



RECOMMENDATIONS THAT CAN INCREASE EMPLOYMENT AMONG NEWLY ARRIVED REFUGEES AND REUNITED FAMILY MEMBERS

JUNE 2017

AXCELFUTURE'S 17 PROPOSALS FOR STRENGTHENING REFUGEE ATTACHMENT TO THE LABOUR MARKET

Here are 17 proposals for strengthening refugee attachment to the labour market. The proposals will prompt the three parties involved, i.e. the local authority, the company and the refugee, in achieving a greater degree of success in the integration effort.

The proposals fall into four groups:

Group 1 – Better pathways to jobs

Group 2 – Better local authority efforts

Group 3 – Improved understanding in local authorities

Group 4 – Early action in relation to new refugees



GROUP 1

THE OPTIMAL PATHWAY TO A JOB

The proposals in group 1 aim to improve the employment-related results of company-related initiatives and are thus targeted at refugees and reunited family members who have been granted asylum and are either on the way to or already live in the local authority's area.

- 1 The local authority should advise companies better on administration and documentation, and should take responsibility for advising companies.
- 2 There should be clear, common goals for the company-related initiative.
- 3 Local authorities should enforce the rules on sanctions.
- 4 The companies should provide a better opportunity for voluntary payment of wages for just a few hours' work or offer a cash reward in the event of successful work placements.
- 5 Greater financial gain should be offered through a smaller reduction in allowance for those earning a wage during the first year of integration.
- 6 Language teaching should be more business-based.

GROUP 2

OPTIMISED LOCAL AUTHORITY EFFORTS

The proposals in group 2 aim to ensure that local authorities use the right tools, namely company-related initiatives, so that the period of unemployment for the individual refugee or reunited family member is as short as possible.

- 7 Company advisers should ensure the best match between refugees and companies.
- 8 There should be more focus on women in local authority efforts.
- 9 A voluntary mentoring scheme should be established.
- 10 The local authorities' efforts should be publicised in respect of tools and job success.
- 11 The "comply or explain" principle should be used in relation to local authorities that use the right programmes but to a limited extent.

GROUP 3

IMPROVED UNDERSTANDING IN LOCAL AUTHORITIES

The proposals in Group 3 turn the focus onto the need for better understanding within the area.

- I2** The special characteristics of industries should be mapped so they can be easily matched to the refugees' competence profiles.
- I3** Better evidence should be generated of the effectiveness of company-related initiatives and language teaching.
- I4** It should be investigated whether the local authorities have the right financial incentives.

GROUP 4

EARLY ACTION IN THE FUTURE FOCUSED ON REFUGEES AND COMPANIES

The proposals in Group 4 mainly aim to improve the employment effort for future newly arrived refugees during the period before they are housed and for persons remaining in the asylum phase. The proposals are not therefore directly targeted at the 19,000 or so refugees and their reunited family members who are already in the integration programme.

- I5** Business factors should play a greater role in geographical placement.
- I6** Quick and effective identification of refugees' competences should start in the asylum phase.
- I7** A work placement should be ready when the refugee arrives in the local authority.

ANTICIPATED EFFECTS OF THE **17** PROPOSALS

The local authority

- More effective use of tools that we know work
- Use of sanctions if refugees do not make themselves available for work
- Special efforts in relation to women



The company

- Support with administration from the local authority
- Better matched refugees
- Greater opportunity to reward refugees for positive efforts



The individual refugee

- Reward for positive efforts
- Focus on sanctions if they do not make themselves available for work



