

# Key issues and good practices in the labour market integration of new arrivals

## *Findings from OECD work*

Thomas Liebig

International Migration Division

Directorate for Employment, Labour and Social Affairs, OECD

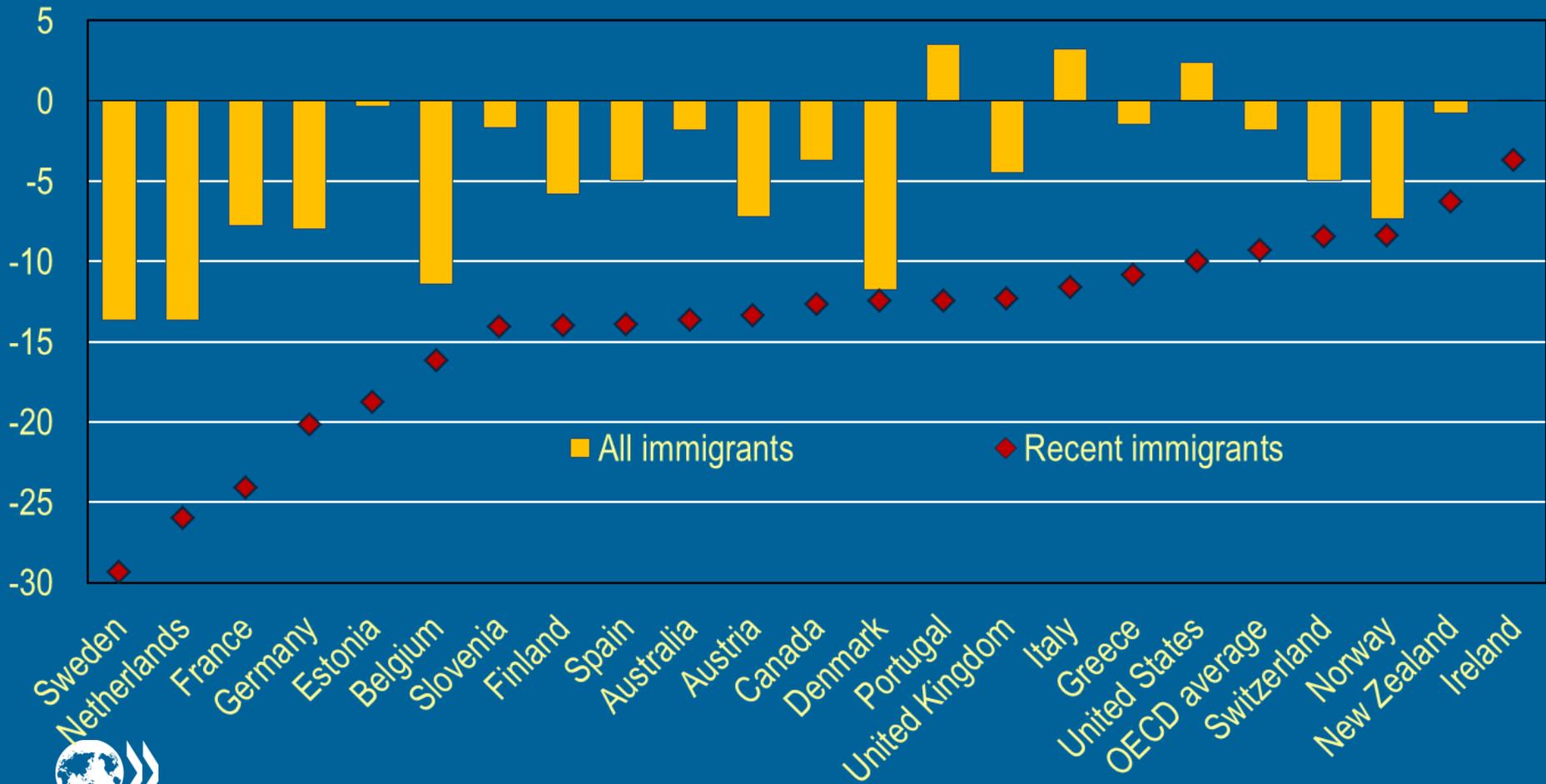
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# Introduction

- Increasing focus on new arrivals based on the observation that integration outcomes of past immigrant cohorts and their children have not always been satisfactory
  - Reasons for this are not fully clear – inadequate offering or lack of willingness to integrate?
  - In Europe, “integration” increasingly seen as migrants’ obligation; in the OECD settlement countries, it is seen as a natural choice
  - “Introduction programmes” are not always sufficiently targeted at labour market integration
- New immigrants have acquired their skills in a context that often differs a lot from that of the host country and requires
  - I. *Taking stock of the skills of migrants*
  - II. *Developing the skills that are needed*
  - III. *Activating unused skills*
  - IV. *Transmitting information immigrants’ skills to employers*

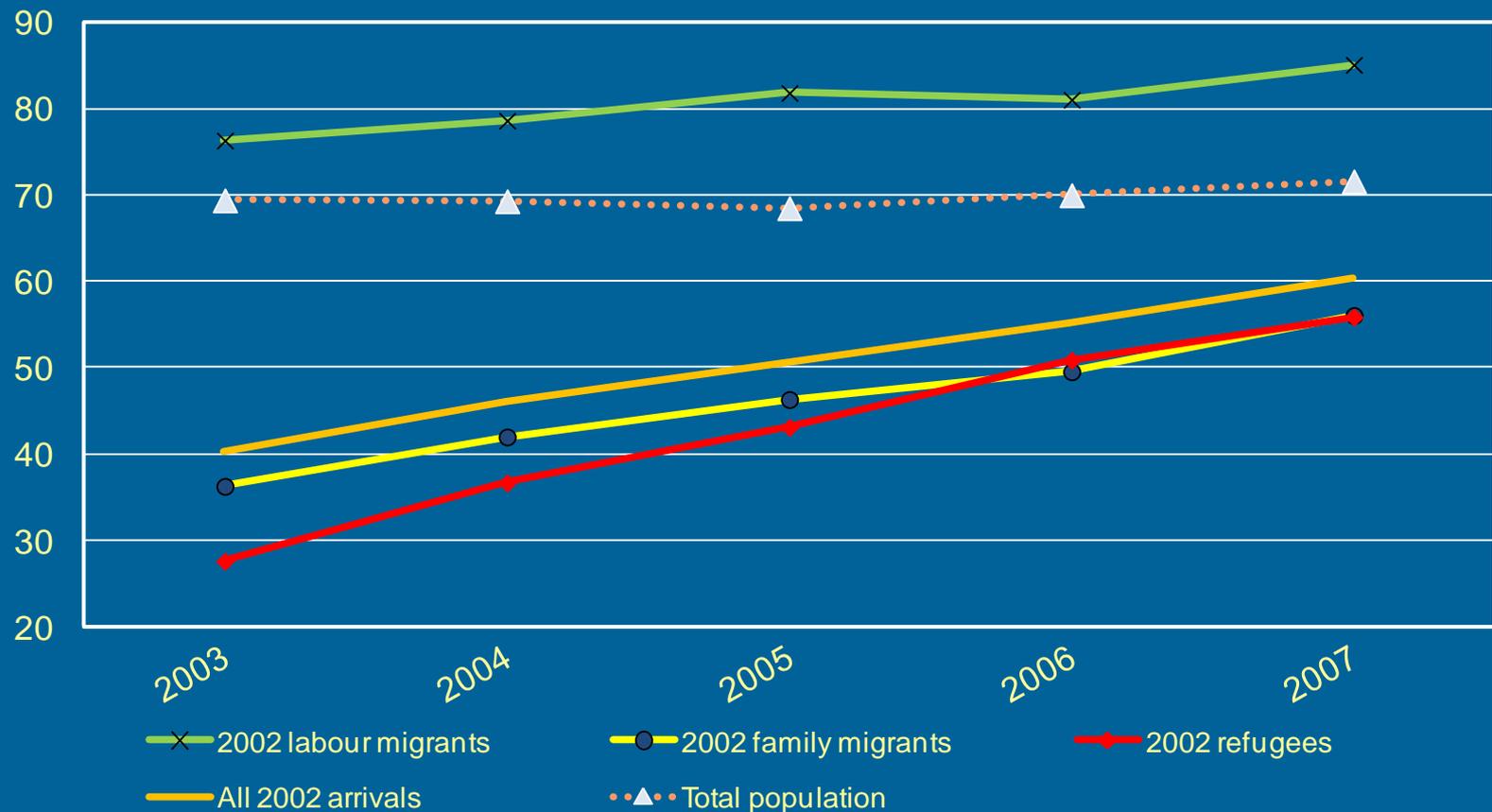
# In most countries, longer duration in the host country is associated with better outcomes...

## Employment/population of immigrants in, by duration, compared with the native-born population, selected OECD countries, 2012/13



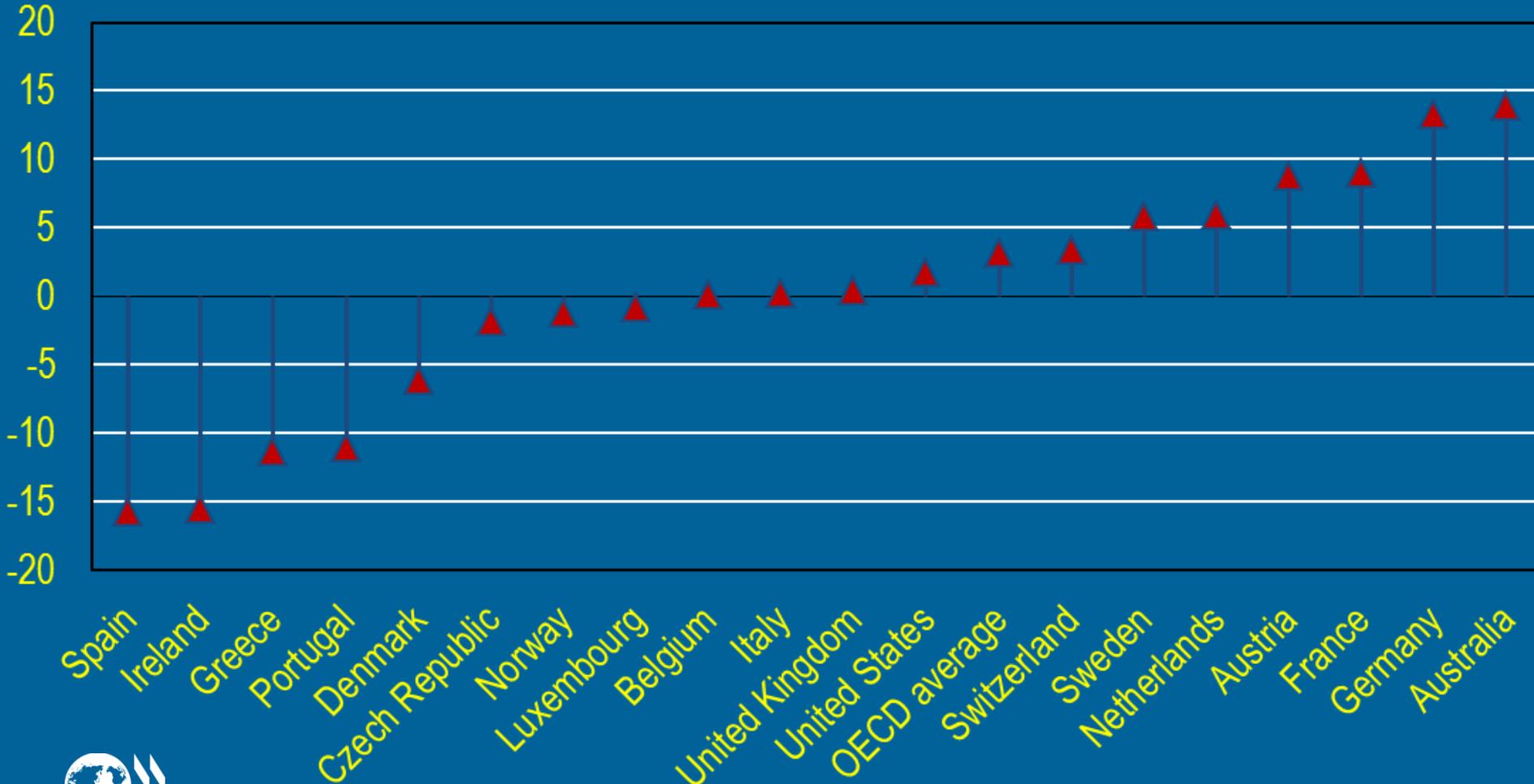
# Migrants' category of entry is the most important determinant of outcomes for new arrivals, *but there is some convergence over time*

Evolution of the employment/population ratios of the 2002 migrant cohort in Norway, by migration motive, compared with the native-born population



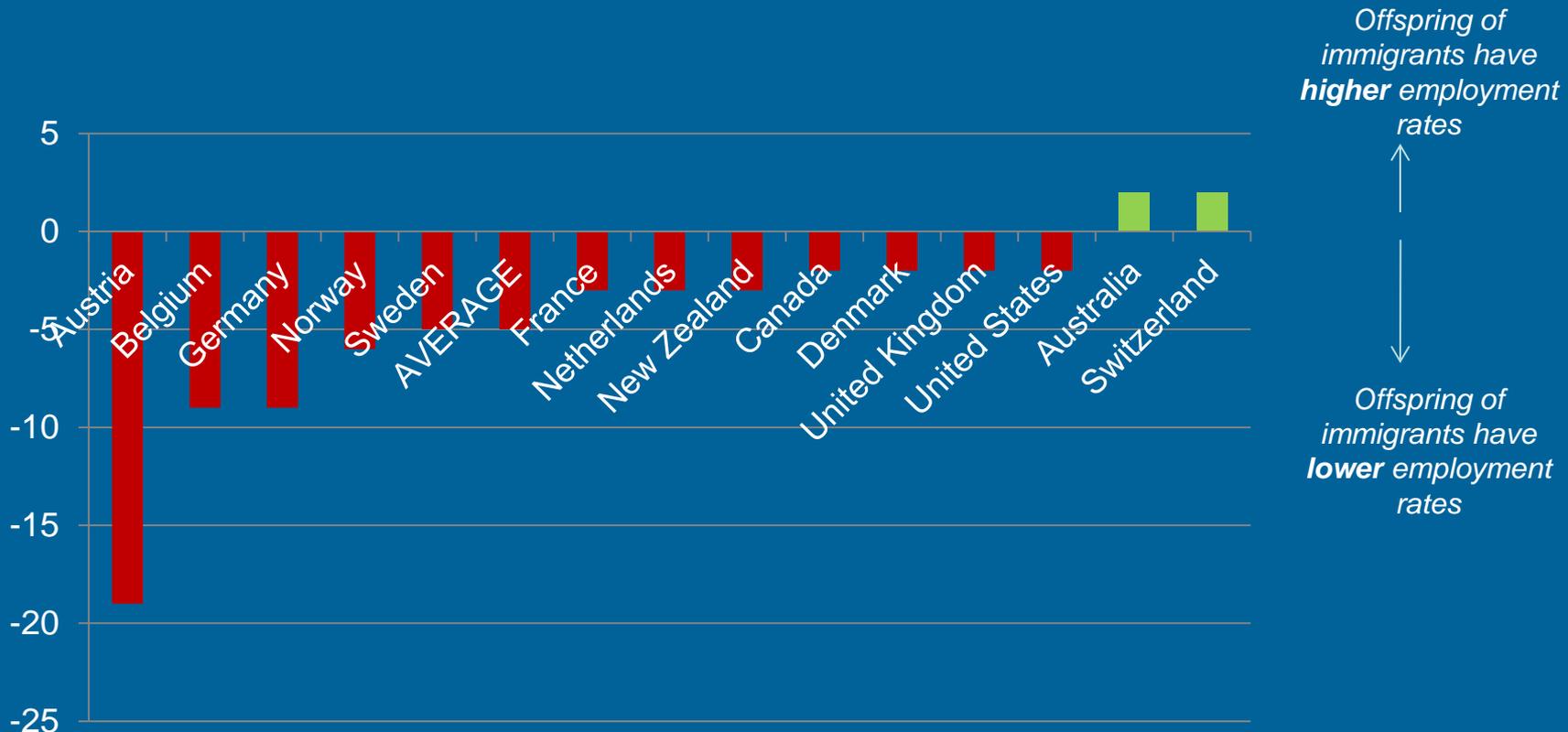
This is also visible when following migrant cohorts over time, although labour market conditions clearly matter

Percentage-point changes in the employment rate of recent arrivals (less than five years of residence) in 2007 by 2012



# The focus on recent arrivals should not conceal persistent difficulties, even for native-born children of immigrants

Differences in the employment/population ratios of highly-educated native-born offspring of immigrants and offspring of natives, men, 20-29 and not in education, around 2008



# This points to structural issues

- Parental background characteristics
- Networks
- Knowledge about labour market functioning
- Discrimination

# Good practices to facilitate rapid integration of new arrivals

- Link language acquisition with work experience and provide stepwise introduction into the labour market (*Denmark, Sweden*)
- Adapt language courses to the needs of the labour market and to immigrants' competence levels (*Australia, Denmark, Germany*)
- Focus on the recognition of foreign credentials, both pre- and post-departure (*Australia, Austria, Canada, Germany, Netherlands*)
- Incentives for municipalities to get immigrants rapidly integrated into the labour market (*Denmark, Norway, Sweden*)
- Target introduction programmes towards immigrants lacking basic skills (*Norway*)
- Work with the social partners (*Belgium*)
- Provide mentorship programmes (*Denmark, France*)

# New challenges

- Increasing heterogeneity of immigration flows - both in terms of category (labour, family, free mobility, humanitarian) and skills levels within these categories - requires more tailor-made approaches
- For immigrants lacking basic skills, significant and long-term investment must be made without immediate pay-off
- In Southern Europe, many low-skilled labour migrants arrived just prior to the crisis, raising issues of long-term employability and appropriate target groups (i.e. who is likely to stay?)
- Family migrants who do not depend on benefits are often neglected in integration measures, although they are a key group – and the impact extends on their children

For further information on the OECD's  
work on integration:

[www.oecd.org/migration](http://www.oecd.org/migration)

Thomas.Liebig@oecd.org

