



Integration of beneficiaries of international protection into the labour market in Belgium

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Scope and Objective

- **Scope:** positive outcome of the asylum procedure
 - BE = refugee status or subsidiary protection status
- **Labour market access and labour market participation**
- **Support measures:**
 - Language courses
 - Orientation courses
 - Education
 - Vocational training
 - Recognition of qualifications
 - Counselling services
 - Access to housing
 - Guaranteed minimum income
- Access, organisation, actors involved, obstacles and best practices

Access to employment

- **Refugee status** = own nationals (no work permit/professional card required and no labour market test)
- **Subsidiary protection**: work permit type C/professional card
- **Other TCN's**: depends on the residence permit, a work permit type B may be required and several conditions might apply
- **Asylum Applicants**: waiting period reduced from 6 to 4 months
- Impact of recent and upcoming developments ?
 - Refugees: (initial) permit of 5 years
 - Single permit ?

Protection Status Granted

(refugee status and SPS, children included)

TIME/SEX	Total	Males	Females
2008	3.505	2.055	1.450
2009	2.905	1.780	1.125
2010	3.510	2.355	1.150
2011	5.075	3.145	1.930
2012	5.555	3.560	1.990
2013	6.280	4.000	2.280
2014	8.045	4.865	3.180
2015	10.475	6.550	3.925
2016 (4/11)	13.370	9.142	4.228

Source: Eurostat and CGRS database

Nationalities: Protection Status Granted in 2016

(refugee status and SPS, children included, state of play on 4 Nov)

NATIONALITY	Number of persons	% of total
Syria	6.358	48
Iraq	2.819	21
Afghanistan	1.114	8
Somalia	849	6
Others	2.230	17
Total (4 Nov 2016)	13.370	100

Source: CGRS database

Profile: Protection status granted in 2015 (adults):

- **Age distribution:** 65,7% from 18 to 34 years
- **Educational level:** (indicative data)
 - 14% illiterate or no education at all
 - 21% one or more years of primary education
 - 41% one or more years of secondary education
 - 24,6% some form of higher education

Educational level (and standards of a certain level) can differ significantly from one country of origin compared with another

- **Profession in the country of origin:**

Largest categories: householders, merchants, shopkeepers, students, employees, workers and farmers/shepherds

Labour market participation

- **Employment gap** natives vs immigrants (18-64):
73,3% (BE origin) vs 42,5 % (non-EU origin)
(Socioeconomic Monitoring Report - Nov 2015)
- Longitudinal research project **CAREERS**: 4 years after the refugee status was granted (42% of the refugees of working age were employed, 13% unemployed)



Practical obstacles to employment

Related to the characteristics of beneficiaries of international protection:

- Language barrier
- Low educational level and/or lack of relevant work experience
- Traditional gender-roles
- Emotional ballast and lost time along the route
- Limited mobility (and discrepancy housing - jobs)



Practical obstacles to employment

Related to the structure and requirements of the Belgian labour market:

- Job requirements
- Lack of recognition of qualifications and competences
- Obstacles to become self-employed
- Discrimination or reluctance of employers
- Structural characteristics of the Belgian labour market
 - High cost of labour
 - Segmented labour market and low mobility
 - Insiders vs Outsiders

Support Measures

- Competence of the **regions and communities/local level**
 - Integration and civic integration (language, orientation courses, professional orientation)
 - Vocational training and assistance: PES (Actiris, VDAB, Forem, ADG)
 - Recognition of qualifications
- **Tailored** towards beneficiaries of international protection?
 - Similar access to support measures as other TCN's or own nationals
 - Lack of differentiation in most monitoring instruments
 - Task forces & additional budgets

Support Measures: deficiencies

- Sufficient additional **budgetary allocations?** Waiting lists for language, educational or vocational training courses, etc
- Lack of robust **impact assessments** of integration measures
- **Shortage of affordable housing** (+ reluctance of landlords)
- **Linear trajectories** (for instance: language requirements for educational or vocational training)
- Lack of an inclusive system for **early-skills assessment** and **recognition of (technical) competences**
- Need for more **tailored programmes** and workplace training
- Many **actors involved** with different missions + competences at federal, regional and local level

Support Measures: best practices

- Subsidised vocational and educational **training programmes**
- **Compulsory character** of language and orientation courses
- More **flexibility** regarding diploma recognition
- **Individual** training programmes and **contextual learning**
- Subsidised **social employment** (Article 60)
- Housing: transition period, social housing, subsidies and allowances

Mission Impossible?

Huge challenges and many obstacles, but:

- Positive attitude amongst a wide range of actors involved (authorities as well as non-governmental stakeholders)
- Many beneficiaries of international protection are resilient and strongly motivated
- labour market integration of beneficiaries of international protection requires time !

Thanks for your attention

BE EMN report and syntheses report:

<http://www.emnbelgium.be/publication/integration-beneficiaries-international-protection-labour-market-belgium-and-eu-emn>

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