

# HOW CAN FIRST GENERATION THIRD-COUNTRY NATIONAL MIGRANTS BE HELPED TO INTEGRATE INTO EU LABOUR MARKETS?

## EMN FLASH #4 - 2019

Introduction to the EMN Study on Labour Market Integration of Third-Country Nationals in EU Member States

### Background

The effective integration of first generation migrants from third countries into European host societies is a important and increasingly pressing challenge now faced by EU Member States. While overall unemployment rates in the EU have been decreasing steadily since 2014, there remains a persistent gap between the unemployment rate of nationals from third-countries when compared with native and EU-born populations.

Why does this situation persist? What obstacles do first generation third-country nationals face when looking for a job in the EU? What approaches are Member States taking to help these migrants to integrate into the labour market and society at

large, and were these policies impacted by the 2014-2016 migration influx? What are the main challenges for both the public and private sectors in designing and implementing such policies, and which initiatives have proved to be the most effective, and why?

The timely and highly relevant EMN Study on Labour Market Integration of Third-Country Nationals in EU Member States, providing a comprehensive picture based on information collected from 25 Member States, sets out to answer some of these questions. At a glance, the main research findings are introduced below.



### Key findings



Most Member States were found to have **dedicated labour market integration policies** in place, targeting multiple migrant groups, including first generation third-country nationals. The 2014-2016 influx of migrants has led to many Member States updating their existing policies or developing new ones.



These policies **combine both mainstream and tailored** labour market integration measures: mainstream measures help to ensure third-country nationals receive equal access to general (public employment) services, while tailored measures give specific support needed to help migrants to succeed in a job and a new society, such as language or job qualification training.



The three **most common obstacles** to labour market integration relate to the **accreditation of job qualifications** and assessment of skills; **discriminatory behaviours** in recruitment processes; and insufficient **language skills**.



**Public sector integration measures focus primarily on the phase before accessing employment**, such as preparing and searching for a job.



**Private sector measures aim more specifically at integrating the migrant worker into the workplace**, including training and enhancing intercultural relations in the workplace.



### Key learning points



**1. Integration programmes are more successful when funding is sustained through long-term structural national funding.**



**2. Setting clear targets focusing on the impact of integration measures** rather than on the effectiveness of their implementation could contribute significantly to the evaluation of initiatives and the identification of good practices.



**3. The private sector is a valuable complement to national labour market integration strategies** by implementing approaches that facilitate the integration of third-country national employees into the workplace.



### FIND OUT MORE

**About the study:** [https://ec.europa.eu/home-affairs/what-we-do/networks/european\\_migration\\_network/reports/studies\\_en](https://ec.europa.eu/home-affairs/what-we-do/networks/european_migration_network/reports/studies_en)  
**About the EMN:** <http://www.ec.europa.eu/emn>