

**DG EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION
(DG EMPL)**

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Initiative	Keyword(s)
<ul style="list-style-type: none"> • DG EMPL put an increased focus in the framework of the European Semester on integration challenges experienced by people with a migration background and by refugees, in order to provide a succinct analysis of integration issues and issues related to the current inflow. • DG EMPL has increased its research activities in the field of integration of migrants and recently brought forward publications such as the joint paper “How are refugees faring on the labour market in Europe” in cooperation with the OECD, and the Working Paper "Labour market performance of refugees in the EU" (2017). Furthermore, DG EMPL has devoted a chapter on the integration of migrants in the “Employment and Social Development in Europe 2016 ” Annual Report. • DG EMPL published an online repository on "promising practices” about the most effective policies in the area of social and labour market integration of refugees and asylum-seekers, as well as skills. The promising practices have been collected by DG EMPL services, verified through the geographical desks and validated by EMCO (Employment Committee) and SPC (Social Protection Committee). The link to the webpage is: http://ec.europa.eu/social/main.jsp?langId=en&catId=1208. • DG EMPL published online the Mapping of Asylum Seekers and Refugees Integration Policies across EU Member States. The two tables provide a short mapping of the availability of labour market and social integration policies across EU and EFTA Member States to asylum seekers and refugees. http://ec.europa.eu/social/main.jsp?catId=1274&langId=en&intPageId=4316 • DG EMPL concentrates on improving peer learning across Member States by supporting knowledge exchange, through e.g. existing networks and programmes (e.g. European Alliance for Apprenticeship, European Network of Public Employment Services, Mutual Learning Programme, Youth Guarantee Coordinators). • At present, some of the stakeholders of the European Alliance for Apprenticeships and the European Pact for Youth contribute to the integration of migrants and refugees through apprenticeships, traineeships or first jobs entries. 	<p>Access to labour market; integration, living and working conditions</p>

- In the framework of the **New Skills Agenda for Europe**, DG EMPL announced the following initiatives:
 - Launch of a **‘Skills Profile Tool for Third Country Nationals’**: to support early identification of skills and qualifications of asylum seekers, refugees and other migrants to ensure visibility of skills. The tool will be made available to national and other services offering services to third country nationals (Launch 20 June 2017)
 - **Collaboration with national authorities** to support the recognition of migrants’ skills and qualifications: to support the training of staff in reception facilities to speed up recognition procedures, and promote the sharing of information and best practices on understanding and recognition of skills and qualifications
 - **A new Europass framework**: to promote documentation of skills and sharing of information and best practices on understanding and recognition of skills and qualifications
 - **Revision of the European Qualification Framework (EQF)**: to improve transparency of third-country qualifications through cooperation with third countries
 - **Online language learning courses**: available to newly arrived migrants, including refugees (100.000 licenses available to refugees over 3 years)
 - **The Council recommendation on Upskilling Pathways: New Opportunities for adults** aims: to support adults (including third-country nationals) to enhance their literacy, numeracy and digital skills and/or to acquire a broader set of skills by progressing towards higher qualifications.

- CEDEFOP will work in close cooperation with the European Commission to develop **new models and approaches to strengthen cooperation among Member States in developing more effective VET-related policies to support refugees' integration in the labour market.**

- **Within the Education and Training 2020, DG EMPL manages two expert groups** (including representatives of EU Member States, EFTA and candidate countries, European social partners and civic society organisations):
 - on adult learning and
 - on vocational education and training.

Both groups indirectly deal with issues concerning third country nationals in adult learning and VET sector. On 28 March 2017, a "**Joint seminar of Education and Training 2020 Working Groups on migration**" took place in Brussels. The meeting discussed on ways to develop a coordinated education and training response to

the issue of migration and also on how to help individuals to integrate successfully.

- **DG EMPL** gives the policy steering to the **Electronic Platform for Adult Learning in Europe (EPALE)**, a multilingual open membership community for teachers, trainers, researchers, academics, policy makers and other professionals in adult learning across Europe. EPALE hosts a wealth of resources on support for migrants and hosted in 2016 a Migrant Education Week.
- DG EMPL stepped up activities towards young vulnerable **NEETs** (young people not in employment, education or training), **including those with migrant background** by supporting awareness raising and outreach activities concerning the **Youth Guarantee** in a number of Member States. Furthermore, the European Commission adopted a Communication and accompanying Staff Working Document (SWD) on the implementation of the Youth Guarantee and the operation of the Youth Employment Initiative. The SWD examines the measures taken by Member States to improve outreach activities towards vulnerable NEETs and propose additional guidance and lessons learnt.
- DG EMPL supports capacity building at local level through the **"Supporting active inclusion of disadvantaged migrants in Europe through development and testing of local centres for social and economic integration"** **Preparatory Action**: commitment appropriations voted under the 2015 budget implemented through a direct grant to the International Organisation for Migration (IOM) with a total € 0.5 million for 2 years.
- The ESIRAS project (**Employability and Social Integration of Refugees and Asylum Seekers**) jointly implemented with the International Federation of Red Cross and Red Crescent Societies aims at establishing at municipal level Integration Centres providing information and training to asylum seekers and refugees to facilitate their integration in society and the labour market.
- The **2016 Economic and Social Innovation (EaSI) Call for the "Fast track integration into the labour market for third country nationals – targeting exclusively asylum seekers, refugees and their family members"** aims at funding projects to test and implement innovative policy schemes and delivery mechanisms that will ensure and facilitate a swift labour market integration of asylum seekers, refugees and their family members (with a particular focus on labour market integration of women). The available budget is EUR 14.2 mln. The Call was open from 21 December 2016 to 30 March 2017; evaluation is ongoing.
- **The European Social Fund (ESF)** can provide valuable support to the social inclusion and swift integration of migrants into the labour market in order to improve the employment opportunities of migrants. However, the

ESF support can only be granted to those migrants who have legal access to the labour market, or in cases where the Member States explicitly grant e.g. asylum seekers access to vocational training, or to actions concerning the education of minors (including minor asylum seekers or minor children of asylum seekers).

- In addition to the ESF, **the Fund for European Aid to the Most Deprived (FEAD)** can support migrants by providing them with immediate relief (food, basic material assistance) and promoting their social inclusion, regardless of their legal status. However, Member States define the target groups individually and the scope of support by FEAD depends on the scope of the national programme.
- In order to support the exchange of experience between the different actors on the use of ESF funding for refugee integration, EMPL has established the **ESF Thematic Network on Migrants**. Work has started already and the focus for the coming months will be on a) the recognition of informal skills and b) the role of employers within the integration process
- **Coordination and strategic alignment** with other EU Funds:
 - In close collaboration with DG HOME, DG EMPL produced a **guidance note** for member States' authorities on how to best use and exploit the synergies and complementarities between the European Social Fund, the Fund for European Aid to the most deprived and the Asylum, Migration and Integration Fund
 - In order to **maximise the use and impact of EU financial support** DG EMPL is (with DG AGRI, DG HOME and DG REGIO):
 - Supporting DG REGIO on the implementation of **urban innovative actions in the field of migrants and refugees**
 - Supporting the implementation of the **Action Plan on the Integration of TCNs**
 - Supporting the implementation of **EU strategic policy priorities** through reinforced cooperation across different Funds (incl. Migration and Security Agendas)
 - DG EMPL has (with DG AGRI, DG HOME and DG REGIO) reinforced cooperation through **dedicated exchanges and visits with national authorities** across the relevant EU Funds.
- **DG EMPL published a dedicated webpage on Social and labour market integration of refugees on DG EMPL website, providing access to various information related to most of the above activities.** Notably it refers to:
 - peer learning and knowledge exchange,
 - repository of promising practices,

- strategic alignment of EU funding instruments,
- publications and other resources.

The link to the webpage is: <http://ec.europa.eu/social/main.jsp?catId=1274&langId=en>

- As lead **DG for the coordination of EC relations with the ILO**, DG EMPL is coordinating EC inputs to ILO work on setting the global agenda on migration and refugees:
 - During ILO chairmanship of the global Migration Group on Improving global migration governance; the ILO strived to promote "better measures to govern migration as more and more people move around the world to find work", with the aim to draw greater attention to its Decent Work Agenda.
 - The EC will continue providing input to ILO's on-going work to widen and to adapt the "Transition from War to Peace" Recommendation 71 from 1944 (new discussion at the 106th International Labour Conference (ILC) in June 2017). The EC provided input to the operational guidelines on Fair Recruitment (general principles adopted in Sept. 2016). With the EU Presidency, the EC will provide input and contribute to a coordinated position of EU Member States during the General Debate on labour migration at the June 2017 ILC.

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Studies and related outputs			
1	Exploring integration and intergenerational social mobility for the children of immigrants	2017	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.
2	Upskilling, reskilling and employing adult refugees/migrants (forthcoming)	2017	A joint Cedefop-OECD briefing note following the Expert Forum on upskilling, reskilling and employing adult refugees in 2016 will be soon published.

3	The "Employment and Social Developments in Europe" 2016 Annual Report	2016	The report devoted a chapter to the integration of refugees, complementing the chapter in the 2015 report (see below).
4	Inferring Migrations: Traditional Methods and New Approaches based on Mobile Phone, Social Media and other Big Data	2016	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. As results were promising, a pilot project will be launched on its basis sometime in 2017.
5	Migration-Demography Database (Mig-Dem) project	2017	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.
6	Labour market situation and social inclusion of migrants – trends in living conditions of migrants & social attitudes among migrants	2016	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.
7	Annual Report on Intra-EU Labour Mobility	(2014-) 2016	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.
8	Online repository of promising practices in the social and labour market integration of refugees and asylum-seekers	2016	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.

9	Challenges in the labour market integration of asylum seekers and refugees - country studies and synthesis study	2016	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.
10	Key Considerations on the Labour Market Integration of Refugees	2016	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.
11	Measures to support the integration of asylum seekers and refugees	2016	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.
12	European Social Policy Network	2016 (ongoing)	Various reports on refugees and migrants conducted by the European Social Policy Network’s (ESPN) country experts.
13	How are refugees faring on the labour market in Europe – an in-depth analysis of the 2014 LFS Ad Hoc Module on Migrants	2016	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.
14	Measures to support the integration of asylum seekers and refugees	2016	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.
15	Social Agenda 44 - Integrating refugees	2016	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.

16	The "Employment and Social Developments in Europe" 2015 report	2016	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.
17	Pension Adequacy Report	2015	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.
18	The Labour Market Integration of New Arrivals	2014	The research evaluates the conditions under which new immigrants are able not only to find employment, but also to progress into middle-skilled jobs.
19	Filling the gap in long-term professional care through systematic migration policies	2014	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.
20	Study on Mobility, Migration and Destitution in the European Union	2014	The overall objectives of the present study are: - To gain a general understanding of the causes of destitution among different categories of non-nationals, with reference to: - To provide information on the extent of homelessness among non-nationals and on characteristics of homeless migrants; - To 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; - To evaluate the strengths and weaknesses of EU policies and legislation in tackling the problem of destitution among non-nationals.
21	Matching Economic Migration With Labour Market Needs In Europe	2014	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.

22	Improving Access to Labour Market Information for Migrants and Employers	2013	Funded by EMPL, done by IOM. 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
23	Recognition Of Qualifications And Competences Of Migrants	2013	Funded by EMPL, done by IOM. 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.
24	Labour Shortages and Migration Policy	2012	Funded by EMPL, done by IOM. 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).
25	Labour market inclusion of less skilled migrants	2012	Funded by EMPL, done by IOM. The purpose of this study is to draw attention to these two groups of less skilled migrant workers that are often treated differently from the highly skilled. Furthermore, it will try to identify the relevant labour market integration challenges and patterns. To this end, the study will map and assess the respective policy measures in various fields attempting to regulate migration and to support integration of this category of migrants.
26	Study on Active Inclusion of Migrants	2011	This study provides the European Commission with (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.
27	Migration, Employment and Labour Market Integration Policies in EU	2010	Funded by EMPL, done by IOM. This publication is an annual review of new 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.

28	Migrant women in the European labour force. Current situation and future prospects.	2008	This research was commissioned by the European Commission to improve understanding of the labour market outcomes of migrant women in the EU, and of the policies that affect these outcomes.
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