

Decent work and inclusive workplaces for asylum seekers

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Introduction



Context

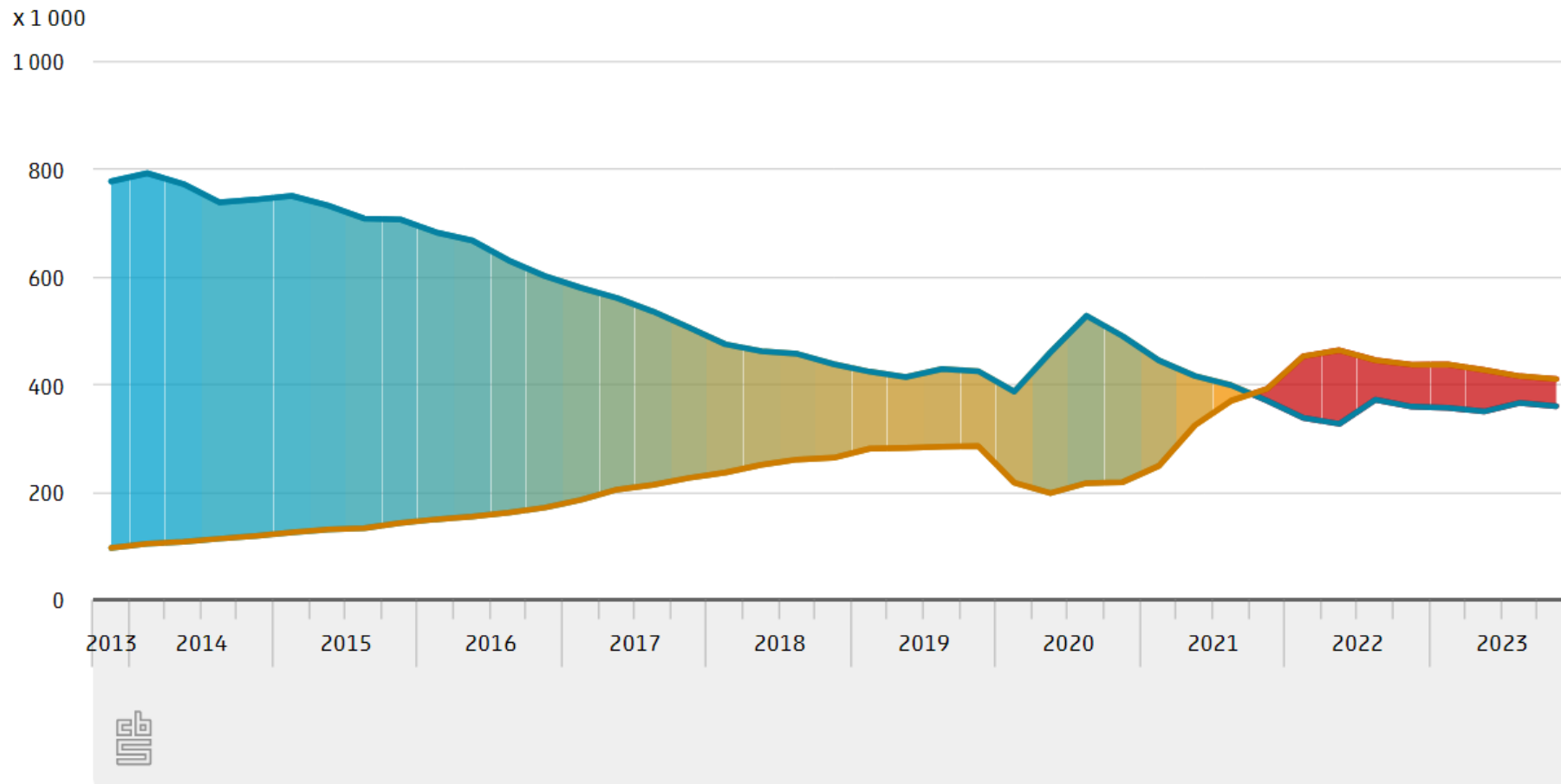
'Werken asielzoeker levert miljarden op'

**Enorme krapte op de arbeidsmarkt:
lonen omhoog of toch iets anders?**

**Nieuwe regels na uitspraak Raad van State:
asielzoeker mag meer dan 24 weken werken**

Context: Shortages on labour market

Openstaande vacatures en werkloze beroepsbevolking (seizoengecorrigeerd)



Context: Conditions for participation

- Asylum seekers are allowed to work in NL after 6 months of stay (receive BSN)
- Employers need to request work permit (TWV) at UWV
- Asylum seekers pay part of income to COA (REBA)
- 5% participates in paid work during stay in centre (Regioplan, 2023).
- Recently, the limitation for asylum seekers to work only 24 week a year was abolished > more TWV's are being requested.

‘Decent’ work (SDG8)

- offers **economic independence**;
- contributes to **organisational goals**;
- enlarges **self-esteem** of individuals;
- Enables people to **develop** in (social) **safe environment**;
- is **meaningful**.



Four aspects of decent work

- Work **content**
 - Type of tasks
- Work **conditions**
 - Type of contract, salary, possibilities for education/development
- Work **environment**
 - Safe, supportive, social
- Work **relations**
 - Type of leadership, participation in decisionmaking, equality

Inclusive workplaces



Value of diverse and inclusive workplaces

Value for the organisation:

- Increases productivity
- Enhances creativity
- Access to new markets/clients
- Enhances adaptability
- Keep personnel (employee satisfaction)

But not without investment: time, patience, willingness to change



Value of inclusive labour market

Value for individual:

- Health
- Self-esteem
- Meaning to life
- Development

Value for society:

- Economic (SEO, 2024)
- Social cohesion
- Healthy and vital society



Organisation of inclusive workplaces

- Support of top management
- Integration in organisation strategy and mission
- Raise awareness with staf and co-workers.



Inclusive HR-instruments

- Inclusive vacancies
- Objective selection procedures
- Open hiring
- Jobcarving
- Jobcoaching
- Socialisation
- Learning on the job
- Onboarding



Questions?

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Exercise

Write on post-its: what is decent work for asylum seekers in inclusive workplaces? Do this for each aspect of decent work.

- What type of **work content** fits? (eg. is jobcarving needed?)
- What **working conditions** are needed for asylum seekers? (eg. type contract, work hours, transport)
- What is important to organize in the **work environment**? (eg. coaching, language)
- What is important in terms of **work relations**? (eg. involvement in social activities or decision making)

Exercise

- How can you, as a professional, contribute to decent work and inclusive workplaces for asylum seekers? What is your role?
- And specify this role in relation to 1) employers, 2) asylum seekers, and 3) other involved agencies.

Do this for each aspect of decent work (world café method).