

Collaborating in Europe

WARWICK
THE UNIVERSITY OF WARWICK

Refugee resettlement, Access to Work, and Populism

From migration to integration in Europe

Thursday 1st February 2018

16.00 start (followed by a networking reception)

Accessing the labour market is a top priority for resettlement schemes in most parts of the world. It is directly related to settlement and wellbeing and has significant economic and political implications (e.g. OECD Indicators of Immigrant Integration 2015).

Accessing work however involves a range of barriers including the matching of refugee skills with local employers' needs, validation of skills/credentials, policy and legal framework, as well as language skills, networks and cultural knowledge of the environment. In the current socio-political context, employment (or lack of) is used heavily in populist rhetoric constructing 'the refugee' as liability and burden.

This event is going to discuss the experience and research conducted by senior academics in three different European countries (Austria, Sweden and the UK) and aims to bring together researchers, policy makers and international bodies to address the issue and ways to develop practical recommendations.

The event is chaired by the Pro-Vice-Chancellor (External Engagement) of the University of Warwick, Professor Simon Swain and will include presentations from:

- Dr Jo Angouri, Reader, Applied Linguistics, Co-director Migration, Translation, Identity Network, University of Warwick, UK;
- Professor Pieter Bevelander, Director, Malmö Institute of Studies of Migration, Diversity and Welfare, Malmö University, Sweden;
- Em. Distinguished Professor Ruth Wodak, Lancaster University, UK; University of Vienna, Austria.

This will be followed by an engaging panel discussion with:

- Dr Raffaella Greco Tonegutti, Policy Officer Migration and Mobility, Open and Inclusive Societies Unit, DG Research, European Commission;
- Ms Hannelore Waterschoot, Managing Partner, Talentree;
- Ms Juliana Santos Wahlgren, Senior Advocacy and Network Development Officer, ENAR - European Network against Racism.

The discussion will be moderated by Dr Luk Van Langenhove, Academic Director of the Institute of European Studies at the Vrije Universiteit Brussel (Belgium) and Senior Advisor European Strategy at the University of Warwick (UK).

Jo Angouri - The politics of language for accessing employment

This presentation explores the complexities of transcending boundaries and crossing geographical, national and linguistic borders in relation to accessing work. I draw on current and completed projects on the needs of workplace newcomers and focus in particular on the barriers faced by those new to social, cultural and linguistic ways of *doing and talking work*. I discuss the salient concept of *linguistic penalty*, the price newcomers pay when they are labelled as 'different' and fail to talk the way 'we' talk and sound the way 'we' sound. Stigmatization and discrimination in recruitment and selection or exclusion from decision centres are not uncommon. Achieving the necessary language proficiency to navigate work related gatekeeping events is complex and only part of the jigsaw; accessing work is more than a simple linguistic act, it is deeply political and ideological.

In the current context, fear-based narratives associate migration with pressures on the welfare system, loss of employment for the host society, crime and erosion of values that threaten the imagined homogeneity and perceived social cohesion. Hence, the workplace becomes a contested area, split between those who are 'in' and those who are attempting to gain access and are often commodified as a resource, brain power, knowledge worker, manual labour and/or a burden and threat. Dominant ideologies about *the other* are projected on the newcomer. I close the paper with emphasising the need for bringing together researchers, policy makers and employers to set an agenda for improving labour market integration in Europe.

Pieter Bevelander - Labour market Integration of Refugees – What do we know?

Since especially 2015, politicians, the media, and the public are worried about refugees' lack of economic integration. However, is this worriedness based on facts? This presentation will provide the latest research on refugee labour market integration comparing a number of European countries. The increasing flow of refugees into developed European welfare states calls for more in-depth knowledge about the integration of refugees into a host country's labour market. Existing studies show that refugees have a lower employment rate and income level than family reunion migrants and

labour migrants, but that over time this income and employment gap diminishes or disappears altogether. One reason for this slower adaptation process is the depreciation of human capital and credentials due to the asylum and skill accreditation processes. However, the results are rather heterogeneous between the various refugee groups as well as among the different receiving societies. A number of factors have come forward that explain these differences among them policies towards refugees increasing labour market integration. These policies should be improved in order to reduce both individual and societal costs.

Ruth Wodak - Integration, Culturalisation, and Populism

This brief lecture provides an overview of multilingualism policies in the European Union as the broad context for the subsequent implementation of national language and KoS (Knowledge of Society) tests. Here, I draw primarily on surveys conducted by the Council of Europe. I then discuss how such tests function as gate-keeping devices in order to select some and exclude others. Important to emphasise that KoS tests were primarily developed for migrants coming from non-EU countries in order to work, not for refugees arriving traumatised and requiring immediate help. However, such tests have now become part and parcel of many policies concerning requirements which refugees have to fulfil to get in to schools and to have access to employment. Thus, language policies are frequently imposed which prove inadequate for the affordances of refugees.

At the same time, studies on media reporting (in several EU member states) illustrate that negative presentations of refugees dominate. Refugees are represented as dangerous, "unwilling to integrate", a burden, criminal, and so forth. The concepts of "migrant" and "refugee" are merged in to a general *Feindbild* of the "illegal/bogus migrant", the dangerous "other", in short people who – it is argued – do not deserve support and help. Voices of refugees are rarely, if at all, heard and quoted. The nativist-nationalist ideologies originating in far-right and right-wing populist parties are becoming normalised and have reached the mainstream. I will discuss some causes and consequences of these developments.

Research Team biographies

Dr Jo Angouri



Jo Angouri is Reader and Director of Undergraduate Studies in Applied Linguistics at the University of Warwick, UK and a Visiting Distinguished Professor at Aalto University, School of Business, Finland.

She is co-directing two international research networks, one under the Warwick-Monash alliance on *Migration Identity and Translation* and one under AILA on *Migrants in Working life* which have brought together a range of established scholars, Early Career researchers as well as non-academic stakeholders. Jo has had visiting positions in institutions in *Europe, New Zealand and Australia*. She is an associate of the Language in the Workplace network (Victoria University of Wellington). Her research expertise is in sociolinguistics, pragmatics and discourse analysis. Her work has addressed the complexity of language and migration, particularly with reference to accessing employment in a new country (both blue and white collar positions). In the last ten years Jo has published 60 refereed papers, three special issues, two books, three edited volumes and two international conference proceedings. Her current work focuses on boundary crossing, fitting in the modern workplace and political discourse and ideology. Jo has recently developed a consortium of academics, NGOs and professional organisation for a project on Settlement, Transition and Language involving international partners in Australia, Canada, and New Zealand. For info on research projects and recent publications see: <https://warwick.ac.uk/fac/soc/al/people/angouri/>

Professor Pieter Bevelander

Pieter Bevelander is Professor of International Migration and Ethnic Relations at the Department of Global political studies and Director of MIM, Malmö Institute of Studies of Migration, Diversity and Welfare, Malmö University, Sweden. His



main research field is international migration and different aspects of immigrant integration as well the reactions of natives towards immigrants and

minorities. He has a doctorate in economic history and wrote his thesis (2000) on the employment integration of immigrants in Sweden in the period 1970–1995. A number of his publications include the labour market situation of immigrants in a regional setting and the effects of labour market policy measures directed towards immigrants in Sweden. His latest research contains the socioeconomic and political impacts of citizenship ascension of immigrants and minorities in host societies, the labour market integration of refugees, and the attitudes of the native population on immigrants and other minority groups.

He is a member of the Swedish government commission on Migration, The Migration Delegation (DELMi) (<http://www.delmi.se/en>), a member of the Executive Board of the IMISCOE network, a board member of the Metropolis network and Head of the international advisory Board of the Swiss NCCR “On the Move”. He has produced reports on migration and integration for several international organizations like the FRA, OECD, IOM and MPI.

Professor Ruth Wodak



Ruth Wodak is Emerita Distinguished Professor of Discourse Studies at Lancaster University, UK, and affiliated to the University of Vienna. Besides various other prizes, she was awarded the Wittgenstein Prize for Elite

Researchers in 1996 and an Honorary Doctorate from University of Örebro in Sweden in 2010. She is past-President of the Societas Linguistica Europaea. 2011, she was awarded the Grand Decoration of Honour in Silver for Services to the Republic of Austria. She is member of the British Academy of Social Sciences and member of the Academia Europaea. 2008, she was awarded the Kerstin Hesselgren Chair of the Swedish Parliament (at University Örebro). She is member of the editorial board of a range of linguistic journals and co-editor of the journals *Discourse and Society*, *Critical Discourse Studies*, and *Language and Politics*. She has held visiting professorships in University of Uppsala, Stanford University, Malmö University (Willi Brandt Chair 2017), University Minnesota, University of East Anglia, and Georgetown University.

Ruth has coordinated and held the position of PI or CI in many European and nationally funded research projects, such as XENOPHOB, EMEDIATE, DYLAN, and “Racism at the Top”. Currently, she is involved in two nationally funded research projects: “Discursive Construction of National Identity – Austria2015” and an interdisciplinary study on the memories of children of Holocaust survivors and resistance fighters who returned to Vienna after 1945 and the end of WWII (*Kinder der Rückkehr*). Her current research interests focus on discourse studies; gender studies; populism and the far-right; identity politics and politics of the past; racism, antisemitism, and discrimination; and on ethnographic methods of linguistic field work. Ruth has published 10 monographs, 27 co-authored monographs, over 60 edited volumes and special issues, and ca 410 peer reviewed journal papers and book chapters. For more information on on-going research and projects you can see <http://www.ling.lancs.ac.uk/profiles/Ruth-Wodak>

Panellists’ biographies

Dr Raffaella Greco Tonegutti – Policy Officer, DG Research and Innovation – European Commission



Raffaella Greco Tonegutti is migration and asylum policy officer at DG Research and Innovation, European Commission. She holds a PhD in fundamental rights (University of Pisa, Italy), with specialization in migration studies, and a MA in International Cooperation

and Human Rights. Over the last 15 years, Raffaella worked as migration, asylum and development expert for the EU (HQ and Delegations), the International Organization for Migration (IOM), the international Centre for Migration Policy Development (ICMPD), the United Nations Organization for Drugs and Crime (UNODC), and other organizations.

Juliana Santos Wahlgren - Senior Advocacy and Network Development Officer - ENAR - European Network against Racism

Juliana studied law and political science both in Europe and in Brazil. Juliana joined ENAR (European Network Against Racism) in July 2006 and she previously worked as a legal counsellor for ASTI (Association de soutien aux travailleurs



immigrés), and before that as a lawyer in a multinational oil and gas company. She is in charge of ENAR’s Advocacy Strategy in the field of migration and integration and community mobilisation. She also provides legal support as volunteer to victims of domestic violence in Belgium.

Ms Hannelore Waterschoot – Managing Partner – Talentree

Hannelore Waterschoot is an industrial psychologist, with a specialisation in multicultural HRM. She worked 15 years in leadership and management development at Vlerick Business School where she ended her career as the head of open executive education and the executive MBA programmes. In 2016 she founded Talentree, a job platform for highly-educated multicultural talents. She also works as a freelance executive coach growing international teams and talents.



Moderator

Dr Luk Van Langenhove

Luk Van Langenhove is Academic Director of the Institute of European Studies at the Vrije Universiteit Brussel (Belgium) and Senior Advisor European Strategy at Warwick University (UK). Before, he served as Director of the United Nations University Institute for Comparative Regional Integration Studies (UNU-CRIS) and as Deputy Secretary-General of the Belgian federal ministry for Science Policy. He obtained his PhD in psychology in 1981. He has published widely on different social sciences topics, including regional integration. Monographs include “Innovating the Social Sciences” (2007), “Building Regions” (2011) and “People and Societies” (2010). He also edited several volumes, including “Positioning Theory” (with Rom Harré, 1999), “The EU as a Global Player. The Politics of Interregionalism” (with Fred Söderbaum, 2006), and “The EU and multilateral security governance” (with Sonja Lucarelli and Jan Wouters, 2013). Recent publications include “Varieties of Moral Orders” (2017, in *Frontiers of Sociology*) and a special issue of *Contemporary Politics* (2018) on “Major Powers and their shared neighborhoods” (co-edited with Simon Schunz and Siegliende Gstöhl). He currently coordinates a Horizon 2020 project on Science and Cultural Diplomacy (see www.EL-CSID.Eu).



Chair

Professor Simon Swain



Simon moved into his present Pro-Vice-Chancellor role in February 2016, with responsibilities for the University's research, business, and policy engagement in the West Midlands region, London, Europe and further afield.

Prior to this he was Pro-Vice-Chancellor with responsibility for the Faculties of Art and Social Sciences, and before that chaired the Faculty of Arts and the Department of Classics & Ancient History. In his present role he works closely with the European Strategy team to ensure we continue to be actively engaged with European partners in the 'brexit' era and beyond and contribute to the high standing of UK universities, working through our European office in Brussels and helping to triangulate our activities between our West Midlands base, government in London, and the EU. As part of this he leads the European Strategy team in our support for the new initiative of The Guild of European Research Intensive Universities. Simon started his career at All Souls College, Oxford, and is a Fellow of the British Academy in Oriental Studies and Classical Studies. He continues to be actively engaged in research, working with his team of six postdoctoral fellows on various funded projects focussing on the transmission of ancient Greek thought into the Islamic Middle Ages.

He is the author of ten books and currently sits on funding and research panels at the Wellcome Trust and the British Academy.

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Talk to us:
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The banner features a blue background with a white network graphic of dots and lines at the top. Below this is a photograph of a modern building at dusk. In the foreground, a man in a red and white checkered shirt is working in a laboratory with a robotic arm. The bottom section of the banner is a solid blue color containing contact information.