

Labour market integration of migrants: EU policy context



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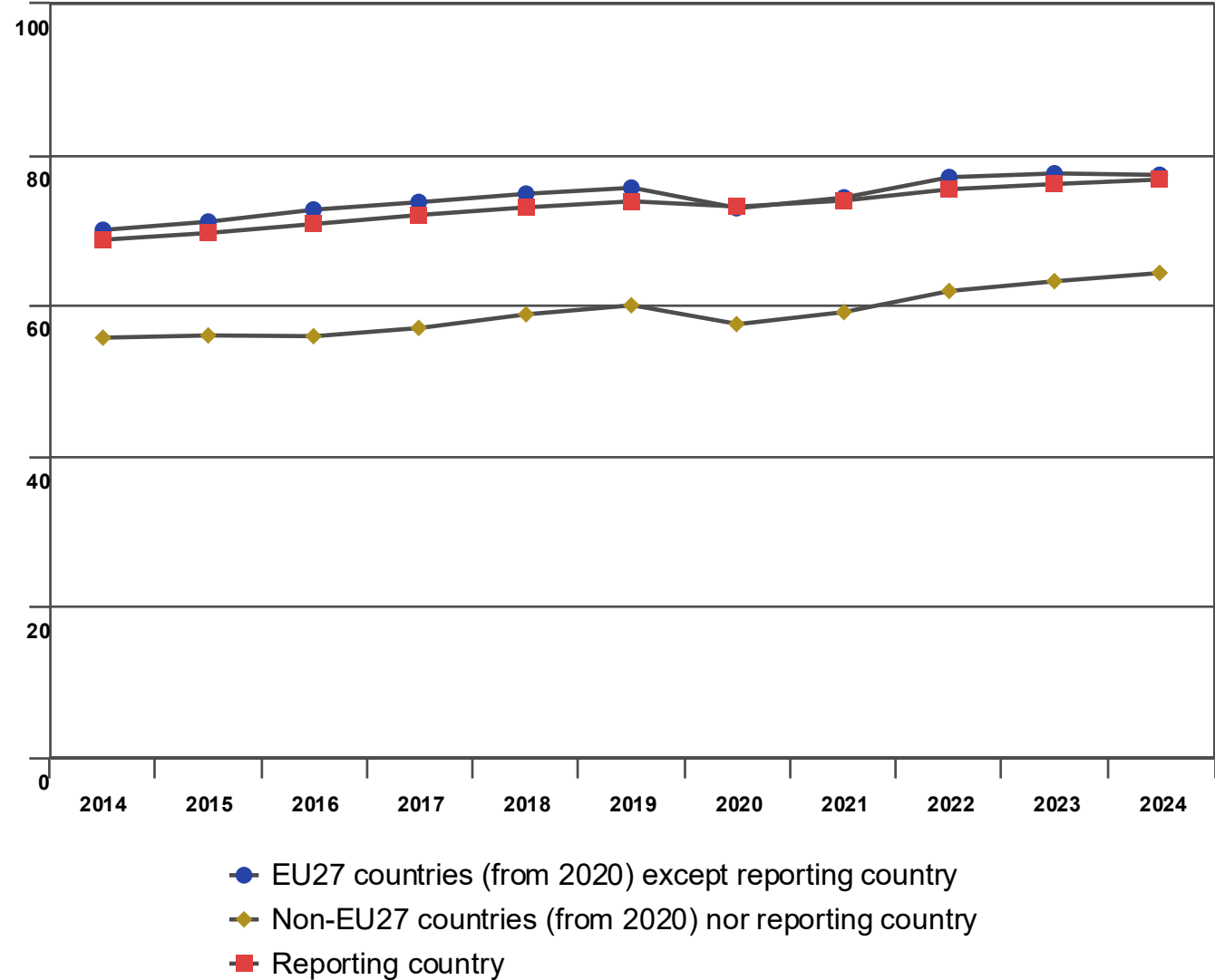
Migrants' labour market outcomes

Employment rates

- Upward trend since 2018 (except 2020)
- 2024:
 - EU nationals: 76.7%
 - Third-country nationals: 64.3%
- TCN have lower employment rates than nationals, except in Czechia, Croatia, Malta, Poland and Romania

Employment rates by citizenship, people aged 20–64 years, 2004-2024

(%)



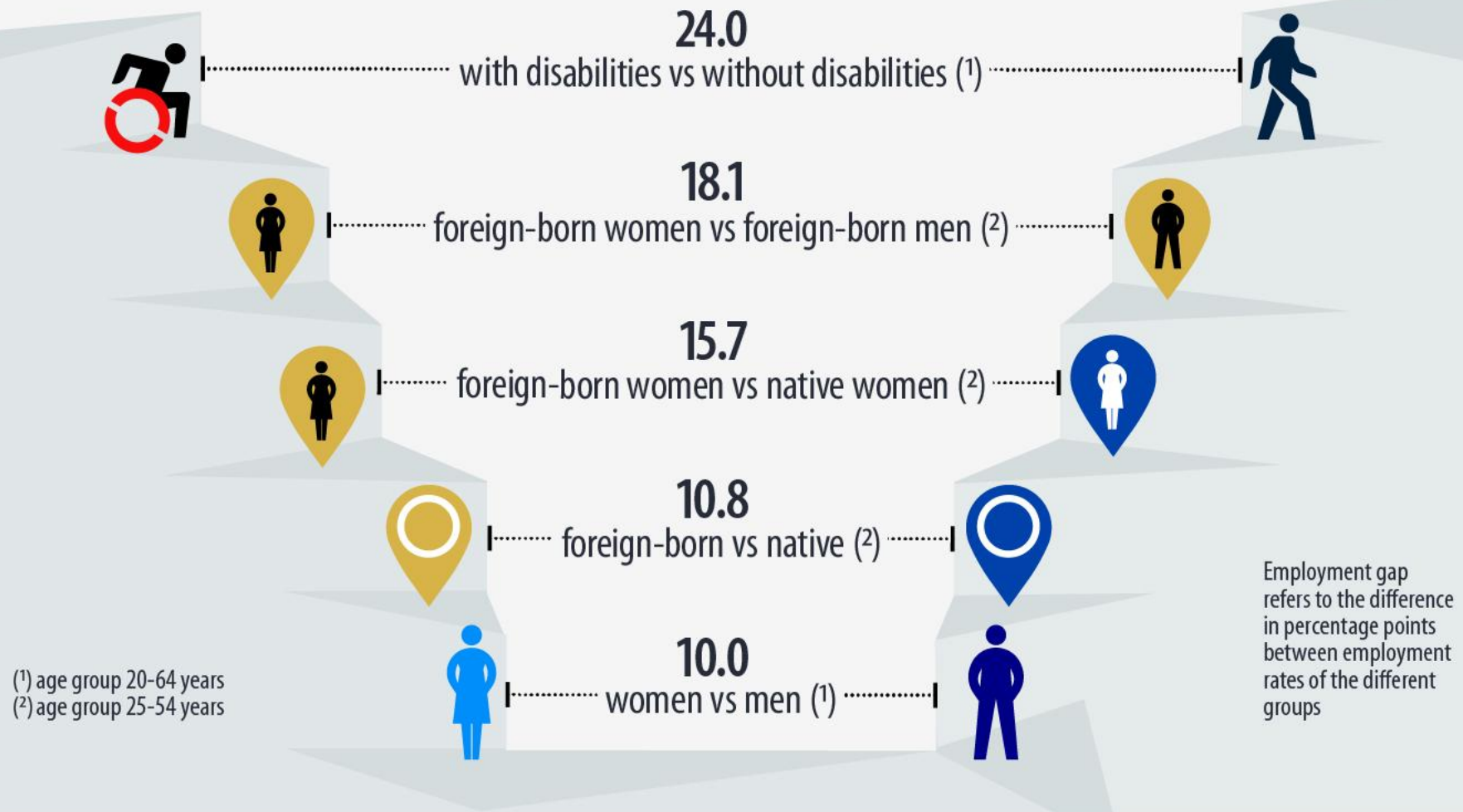
Source: Eurostat - (lfsa_ergan)

Employment gap in the EU, 2024

(in percentage points)

Lower
employment
rate

Higher
employment
rate

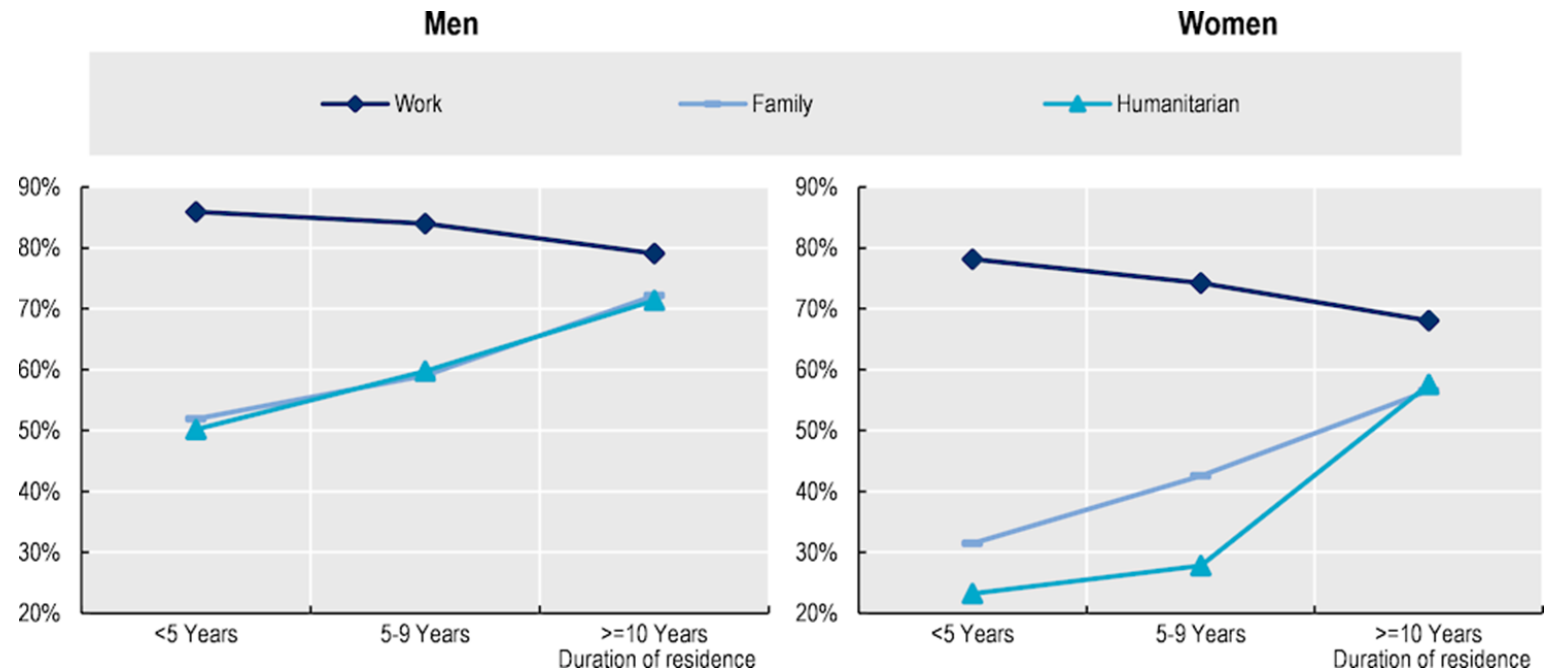


Employment rates – Refugees

- Labour market outcomes similar to nationals after 10 years of residence
- Gender gap: “triple disadvantage” of refugee women

Employment rate by reason for migration, duration of stay and gender in the EU

Source: OECD calculations, based on EU Labour Force Survey 2021

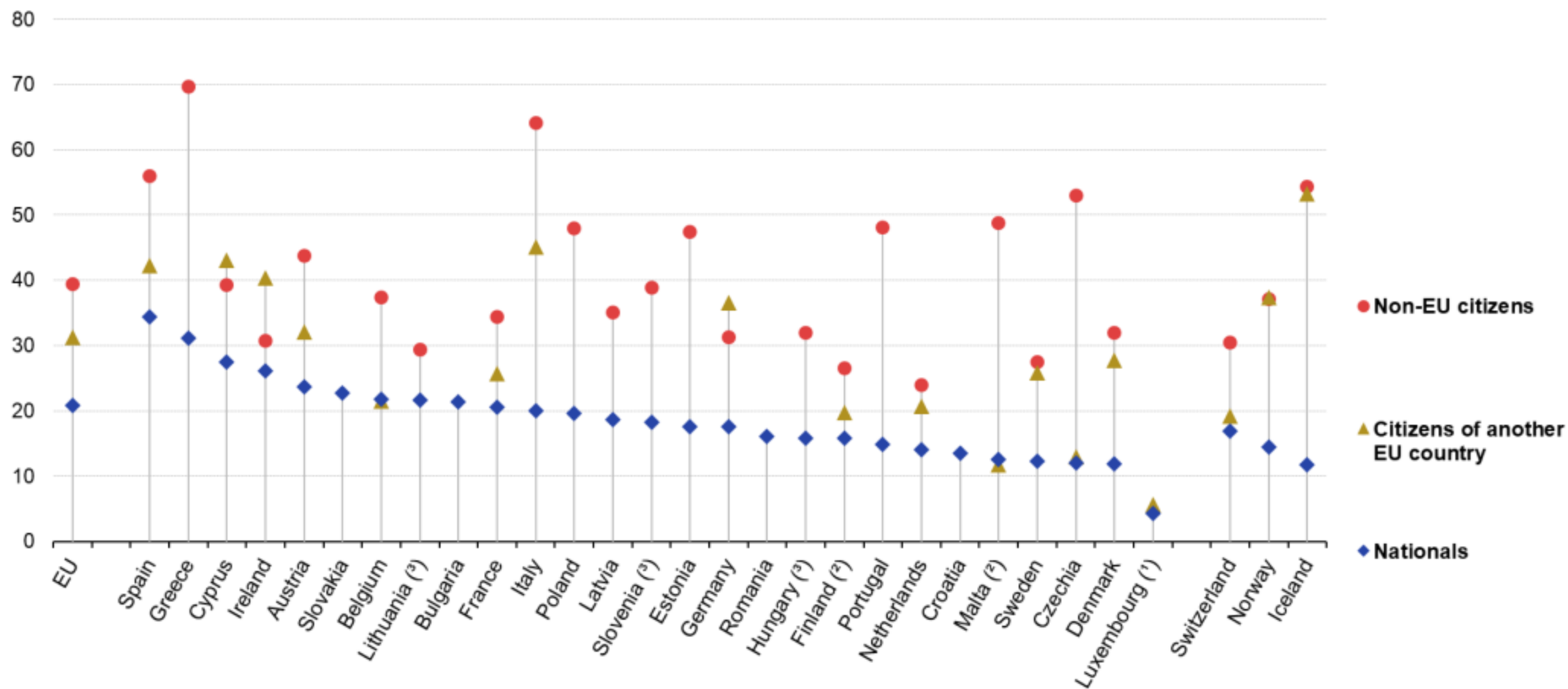


[EU-OECD Settling In – Indicators of Immigrant Integration 2023](#)

Employment rates – Displaced persons from Ukraine

- Available data shows:
 - Increasing employment since 2022
 - Uneven employment across Member States: over 60% - Poland; over 40% - Lithuania, Netherlands, Estonia, Czech Republic; around 20% - Austria, Belgium, Germany, Finland
 - Concentration in HORECA, administration, manufacturing, retail and construction sectors
 - Relatively high level of education – Skills mismatches
- EMN-OECD inform (2024): [Labour market integration of beneficiaries of temporary protection from Ukraine](#)
- UNHCR (2025): [High employment rates, but low wages: a poverty assessment of Ukrainian refugees in neighboring countries](#)

Over-qualification rate for employed persons aged 20–64 years by citizenship, 2023 (%)



Note: only available data are presented in the graph. Ranked on the share for nationals.

Spain and France, definition differs.

⁽¹⁾ Nationals: low reliability.

⁽²⁾ Citizens of another EU country: low reliability.

⁽³⁾ Non-EU citizens: low reliability.

Source: Eurostat (online data code: lfsa_eoqgan)

EU-level policies

EU policy framework for integration

Action Plan on integration and inclusion 2021-2027

- Fostering equality and social cohesion
- Priority sectors: education, employment, health and housing
- 60 actions for Commission and Member States, in cooperation with stakeholders
- Implementation tracker on the [migrant integration hub](#)
- [Mid-term review 2025](#)

Labour market integration in the Action Plan

Objectives

- ✓ Stronger **multistakeholder** partnerships
- ✓ Faster **validation of skills** and **recognition of qualifications**
- ✓ Better access to **vocational education and training**
- ✓ More **migrant women** participate in the labour market

Labour market integration in the Action Plan

Means

✓ Partnerships

- ✓ European Integration Network with Member States
- ✓ European Partnership for Integration with social and economic partners
- ✓ European Migration Forum, Expert Group on the views of migrants with civil society

✓ **Guidance** (e.g. 2023 Commission Recommendation on recognition of qualifications of third-country nationals)

✓ **EU funds** for integration (AMIF, ESF+ and others)

Project example (ESF+)

IQ network – Germany

Multistakeholder cooperation to provide information and advice on validation, recognition and professional training to migrants

[Network IQ - Start Page - netzwerk-iq](https://www.netzwerk-iq.de)

<https://www.netzwerk-iq.de/en/offers/iq-good-practice-international>



The Network IQ – Integration through Qualification is funded by the Federal Ministry of Labour and Social Affairs and the European Union through the European Social Fund Plus (ESF Plus) and administered by the Federal Office for Migration and Refugees. Strategic partners in implementing the programme are the Federal Ministry of Education and Research and the Federal Employment Agency.

Funded by:



Administered by:



In cooperation with:



EU Pact on Migration and Asylum

A comprehensive framework for managing migration



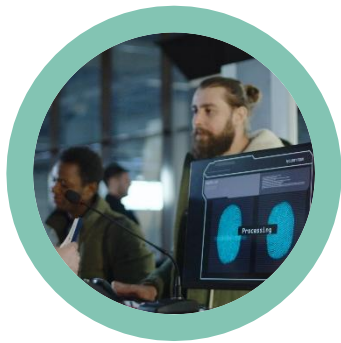
More effective procedures



Legal pathways, **attracting** and **integrating people**



Solidarity, flexibility, and resilience



Stronger EU external borders



International partnerships



Crisis and force majeure

Integration in the Pact

- **Reception Conditions Directive:** for applicants for international protection
 - Faster access to employment
 - More integration support: Language and civic integration courses
 - Equal treatment (working conditions, freedom of affiliation, vocational training, employment guidance services, recognition of qualifications (including where documents are missing) and validation of experience, social security)
- **Qualification Regulation:** for beneficiaries of international protection
 - Faster access to residence permits
 - Equal treatment regarding working conditions, freedom of affiliation, vocational training, services of employment offices, recognition of qualifications (including where documents are missing) and validation of experience, social security

Implementing the Pact

- **New rules enter into application in June 2026**
- **European Asylum and Migration Strategy** (26 January 2026, COM(2026) 45 final)

5 priorities for the next 5 years:

- 1) Stepping up Migration Diplomacy
- 2) Strong EU borders to enhance control and security
- 3) A firm, fair and adaptable asylum and migration system
- 4) More effective return and readmission
- 5) Labour and talent mobility to boost competitiveness

- **Common Implementation Plan** (12 June 2024, COM(2024) 251 final)

... “The Commission encourages Member States to engage and make use of **social partners**, local and regional authorities and other stakeholders, in particular representatives of civil society organisations, through regular exchanges and consultation.”

... “**Working with social and economic partners** has often proven crucial to advance the labour market integration of beneficiaries of international protection” ...

Further information

- [Eurostat Migrant integration and inclusion dashboard](#)
- [Action plan 2021-2027 tracker: employment and skills - European Commission](#)
- [Union of skills - European Commission](#)
- [Commission Recommendation on the recognition of qualifications of third-country nationals - European Commission](#)
- European Asylum and Migration Strategy https://ec.europa.eu/commission/presscorner/detail/en/ip_26_233
- [Pact on Migration and Asylum - Migration and Home Affairs](#)
- Action Plan on Integration and Inclusion: Mid-term review https://home-affairs.ec.europa.eu/news/commission-released-mid-term-review-action-plan-integration-and-inclusion-2025-06-13_en

Thank you!



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