



Tripartite agreement on labour market integration



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- Overall aim - more refugees in employment
 - Government aim: in the long term, 5 in 10 - compared to 3 in 10 today - must have taken on regular employment.
- New approach in the integration programmes
 - The company/workplace must be the pivotal point of the integration programmes.
 - Danish language education is part of the company oriented measures.

Tripartite agreement on labour market integration

There are two main themes in the agreement:

- I. Greater employment focus in integration programmes**
- II. The integrative training programme (IGU)**

Greater employment focus in integration programmes

- Better use of qualification background and skills of refugees from their home countries
- Resettlement to districts with occupation options
- Refugees must be approached as ready for work
- Refugees must be placed in companies quickly - 2 weeks
- Danish language programmes - more company-oriented
- Offering companies better conditions for hiring refugees
- Job-targeted competence clarification
- Better use of The Labour Market Training (AMU) system offers

The integrative training programme (IGU)

IGU - new tool in the integration process

- Stepping stone to the regular labour market or continuing training and education.
- A supplement to current programmes (in-company training contracts and subsidised jobs).
- IGU - a training programme that will improve the employment chances of refugees.
- Contributes to making more refugees self-supporting.

IGU - main elements of this training

- A two-year integrative basic training programme:
 - A three-year pilot project
 - Target group: Refugees between 18 and 40 years who have lived in Denmark for less than five years.
 - The training programme is based on an agreement between the company and the refugee.
 - Company work training agreement which describes the aim of the training programme.
 - 1½ yrs. in-company training.
 - 6 month's training (20 weeks) including labour market training courses and language courses.
 - Trainee pay in accordance with the wage rates for EGU stipulated by the collective agreements

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IGU - main elements of this training

- Full time training and education - 37 hours (in-company training must constitute at least 25 hours per week).
- In-company training and education - a maximum of 37 hours per week.
- A bonus payment of 2 x DKK 20,000 for companies is introduced.

IGU - Challenges

- More training places need to be established
 - Employers must be more actively involved
 - Extensive marketing of the training programme must be ensured
- There needs to be a sufficiently high level of skills' upgrading in the IGU-programmes.
 - Among other things, there must be a healthy balance between labour market training and Danish language education.
 - Continuous monitoring from the social partners.
 - Annual follow-up on the agreement.