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.