



# SIRIUS

Skills and Integration of Migrants,  
Refugees and Asylum Applicants  
in European Labour Markets

## International Academic Conference

# Integrating migrants, refugees and asylum seekers into European labour markets: enablers and barriers

Dates: 28-29-30 August 2019

Location: Glasgow Caledonian University, Glasgow, UK

### Pre-conference – Workshop for early career, PhD (28 August 2019)

#### Research Methods and Ethics in Migration and Refugee Studies

The workshop will focus on research methods and ethics in migration and refugee studies. Frontal sessions about different methodological approaches alongside exercises and discussions will be conducted and organised by Sirius team members/leaders and eventually members of the ethics board and the advisory board. We can think about the possibility to issue an attendance certificate to PhD students so that they can formally use it as an opportunity for training. We can cap participation to 20-25 PhD students.

#### Day 1 – 29 August 2019

9:30 – 10:00 Registration and coffee/tea

10:00 – 10:15 Welcoming Remarks: Prof. Cam Donaldson, Pro-Vice Chancellor Research, GCU

10:15 – 11:15 **Opening keynote speaker: Professor Christina Boswell, University of Edinburgh**  
**“States, Unauthorised Migrants, and the Production of Ignorance”**

11:15 - 11:30 SIRIUS Introduction and Presentation

11:30 – 13:00 First round of parallel sessions

**Session 1: Labour Economics and Migration: Challenges in Global Markets** (chair: Dr. Konstantinos N. Konstantakis, National Technical University of Athens)

The Session’s aim is to bring together experts who have been working on different research aspects of labour economics and migration with an emphasis on vulnerable groups. Papers included will tackle the following issues: job creation, measures and employment conditions, flexible employment; unemployment, social protection, other specific issues concerning the employment conditions of migrants, refugees and asylum seekers. Furthermore, empirical methods (e.g. econometrics, input-output analysis, quantitative techniques, experiments, etc) on the impacts of migration are also

welcomed, for instance, on how migration affects trade, investments, technology and socio-cultural norms as well as on the impact of immigration on the receiving countries' labour markets.

- The effect of immigration on natives' well-being in Europe, **Kelsey O'Connor, STATEC Research**
- Immigration and trends in the labour force of the SIRIUS countries (2010-2017), **Christos Bagavos, Panteion University of Athens**
- Employability Indicators for Migrants, Refugees and Asylum Seekers (MRAs): A Structural Analysis, **Maria Markaki, Theocharis Marinos, Athena Belegri-Roboli, Panayotis G. Michaelides, Konstantinos N. Konstantakis, National Technical University of Athens**

**Session 2: Legal barriers and enablers: critical perspectives on legal framework's challenges and opportunities for migrants, refugees and asylum applicants' integration in European labour markets and societies** (chair: Dr. Veronica Federico, University of Florence)

During the last decade, a plethora of legal acts, and the spirit of border closure and securitisation inspiring them have created in the large majority of European countries a hierarchy among migration statuses in terms of rights and entitlements related to the labour market (and not only). From a legal perspective at the 'top' of the hierarchy are refugees and beneficiaries of subsidiary protection, along with long-term economic migrants, who are endowed with the stronger sets of rights, including those related to accessing the labour market, workers' rights and benefits, but also services that are conducive to employment such as skills and educational attainment recognition, and access to vocational education and training. At the bottom of the hierarchy are asylum seekers, and below them are irregular migrants, who can count on a much stricter set of rights and entitlements.

Noticing the size of the migrant population to which each status applies adds more critical insights: in most of the European states, just a minority of people applying for protection are recognised a status conferring access to a broad set of rights, including those connected to labour market participation, and even a smaller number is recognised the Geneva convention status (asylum and subsidiary protection). Hence, most of the non-EU migrants that de facto stay in a given host country risk remaining at the 'bottom' of the rights' hierarchy.

The Session aims at bringing together scholars at different stages of their career interested in developing critical thinking on migration legal framework and statuses, their implementation and the political discourses they are embedded in.

- EUROPE, 'The Paradise' of Death zone for African Migrants, **Richard Osei Bonsu, OMANIAE**
- Discourses and Practices of Czech Migration Policy, **Karel Cada and Karina Horeni, Charles University**
- Challenges and opportunities for migrants, refugees and asylum applicants' integration in local labour markets and societies. A critical discussion from Tuscany, Italy, **Andrea Catani, University of Florence**
- Delving into the integration process by exploring the trends of immigration and international protection's legislation. A comparative discussion, **Paola Pannia, University of Florence**
- Welcoming Talent? Legal barriers and enablers for Entrepreneurial Migrants and Refugees in the EU and the Netherlands, **Tesseltje de Lange, Omar Achfay, Lisa Berntsen & Romy Hanoeman, University of Amsterdam**

**Session 3: Labour market integration policies for migrants** (chair: Prof. Nathan Lillie, and Ms. Ilona Bontenbal, University of Jyväskylä)

The recent rise in migration and asylum applications has raised the question: how are these new migrants to earn a living? While some employers have taken an interest in recruiting from this new

labour force, in many cases adjusting to the demands of host country labour markets is not a straightforward issue. Labour market integration policies may have an important role to play. This is both from the perspective of helping employers access this new workforce, and easing the burden on public finances, as well as helping migrants to use their skills, realize career goals, and achieve economic self-sufficiency. We take a broad perspective on what constitutes “policy”: in some countries, there are policies set up specifically to facilitate the labour market integration of migrants, while in others the private sector and NGOs are the main actors. There are also general policies regarding regulating labour markets, welfare, and inequality that affect migrants. How do these policies affect labour market integration and the welfare of migrants? Do some countries have better practices which could be transferred or replicated to benefit other countries? A general hardening in migration policies can be detected across Europe. What are the goals of these new policies and do they present obstacles to better labour market integration?

- Active Labour Market Policy, neo-liberal welfare regimes and the integration of newly arrived refugees on the labour market in Sweden, **Christian Råberg**
- Labour Market Integration of Refugees in Berlin – Cooperation or Conflicts of Interest Between Actors?, **Dorit Happ, Berlin School of Economics and Law, Martin Gibson-Kunze, Beuth University of Applied Science**
- Socio-economic integration of refugees at the local level - the case of Warsaw, **Dominik Wach, University of Warsaw**
- Migration Policy Narratives and Labour Market Integration. A two-way relationship? The case of Greece and Italy in the recent migration crisis, **Anastasia Blouchoutzi, University of Macedonia, Dimitra Manou, Aristotle University of Thessaloniki**

13:00 – 14:00 **Lunch and Michelle Pace and Somdeep Sen (RUC University) Book Launch: “The Palestinian Authority in the West Bank – The Theatrics of Woeful Statecraft”**

14:00 – 15:00 **Key-note speaker: Professor Barbara Oomen, Utrecht University, “Cities of Refuge: the interplay of culture and rights in creating a cosmopolitan citizenship”**

15:00 – 15:30 Coffee Break

**15:30 – 16:30 Key-note speaker: Dr Ima Jackson, Glasgow Caledonian University, “Considering the affect of Race, Racism and systemic Whiteness whilst developing a national approach to skills recognition in Scotland”.**

16:30 – 18:00 Second round parallel sessions

**Session 1: Labour Economics and Migration: Challenges in Global Markets** (chair: Dr. Konstantinos N. Konstantakis, National Technical University of Athens)

- Foreign born inhabitants not in employment, nor in education or training in Dalarna, Sweden – who are they?, **Peter Möller and Pablo Vilches, Region Dalarna**
- Labour-absorbing economies and sectors in a selected panel of EU economies: A two-step VAR - GVAR approach, **Konstantinos N. Konstantakis, Panayotis G. Michaelides, Athena Belegri-Roboli, Theocharis Marinos, Maria Markaki, National Technical University of Athens**
- Double jeopardy: How refugees fare in one European labor market?, **Dries Lens, Ive Marx, Sunčica Vujić, University of Antwerp**

**Session 2: Legal barriers and enablers: critical perspectives on legal framework’s challenges and opportunities for migrants, refugees and asylum applicants’ integration in European labour markets and societies** (chair: Dr. Paola Pannia, University of Florence)

- “Should I stay or should I go?” The challenges of migrants and refugees integration in European labour markets, **Veronica Federico, University of Florence, Simone Baglioni, Glasgow Caledonian University**
- Vulnerable and Voiceless: the right to be heard as a factor of integration of Unaccompanied Minor Migrants, **Patrizia Rinaldi, Comillas Pontifical University**
- Integration of long-term resident Third-Country Nationals from Syria, Afghanistan and Iraq in the Labour Market in Austria. Conclusions of a Qualitative Study, **Dr. Vera Ratheiser, Mag. Marika Gruber, Carinthian University of Applied Sciences**
- The Salvini Security-Immigration Decree-Law and its Regional Socio-economic Impacts: the Case of Tuscany, **Valeria Nanni, Mario Biggeri, University of Florence**
- Integration policies in Italy between good practices and the need for a public policy strategies, **Nadan Petrovic, Cristina Montefusco, Università La Sapienza**

Session 3: **Policies of integration of migrants, refugees and asylum seekers** (chair: Prof. Nathan Lillie and Ms. Ilona Bontenbal, University of Jyväskylä)

- Governing Labor Migration Movements Across the Mediterranean Sea: A Strategic Analysis of Labor Matching Mechanisms, **Giovanni Esposito, University of Naples, Giorgia Trasciani, University of Naples L’Orientale and University of Aix Marseille**
- Labour market integration policies and entrepreneurship: Narratives of entrepreneurial refugees in Germany and the UK, **Kristina Stoewe, University of Birmingham**
- Disciplining the discipliners: Sanctioning and sabotage at the street-level, **Hanne Kavli, Anne Britt Djuve, FAFO**
- Labour market integration of refugees and the welfare state: A view from Denmark, **Somdeep Sen, Michelle Pace, Roskilde University**

**18:00 – 19:30 Documentary screening and Wine Reception**

## Day 2 – 30 August 2019

9:00 – 10:30 First round parallel sessions

Session 3: **Policies of integration of migrants, refugees and asylum seekers** (chair: Prof. Nathan Lillie and Ms. Ilona Bontenbal, University of Jyväskylä)

- Labor market participation of refugees and successful settlement: a MIMIC approach, **Isilda Mara, Michael Landesmann, The Vienna Institute for International Economic Studies, TBC**
- The importance of host-country education for the labour market integration of young refugees: Evidence from Austria, **Lars Ludolph, London School of Economics**
- The Dilemma of Language Training for Migrant Labour Market Integration, **Nathan Lillie, Ilona Bontenbal, University of Jyväskylä**
- Migrants and refugees are asked to integrate: But what does integration actually mean? The politics of integration: adjusting to new lives in host societies, **Dogus Simsek, Koc University, Michelle Pace, Roskilde University**
- Short-term solutions, long-term consequences? A tension between ‘employment’ and ‘education’ in refugee integration policies and practices in Denmark, **Kathrine Vitus, Aalborg University**

Session 4: **The role of third sector in promoting integration of migrants, refugees and asylum seekers** (chair: Dr. Dino Numerato, Charles University Prague)

This session aims to discuss the role of civil society organizations (service providers, advocacy organizations, community organizations, church etc.) and social movements in the labour market integration of migrants, refugees and asylum seekers. We welcome papers examining how national and transnational civil society organizations influence the labour market integration of migrants, refugees and asylum seekers. We are in particular interested to see contributions that analyze the role played by civil society organizations and social movements promoting integration as well as those with an anti-migration agenda. Moreover, we are looking for papers that discuss the interplay between a variety of civil society organizations and social movements, as well as between civil society organizations and social movements on the one hand, and national and international institutions, corporate actors or the mass media on the other hand. This session will bring together a variety of scholars who focus on migration in relation to civil society organizations and social movements.

- Investigating the Perceived Impact Of Microcredit Programs On The Empowerment Of Refugee Women In The UK, **Fatma Ibrahim, Glasgow Caledonian University**
- A human rights-based approach to integration – Analysis of integration projects of civil society organisations in Germany, **Aleksandra Koluvija, University of Birmingham**
- Syrian refugees’ integration into the Turkish labor market: challenges, opportunities and the role of humanitarian assistance, **Lana Stade, Durable Solutions Platform, Dogus Simsek, Koc University**
- Migration-through-schooling and into the workforce: the influence of non-school organisations on young migrants’ educational and employment trajectories, **Robert Sharples, University of Edinburgh**

**Session 5: Companies, trade unions and social partners: what roles do they have in promoting integration of migrants, refugees and asylum applicants into labour market** (chair: Prof. Simone Baglioni and Dr. Thomas Montgomery, Glasgow Caledonian University)

Forced migrations have become a field of highly disputed policy solutions and connected debates in Europe and beyond. Such polarized and polarizing discourses and policy preferences have peaked since the mid-2010s when the number of people fleeing their countries significantly increased due to the war in Syria as well as protracted political, social and economic instability in the Middle East, Asia and Africa. While mainstream media and political entrepreneurs tended to focus on the potential security issues raised by increased fluxes of refugees and migrants, civil society activists and local authorities (and in some cases private organisations) have been at the forefront of the provision of humanitarian help as well as in the promotion of integration programs.

The most effective way to integrate migrants, refugees and asylum seekers (MRAS) in their host countries, and to enable them to contribute to the economic and social development of these societies, is through employment. Jobs that utilise the skillsets of MRAs provide not only an income but also opportunities to be independent of public support and the welfare system. This stream aims to gather contributions shedding light on innovative forms of support and integration of migrants, refugees and asylum seekers into employment.

- Similarities and diversities in barriers and enablers for the integration of Migrants, Refugees and Asylum Seekers into the Greek Labor Market, **Nikos Kourachanis, Konstantina Lagoudakou, Katerina Chatzigiannakou, Paraskevi Touri and Christos Bagavos, Panteion University of Athens**
- Chambers of Trade and Commerce as Enablers of Young Refugees' Labour Market Integration: Practice Examples from the German Dual Training System, **Katharina Schaur, Almut Bachinger, ICMPS**
- Labour market integration barriers and enablers for young asylum seekers and refugees in Austria, **Marika Gruber, Vera Ratheiser, Carinthia University of Applied Sciences**
- Restoring refugees' self-determination and the promise of entrepreneurship, **Michelle Richey, Jade Brooks, M.N. Ravishankar, Loughborough University**

**Session 6: 'Biographies of Labour-market Integration' (Migrants' biographies and labour-market integration)** (chair: Dr. Irina Isaakyan, European University Institute).

The labour-market integration is a long-term process, and if we are interested to understand its subtle nuances, this should be evaluated through individual life-stories. To what extent is the everyday culture a barrier or an enabler to integration? Who helps the migrant to adjust to the country and to the job market? How do social networks function on the daily level (or on the micro-sociological level of analysis)? What meaning do people assign to their experiences of searching for employment and adjusting to it? How should we examine challenging issues such as harassment, underpayment, humiliation in the sphere of employment? Traditional structured or semi-structured interviews do not provide adequate support for such analysis, given that such perspectives and answers may change over time. The narrative biographic method, with its attention to critical events that change the life course (turning points) and consequent thoughts about your own life (epiphanies), and also various details and nuances of lived experience and everyday culture, becomes especially meaningful when applied to studies of integration. We are interested in biographic studies of migrants' lives that look at lived experiences of adjusting to the job market in the host country in Europe or elsewhere in the world. We

are particularly interested to see how the legal and socio-political markers of labour-market integration such as new law or a changing political situation (such as military conflict or economic crisis) may become migrants' turning points and affect their lives and employment. Moreover, we are looking for the theories that migrants develop and for the lessons they learn from such encounters. We are also interested to see how migrant biographies show to what extent such factors as family reunification, everyday culture and integration, in general, are important in labour-market integration. This section will bring together a variety of scholars who work with migrant biographies on the themes of integration. This would create an opportunity to generate new themes for upcoming research projects.

- “Gort is the Mother of All Brazilians in Ireland”: Stories and Experiences of Brazilian Migrants with Work and Integration in Gort, Ireland's Little Brazil, **Pilar Luz Rodrigues, Waterford Institute of Technology**
- Trajectory analysis: adopting a mobile and life course approach to understand the migration and career trajectories of Iranian students and academics in Turkey, Europe and North America, **Judith Zijlstra, University of Amsterdam**
- The meaning of role models: motivations, epiphanies and self-actualizations of migrant entrepreneurs during their labor market integration in The Netherlands, **Lisa Berntsen, Romy Hanoeman, Tesseltje de Lange and Omar Achfay, University of Amsterdam**

10:30- 11 Coffee Break

**11:00 -12:30 Keynote Speaker – Dr Amparo Gonzalez-Ferrer, Spanish National Research Council and Spanish Government, “Promoting temporary and circular labour migration to the EU? Policies are not yet up to the task”**

12:30 -13:30 Lunch

13:30 – 15:00 Second round parallel sessions

Session 3: **Policies of integration of migrants, refugees and asylum seekers** (chair: Prof. Nathan Lillie and Ms. Ilona Bontenbal, University of Jyväskylä)

- Skilled migrants' labour market integration in Germany. An institutional analysis of the German recognition of prior learning regime, **Franziska Laudénbach, University of Bremen**
- Assessing the Impact of Labour Market Integration Strategies through the Lens of Migrant Worker Experiences in the Mushroom Industry, **Stephen Bloomer, Ulster University**
- Employment and wage returns to citizenship for immigrants across two naturalization regimes in Belgium, **Jarmila Oslejova, Gerlinde Verbist, University of Antwerp**
- Policies for the Labour Market Integration of Refugees: An Empirical Analysis from four Countries, **Ramona David, Ioannis Katsikis, Antonio Ranieri, CEDEFOP**

Session 4: **The role of third sector in promoting integration of migrants, refugees and asylum seekers** (chair: Dr. Dino Numerato, Charles University Prague)

- Co-creation of value in Italian mountain regions: the experiences of Cadore and Lavarone, **Marzia Bona, Andrea Membretti, EURAC**
- Finding new ways for refugees and asylum seekers' integration. A reflexive analysis of practices developed by the third sector and civil society in Trentino, **Giulia Storato, Giuliana Sanò, Francesco Della Puppa, Franco Demarchi Foundation**

- The role of third sector organisations in the integration of refugees and asylum seekers, **Leila Giannetto, University of Trento, Giulia Galera, EURICSE**
- Organizational Solidarity in Switzerland across the integration into the labour market field, **Eva Fernandez, Paula Moreno Russi, Marco Giugni, Maria Mexi, Geneva University**

**Session 5: Companies, trade unions and social partners: what roles do they have in promoting integration of migrants, refugees and asylum applicants into labour market** (chair: Prof. Simone Baglioni and Dr. Thomas Montgomery, Glasgow Caledonian University)

- Advocacy Coalitions in the Implementation of Integration Pre-Apprenticeships for Refugees in Switzerland, **Annatina Aerne, University of St Gallen**
- ESOL provision and labour market access for displaced migrants in Scotland: governance tensions and potentials, **Nasar Meer, Tim Peace, Emma Hill, University of Edinburgh**
- "Kebab mit Alles vs. Kebab mit Allem (Kebab vs. Kebap vs. Kabob with the works): Apprenticeship project promoting the integration of migrants in the labor market, **Colin Heller, Carinthia University of Applied Sciences, TBC**
- Asylum seekers sinking in the quicksand of undeclared work. A case study on asylum seekers possibilities to access the Italian labour market, **Salomè Archain, University of Florence**

**Session 6: ‘Biographies of Labour-market Integration’ (Migrants’ biographies and labour-market integration)** (chair: Dr. Veronica Federico, University of Florence)

- “I have been working hard to provide better life for my children...” Working biographies of the first generation migrant women with children of Vietnamese and Ukrainian origin living in the Czech Republic, **Lenka Formánková, Institute of Sociology of the Czech Academy of Sciences**
- Between waiting and homing, **Raffaella Greco Tonegutti**
- The Iceberg of Labour Market Integration: Exploring Integration Barriers for Elite Migrants, **Irina Isaakyan, European University Institute**

15:00 – 15:30 Coffee Break

**15:30 -17:00 Closing session: Roundtables with Sirius research teams: the evidence so far, and new research perspectives.**