

**European Union Programme for Employment and Social Innovation (EaSI)  
2014 - 2020<sup>1</sup>**

**FINAL TECHNICAL REPORT TEMPLATE**

<b>1) Title of the action:</b>	The Labour Market Integration of New Immigrants in Europe: Analysis and Policy Evaluation
<b>2) Reference number (grant agreement/contract):</b>	VS/2012/0247 (SI2.627295) ILO: GLO 12/20/EEC

**3) Main objectives:**

Produce new empirical evidence on the labour-market integration trajectories of recently arrived immigrants.  
Provide an integrated picture of the role of policies in facilitating newly-arrived immigrants' access to the labour market and to middle-skilled jobs.  
Examine concrete steps that governments can take to ensure that immigrant-integration policies and the broader system of workforce-development, training, and employment programmes support new arrivals' access to well-paying, stable jobs.

**4) policy themes:**

Labour market integration  
Migration and efficient use of human resources  
Geographical and occupational mobility  
Workforce development (vocational training, language training)  
Employment services  
Policy coordination

**5) Summary of the implementation of the activities<sup>2</sup>:**

<b>Planned</b>	<b>Implemented</b>
<p><b>Months 1-6:</b></p> <ul style="list-style-type: none"> <li>- Desk research, including review and evaluation of existing studies on labour-market integration trajectories</li> <li>- Consultations with prospective data and policy experts</li> <li>- Report and meeting in Brussels with DG Employment team to agree on selection of case studies</li> <li>- Finalizing methodology design for data studies and commissioning these studies to</li> </ul>	<p><b>Months 1-6 :</b></p> <ul style="list-style-type: none"> <li>- Desk research, including review and evaluation of existing studies on labour-market integration trajectories</li> <li>- Consultations with prospective data and policy experts</li> <li>- Report and meeting in Brussels with DG Employment team to agree on selection of case studies (Jan. 2013)</li> <li>- - Finalizing methodology design for data studies and commissioning these studies to</li> </ul>

<sup>1</sup> REGULATION (EU) No 1296/2013

<sup>2</sup> To be introduced for each key activity

<p>country data experts</p> <p><b>Months 7-13:</b></p> <ul style="list-style-type: none"> <li>- Receiving, editing and reviewing drafts and working with authors to develop and finalize case studies</li> <li>- Desk research for second project phase, including critical review of existing studies and evaluations of immigrant-integration policies</li> <li>- Commissioning second-phase case studies from country policy experts</li> </ul> <p><b>Months 14-22:</b></p> <ul style="list-style-type: none"> <li>- Receiving, editing and reviewing drafts, working with authors to develop and finalize second-phase case studies</li> <li>- Consulting with relevant policymakers to fill remaining knowledge gaps and test findings</li> <li>- Writing synthesis report</li> </ul> <p><b>Months: 23-24:</b></p> <ul style="list-style-type: none"> <li>- Dissemination, including public event and media outreach</li> </ul>	<p>country data experts</p> <p><b>Months 7-13:</b></p> <ul style="list-style-type: none"> <li>- Receiving, editing and reviewing drafts and working with authors to develop and finalize case studies</li> <li>- Desk research for second project phase, including critical review of existing studies and evaluations of immigrant-integration policies</li> <li>- Commissioning second-phase case studies from country policy experts</li> </ul> <p><b>Months 14- 22:</b></p> <ul style="list-style-type: none"> <li>- Receiving, editing and reviewing drafts, working with authors to develop and finalize second-phase case studies</li> <li>- Consulting with relevant policymakers to fill remaining knowledge gaps and test findings</li> <li>- Writing synthesis report</li> </ul> <p><b>Months 23-24</b> (= Aug. – Sept. 2014):</p> <ul style="list-style-type: none"> <li>- Finalization of synthesis report; dissemination of first batch of policy case studies</li> </ul> <p><b>Months 25-27:</b> (= Oct. – Dec. 2014)</p> <ul style="list-style-type: none"> <li>- Dissemination of remaining batch of policy case studies; public event in Brussels, media outreach, on-line dissemination</li> </ul>
<b>Changes</b>	
<p>While the project had progressed according to its initial timetable (see above), a no-cost extension was decided so that the dissemination of the policy studies would not fall in the midst of the summer. And the public event, including the distribution of the final report, could be held in Brussels in mid -November instead of early September, followed by further media outreach and online dissemination of the project results in November/December 2014. Proceeding in this manner better enabled the team to showcase the work to its full potential.</p>	

<b>6) Were those target groups involved ?(more than one group possible):</b>	<b>Yes/No</b>
(a) national, regional and local authorities	(a) Yes
(b) employment services	(b) Yes
(c) specialist bodies provided for under Union law	(c ) No
(d) the social partners	(d) Yes
(e) non-governmental organisations	(e ) Yes
(f) higher education institutions and research institutes	(f) Yes
(g) experts in evaluation and in impact assessment	(g) No
(h) national statistical offices	(h) Yes
(i) the media	(i) Yes
(j) others	

7) Were the following issues addressed?	Yes/No
<ul style="list-style-type: none"> <li>- youth employment</li> <li>- combat long-term unemployment</li> <li>- fight against poverty and social exclusion</li> <li>- promotion of equality between women and men</li> <li>- promotion of a high-level of quality and sustainable employment</li> <li>- guarantee adequate and decent social protection</li> <li>- combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation; pay particular attention to vulnerable groups, such as young people</li> <li>- transnational dimension</li> </ul>	<p>No</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>No</p> <p>Yes</p> <p>Yes</p>
<p><i>How were those issues addressed? (max 2000 characters)</i></p> <p>In looking at recent immigrants and in adopting a comparative cross-country case study methodology, this project clearly had a transnational dimension. The purpose of this project was to find out more about immigrants' labour market integration. What barriers do new arrivals face (e.g. are they being discriminated) and what policies can usefully be adopted to give them access to the labour market and eventually to better paying, stable jobs. Both combatting discrimination and promoting quality and sustainable employment were therefore central issues for this project. Indeed, the project was born under the assumption that EU countries will only be successful in reaching higher overall employment rates when swiftly integrating newcomers into their labour markets in a non-discriminatory fashion so as to fully use their potential. The failure of new immigrants to enter the labour market early, in occupations consistent with their skills, and in sectors that offer opportunities for upward job mobility, can have a "scarring effect" that persists throughout a worker's career and that can lead to long-term unemployment, poverty and social exclusion in the worst cases. Questions of how to avoid long-term unemployment, poverty and social exclusion were thus indirectly tackled under this project. Issues of equality between women and men were also addressed in that the project carefully considered different labour market outcomes for men and women migrant workers and kept in mind that not all policy measures reach women and men in the same way. The project relied on a combination of data analysis, qualitative research, and interviews with government representatives, social partners, service providers, academics and other experts. Six EU countries were studied in depth: the Czech Republic, France, Germany, Spain, Sweden, and the United Kingdom. These were selected to provide a spread of different demographic, economic, and social contexts.</p>	

8) Key messages
<p>- The employment gaps between native and foreign-born workers not only persist but have widened since the onset of the global economic crisis of 2008-09, with particularly significant effects on women, migrants who come on a visa other than a work visa and immigrants from outside the European Union.</p>

- While some EU countries have made sizeable investments in labour market integration policies over the past decade, they have focused primarily on getting immigrants into work. As a result, these policies have struggled to facilitate career progression over time.
- Europe's demographic prospects make clear that countries can ill afford to squander the potential of their residents — wherever they come from.
- There is clearly no quick fix to the problem of immigrants stuck in low-skilled work or unemployment but there are promising innovations in some countries (and the project documents these).

## **9) Conclusions**

The project offers a series of recommendations for policy makers to consider, including:

- Improving the incentives for public employment agencies to serve the needs of migrants and developing a better-trained and/or more specialized workforce of advisors to provide both short- and longer-term career advice — rather than focusing exclusively on getting people to work as quickly as possible in any job.
- Funding partnerships between employers and training institutions to assist employers willing to facilitate language instruction or support apprenticeships and work experience programmes.
- Breaking down siloes between ministries /agencies and policy areas and improving the coordination of policies enacted at federal, state and local levels, while promoting common goals, information sharing and mutual accountability for integration outcomes.
- More effective evaluation of innovative labour market integration programmes and monitoring of their impacts over the long term.

## **10) Policy follow-up**

Some of the above recommendations can be implemented at relatively low cost, as is underlined in the project's final report. Widespread knowledge about and understanding of the project's findings will therefore be crucial to influence policy makers' decision and bring about concrete policy action.

An event in Brussels in November 2014 already served to bring together policy makers and other key stakeholders from the six case study and other EU countries to exchange information and learn about innovative labour market integration measures (see also under point 11.2 below).

The ILO intends to follow up on this project beyond its closing date in continuing to disseminate the project results and recommendations, including to non-EU countries. Thus, in February 2015, the project was presented to a group of Norwegian parliamentarians, following their discussion with the ILO's Director General on migration policy in general. Policy makers and students of immigration policy in Canada will learn about the project and its findings during a summer school organized by University of Montreal, to take place in late June/early July 2015. An ILO Geneva-based exchange of good practices / mutual learning event is also planned for 2015 (exact date to be confirmed). Many ILO Member States are now new immigration countries and will have to consider issues of labour market integration to improve the functioning of their labour markets. The project findings will be used to support future ILO policy advice.

# 11) Quantitative information on outputs delivered by the action:

11.1. Analytical outputs (number of outputs, irrespective of whether they were published or not. An output produced in several languages counts as a single output)	Number of outputs
<ul style="list-style-type: none"> <li>Newly developed and/or maintained quantitative and qualitative databases</li> </ul>	
<ul style="list-style-type: none"> <li>Common methodologies, classifications, micro-simulations, indicators and benchmarks</li> </ul>	
<ul style="list-style-type: none"> <li>Reports: surveys, studies, analyses and expertise</li> </ul>	16 (two unpublished)
<ul style="list-style-type: none"> <li>Evaluations and impact assessments</li> </ul>	1 (ILO self/internal evaluation)
<ul style="list-style-type: none"> <li>Monitoring and assessment reports on the transposition and implementation of Union law</li> </ul>	
Has your project implemented social policy experimentation as a method for testing and evaluating innovative solutions?	Yes/No
<p><i>How and to whom were the reports disseminated: target audiences (e.g. EU, national, regional or local policy-makers, socio-economic partners, etc.) and means used (e.g. printed copies, Internet, etc.)? (max 2000 characters)</i></p> <p>The reports were disseminated through the ILO's and Migration Policy Institute (MPI)'s distribution lists, and extensively promoted on social media. ILO reaches out to governments, employers' and workers' organizations in particular. Dissemination took place via ILO's Department of Communications and relevant country offices in Berlin, Madrid and Paris. MPI has a significant social media profile in the immigration community, with a wide following of policymakers, experts, and students (while subscription numbers fluctuate, the numbers for Twitter currently stand at 12,900 and for Facebook at 8500). Press releases linking to electronic versions of the country policy and data reports went to audiences of about 8,200 – 8,400 people, and the overview reports went out to approximately 16,000 people each. These distribution lists include high-ranking officials, EU, national, regional, and local policymakers, service providers, academics, experts, think tanks, and students who have subscribed. In the aggregate, the reports were downloaded more than 36,000 times. More detailed MPI download figures are provided below.</p> <p>In addition, the authors distributed electronic versions of the reports through personal networks, targeting policy makers and other stakeholders who may not have otherwise received the report. Printed copies of the data studies (the only publications that were available at the time) were distributed at the study visits in April – July 2014 to the mix of social partners, policy makers, employment officials, service providers and experts that we met with in the six countries. Hard copies were also made available at meetings of the Transatlantic Council on Migration, a group of high-level policy makers that met in June 2014 and December 2014.</p> <p>Policy overview: <b>4,328</b> Germany policy: <b>2,794</b></p>	

Spain policy: **1,835**  
 France policy: **2,419**  
 UK policy: **1,609**  
 Czech policy: **1,228**  
 Sweden policy: **2,247**

Data overview: **2,451**  
 Germany data: **1,883**  
 Spain data: **3,063**  
 France data: **3,777**  
 UK data: **3,024**  
 Czech data: **1,906**  
 Sweden data: **4,159**

11.2. Outputs related to mutual learning, awareness raising and dissemination	Number of outputs
<ul style="list-style-type: none"> <li>• Training of legal and policy practitioners</li> </ul>	
Total number of participants: women/men *	/
<ul style="list-style-type: none"> <li>• Exchanges of good practice, peer reviews and mutual learning events</li> </ul>	
Total number of participants: women/men*	
<ul style="list-style-type: none"> <li>• Conferences, seminars and other high-level events*</li> </ul>	1
Total number of participants: women/men	74 (30 men and 44 women)
<ul style="list-style-type: none"> <li>• Guides, educational material</li> </ul>	
<ul style="list-style-type: none"> <li>• Information systems developed and maintained in order to exchange and disseminate information</li> </ul>	
<ul style="list-style-type: none"> <li>• Other information and communication actions (including those targeted to the media)</li> </ul>	
<p><i>How and to whom were the outputs disseminated: target audiences (e.g. EU, national, regional or local policy-makers, socio-economic partners, etc.) and means used (e.g. newsletters, newspapers community of practices, etc.)? (max 2000 characters)</i></p> <p>A <a href="#">designated home page</a> for the project was created, discussing its mission and aggregating findings from the reports. That page has been viewed 1,774 times as of 3<sup>rd</sup> March 2015.</p> <p>The findings were disseminated at an event in November 2014, which was attended by 74 people. The video and audio of the event were made available online after the event, the video as a clip and the audio as a podcast. The audio podcast of the first panel has been downloaded 907 times, and the second panel a total of 922 times.</p> <p>The key messages of the project were disseminated through study visits, which served both to plug gaps in the research and to disseminate preliminary findings with a group of key stakeholders (experts, social partners, service providers, policymakers).</p>	

The authors have shared the findings in regular meetings with governments, in individual settings or group meetings. For example, the findings and recommendations specific to the Swedish context were presented at the European Commission's Sweden country team meeting. And awareness about the project was raised with both the Integration and the Immigration Working Groups of the Intergovernmental Consultations on Migration, Asylum, and Refugees (IGC) during their 2014 meetings. The IGC brings together 16 States as follows: Australia, Belgium, Canada, Denmark, Finland, Germany, Greece, Ireland, Netherlands, New Zealand, Norway, Spain, Sweden, Switzerland, United Kingdom and United States of America.

11.3. Outputs related to capacity building and support to actors:	Number of outputs:
• EU multilingual digital platform, and electronic exchange systems	
• Provision of information, counselling, placement and recruitment services	
• Capacity building actions for national, regional and local administrations, specialist services responsible for promoting geographical mobility, civil society organisations, social partners, microcredit providers*	
Total number of participants: women/men	/
• Working groups organised for national officials to monitor the implementation of Union law*	
Total number of participants: women/men	/
• Networking and cooperation meetings among specialist bodies and other relevant stakeholders, national, regional and local authorities and employment services at European level*	
Total number of participants: women/men	/
• Exchanges of personnel between national, regional and local administrations, employment services, civil society organisations, social partners, international organisations or other organisations	
Total number of participants: women/men , of which from:	/
- National, regional and local administrations	
- Employment services	
- Civil society organisations, including NGOs	
- Social partners	
- International organisations	
- Microcredit providers and investors in social enterprises	
• European-level observatories	
How and to whom were the actions disseminated: target audiences (e.g. EU, national, regional or local policy-makers, socio-economic partners, etc.) and means used (e.g. newsletters, newspapers, community of practices, etc.)? (max 2000 characters)	

**\* Provide the list of participants: name, sex, type of organisation, country and email addresses**

## DECLARATION

I confirm that I am duly authorised to sign this declaration on behalf of the organisation named. I certify that the information given in this report is correct, accurate, current, and adopted or approved by the organisation for which I lead.

I understand that the Commission may contact me to clarify any details in this report, including providing any supplementary information as applicable. I confirm that I am authorised by my organisation for this purpose.

Title              First name                                              Surname

Position held in the organisation

Signed                                                                                              Date

On behalf of (organisation name):

## Annexes:

- 1) Executive summary
- 2) List of participants with their country and email addresses
- 3) Final financial report

Please submit one original and one copy of the final technical and financial reports and all of your evidence in one copy only.



## **Annex 1: STRUCTURE FOR EXECUTIVE SUMMARY**

Beneficiaries/contractors must provide in the final activity report, or upon specific request, an executive summary regarding the results /impact achieved by the project.

The Executive summary will be published. It should be a stand-alone summary of the action and its implications. It should be concise (max 7500 characters), written in plain language and be made available to the Commission **in English** other EU languages are welcome but optional.

The executive summary must include the following:

### **1. Description of the action**

Context and policy areas, main objectives, target group(s) and key activities and deliverables (provide also the publication and website address)

### **2. Conclusions:**

Description of achievements, impacts and EU added value

### **3. Policy follow-up**

Description of the policy follow-up and recommendations

### **Source of funding**

Beneficiaries/contractors are required to acknowledge that the project has been supported by the European Union Programme for Employment and Social Innovation ("EaSI") 2014-2020. All products (publications, brochures, press releases, videos, CDs, posters and banners, and especially those associated with conferences, seminars and information campaigns) must state the following:

*This (publication, conference, video, xxx) has received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020). For further information please consult: <http://ec.europa.eu/social/easi>*

The European emblem must appear on every publication or other material produced. Please see:

[http://ec.europa.eu/dgs/communication/services/visual\\_identity/pdf/use-emblem\\_en.pdf](http://ec.europa.eu/dgs/communication/services/visual_identity/pdf/use-emblem_en.pdf)

Every publication must include the following:

*The information contained in this publication does not necessarily reflect the official position of the European Commission.*