

Table of Contents

Summaries of country chapters	15
-------------------------------------	----

CHAPTER 1. SUMMARY OF THE MAIN FINDINGS ON THE LABOUR MARKET INTEGRATION OF IMMIGRANTS AND THEIR CHILDREN

1. Overview of the four countries covered	25
2. Key issues and findings	29
References	41

CHAPTER 2. THE LABOUR MARKET INTEGRATION OF IMMIGRANTS AND THEIR CHILDREN IN BELGIUM

Introduction	43
1. The framework for integration	44
1.1. Overview of employment outcomes	44
1.2. The history of immigration to Belgium.....	47
1.3. Evolution of integration policy	51
1.4. Labour market access of immigrants	54
1.5. Distribution of responsibilities among the key actors	56
1.6. Main programmes and policies in place.....	59
2. Key issues.....	65
2.1. Integration of immigrants.....	65
2.2. Integration of the offspring of immigrants.....	77
Summary and Recommendations	91
References	99
<i>Annex 2.1.</i> Supplementary tables	102
Glossary	107

CHAPTER 3. THE LABOUR MARKET INTEGRATION OF IMMIGRANTS AND THEIR CHILDREN IN FRANCE

Introduction	109
1. A preliminary diagnosis	110
2. A historical overview of immigration to France since 1945	115
2.1. Migration movements	115
2.2. The crisis of the 1970s and its repercussions: an immigration that was more regulated and oriented towards family reunification.....	116
3. Migration and integration policy	117
3.1. The access to nationality: integration by citizenship.....	117
3.2. The opening up to immigration and the organisation of reception policy after World War II	118

3.3. Since the 1970s: the economic crisis, the slowdown in immigration, and the reinforcement of the objective of integration	118
4. Recent French integration policy	119
4.1. Government and institutional actors with respect to integration policy	119
4.2. Reception policy.....	121
4.3. The Reception and Integration Contract (CAI)	123
4.4. Integration measures following the post-arrival period	126
4.5. Naturalisation policy	127
5. A closer look at labour market outcomes of immigrants	128
6. The offspring of immigrants.....	139
6.1. Educational policies for immigrant children	143
6.2. Policies to address unfavourable educational outcomes	145
6.3. Labour market outcomes of the children of immigrants	148
7. The policy response to the inadequate labour market outcomes of the offspring of immigrants	152
7.1. City Policy (<i>Politique de la ville</i>).....	152
7.2. ZUS-targeted programmes	154
7.3. The city contracts (<i>Contrats de ville</i>).....	155
8. Labour market agents and programmes and the children of immigrants	156
8.1. The “ <i>Missions Locales</i> ” and PAIO	156
8.2. Employment programmes for youth	158
8.3. Youth access to mainstream labour market programmes in ZUS areas	164
9. Discrimination and selective hiring practices.....	167
Summary and Recommendations.....	171
References	181
Glossary	185

CHAPTER 4. THE LABOUR MARKET INTEGRATION OF IMMIGRANTS AND THEIR CHILDREN IN THE NETHERLANDS

Introduction	189
1. Overview of the labour market outcomes of immigrants in the Netherlands.....	190
2. The background for integration	194
2.1. The evolution of immigration to the Netherlands and the main origin groups	194
2.2. The evolution of integration policy	200
2.3. Key actors.....	206
3. Key issues in immigrants’ integration.....	208
3.1. Immigrants’ characteristics and their impact on labour market outcomes	208
3.2. Specific aspects of the Dutch labour market and economy and their links with immigrants’ integration	217
3.3. The impact of integration policy on labour market outcomes of immigrants	232
3.4. The integration of the children of immigrants and the issue of education	236
3.5. Discrimination.....	247
Summary and Recommendations.....	250
References	259
<i>Annex 4.1.</i> Supplementary figures and tables.....	265
Glossary	267

CHAPTER 5. THE LABOUR MARKET INTEGRATION OF IMMIGRANTS AND THEIR CHILDREN IN PORTUGAL

Introduction	269
1. A first glance at the labour outcomes	270
2. The framework for integration	274
2.1. Portugal’s evolution as a country of immigration	274
2.2. Key actors and the services provided to migrants	283
3. Key issues related to the labour market integration of immigrants and their children	288
3.1. Labour market indicators of the principal migrant groups	288
3.2. Outcomes of recent arrivals	289
3.3. The qualifications of migrants	292
3.4. The issue of “overqualification”	294
3.5. The sectors and occupations in which immigrants work	297
3.6. The wages of migrants	299
3.7. The working conditions of migrants	300
3.8. Immigrants and the informal economy	302
3.9. Immigrants and the Portuguese language	304
3.10. The role of the public employment service	305
3.11. Immigrants’ self-employment	306
3.12. The housing of immigrants	307
3.13. The integration of the children of immigrants	310
3.14. Discrimination	313
3.15. New developments	314
Summary and Recommendations	316
References	323
<i>Annex 5.1. The ten main origin countries of foreigners with legal presence in Portugal, 1986, 1996 and 2006</i>	<i>328</i>
<i>Annex 5.2. Regression results for the employment of immigrants</i>	<i>329</i>
<i>Annex 5.3. Regression results for the unemployment of immigrants</i>	<i>329</i>
<i>Annex 5.4. Analysis of the overqualification of foreigners</i>	<i>330</i>
<i>Annex 5.5. Analysis of the wages of foreigners</i>	<i>330</i>
Glossary	331

List of Boxes

Box 1.1. Analysing labour market outcomes of highly-qualified immigrants with the International Adult Literacy Survey (IALS)	33
Box 2.1. Immigrants from Morocco and Turkey and their labour market integration	49
Box 2.2. Statistics on ethnic background and the definition of “migrants”	55
Box 2.3. Data on immigrants’ integration in Belgium	56
Box 2.4. Activities of the social partners in Flanders	58
Box 2.5. Diversity plans	61
Box 2.6. Adaptation classes	83
Box 2.7. Activation for persons beyond the reach of employment services: the Work-Up project	87
Box 3.1. New data on the children of immigrants and those of persons born abroad as French nationals	141

Box 3.2. NS-EJ (New services – youth jobs/ <i>Nouveaux Services – Emplois Jeunes</i>).....	159
Box 3.3. Evaluation of Labour Market Programmes	160
Box 3.4. Vocational platforms (<i>Plates-formes de Vocation</i>)	162
Box 3.5. Recent policies towards youth from ZUS areas.....	166
Box 4.1. The definition of “migrants” in the Dutch context	192
Box 4.2. Immigrants from Morocco and Turkey and their labour market integration	196
Box 4.3. The <i>Wet Samen</i>	205
Box 4.4. Data and research on the labour market integration of immigrants and their children in the Netherlands	208
Box 4.5. The diversity concept of the Dutch police	228
Box 4.6. Non-governmental initiatives to help disadvantaged children: the Weekend School project	242
Box 5.1. Data on immigrants’ labour market integration in Portugal	272
Box 5.2. Integration services under a single roof: the National Immigrant Support Centres (CNAI)	285
Box 5.3. Overcoming barriers: the role of intercultural mediators in the SEF.....	286
Box 5.4. From construction workers to medical doctors: recognition and bridging courses	297
Box 5.5. The <i>Escolhas</i> programme	312
Box 5.6. Recent policy developments related to immigrants’ labour market integration	315

List of Figures

Figure 1.1. Composition of the foreign-born population in the four countries reviewed, 2006 ..	26
Figure 1.2. Median wage levels of immigrants, employed persons aged 15-64, 2005/2006 ...	28
Figure 1.3. Educational attainment of the native- and foreign-born populations in OECD countries under review, persons aged 25-54, 2006/2007 average	30
Figure 1.4. Children of native-born vs. children of foreign-born, percentage without upper secondary degree and not in employment, persons aged 20-29 and not in education	31
Figure 2.1. Evolution of the employment/population ratios of nationals, foreigners and foreign-born, by origin, in Belgium since 1983, 15-64 years old.....	47
Figure 2.2. Evolution of foreign (F) and foreign-born population (FB) in Belgium by main origin groups, 1970-2005.....	51
Figure 2.3. Evolution of the five main foreign-born populations in Belgium compared to the corresponding nationalities	54
Figure 2.4. Overrepresentation of the foreign-born among the low-qualified, 25-64 years old, 2004/2005 average.....	65
Figure 2.5. Differences in employment rates between foreign- and native-born and the impact of the qualification structure, 2003-2004, 15-64 years old	66
Figure 2.6. Gaps in the employment rates of immigrants compared to the native-born (<i>i.e.</i> rates of native-born <i>minus</i> rates of foreign-born) by duration of residence, 15-64 years old	70
Figure 2.7. Employment in the public administration in OECD countries, 2004/2005	75
Figure 2.8. Distribution of pupils by sex, nationality and stream, students in 12 th grade	79
Figure 2.9. Success rate at the end of the secondary education by linguistic community, sex, nationality and stream, around 2005	79
Figure 2.10. Gaps in employment rates between the native-born children of immigrants and the children of natives, 20-29 and not in education, latest available year	86

Figure 3.1. Employment-population ratios and unemployment rates of native- and foreign-born men and women aged 15-64, 2005	111
Figure 3.2. Employment-population ratios and unemployment rates of recent arrivals, all foreign-born persons and native-born persons, 1994-2004, three-year averages, France	113
Figure 3.3. The foreign-born population as a percentage of the total population, by age group, selected OECD countries, 2005	129
Figure 3.4. Educational attainment of the native- and foreign-born populations aged 25-64, annual average, 2001-2005	130
Figure 3.5. Employment-population ratios and unemployment rates, native-born persons and foreign-born persons by duration of residence, 2003-2005 average, selected OECD countries.....	132
Figure 3.6. Difference between the employment-population ratios and the unemployment rates of native-born and foreign-born persons, by sex, educational attainment and duration of residence in France, 2003-2005 averages.....	138
Figure 4.1a. Evolution of the employment/population ratios of native- and foreign-born populations since 1992 (two-year moving averages), by origin country, 15-64 years old	193
Figure 4.1b. Evolution of the unemployment rate (national definition) of native Dutch and “non-western ethnic origin”, 15-65 years old	194
Figure 4.2. Evolution of the immigrant population since 1972	195
Figure 4.3. Composition of permanent-type migration to OECD countries, 2006	199
Figure 4.4. Inflows of foreign nationals and unemployment rate in the Netherlands	200
Figure 4.5. Percentage points differences in employment rates between foreign- and native-born and the impact of the qualification structure, 15-64 years old, 2005/2006	210
Figure 4.6. Percentage-point gaps in the employment rates of immigrants compared to the native-born (<i>i.e.</i> rates of native-born <i>minus</i> rates of foreign-born) by duration of residence, 15-64 years old, 2005/2006	215
Figure 4.7. Employment rates of the 1997 immigrant cohort in the years after arrival, by migration category	216
Figure 4.8. Incidence of part-time and full-time employment for native- and foreign-born women 15-64 years old, 2006.....	217
Figure 4.9. Wage and employment of immigrants relative to the native-born, 15-64 years old, 2005/2006	220
Figure 4.10. Distribution of wage classes for the native- and foreign-born in the Netherlands, 15-64 years old and not in education	221
Figure 4.11. Percentage of employed earning no more than the minimum wage per hour, different groups of native- and foreign-born aged 15-64, by gender and not in education.....	221
Figure 4.12. Sources of income for native Dutch and selected foreign-born groups, men and women aged 15-65, 2004	223
Figure 4.13. Employment of foreign-born in the public administration in selected OECD countries, 15-64 years old, 2005/2006.....	228
Figure 4.14. Main sectors of activities of foreign- and native-born self-employed, 15-64 years old, 2005/2006	230
Figure 4.15. Annual naturalisations as a percentage of the foreign population, selected European OECD countries, 1992-2006	232

Figure 4.16. Gaps in employment-population ratios <i>vis-à-vis</i> native-born, for naturalised and non-naturalised immigrants aged 15-64 from non-OECD countries with ten years or more residence, 2005/2006	233
Figure 4.17. Employment of the second generation and the impact of educational attainment, by gender, selected OECD countries, latest available year	244
Figure 4.18. Employment rate of native Dutch, immigrants and the second generation one year and a half after leaving school, 2001-2006 average	246
Figure 5.1. Evolution of the employment rate of the native-born and of foreign-born foreigners in Portugal since 1992	272
Figure 5.2. Evolution of the unemployment rate of Portuguese and foreign nationals since 2001	274
Figure 5.3. Evolution of the foreign population with valid residence papers in Portugal, by main nationality groups since 1980	279
Figure 5.4. Composition of the (legal) permanent-type migration inflow into OECD countries by category of entry, standardised definition, 2004/2005 average.....	290
Figure 5.5. Index of sectoral disparity between native- and foreign-born employment for various OECD countries, 2005/2006 average	298
Figure 5.6. Percentage of employed women and men working in elementary occupations or as service workers in Portugal, by origin, 2005	299

List of Tables

Table 1.1. Main labour market indicators of the native and foreign-born populations in the countries surveyed, 15-64 years old, 2007	28
Table 1.2. Percentage points differences in the probability of employment for persons with tertiary education, foreign-born compared to native-born, by origin of the diploma, persons aged 15-64.....	34
Table 1.3. Percentage points differences in the probability of being in the highest income quintile for persons with tertiary education, foreign-born compared to native-born, by origin of the diploma	35
Table 2.1. Labour force characteristics of the native- and foreign-born populations, 15-64 years old, selected OECD countries, 2004/2005 average.....	46
Table 2.2. Distribution (in %) of the population by place of birth and nationality, 1995 and 2005.....	53
Table 2.3. Employment-population ratios for native-born and immigrants by sex, educational attainment and origin of degree, 2001	66
Table 2.4. Employment rates of women by qualification level and origin of the highest qualification, 15-64 years old	68
Table 2.5. Share of employment in the public sector among total employment in Belgium, by nationality, country-of-birth and job type, 2001	75
Table 2.6. Self-employment of immigrants and native-born in various European OECD countries, 1995 and 2005	76
Table 2.7. Educational attainment of children of natives and the second generation, 20-29 years old and not in education, 2003-2005 average	80
Table 2.8. PISA 2003 results for the children of immigrants	81
Table 2.9. Employment rates for children of natives and the second generation, by origin countries, region, gender and qualification level, 20-29 years old and not in education, 2003-2005 average	85
Table 2.10. Estimated average duration of unemployment (in months) of young persons after school-leaving in Flanders.....	86

Table 3.1.	Employment and unemployment rates of immigrants, second generation, native-born aged 20-29 and not in education, by gender and educational level ...	114
Table 3.2.	The immigrant population by country of origin, 1975-2005	117
Table 3.3.	Employment and unemployment outcomes for the native- and foreign-born population by country/region of origin, 2001-2005 pooled data	131
Table 3.4.	Labour force indicators, foreign-born by duration of residence, differences relative to the native-born, 2003-2005 averages, France	133
Table 3.5.	Odds of employment and of unemployment of the foreign-born relative to the native-born, by nationality status, educational attainment, duration of residence and origin, men and women, France, 2005	135
Table 3.6.	Odds of employment of foreign-born relative to native-born persons aged 15-64, selected OECD countries, 2004 and 2005	139
Table 3.7.	Distribution of the population aged 15+ and of the population of working-age by origin, France, 2005	140
Table 3.8.	Labour market outcomes of immigrants and their children according to the parents' place of birth and the nationality at birth, 2005	142
Table 3.9.	Student performance in reading at age 15 of foreign- and native-born children of immigrants, 2003	143
Table 3.10.	Labour force outcomes for children of immigrants and of the native-born, France, 2005	149
Table 3.11.	Odds of being employed and unemployed for native-born children of immigrants relative to children of the native-born, France, 2005	151
Table 3.12.	Employment situation of native-born children of immigrants and of the native-born, France, 2005	151
Table 3.13.	Rate of access to subsidised jobs and traineeships of non-employed youth under 25	165
Table 4.1.	Labour force characteristics of the native- and foreign-born populations, 15-64 years old, selected OECD countries, 2005/2006 average	191
Table 4.2.	Employment rates by migration category in the Netherlands and Australia, one year and three years after arrival, 15-64 years old	199
Table 4.3.	Population by education level, 25-54 years old, 2005/2006	209
Table 4.4.	Gap in the employment rates between native and foreign-born, by gender and educational attainment, 15-64 years old, 2005/2006	210
Table 4.5.	The labour market outcomes of highly-educated migrants in selected OECD countries, 15-64 years old, 2005/2006	212
Table 4.6.	Overqualification among the foreign-born and its determinants (odds ratios)	213
Table 4.7.	Determinants of women's employment (odds ratios)	218
Table 4.8.	Determinants of log hourly wages for native and foreign-born in the Netherlands, 15-64 years old employed and not in education	222
Table 4.9.	Share of self-employment among the employed immigrants and native-born aged 15-64, various European OECD countries, 1995 and 2005/2006	229
Table 4.10.	PISA 2006 results for the children of immigrants and education of their parents	236
Table 4.11.	Evolution and composition of employment native Dutch and the second generation, aged 15-39 and not in education	246
Table 5.1.	Labour force characteristics of the native- and foreign-born populations, 15-64 years old, selected OECD countries, 2005/2006 average	271
Table 5.2.	Labour market indicators of natives and foreign-born foreigners in Portugal, by origin group and gender, 15-64 years old, 2001	289

Table 5.3.	Employment rates of recent arrivals and longer-term immigrants in Portugal, by nationality group, 15-64 years old, by gender, 2001	291
Table 5.4.	Unemployment rates of recent arrivals and longer-term immigrants in Portugal, by nationality group, 15-64 years old, by gender, 2001 census.....	291
Table 5.5.	Distribution of qualification levels of immigrants and native-born in various OECD countries, 25-54 years old, 2005/2006.....	292
Table 5.6.	Distribution of qualification levels of foreign-born foreigners, by origin group, 25-54 years old, 2001	293
Table 5.7.	Percentage of highly-qualified working in low- and medium-skilled jobs in private enterprises in Portugal, 15-64 years old, 2005.....	294
Table 5.8.	Percentage of highly-qualified employed who are working in low-and medium-skilled jobs, 15-64 years old, 2005/2006 average	294
Table 5.9.	Key indicators of working conditions, 15-64 years old, 2005/2006.....	301
Table 5.10.	Key channels for employment search (% of channels used to obtain current employment), all employed persons (excluding self-employed) aged 15-64 years, 2005-2006.....	305
Table 5.11.	Self-employment rates of foreign- and native-born populations aged 15-64 years in selected OECD countries, 2005/2006.....	306