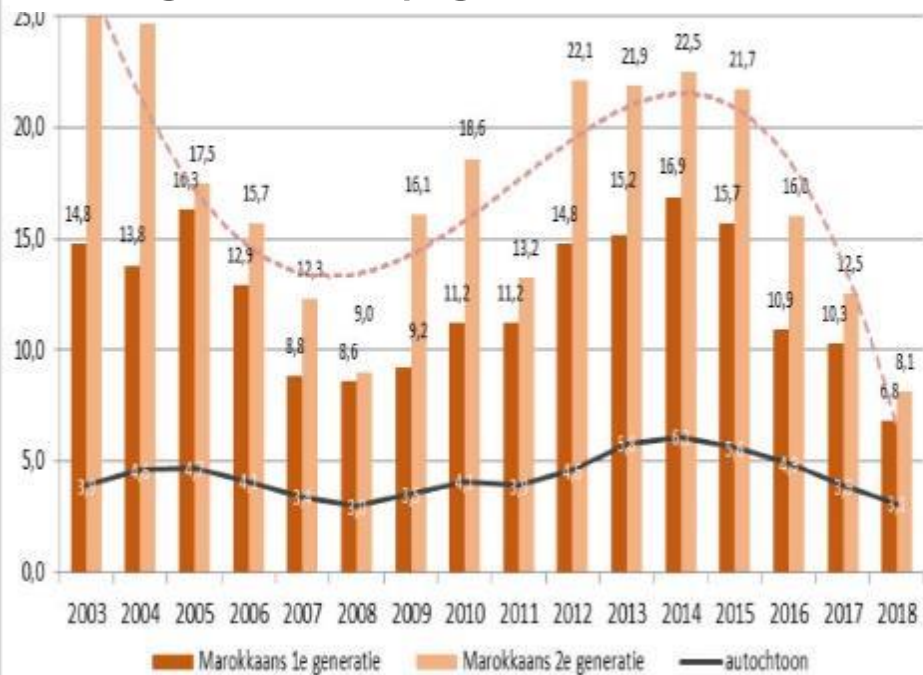


# Unemployment by ethnic background and year



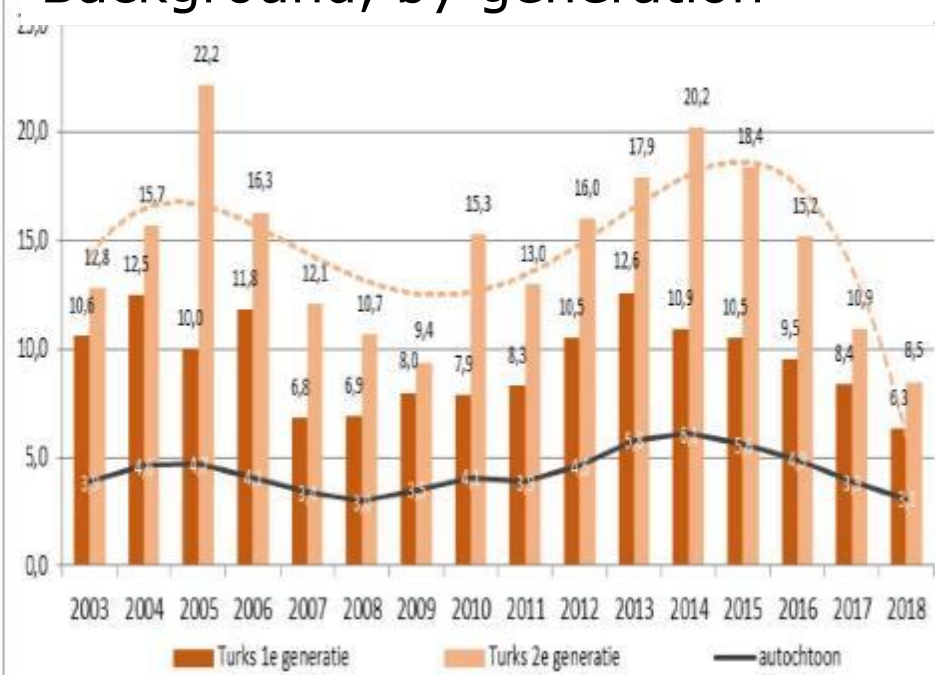


## Unemployment Moroccan background, by generation



Bron: CBS Kernindicatoren Integratie

## Unemployment Turkish Background, by generation

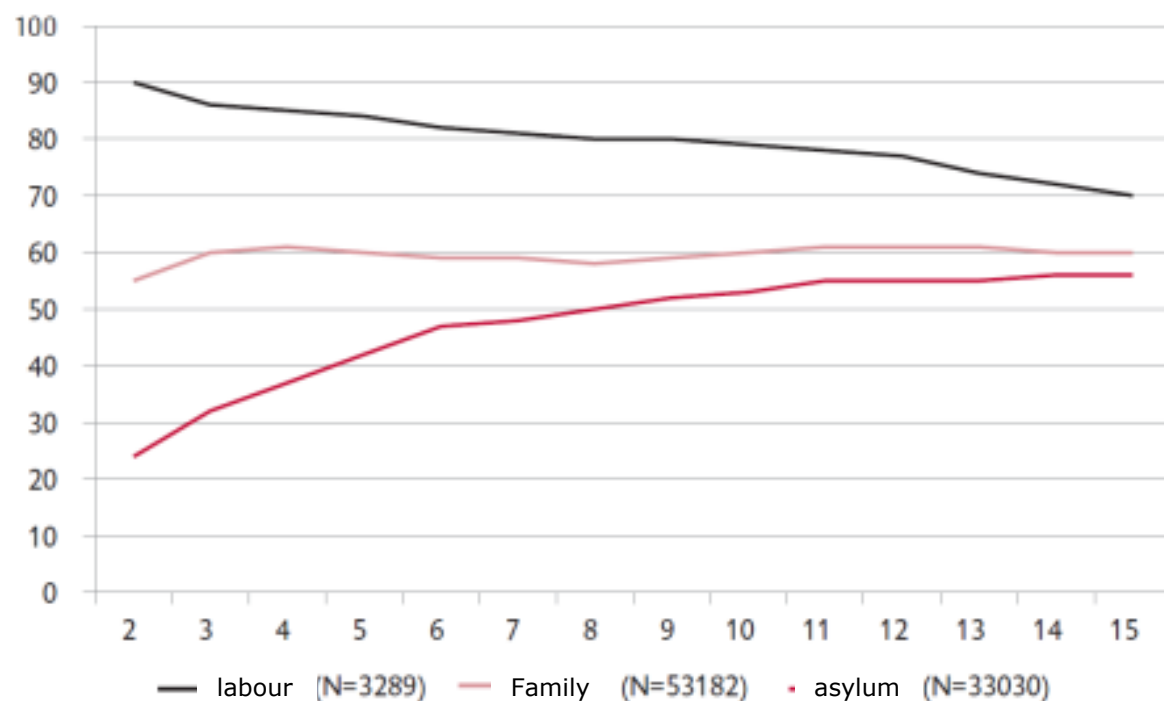


Bron: CBS Kernindicatoren Integratie



## Labour market participation among (new) migrants

Employed (> 8 hrs/week), by reason for migration (cohort 95-99), per year of residence

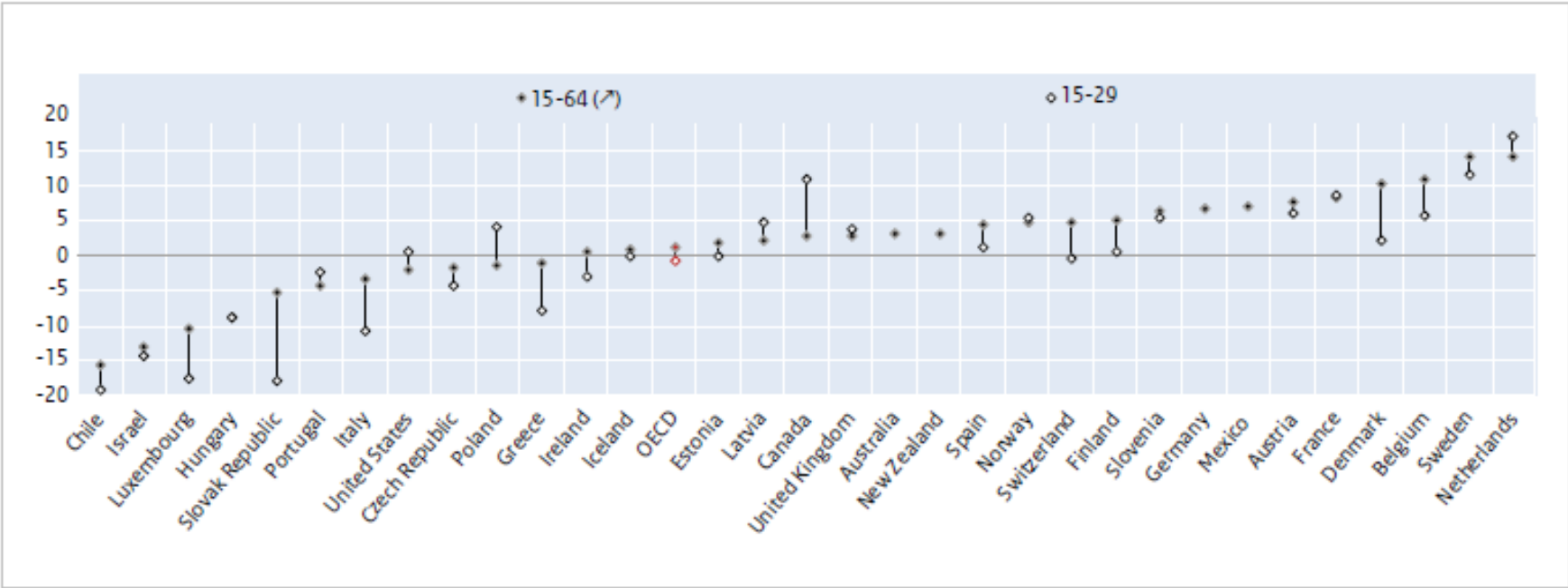


Bron: Stelsel van Sociaal-statistische Bestanden (SSB)<sup>12</sup>





# Difference in participation between foreign born and native born



Bron: OECD, 2016



## Efforts to improve the integration

- We are currently focussing on changing the **Integration law** for newcomers / status holders (*wet Inburgering*)
- We are also searching for evidence on how we can positively influence the **labour market position of Dutch residents with a non-Western migration background** (*verdere integratie op de arbeidsmarkt*)



## Our commitment: Further Integration into the labour market

1. Cut back the extent to which Dutch residents with a non-Western migration background lag behind on the labour market (1<sup>st</sup> and 2<sup>nd</sup> generation)
2. Get more status holders to work, decrease their dependency on benefits

How? By evidence based approach.

BUT: Literature and scientists gave insight in how big the problem was but gave **very little insight in possible evidence based solutions**

Therefore our approach became: **development of the evidence base**



# Experiments

1. Barometer cultural diversity
2. Nudging of pre-entry discrimination
3. Retain and advancement of staff
4. Combining learning and working
5. Intensive coaching for vulnerable groups
6. Unemployment Employee Insurance Agency (UWV)
7. study choice pre-vocational students (VMBO)
8. Work orientation / getting job ready for vocational students (MBO)



# 1. Barometer Cultural Diversity

- Tool developed by Statistics Netherlands
- Larger employers (> 250 employees) can (voluntarily and GDPR-proof!) give the social security numbers of their employees to Statistics Netherlands and receive a report on the company's cultural diversity
- This report is anonymous and where possible looks at paygrade and sub-divisions within a organisation
- Successfully tested with 10 employers and now looking at possibilities to make it available for all larger employers



## 2. Nudging of pre-entry discrimination

- Pre-entry discrimination **is context dependent** and is often **unconscious**. References, work experience, network etc play a role. Therefore we can influence the outcome
- With this experiment we testing different interventions ('nudges') regarding selection and recruitment with **20 – 30 employers in de public and private sector**
  - For example: structure job interviews, re-writing job descriptions
  - Within a company 2 departments are selected (experiment group and control group)
  - May 2019 – March 2021
  - Later this year: vignette study, experiments with algorithms and (temporary) employment agencies.



### 3. Retain and advancement of staff

- Experiment similar to nudging of pre-entry discrimination
- Looks at the effect of interventions and tools within companies to retain staff with a migrant background and improving their chances for advancement.
- Starts this month with 20 employers, runs until March 2021

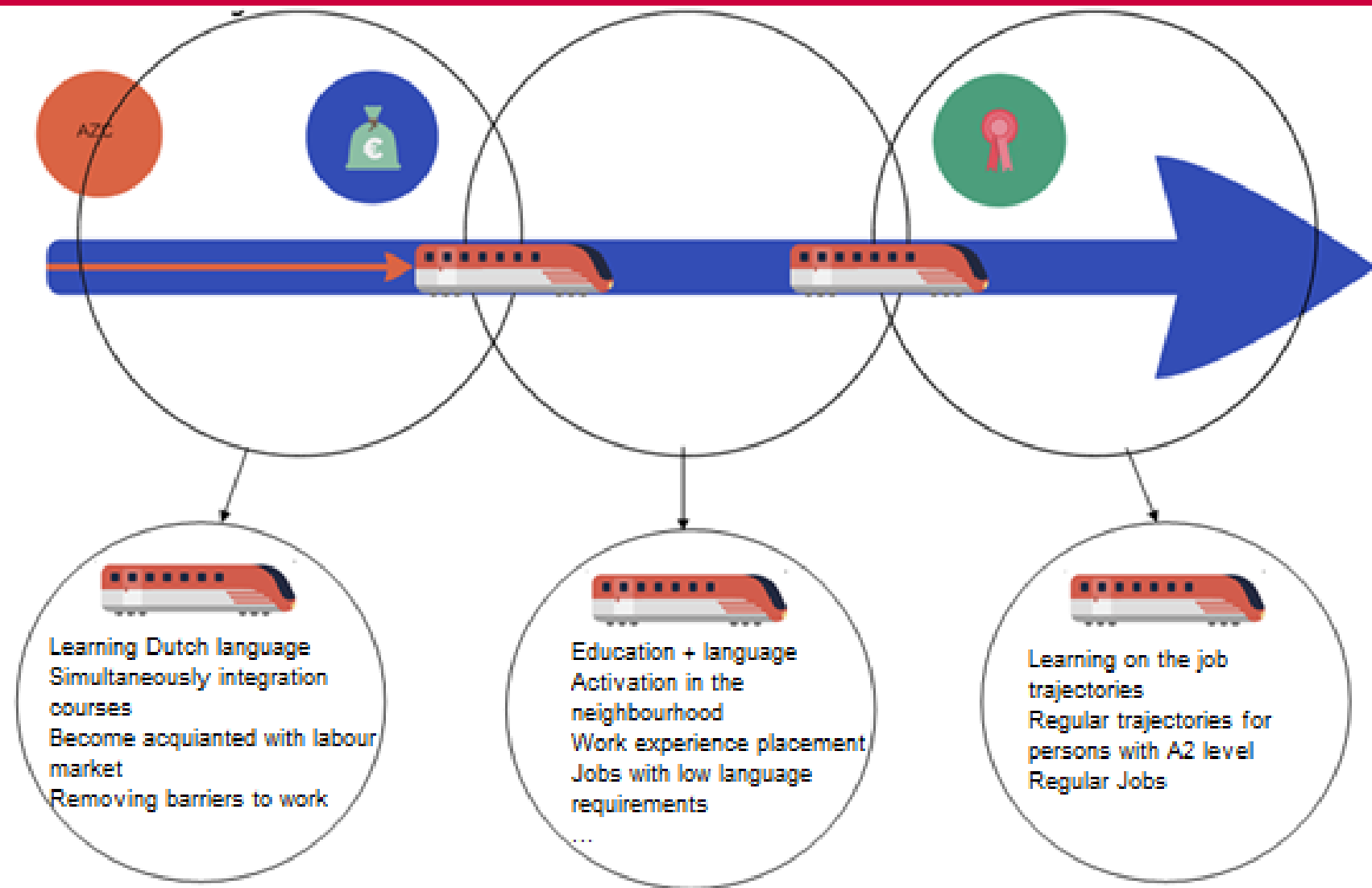


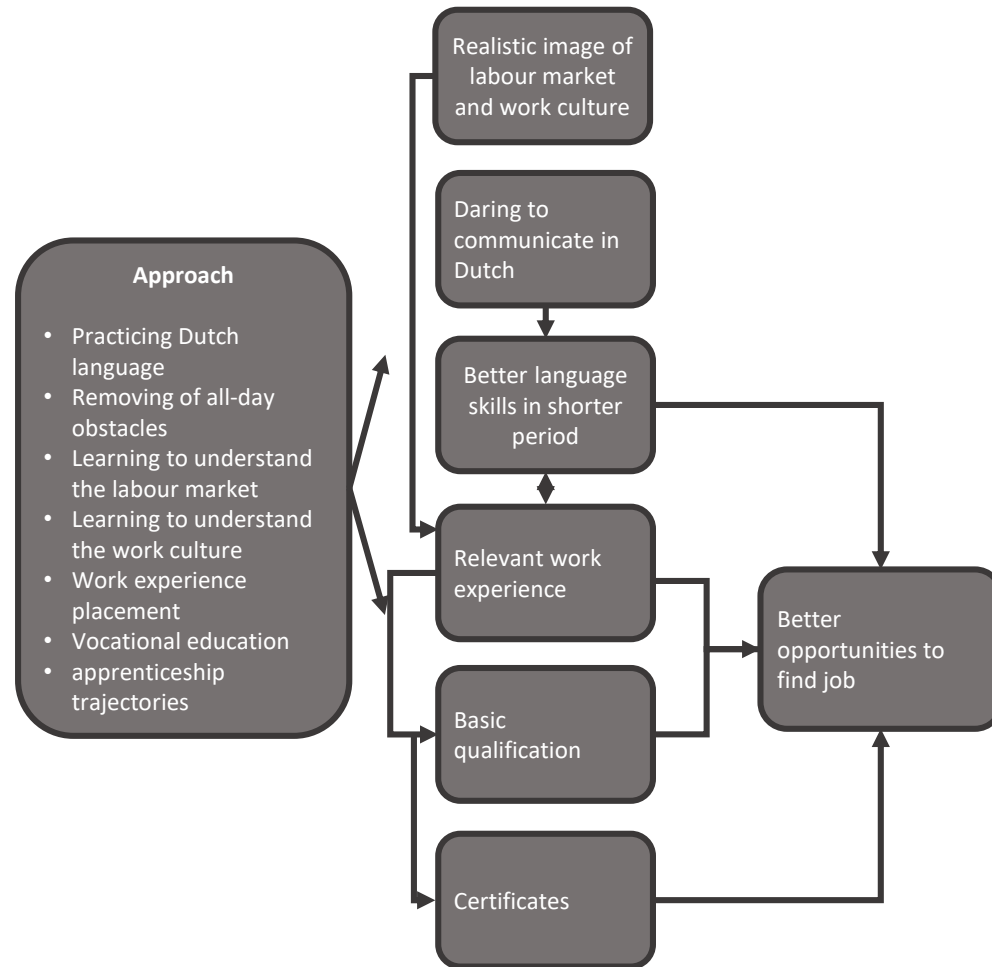
## 4. Combining Learning & Working

- Evaluate how combinations of learning and working can lead to sustainable participation
- 3 projects right now
  - Alliander technicians (10 refugees)
  - Railroad technicians (30 refugees)
  - Municipality Utrecht (300 status holders)
- 2 other municipalities join later with focus on older migrants





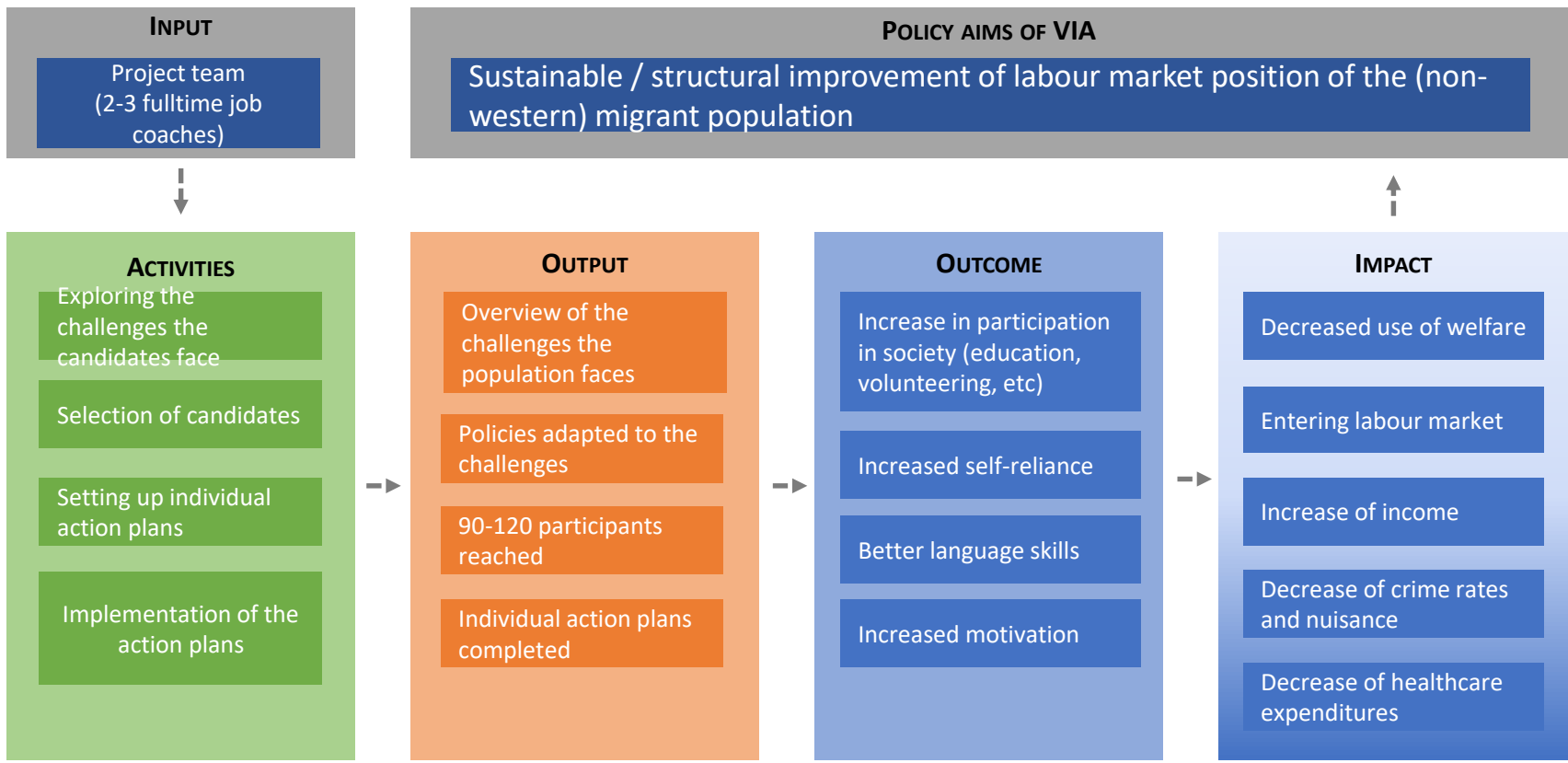






## 5. Intensive coaching for vulnerable groups

- Focus on **vulnerable groups with multiple problems**, for example Dutch residents with a Somali background
- **Intensive coaching** combined with putting **work first** has proven itself for other groups
- 1 municipality with focus on Somali, 3/4 municipalities will focus on a broader group
- Additional research in municipalities which already run programmes
- Starts this Quarter, until the end of 2020





## 6. Unemployment Employee Insurance Agency (UWV)

- Research shows that people with a non-western migrant background have less chance to find work from unemployment benefits (up to 30 % less).
- More research is being carried out to find out more about the causes.
- This will lead to a pilot that will test several adjustments in the services of the Unemployment Insurance Agency (UWV)
- Start end 2019/ beginning 2020



## 7 & 8 Youngsters: study choice and getting job ready

- Most 2nd generation youngsters (12-20) are in (pre-)vocational education
- The often following field of study that have little labour market perspectives
- And even if they are in a field of study with labour market perspectives, they are 4 times more likely to be unemployed with one year after finishing school and their Dutch friends without a migration background
- These pilots focus on interventions to improve study-choice and improve the entry on the labour market
- Start beginning of 2020, until the end of 2022



## Challenges

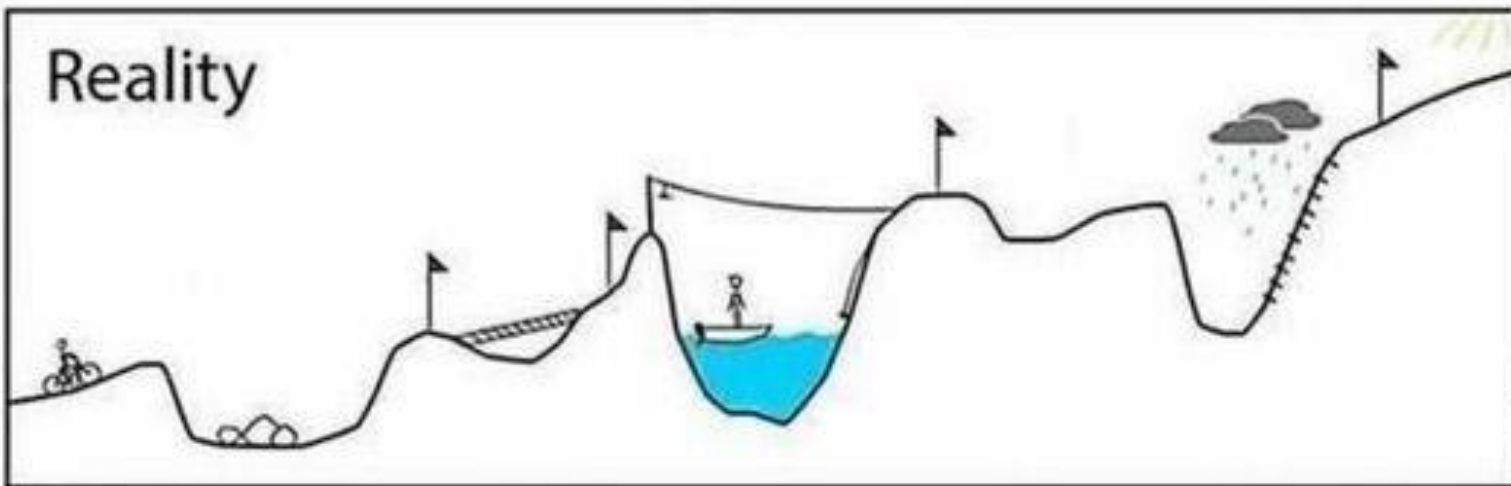
- Getting **partners to co-create** experiments (municipalities, employers, education institutions)
  - with a focus on monitoring, evaluation and measuring effectiveness
  - and our aim to randomize participants (experiment and control group)
- **Privacy laws** (GDPR)
- We are focussing on gathering evidence and not (yet) on a **macroeconomic effect**, however that is what is sometimes expected of us
- **Funds & Time**
- **Scale-up!**



Your plan



Reality







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