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4.14.4.3. Employment

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icon for support on employment

While the majority of initiatives in 2022 focused on supporting persons with temporary protection to rapidly find employment, initiatives continued to also facilitate the integration of beneficiaries of international protection through employment. Policies were reviewed to enhance their efficiency. The European Commission launched the EU Talent Pool Pilot initiative to help people fleeing the war in Ukraine in finding employment in the EU. The Croatian Ministry of the Interior underlined that people with temporary protection were given free access to the labour market and they are referred to the EU Talent Pool initiative to support them in finding a job.

The Belgian Fedasil's new management plan *(see Section 4.7)* requires the agency to put more emphasis on preparing residents for life after reception, for example, through employment support and the acquisition of skills.1222

In France, the agents of the employment service ("*pôle emploi*") intervene during workshops dedicated to accessing the labour market during the civic training under the republican integration contract. In addition, an "employment space" was created in the single desks for beneficiaries of international protection to inform them of support services. A translation device was also rolled out for the agencies of the employment service to facilitate access of beneficiaries of international protection to their services. New specific devices and pilots were developed under the supervision of the Ministry of Labour and the Ministry of Education to facilitate the recognition of qualifications and skills.

A new online platform was launched by UNHCR Greece in partnership with the Catholic Relief Services to connect asylum seekers and beneficiaries of international protection with prospective employers. The platform supports the general work of the Adama Integration Centre, run by the Catholic Relief Services, Caritas Hellas in partnership with UNHCR.1223

The Cities Network for Integration published its first study identifying obstacles for the employment of beneficiaries of international protection in Greece and suggested solutions for overcoming them.1224

In order to familiarise employers with a beneficiary's right to full access to the labour market, the Cyprus Refugee Council, in collaboration with the UNHCR Representation in Cyprus, launched the online digital platform, 'HelpRefugeesWork', which connects employers and

training providers with beneficiaries and acts as an advocacy tool. Between 2018 and 2022, more than 900 beneficiaries of international protection registered in the platform, applied for jobs and received employment-related guidance and support. At the same time, more than 50 well-known businesses covering a wide spectrum of employment sectors have posted positions.[1225]

The Danish government and social partners (representatives of employer organisations and trade unions) agreed to continue with the Initial Integration Training scheme, offering paid internships and training for beneficiaries of international protection, which is complementary to other schemes offering work placements, wage subsidies and mentoring. The scheme was launched in 2016 and was originally planned as a 3-year pilot.[1226]

In Italy, the National Association of Employment Agencies and four trade unions signed an agreement to facilitate the labour market integration of beneficiaries of international and national forms of protection.[1227] The association also launched a partnership with UNHCR with the same objective.[1228] As a result of these collaborations, a new online platform was launched in four languages to present the support measures which are available.[1229] In addition, UNICEF published a practical guide in cooperation with the Ministry of Labour and Social Affairs on supporting young beneficiaries of international protection in their transition to the labour market.[1230]

In Malta, the Human Rights Directorate entered into an agreement with the Directorate for Research, Lifelong Learning and Employability to provide literacy courses in Maltese and English from January to June 2022. The completion of these courses was intended to facilitate students' admission into the 'I Belong' Programme, which aims to provide a holistic approach to integration.[1231] In addition, Jobsplus and the Maltese Public Employment Service administer an AMIF-funded project, Employment Support Services for Migrants. The aim of the project is to focus on increasing the employability of migrant job seekers. Jobsplus has set up a specific unit to offer eligible migrants guidance, upskilling and other professional support services. It offers guidance services, job brokerage and training courses, including language training in Maltese and English.[1232]

In the Netherlands, COA and United Work implemented an employment pilot for recognised beneficiaries of international protection in the Eindhoven region. 90 people underwent an assessment, and when their skills matched employment opportunities, they could start working within 1 month, after an initial training. After the trial period, they receive an employment contract which is valid for at least 6 months.[1233]

The Spanish Ministry of Inclusion, Social Security and Migration and Reporters without Borders signed an agreement for the integration of beneficiaries of international protection working in communications and journalism.[1234] In addition, to expedite the process of recognising academic qualifications of beneficiaries, which according to reports used to range from 9 months to 2 years, a new law was passed in October 2022 establishing a deadline of 6 months for relevant authorities to decide on diploma recognition.[1235]

The law firm DLA Piper launched a legal education training programme in 2021 for applicants and beneficiaries of international protection in Ireland, through the Irish Refugee Council. In

2022, the programme was completed with a partnership with Deloitte, providing three 6-month internship opportunities for the programme's participants.[1236] DLA Piper offered similar training in Spain[1237] as part of their global collaboration framework with UNHCR.[1238]

Transparency International Ireland and the Irish Refugee Council launched a joint project encouraging vulnerable workers – especially beneficiaries of international protection – to speak up about unsafe working conditions. Workers are offered guidance and free legal advice on their rights.[1239]

In Switzerland, SEM published the results of the third edition of the pre-apprenticeship integration pilot programme in 2020-2021. 60% of the participants accessed initial vocational training after the programme, despite the challenges encountered during the COVID-19 pandemic. During the fourth edition in 2021-2022, slightly less people applied and 55% of the participants accessed initial vocational training.[1240] The continuation of the programme was approved by the Swiss parliament in 2021, and it will become a permanent programme in 2024.[1241]

The Swedish Public Employment Service published a report showing an important increase in the number of unemployed people who lack upper secondary-level education, with the majority of them being female beneficiaries of international protection. The report argues to establish more efforts to identify and eliminate obstacles for these women to enter the labour market.[1242]

The Nordic Council of Ministers published a comparative analysis of the labour market integration of beneficiaries of international protection between 2008 and 2019 in Denmark, Norway and Sweden. The study found that policies in all three countries were reasonably efficient. All three Scandinavian countries have substantial earnings and employment gaps between refugee men and women, but these gaps narrow somewhat after several years of residence. The analysis noted that Norway and Sweden have similar labour market integration outcomes for beneficiaries, but employment and earning levels were significantly lower in Denmark, both in the short and long term. *(see Section 4.14.3.4)*.

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