"AT THE EMPLOYERS' GATES: THE EUROPEAN CHALLENGE FACING ASYLUM SEEKERS AS EMPLOYMENT APPLICANTS"

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Abstract

The flood of asylum seekers in Europe in the past few years brings about a challenge to employers in accepting them to work. Offering a potential solution to the selection process targeted at helping employers in Europe sort asylum seeker job applicants who lack sufficient documentation, by using tools from the security world. Using these tools helps employers verify biographical and other data candidates provide in documents and declarations during their recruitment process. Briefly reviewing the phenomenon of asylum seekers in Europe, in order to explain the phenomenon of CV fraud and offering verification tools from the security world that were developed in an attempt to respond to this widespread phenomenon. Examine tools that are used worldwide and propose one tool that is suitable to help selecting candidates that lack sufficient documentation such as asylum seekers.

Keywords: **Asylum seekers**, **Work candidates, Recruitment and selection, Employers, Data verification, Background checks, integrity interview.**

Introduction

For many years I have specialized in establishing and operating security screening systems to check job candidates in the private sector. Establishing such systems is part of companies' operational risk management and seeks to limit the risk of employing unworthy people integrity wise. The tests seek to expose risks foci in the following areas: criminal activity, credit problems, verifying identity and certificates testifying to levels of education and verifying past employment records from the point of view of all aspects of integrity.

Verifying past employment records is necessary in light of the worldwide increase in CV fraud among job candidates.

Despite the aforementioned, from my experience and other findings worldwide, most managers undertake security checks, and especially background checks, for pure human resource motives. These background checks, which were developed in the world of security, provide a solution today to managers who seek to improve their recruitment and selection process. Nevertheless, this solution as successful as it may be for regular candidates is incapable of providing a similar solution for asylum seekers. The article will briefly review the phenomenon of asylum seeker job applicants (applying for work) in Europe, the efforts and means that states and employers use to recruit, select and integrate asylum seekers into the labor market. The article will review the phenomenon of CV fraud around the world, the solutions available to employers for reducing this phenomenon and a new way in which employers use security checks to select candidates.

The article will discuss the challenges of undertaking these background checks among asylum seekers and propose additional means of assistance, tools from the security world, in order to improve these candidates' recruitment and selection. As a professional in the field, who recognizes the managers' growing needs and their requests for assistance to improve candidate recruiting steps in a changing employment world, I can state that using background checks from the security world can provide a wide range of solution aspects. This article seeks to identify the difficulty and challenges of operating such tools from the security world regarding asylum seekers who sometimes lack, partially or completely, means of identification, such as: certificates testifying to levels of education or suitability for work as far as human resources aspects are concerned. The tool can help employers to authenticate and clarify asylum seekers' employment history, and thus increase the chances of integrating suitable candidates from this population into the labor market.

This article does not deal with the wider aspects of asylum seekers migration to Europe with an emphasis on: judicial, social, political, security challenging aspects posed by asylum seekers, the question of determining their status and others. Nonetheless it is worthwhile to briefly mention a number of key trends. According to 2017 data (Project 28. 2017), the return generated by this movement of people into Europe vacillates. 76% of

Europeans believe that the European Union (EU) does not deal with the issue of migration satisfactorily. A change of attitude among Europeans with can be discerned with regard to the reasons why this migration takes place: today over 50% of Europeans believe that asylum seekers should be characterized as labor migrants who came to the continent for economic reasons. This refers to a change in the 2016 trend in which it was believed that most asylum seekers arrived because of risks to their safety in their countries of origin. The question of building fences/walls is interesting, it appears that most Europeans are opposed building walls, but a majority of 79% supports strengthening border monitoring and maintaining them more effectively. Furthermore, most Europeans believe that the stream of asylum seekers has led to a rise in crime (64%) and terror (66%), believe that it challenges the society and culture of absorbing states (59%) and reduces job opportunities for long-term resident (48%) (Project 28. 2017).

Asylum Seeker Crisis

The stream of asylum seekers to Europe constitutes a challenge to the European Union and challenges basic liberal foundations such as the free movement of people and open borders on which the Union was founded. Such an unprecedented stream, the largest since the Second World War, has rapidly turned feelings of empathy and into fears regarding the existing asylum seeker crisis, and future concern about its implications for European society, social services institutions and the labor market (Zimmermann, 2016). It should be noted that despite the massive flow of asylum seekers without documents or certificates, the European Union has still not formulated a uniform policy or mechanism for sharing the burden. Therefore, member states do not feel obliged to increase quota numbers and entry visas and choose to determine policy, laws and restrictions independently (Nilsson, 2015).

Free economy, freedom of movement and employment are the cornerstones of Europe together with liberal principles embedded in the Union's agreements and treaties. However, today, countries connect between fears and security concerns about asylum seekers, some of whom have no means of identification or certificates .Therefore, they react Sometimes impulsively, contradicting the liberal basis on which the EU was founded – freedom of employment and movement, emotional reactions expressed by temporary closing of borders,

stricter monitoring of border crossings, opposition to a fair allocation of asylum seekers, restricting access to the labor market and restricting people's movement in the labor market (Nilsson, 2015; Zimmermann, 2016). Employers in Europe, have to face the challenge of diversity and quantity at their gates. About half of asylum seekers come from Syria, Eritrea, Somalia, Iraq and Afghanistan. They are heterogenic with significant differences in their makeup with regard to their professional and educational backgrounds. For example, the number of asylum seekers with academic or high school education is relatively higher among Syrians and Iranians, whereas amongst Iraqis, Eritreans and Afghans, the number of asylum seekers without any formal education is greater than the number of those with higher education (Adecco Group, 2017; OECD, 2017a).

Understanding the dimensions of migration requires providing data regarding the number of asylum seekers absorbed in Europe in recent years. Sweden has absorbed more than 327,000 asylum seekers between 2011 and 2015 (Nilsson, 2015), Austria absorbed in 2015-2016 125,570 asylum seekers (OECD, 2017b), 118.995 asylum seekers reside in Britain (Bearne, 2017), approximately 1.2 million asylum seekers have entered German borders between 2015 and 2016 (OECD, 2017a) and France has absorbed 152,190 asylum seekers during the same period (OECD, 2017b). Additionally, in February 2017, approximately 9% of jobseekers in Germany were immigrants or asylum seekers of which more than a half were Syrian (Adecco Group, 2017; OECD, 2017a).

It should be noted that despite the difficulties and challenges, the stream of asylum seekers also has a positive aspect. From the neo-liberal point of view, the migration phenomenon can help freedom of employment, movement, initiative and international trade. Free trade encourages competition, expands markets, allows job allocation and expertise through comparative advantage, and as a result increases productivity (Hartz, 1955; Spitz, 1982). Absorbing asylum seekers into society has the potential to instill new life into European institutions through economic growth and integrating talented and skilled people into the labor market, especially in an era when Europe is suffering from a demographic decline and slow economic recovery (Nilsson, 2015). Asylum seekers have not only brought a new reservoir of talents and skills to local labor markets, but have also increased cultural

diversity and contributed to innovation, productivity and creating new opportunities in the free market (Eurostat, 2017; Hire immigrants, 2016).

Short-term humanitarian needs relating to movement, registration or temporary housing become in the long-term requirements for work, education and social integration (Nilsson, 2015). Finding work is thus an integral part of successful integration and absorption into society. However, finding work as an asylum seeker is not a simple task even for to an educated and learned person with employment experience. Facing such a person are language barriers, cultural gaps, lack of local professional experience, lack of references, absorbing countries' non-recognition of documents, academic and professional certificates or professional years of service and difficulty evaluating their quality, poor interview skills, lack of understanding of the labor market, not knowing tools to seek employment and discrimination. Therefore, asylum seekers are sometimes forced to abandon the professional profile achieved in their countries of origin, if it exists, and be satisfied with jobs that do not reflect their abilities (Bearne, 2017; Benton et al., 2014; Hire immigrants, 2016). Most asylum seekers integrate into blue collar jobs (Adecco Group, 2017; OECD, 2017a).

In order to integrate legally into the labor market, asylum seekers need access. While migrants have free access to the labor market in most OECD countries, asylum seekers encounter restrictions expressed in waiting periods or passing fitness tests. Although access to the labor market has become easier for asylum seekers in recent years, in fact this involves a complicated and complex process both for employers who have to get approval from a number of authorities to employ asylum seekers and for asylum seekers who have to wait until their requests are approved (ibid). Despite these difficulties and challenges, European countries have tried to adapt policy and legislation to the newly created circumstances; e.g. Scandinavian countries such as Sweden and Denmark, combine issuing temporary work permits for asylum seekers with higher education and providing accessible learning programs for asylum seekers' children (Nilsson, 2015). In Germany the waiting period required by asylum seekers prior to accessing the labor market has been reduced and is now three months (OECD, 2017a). The country even passed the New Integration Act (2016) whose goal is to enhance integration by investing in compulsory programs for asylum seekers to learn the German language and deepen civil orientation (ibid).

Although the absorption and selection processes are still in their very early stages, authorities in Europe have issued pilot programs intended to try and evaluate the abilities and qualifications of asylum seekers and migrants. Programs include: (1) Internet measurements to test professional qualifications; (2) Implementing a points system that weighs points for education, language proficiency, employment background and social activities, (3) Carrying out interviews to evaluate qualifications, (4) Holding discussions with career advisors, (5) Reference to skills acquired informally, (6) Distributing questionnaires to evaluate ability to integrate into the labor market including questions about levels of education, language proficiency, basic skills, employment background and areas of interest (OECD, 2017a; Zimmermann, 2016).

German authorities are prepared to recognize professional years of service, however only if they match their professional levels and only on supply of professional certificates and approvals (Germany Recognition Act, 2012). One must remember that prior to entering a country of asylum, asylum seekers are meant to undergo security checking processes. These processes include identification and verifying identity, authenticating documents if such exist, medical examinations and security checks. These safety and security regulations are meant to assist and help filter and sort workers prior to their entry into the labor market (Hire immigrants, 2016). The serious challenge facing authorities is evaluation and examining levels of ability and qualifications in the absence of formal certificates or valid documentation about their professional or academic background. In Germany, an attempt has been made to overcome this by implementing various programs such as: (1) Prototyping project whose purpose is to evaluate skills through interviews with experts and/or examining samples of work carried out by asylum seekers, (2) Valikom project seeking to establish one standard practice for evaluating and recognizing professional skills acquired informally (OECD, 2017a), (3) Using profiles so as to formulate asylum seekers profiles while they are in absorption centers. A profile will enable allotting asylum seekers according to the needs of the European labor market (Zimmermann, 2016). Norway launched a qualification passport for migrants and asylum seekers documenting their employment background, language proficiency, qualifications and skills. Nevertheless, the pilot program is too restricted and narrow to prepare asylum seekers for the labor market (OECD, 2017a). In light of the

growing stream of asylum seekers, there is a need to reinforce filtering and sorting processes, to synchronize the steps taken during various stages of checking and to prepare a uniform absorption policy obligating all European Union member states (Nilsson, 2015).

There is an urgent need for member states to allow asylum seekers to integrate into the labor market. contribute to the economy by issuing temporary work permits during the long filtration process, to formulate systematic regulations, wide ranging and focused on evaluating skills and qualifications, faster verification of academic degrees and professional certificates, increasing transparency regarding qualifications and skills and recognition of professional abilities .Europe must promote regional or international platforms for sharing information, it must find pragmatic and easily implementable solutions and more sophisticated evaluation procedures. For example, a current proposal in Germany is to formulate a standard CV form in which asylum seekers can enumerate their abilities and qualifications (Adecco Group, 2017; Nilsson, 2015; OECD, 2017a). Without a long-term focus on education, economic and social integration, Europe is in danger of creating a lost generation of migrants and asylum seekers that will lead to unexpected future implications.

The CV Fraud Phenomenon

CV or application fraud is well known around the world and is naturally linked to work and work applicants. It can be defined as an act of presenting misleading, fictitious or any other false information that exaggerates achievements in the attempt to create an unfair advantage over other applicants (Clearly, Walter & Jackson, 2013).

Explanations for the phenomenon are presented as a response to difficult economic circumstances and struggle to find employment in a competitive labor market (Tuna &Winstein, 2008). In contrast, researchers have shown that CV fraud grows when the labor market blossoms and demands many workers, because perpetrators of CV fraud perceive a gap between themselves and others in desirable jobs and fear they are likely to remain behind (Dineen, 2015). Research in the field has discussed the most prevalent areas of CV fraud. Research that examined the attitudes of 2,188 Human Resource Managers in the U.S.A. found that 58% of them had encountered false CV's, with the main and most common areas of fraud being in the skills component (57%). Additional common areas of fraud were

misleading additions to areas of responsibility (55%), employment history and dates (42%), role title or description (34%), academic degrees (33%), fabricated references (29%) (Careerbuilder, 2014).

The USA is not the only place where CV fraud occurs. The phenomenon has global characteristics and is quite prevalent, though to lesser extents, in Asian countries such as China (14.64%), Hong Kong (16.5%), Japan (19.87%), Philippines (24.24%), Singapore (24.5%) and Malaysia (25%) (First Advantage, 2015). The rates are similar in Europe. For example, more than four-fifths of workers in Ireland admitted lying on their CV's when they applied for jobs (Ward, 2014). In Britain as well, research conducted among candidates in the financial sector found that in 24.97% of candidates' CV's there was at least one significant gap (Kelly, 2011). Sectors in the American labor market that are most affected by CV fraud are: finances (73%), entertainment and leisure (71%), information technology (63%), health care services (63%), and commerce (59%) (Careerbuilder, 2014). Asian sectors and industries most affected are the energy industry (26%) and financial companies (19.88%) (First Advantage, 2015). A 200% increase in CV fraud in the skills component was recorded in South Africa between 2009 and 2014 (Makhubele, 2016). In the first quarter of 2015, a 38% increase in CV fraud was reported in India (Hire Right, 2015).

Perpetrators

Fraud is found in every area that applicants believe it is likely to increase their chances of getting a job. Criminal organizations and other factors have identified the problem and demand and have developed an industry supplying various fake documents, such as fake ID cards, fake education certificates, and fake passports. A report of the US Council for Higher Education notes some 100,000 fake education certificates that are sold in the US every year (Makhubele, 2016). Experts warn about this growing, multi-faceted phenomenon. In 2007- 2008, in the U.S., there was a 22% increase in the number of exposed fake identities used to perpetrate offences entailing billions of dollars in damage. The aims of identity theft have spread into the areas of health, insurance, credit and more. It should be emphasized that in the context of getting work, since background checks were introduced for the purpose of uncovering any criminal past, criminals have found effective ways of infiltrating companies,

whether to commit a crime or with a genuine intention of getting a job that they would not have gotten had their criminal past been discovered at the point of entry through their true identities (Hedayati, 2012). Evidently, factors aiding applicants are becoming institutionalized and more sophisticated, in areas such as: education, certificates, references, filling employment history gaps, and more, (Career Excuse (n.d.); Fake Résumé (n.d). Damage caused to global companies by CV fraud is considerable, beyond the fact that recruiting workers who have committed CV fraud and whose honesty is dubious, constitutes a security risk in itself, and their employment is likely to lead to damage such as embezzlement, theft and more (Brody, 2010). Research conducted among 2,379 American managers, revealed that recruitment errors cost companies a fortune. 75% of managers reported recruitment mistakes of which 33% attributed their mistakes directly to CV fraud (Careerbuilder, 2016). With regard to the influence of recruitment mistakes, 36% reported loss of workforce productivity; 33% reported negative changes in work quality; 31% reported damage to morale; 30% reported an increase in non-planned firing; 30% reported having to recruit and train another worker; and 29% reported an additional and unnecessary time investment to recruit alternative workers. The cost of replacing workers due to mistaken recruitment increases with companies' size. So, for example, the cost for a company that has up to 500 workers is $11,000 per case. The cost for a company with 500-1,000 workers is $22,000 per case and for companies with more than 1,000 workers, the financial cost rises to $24,000 per case, with an overall average cost of $17,000 per case (CareerBuilder, 2016). When mangers defined mistaken recruitment, the majority (58%) attributed damage down to work quality; 52% noted a negative approach; 51% noted damage to team work; 49% reported that workers' skills had not match what was written in their CVs and as such work plans and their actual execution were incongruent, 45% reported immediate attendance problems and 38% reported customer complaints about these workers. 20% of managers reported that they had discovered that their recruitment had failed within the first week and 53% reached the same conclusion within the first three weeks of employment (Careerbuilder, 2016).

Protectors

Among others, employers around the world use risk management policies to protect and maintain their business activities. One main purpose for this is to reduce dangers of accepting unsuitable workers into their ranks in terms of integrity.

Realization of risk owing to workers' criminal activities during their employment is expressed by fraud, embezzlement and theft of resources (money, property, and information), exposure to damages from sexual harassment, violence towards other workers, customers and suppliers. Thus, in addition to traditional human resource selection methods intended to identify the most suitable applicant for a role, which examine among others: skills, education ,experience and because of the growing exposure to CV fraud, more and more companies are adding checks to help verify or refute this and other data provided by candidates for work. Carrying out in-depth, often invasive checks such as polygraph tests, and integrity interviews (Brody, 2010) is not always possible, for various legal and logistic reasons. This may explain the increasing popularity of and demand for job applicants' background checks, which seek to confirm or refute negative information, as a tool for supporting decisions made in the recruitment process. The emphasis on type and depth of check is determined by the client, and checks are performed either by the company itself or an external factor. Such additional checks are background checks. These include checking a candidate's criminal past and/or civil legal problems, exposing credit risks, verifying driver's license, relevant information on the social media, employment data to verify information provided by a candidate, emphasizing employment history and dates, skills, performance in previous places of work, references, pay, work permits, as well as identity verification, and educational details including training courses. In the U.S.A., 2,379 managers reported that 72% of them carried out background checks on candidates, with the most common checks being: 82% checked criminal records, 62% verified employment history, 50% verified education, 44% checked for use of illegal drugs, 38% driver licenses, 29% performed credit checks (Careerbuilder, 2016). Three of every five companies in the US reported that they recruited workers from another international background, of which only 18% carried out background checks for these candidates, with the majority focusing on requests for checking criminal records (71%) and (61%) authenticating work permits (Sterling Back Check, 2016). In Europe, the Middle East

and Africa there was a 25% increase in the number of background checks requested by companies between January 2011 and December 2013 (First Advantage, 2013). In Asia, research examining companies and candidates in countries such as Japan, South Korea, Malaysia, Philippines, Singapore, and China, as well as in Australia and New Zealand, and based on deciphering almost two million checks, an overall increase in the number of background checks requested by companies in these countries was registered - from 42% in 2013 to 67% in 2014, although it is a relatively new practice in Asia. Further perusal of the data from Asia revealed that the most common checks requested by employers were in the areas of employment (53.65%) and education/training documents verification (21.36%). In 2014, no fewer than five different background checks were performed on more than 67% of candidates compared to 42% in 2013. A higher trend requesting checks was identified in countries such as Singapore, Hong Kong, Japan, New Zealand and Australia, where 45% of all candidates underwent six different background checks versus 28% in countries such as China, Philippines and Malaysia (First Advantage, 2015).

Background Checks and Asylum Seekers in Europe

Data shows that background checks for job applicants are acceptable around the world and their extent is broadening. This can be explained by the relative ease with which these checks can be carried out in a global world versus traditional checking tools such as: polygraph tests, integrity interviews and more, which require meeting legal and operational challenges such as applicants being physically present for checks. Despite the relative ease of performing background checks in contrast to aforementioned traditional checking tools, challenges and difficulties remain when so doing around the world. This is because of laws and regulations that guide employers with regard to what is permissible to be checked, language and cultural gaps between those carrying out checks and candidates, technological gaps that make it more difficult to acquire information in carrying out these checks, which by nature respond to the need where there is a need to focus on another country or region, where a candidate used to live. As stated, these challenges and difficulties are even greater when work applicants come from another background, for example those who come from other countries. It should be emphasized that those who carry out checks face the challenge of so

doing even with work candidates who are citizens of the same country, for example the U.S.A., a challenge deriving from diverse approach to and legislation regarding background checks between states in the U.S.A. Nonetheless, the popularity of background checks for work candidates is growing among employers. Perhaps the desire to reduce the risk of a relationship with an unworthy employee from the point of view of integrity would be the main incentive for carrying out background checks. However, research findings show broader considerations.

Findings show that companies' main reason for carrying out background checks on candidates derives from pure human resource considerations. Thus, 74% of companies that carry out background checks stated that their main driving consideration was to improve recruitment quality, 56% to improve suitability after recruitment, 49% to improve company image and reputation and only 43% identified safety and security considerations (Sterling Back Check, 2016).

It appears that employers around the world use security checks in general and background checks in particular to recruit and select candidates for pure human resource purposes, thus raising questions this article does not address: why do managers employ security checks to improve the quality of recruiting and selecting work candidates? Do traditional selection tools and management systems require updating so as to meet the needs of recruiting talent in a multifaceted and challenging global world?

The asylum-seeking population with its diverse traits and the way in which it arrived at the gates of employers has created an enormous challenge for the recruitment and selection procedures. A procedure for verifying a candidate's data, which is a foundation stone to support decisions to recruit candidates, is most problematic with this population. Asylum seekers, even if they carry with them means of identification and/or professional and academic certificates, challenge employers to decipher these documents in foreign languages, while examining their quality and their level of authenticity. This challenge is even greater when asylum seekers do not carry such documents either in full or partially. Thus, verifying past employment, experience, education, references and qualifications becomes challenging and expensive and largely relies on self-reporting with all the problems this entails. Background checks that are so common among employers as a tool to help recruitment and

selection are greatly weakened, even completely useless, in the face of the challenges that the asylum-seeking population of work candidates place before employers. In such circumstances, employers can be helped to make better selection choices by conducting integrity interviews with asylum seekers. Thus, despite the fact that employers prefer background checks to authenticate candidates' data and refrain from conducing integrity interviews, it appears that with the asylum-seeking population this is an effective and relatively available solution to help with their recruitment and selection. A integrity interview, In addition to Regular employment interview, has an investigative and in-depth nature, carried out by an interviewer who is trained to aspire to truthful information and to confirm or refute negative information, which is meant in its originally use to expose information with regard to employment Occupational delinquency and derives from the security world . Such interviewers have the ability to help employers acquire an opinion that supports a clear recruitment procedure and authenticate data relevant to purely human resource aspects. The procedure of training such an interviewer has In addition a unique nature in which training is required in relevant areas: complete proficiency in the language of interviewees, ability to read and write asylum seekers' language, understand their religious, ethnic and cultural makeup and norms. Interviewers must be able to evaluate relevant academic and profession certificates presented by candidates in their mother tongue. For this procedure to be speedy and effective, such interviewers must be readily available to employers. One can hire interviewers from external suppliers, if they exist, or employers can train regular interviewers who will acquire, in addition to their training as interviewers in the area of human resources, or allocate interviewers specifically for this task, short basic training on site over a few months. Employers can operate such a procedure comprehensively or selectively according to the range of candidates at an advanced stage of the recruitment procedure or for candidates with a high level of qualifications according to the needs and demands of employers.

Conclusions

Europe is facing an unprecedented wave of asylum seekers at its gates. Meeting such a challenge and all its components requires systemic thinking and complex actions by the

European bloc. Such actions must include broad thinking exceeding the geographical borders of Europe to countries of origin and not just target or transitional countries such as Turkey and others from which asylum seekers arrive. Despite the desire to block their arrival from countries of origin as well as deportation of asylum seeker policies, it appears that the majority of asylum seekers land in boats on the European coast without advance control or screening. From there the journey to target countries and employers is short and leaves employers in Europe alone to face the unprecedented ongoing and growing challenge. Many problems deriving from the very fact asylum seekers arriving on the continent are affected by the extent of asylum seekers' integration into work .The importance of their integration into the labor market is extensive. European Union member states invest extensive resources in helping resolve and reduce some of the problems that have been created. On the one hand, mutual desire and need of countries and employers to integrate this population into the labor market and on the other hand, the need to absorb the best possible candidates from this population into employment, is an enormous challenge that does not always line up. Integrating solutions for asylum seekers between state auspices and employers are of great significance. However, employers are faced with these candidates now, sometimes without any serious ability to carry out organized recruitment and selection procedures such as those executed with other candidates. The regular recruitment procedure that relies on verifying identity and documents, employment authenticity, worthiness and other checks and with the assistance of checks from the security world such as background checks for candidates, cannot be fully or partially applied today because of language gaps, cultural differences as well as an absence of documents and difficult processing and understanding the authenticity and importance of such documents in their language of origin, if they exist.

In front of the growing trend around the world to use security background checks as a tool to help employers recruit and select, the popularity of using tools requiring direct interaction with candidates, such as integrity interviews, has declined. Nevertheless, such interviews faced with the unique circumstances and nature of the encounter, with asylum seekers, is an efficient and available solution. Such interviews, if conducted by experts at employers' facilities, are likely to fully or partially be a tool to help in the procedure of recruiting asylum seekers with an emphasis on verifying relevant information.

Target countries in Europe must support and help executing such a step. Nevertheless, employers should not wait if this help is slow to arrive. Employers possess the opportunity to employ integrity interviews for asylum seekers even without state help and to commence using such interviews in recruiting asylum seekers after checking all the legal and other aspects of this procedure that are likely to challenge it. It is worthwhile checking whether these services can be procured from external suppliers immediately or whether it is better to train such interviewers within the organization. Basic training for such interviewers is a matter of months and employers can use this immediate evaluation tool to solve dilemmas connected to the recruitment process of asylum seekers.

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