



Integrating refugees into the labour market

Cedefop-OECD Experts Forum: Upskilling, re-skilling and employing refugees

1. Legal basis
2. Measures
3. Conclusions





Legal basis (Foreign Nationals Act)

- **Asylum seekers:** prohibited to work during the first three months.
- **Refugees:** they are permitted to work and to change job or profession.
 - salary and employment conditions must be customary for the location, profession and respective sector.
- **Migrants with subsidiary protection:** they can be granted a work permit independent of the employment market and economic situation.
 - salary and employment conditions must be customary for the location, profession and respective sector.
 - the employer has to submit a request to the competent cantonal authority for approval.

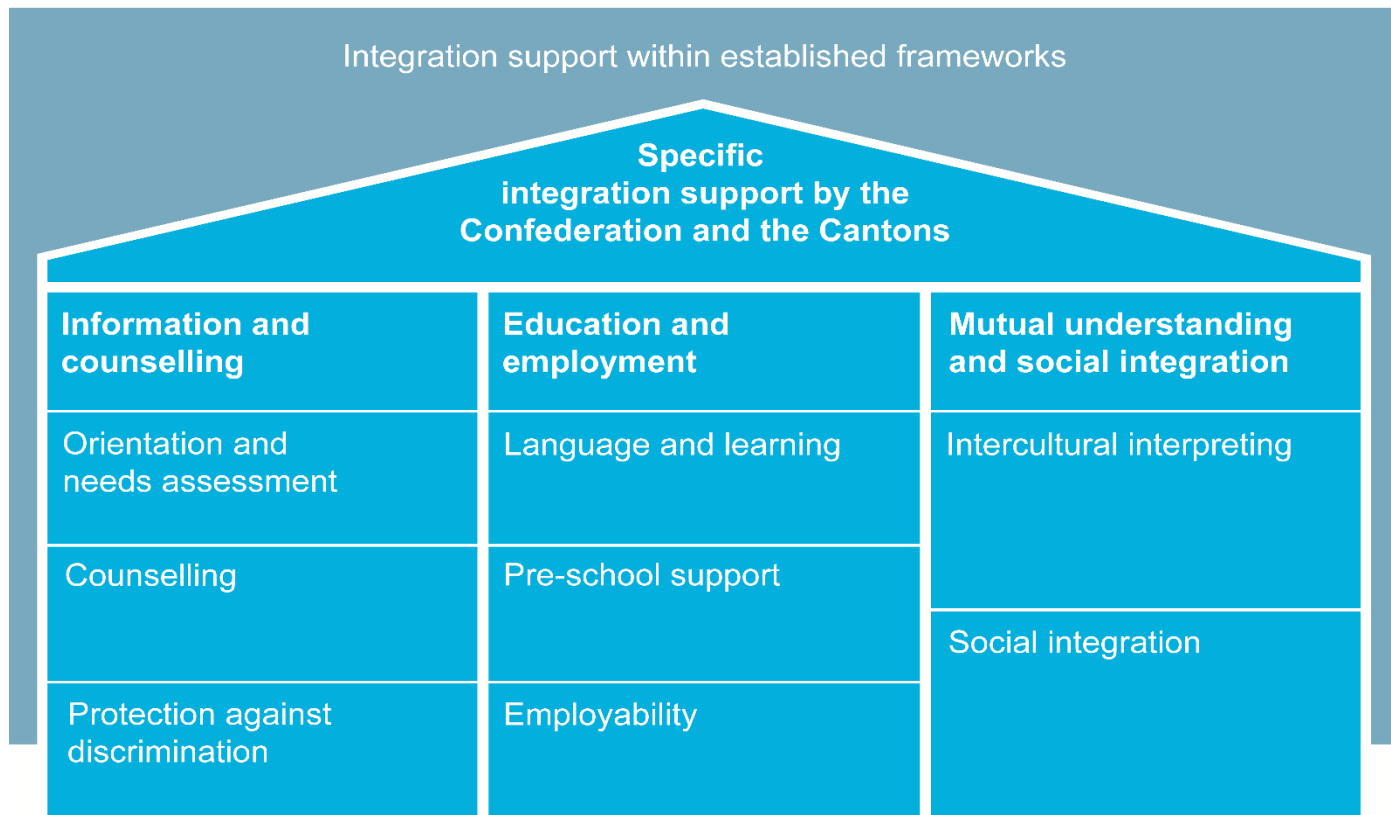


Immigration and Federalism





Cantonal Integration Programme (CIP): First Phase 2014-2017





Examples of supporting measures

- Fast track asylum procedure
- Status of migrants with subsidiary protection is reviewed
- Amendement of law (Foreign national act):
 - Abolishment of special charge
 - Abolishment of a work permit - substituted by a notification procedure



Pilot project: pre-vocational training

Increase of the employment rate of refugees and migrants with subsidiary protection, respectively a sustainable integration into the labour market.

Implementation

- over a period of 4 years (2018-2021)
- 800 - 1'000 persons/year
- 2 sub-projects:
 - 1) vocational training in order to gain the professional and linguistic competences necessary to find an employment or start education;
 - 2) Language courses for asylum seekers with high prospects of being allowed to stay.



Further measures, e.g.

➤ Practical training



➤ Reduction of administrative barriers

➤ Strengthen dialogue with employers and economy



Conclusions

- New labour market integration strategies have been introduced
- Cooperation between different actors: such as authorities, economy, as well as social partners and NGO's are crucial
- Challenge: Integrating into the labour market a heterogeneous group of persons



Thank you for your attention!

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