

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

Findings from OECD work

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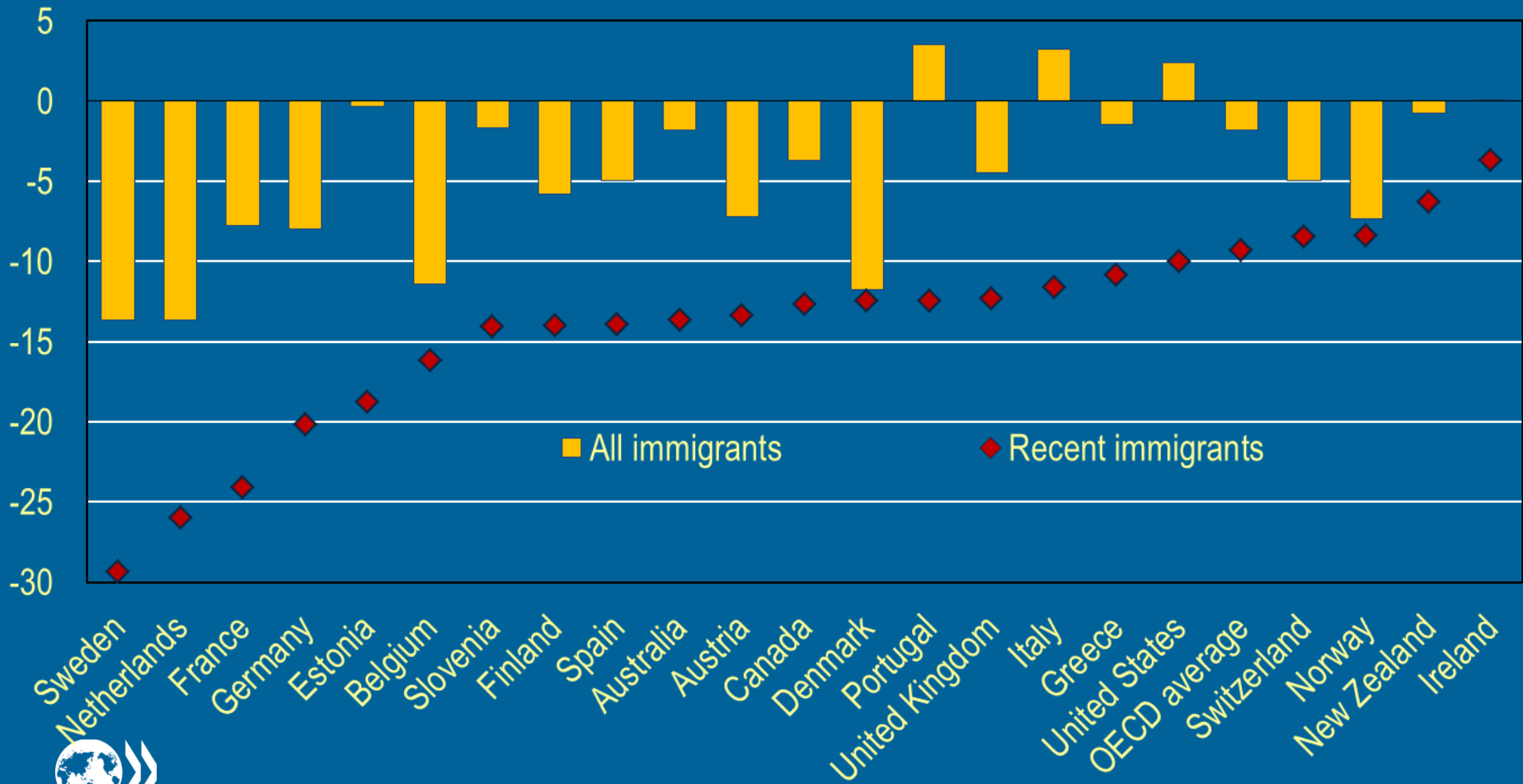
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Introduction

- 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*

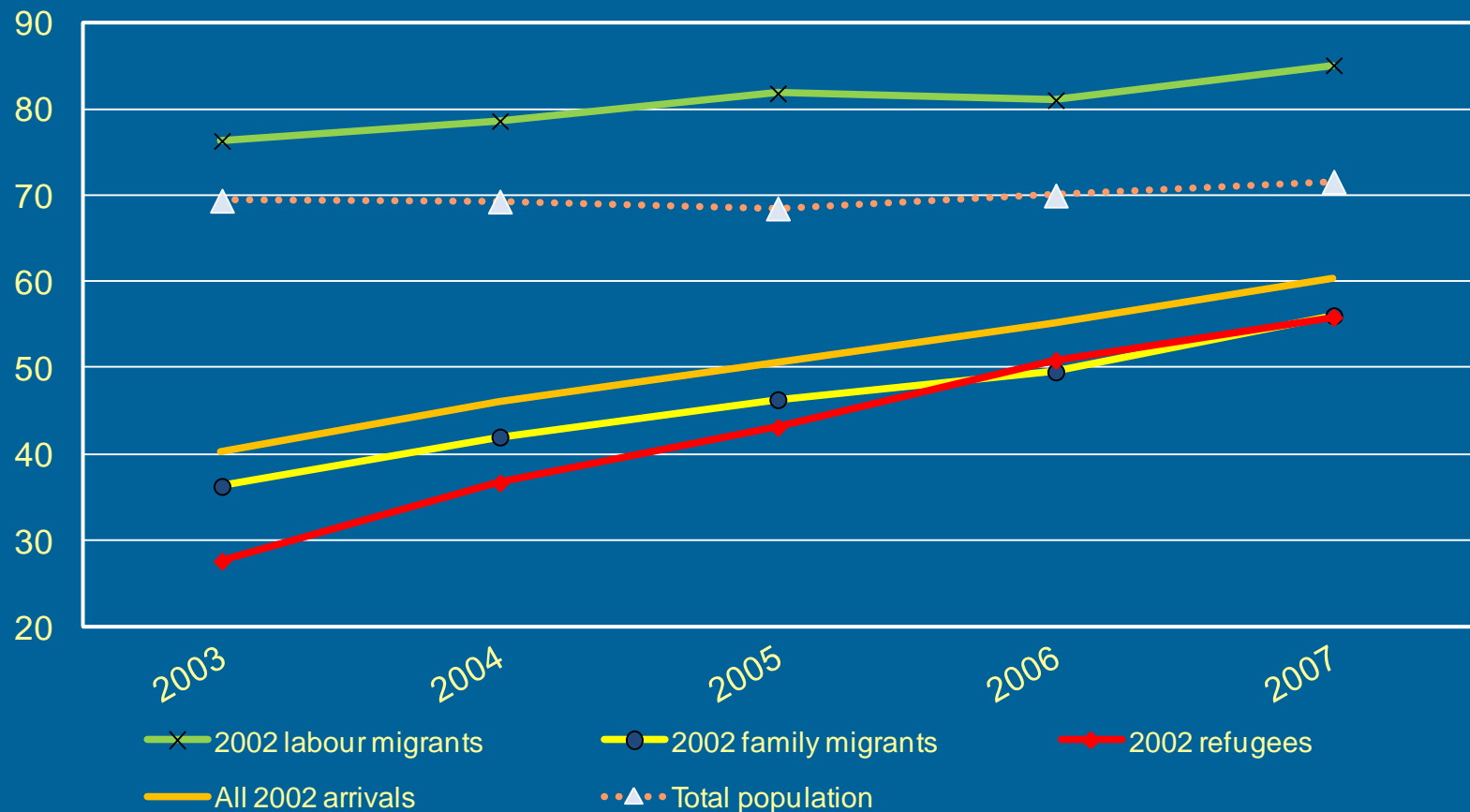
In most countries, longer duration in the host country is associated with better outcomes...

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



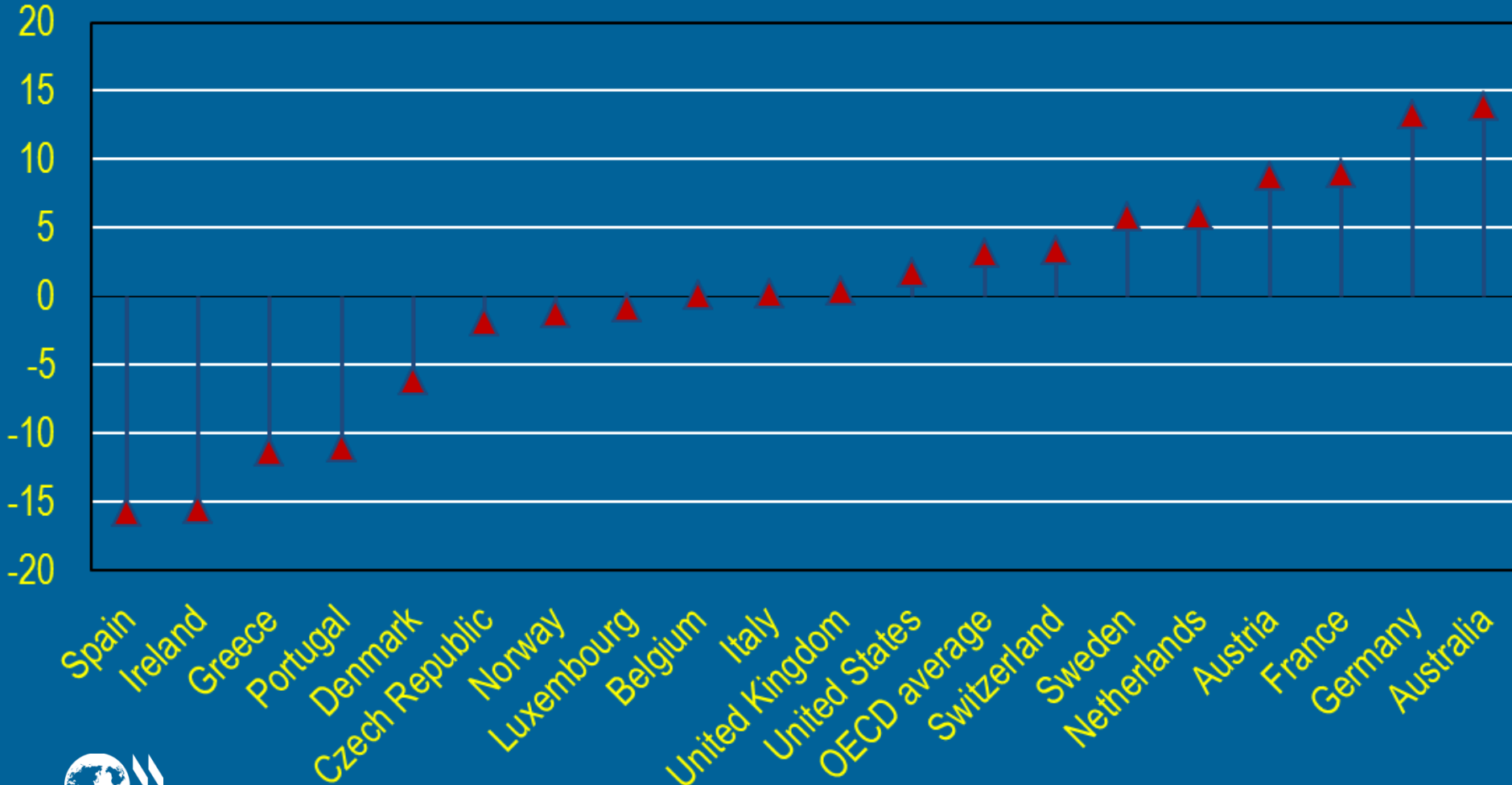
Migrants' category of entry is the most important determinant of outcomes for new arrivals, *but there is some convergence over time*

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



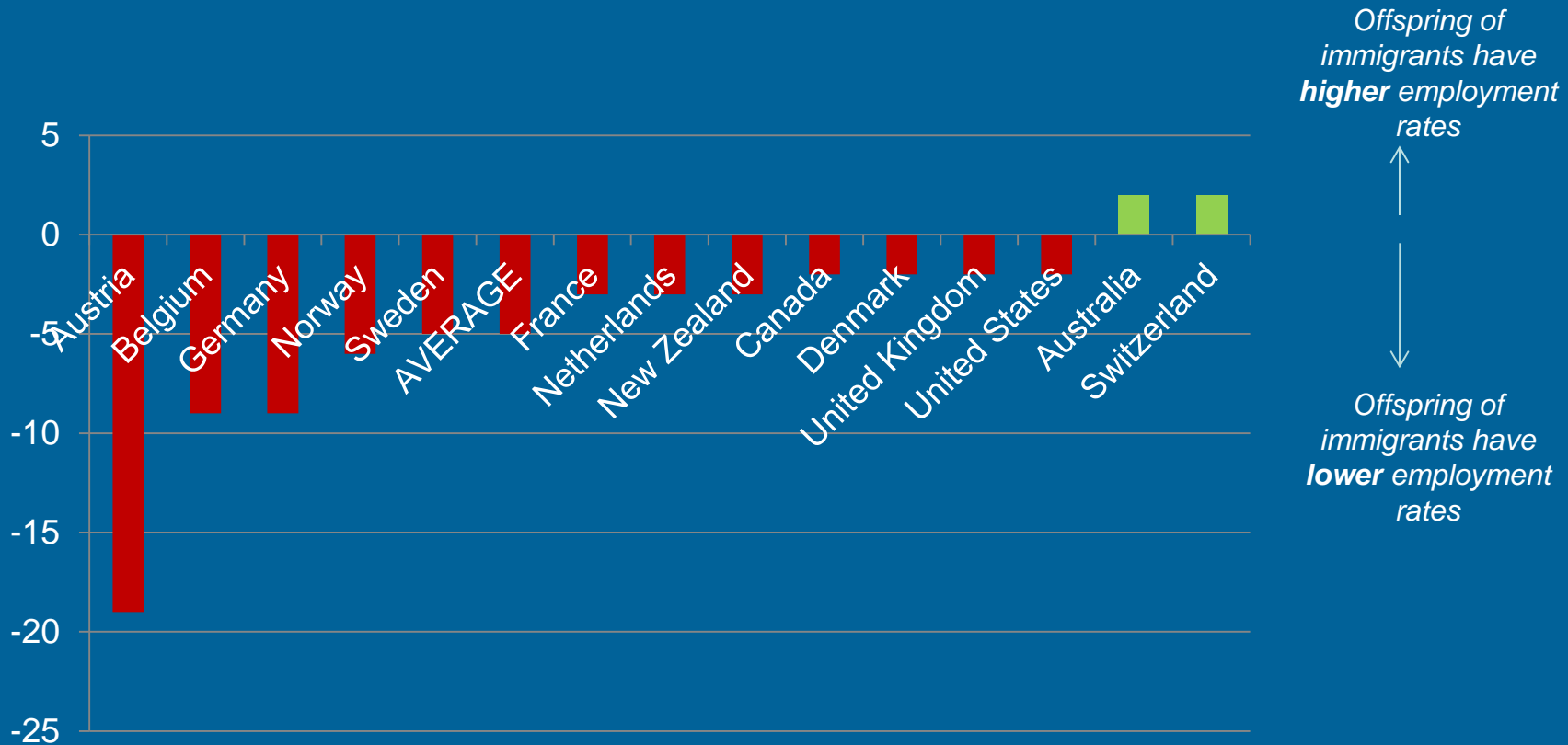
This is also visible when following migrant cohorts over time, although labour market conditions clearly matter

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

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