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**Integration at work: perspectives of refugees in Austria, their employers, co-workers and intermediaries**

This paper analyses the organizational processes underlying the labor market integration of refugees. Because people do not work ‘in the labor market’, but rather in organizations – business companies, non-profit organizations, NGOs, municipalities’ community services, etc. – organizational actors, practices and sites play a key role in the integration of refugees. The paper focuses on refugees from Afghanistan and Syria working in Austria. It draws on more than 40 semi-structured interviews (conducted in Styria and Vienna via snowballing technique in 2017 and 2018) with varying actors, such as the refugees themselves, their employers, co-workers, people who helped the refugees in finding a job and other experts. Linking these perspectives together, the paper identifies the motives of employers for hiring refugees, formal and informal organizational practices as well as individual behaviors and their impact on structural and social integration of refugees.