

EMN Ad-Hoc Query on Support measures to facilitate the labour market entry of family members



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Requested by EE EMN NCP on 15th August 2018

Integration

Responses from [Austria](#), [Belgium](#), [Croatia](#), [Cyprus](#), [Czech Republic](#), [Estonia](#), [Finland](#), [France](#), [Germany](#), [Greece](#), [Hungary](#), [Italy](#), [Latvia](#), [Lithuania](#), [Luxembourg](#), [Netherlands](#), [Poland](#), [Slovak Republic](#), [Sweden](#), [United Kingdom](#) (20 in total)

Disclaimer:

The following responses have been provided primarily for the purpose of information exchange among EMN NCPs in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN NCPs' Member State.

Background information:

Estonia recently renewed its talent attraction strategy, which now follows the Talent Attraction Management framework. The new strategy foresees expanding support activities in four spheres: attraction, reception, integration and reputation.

As part of these new activities, there are also plans to introduce measures to help family members of foreign specialists to enter the local labour market. The experience shows that many specialists come to Estonia with families, who are also interested in knowing about the career opportunities they will have in the new country, yet they often remain an untapped pool of workers in Estonia. Thus, it has become of utmost importance to also present opportunities to family members of migrant workers arriving in Estonia. These programmes are known as Dual-career programmes, which allow that both TCN partners and spouses pursue a career and aim to have employment in the host country.

Estonia plans to start offering International Spouse Career Counselling service, targeting the spouses and partners of foreign specialists moving to Estonia, in order to help the partners enter the labour market or find other professional growth related activities (for instance, volunteering and/or self-employment) to engage in whilst living in Estonia. While running a pilot project for this service, Enterprise Estonia (Work in Estonia programme) would like to learn about similar support measures and (counselling) services in place in other MSs, which are oriented specifically towards migrants’ family members.



Questions

1. **What is your MS experience with Dual-career programmes for foreign couples?**
2. **Does your MS have any governmental programmes, measures or financial incentives available to help the family members to enter the labour market and find employment? If yes, please provide examples.**
3. **If yes, what administration and/or agency is in charge of creating and implementing such programmes and measures?**
4. **If not, are there any non-governmental or private sector programmes, initiatives or measures in your MS to help the family members to find employment? If yes, please provide examples.**
5. **If not, are there any plans to introduce such programmes or measures?**



Responses

	Country	Wider Dissemination	Response
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	<p>Austria</p>	<p>Yes</p>	<p>1. / --- Source: Ministry of the Interior</p> <p>2. In 2016 the Strategy for Mobility in Higher Education was developed by the former Austrian Federal Ministry of Science, Research and Economy, According to this strategy universities are required to set up and consolidate “Dual-Career Services” throughout Austria until 2020. --- Source: Ministry of the Interior</p> <p>3. / --- Source: Ministry of the Interior</p> <p>4. As far as known, such programs exist in the field of higher education and research. Amongst these is, for example, a cooperation between the University of Vienna and the Vienna Science and Technology Fund offering a specific Dual Career Service Support. This service aims at a cross-institutional mediation and consultation in the research field (https://neue-professuren.univie.ac.at/uniexpat-services-fuer-professorinnen/dual-career/). Moreover, the universities and colleges of higher education from Vienna, Lower Austria and Upper Austria have joined a network in order to support partners in dual career partnerships and to contribute to an increased attractiveness of the university locations Vienna, Lower Austria and Upper Austria. It offers, amongst others, individual and personal counselling, a broad range of information regarding various areas of life or rather the new life situation in Austria (e.g. kindergarten, school, living, taxes, retirement pension) as well as information and support for job-seeking (http://www.dualcareer.ac.at/home/). --- Source: Ministry of the Interior</p> <p>5. / --- Source: Ministry of the Interior</p>
	<p>Belgium</p>	<p>Yes</p>	<p>1. There is no such governmental programme in Belgium.</p> <p>2. No. The general programmes apply through the four (regional) public employment services: • The VDAB is the public employment service of Flanders. (Official language: Dutch) • ACTIRIS is the public employment service of the Brussels-Capital Region. (Official language: Dutch and French) • Le FOREM is the public employment service of responsible for the Walloon Region. (Official language: French) • ADG, is the public employment service of the German Community (Official language: German) More detailed information on living and working in Belgium can be found in the</p>

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			<p>Eures brochure: https://docs.google.com/file/d/0B545qXVVvbW3a1RsOGQyUnJ0ZnM/edit</p> <p>3. Not applicable</p> <p>4. Not to our knowledge. It is of course possible some private companies offer assistance in this regard for senior staff.</p> <p>5. Not to our knowledge.</p>
	<p>Croatia</p>	<p>Yes</p>	<p>1. 1. At the moment, Croatia has no experience with Dual-career programmes for foreign couples.</p> <p>2. 2. Croatia currently doesn't have any governmental programme, measure or financial incentive whose purpose is helping partners and family members of TCN in entering labour market and finding employment.</p> <p>3. 3. n/a</p> <p>4. 4. No, there isn't any non-governmental or private sector initiative that's helping family members in finding employment that we are aware of.</p> <p>5. 5. At the moment, there hasn't been any plans to introduce Dual-career programmes and measures.</p>
	<p>Cyprus</p>	<p>Yes</p>	<p>1. Cyprus has no specific dual-career programmes for foreign couples</p> <p>2. No</p> <p>3. N/A</p> <p>4. No</p> <p>5. No</p>

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	<p>Czech Republic</p>	<p>Yes</p>	<p>1. None.</p> <p>2. Yes. The Czech Republic implemented a project called “Support for Integration of Foreign National in the Labour Market”, the aim of the project is to increase employability of migrants in the Czech labour market by providing them consulting services, upskilling and individual support. However, labour migrants’ family members did not constitute a specific target group, the project was open to various other categories of migrants, including registered jobseekers with permanent residency and family members of Czech/EU nationals. Nevertheless, one of the courses included in the project was directly aimed at migrant women on parental leave.</p> <p>3. The Fund for Further Education of the Ministry of Education, Youth and Sports.</p> <p>4. N/A</p> <p>5. N/A</p>
	<p>Estonia</p>	<p>Yes</p>	<p>1. Estonian experience with Dual Career programs is very limited. Once, through the EURAXESS Network, the University of Tartu participated with other EU countries in a TANDEM Project about TALENT AND EXTENDED MOBILITY IN THE EUROPEAN INNOVATION UNION. The aim of the Project was to support dual career couples, which means both partners pursue a career and aim to have a gainful employment in the countries of destination – either academia or outside (since one of the spouses was working in the participating universities). Different integration initiatives were developed in order to help the well-being and settling of the new hires and their families at the new place. The measures included Databases of English speaking facilities and schools, personal assistance, mentorship programmes, CV checks, volunteering platforms, networking for family members, Social programmes for spouses and so on. A more detailed information of the programme here: https://sisu.ut.ee/sites/default/files/utrecht2015/files/tandem_project.pdf</p> <p>2. a. Recently the Unemployment Insurance Fund together with Work in Estonia have developed and extension of the Career Counselling Service, which is a counselling service aimed to help in developing career decisions to the population in general. The International Spouse Career Counselling differentiates itself in creating a group of 7 counsellors who will specialize providing counselling to</p>


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			<p>this group. The group of counsellors will exchange often information and know-how on the needs and cases for this target audience, while also will receive training in best practices, networking and measures that will help increase the chance of the foreign spouses to enter the labour market. More info here: https://www.workinestonia.com/working-in-estonia/international-spouse-career-counselling/ b. The Ministry of Interior also provides a Welcoming Program to all newly arrived immigrants. While this measure is not specific to this group of spouses, they are also entitled to assisting these courses in which they get explained the basics of living in Estonia, as well as a specialized module on work and entrepreneurship in Estonia. More information here: http://settleinestonia.ee/ c. There are no financial incentives that are specifically aimed at this group for them to find employment.</p> <p>3. The measure of International Spouse Career Counselling is executed by the Estonian Unemployment Insurance Fund in cooperation with Work in Estonia programme, which is part of Enterprise Estonia – investment promotion agency under the Ministry of Economic and Communication Affairs.</p> <p>4. There are a couple of grass roots initiatives that deal independently with the group of spouses, such as the International Womens Association Tallinn and the Expat Spouses/Partners in Tallinn groups, which aim at providing some degree of understanding of work culture in Estonia. They also are very much focusing in providing networking opportunities for the participants.</p> <p>5. In October 2018 the International House of Estonia will open its doors and offer a wide range of public services to all newly arrived immigrants to Estonia. One of the developed services is hoped to be also in providing networking opportunities to the spouses.</p>
+	Finland	Yes	<p>1. Finland does not have a lot of experience yet on Dual-career programmes. The Hidden Gems – project under the Ministry of Economic Affairs and Employment is the first actual initiative to support Dual-Career couples in Finland. The project is aimed at the spouses of researchers in Finland .</p> <p>2. Family members of persons employed in Finland may register as jobseekers at a local Employment and Economic Development Office, where they can take part in general integration training or other measures promoting labour market integration. In Finland there are currently various State-level or</p>



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			<p>regional projects aiming to get immigrants involved in working life while developing Finland's competitiveness at the same time, such as the Talent Boost initiative, the SIB project and The At Work in Finland joint project. (These initiatives are discussed in more detail in the forthcoming EMN study "Labour market integration of third-country nationals in EU Member States: National report of Finland".) For more information see: http://tem.fi/en/integration-sib-project https://tem.fi/en/talent-boost-en http://come2.fi/about/at-work-in-finland/ The Hidden Gems initiative is the only programme aimed specifically at spouses. It is part of the Talent Boost agenda of the Ministry of Economic Affairs and Employment and is coordinated jointly by three universities in the city of Tampere. The aim of the project is to facilitate the employment of international researcher's spouses in the Finnish economy and support the growth and internationalization of local SMEs (small and medium-sized enterprises). The project provides networking, mentoring and professional development by empowering spouses in the Finnish community. There are two pilot groups of 20 international researchers' spouses starting respectively in September 2018 and January 2019. http://www.tut.fi/en/hidden-gems/index.htm</p> <p>3. Mainly the Ministry of Economic Affairs and Employment.</p> <p>4. Apart from governmental programmes, there are also civil society and private sector programmes facilitating the labour market access of family members. Väestöliitto, the Family Federation of Finland, has had a voluntary career mentoring project Womento since 2011, aimed at immigrant women with higher education degrees. The Family Federation also has a similar project ProMento for both male and female immigrants and a separate project for immigrants who have been away from the labour market for some time, such as those returning from parental leave. Familia association has a project called Partner's Path - Peer Support for the Immigrant Partners of Intercultural Families on the Path to Employment. Partner's Path offers support in job hunting and employment for all intercultural families, and anyone in an intercultural relationship, regardless of background and country of origin. The main objective of the project is to improve the employability, integration and well-being of immigrants who have moved to Finland as partners or spouses through peer support. http://en.familiary.fi/partnerspath.html There are also some initiatives by the private sector to facilitate the labour market access of inter-national employees' spouses. For example, the gaming company Supercell has a spouses' group that, apart from social networking, offers an annual</p>
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			<p>workshop on job search and individual career coaching for those interested.</p> <p>5. In addition to existing programmes, The Ministry of Economic Affairs and Employment is planning new initiatives aimed specifically at spouses of foreign nationals working in Finland: a Host Programme together with the City of Helsinki and a mentoring programme with the Helsinki Chamber of Commerce. There are also plans to tailor English language labour market training for spouses.</p>
	<p>France</p>	<p>Yes</p>	<p>1. NO France has not implemented such programme</p> <p>2. NO : no measure or financial incentive to help to enter the French labour market except dedicated residence permits for family members which give direct access to employment. Indeed residence permits, Talent Passports and intra-company transfer (ICT) permits granted to foreign investors, company directors, startup owners and (highly) qualified employees make it easier for their family to come to France. Family members may be eligible for residence rights as well as access to employment through the ‘accompanying family’ procedure which implies simplified and accelerated process.</p> <p>3. N/A</p> <p>4. There are some private initiatives in international companies who have a lot of expatriates and third country nationals in France with family members who come from Group subsidiaries around the world, or employees who are directly recruited on the international market. They are marked by their relatively high levels of qualification. For this category of employees and their partners, support is provided to facilitate their adjustment to the working environment, but also to daily life in France. Help with seeking employment is offered to partners. This support may take place through internal structures, but is often outsourced to external providers. Other services may be proposed such as Enhancement of intercultural/civic relations in the workplace, Language/integration training on life in France for inpatriates, their spouses (for example: course on “living and working in France”), etc.</p> <p>5. n/a</p>

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	<p>Germany</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. Such programs were only rarely implemented by individual companies or employers. 2. In general, family members have unlimited access to employment and the labour market, which should provide a strong incentive for the influx of foreign workers. Information on the possibilities and attractiveness of immigration to Germany can be found on the joint homepage of two federal ministries and the labour administration, see under: https://www.make-it-in-germany.com/. Since persons coming to Germany via family reunification enjoy unrestricted access to the labor market, they also have access to all labor market policy instruments of the Federal Employment Agency. 3. The immigration of skilled workers is a cross-sectional task of politics and administration and concerns the responsibilities of various ministries (e.g. Federal Ministry of the Interior, Federal Ministry for Economic Affairs and Energy, Federal Ministry of Labour and Social Affairs) and federal authorities (Federal Office for Migration and Refugees), the Länder (foreigners authorities) as well as public institutions (e.g. employment administration, academic exchange service). The Federal Employment Agency is responsible for promoting employment, regardless of the nationality of the person concerned, as long as there is access to the labor market. 4. Family members, like all job seekers, are also free to use private employment agencies or relocation services in addition to the public employment service. 5. The development of a law on the immigration of skilled workers is currently being discussed politically. It remains to be seen whether programmes and measures to increase the attractiveness of immigration for the family members of skilled workers will also be developed in the discussion process.
	<p>Greece</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. There is no such programmes in Greece 2. see 1 3. see 1



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			<p>4. see 1</p> <p>5. see 1</p>
	Hungary	Yes	<p>1. There is no relevant experience in Hungary.</p> <p>2. No.</p> <p>3. Not applicable.</p> <p>4. No.</p> <p>5. No.</p>
	Italy	Yes	<p>1. There are not specific programmes, measures or financial incentives in connection with the indicated purpose</p> <p>2. No, there are no governmental programmes, measures or financial incentives available, except for the ones promoted within the Asylum Migration Integration Fund – Specific Objective 2 “Integration/Legal Migration” – National Objective 1 “Legal migration” for the support of migrants applying to enter Italy for reunification reasons, through job orientation and civic-linguistic training.</p> <p>3. N/A</p> <p>4. N/A</p> <p>5. At the moment there isn’t any plan to introduce such programmes or measures.</p>
	Latvia	Yes	<p>1. There are no specialized Dual-career programmes for foreign specialists’ couples in Latvia. However, the career opportunities for family members are closely examined and offered in projects aiming at social and economic inclusion for refugees and persons with alternative status (subsidiary protection) (for example, a project, implemented by the State Employment Agency (hereinafter –</p>

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			<p>SEA) on promoting employment of such persons; a pilot-project on supporting housing for refugee families and a project providing services of social workers and social mentors, implemented by the Society Integration Fund).</p> <p>2. There are no specific governmental programmes, but family members of various categories of foreigners have the right to employment and unlimited access to the labour market. Similarly, the support measures provided the SEA, including career consultations, are also available to most foreign nationals and their family members, along with Latvian nationals. Family members can turn to the SEA for a career consultation, information on job search opportunities and the SEA's support services. Information about working and living conditions and vacancies can also be obtained on European Job Mobility Portal of European Employment Services (EURES) and is also provided by EURES consultants at the SEA. Information about job opportunities, living and working conditions in Latvia is also available at the SEA's website (http://www.nva.gov.lv/eures/). Third-country nationals are also provided with information and consultations on education and work opportunities as well as other issues at the Information centre for newcomers and a website www.integration.lv, managed by a non-governmental organization "Asylum "Safe House" in the framework of a project co-funded under the Asylum, Migration and Integration Fund, administered by the Ministry of Culture.</p> <p>3. The employment of foreigners concerns responsibility of several ministries (above all, the Ministry of Welfare, the Ministry of the Interior, the Ministry of Economy, the Ministry of Culture and the Ministry of Education and Science) and state institutions (the SEA, the Society Integration Fund, etc.).</p> <p>4. Foreign nationals have an opportunity to use the job search services of private employment agencies and job search portals.</p> <p>5. There have not been concrete plans to introduce Dual-career programmes so far. However, on 13 February 2018, the Cabinet of Ministers has adopted the "Conceptual Report on Immigration Policy" analysing the foreigners entry system and setting out concrete steps for improvement, which will be included into the Immigration Law. For example, one of the proposed measures is to consider an opportunity for the third-country nationals willing to work in Latvia to put their CVs into the SEA's information data base. There are also discussions on further steps regard to the attraction of highly</p>
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			qualified labour force and providing consultations to potential newcomers.
	Lithuania	Yes	<ol style="list-style-type: none"> 1. At the moment Lithuania has no experience with Dual-career programmes for foreign couples. 2. Family members are eligible to receive services of Lithuanian Labour Exchange under the Ministry of Social Security and Labour (Career Counselling Service, trainings etc). 3. Lithuanian Labour Exchange under the Ministry of Social Security and Labour. Work in Lithuania programme is also cooperating with Government institutions in creating National Human Resource strategy including smooth integration for foreigners and career programmes. 4. Family members, like all job seekers, are able to use private employment agencies. 5. N/A
	Luxembourg	Yes	<ol style="list-style-type: none"> 1. 1. Luxembourg has not implemented dual-career programmes for foreign couples as described above. The access to the labour market for a third-country national, family members of a third-country national, depends more if the activity that the spouse or partner is going to engage is accessory or a main activity. There is a different procedure when the family member accesses the labour market as an accessory activity as family member that when s/he requests a residence permit as a salaried worker as main activity a) third-country national holding a residence permit for family members, who wish to carry out a salaried activity on an ancillary basis: A work permit is required for the third-country national before starting work. The application for a work permit must be submitted by the third-country national. However, they may appoint a third party, such as the future employer, to carry out the necessary procedures. In case the family member resides in Luxembourg for less than one year when the application is submitted, it will be submitted to the labour market test. The employer must sign a contract with the third-country national. The contract may include a let-out clause specifying that the employment contract will not take effect until the work permit has been obtained. The employer must provide proof of the vacant position declaration to the third-country national, who must attach it to their work permit application. b) third-country nationals holders of a "family member" residence permit who wish to carry out paid employment or self-employment as



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			<p>their main activity must apply for a salaried worker residence permit or for an independent worker residence permit. Family members must apply for a residence permit which allow them to work in Luxembourg according to the requirements established for salaried workers , independent workers or highly qualified workers. . During the first year of his/her legal employment on the territory, the family member holding a “salaried worker” residence permit shall have access to the labour market, limited to a single sector and a single occupation with any employer. Another possibility is that the spouse can apply as a self-employed worker if s/he fulfils the required conditions. If the third-country national family member fulfils the conditions of a highly qualified worker, will have immediate access to the labour market. Note: The labour market test works in the following manner: Any employer who wants to hire a third-country national employee must declare the position vacant at the ADEM. This declaration allows the ADEM to verify if there are job seekers available for that position who benefit of an employment priority (“priorité d’embauche”) on the national or European labour market. If the position cannot be taken by a national or European citizen (EU or EEA) job seeker registered at the ADEM, the employer is authorised to hire a third-country national after a deadline of 3 weeks and under certain conditions. The Director of the ADEM will issue a certificate authorising the employer to hire a third-country national for the position. When the third-country national has passed the labour market test s/he can apply for an authorisation of stay and must fulfil the conditions established in article 42 (1) 1-4 of the amended law of 29 August 2008. See Article 622-4 of the Labour Code.</p> <p>2. No.</p> <p>3. N/A.</p> <p>4. In May 2018, the Luxembourg (International Dual Career Network) IDCN was established in Luxembourg. At the moment, its corporate partners are: Amazon, ArcelorMittal, British Chamber of Commerce, European Investment Bank, European Stability Mechanism, Ferrero, and PwC. Its main objective is to relocate the couple and help the spouse or partner of the international employee in his/her job search and settlement in the country. They proposed a variety of services such as information on the local job market, help with drafting the CV, social and networking events and opportunities to contribute meaningfully by volunteering to run some of their activities. They can also offer access to local business players involving their corporate members. For more information see:</p>
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			<p>http://www.idcn.info/our-locations/luxembourg.aspx</p> <p>5. At the moment there are no initiatives planed.</p>
	<p>Netherlands</p>	<p>Yes</p>	<p>1. The need of Dual-career programmes has been recognized for years by organizations which are involved in the attraction of foreign companies. For example, by the Netherlands Foreign Investment Agency and their regional partners, expat centers, public/public-private partnerships. The topic also has the attention of universities with high amounts of non-EU scientific researchers. The amount of new international employees is determining the intensity of these efforts.</p> <p>2. No, there are no specific programmes or measures from the national government available to help family members. However, the Dutch immigration scheme allows spouses of non-EU highly-skilled migrants (who obtained a permit as a highly-skilled migrant, scientific researcher or intra-corporate transfer) to work on the Dutch Labour Market. There are plans to introduce access to the labour market for the partners of non-EU entrepreneurs. There are ideas about a national job platform of English language vacancies which could help spouses countrywide to find jobs.</p> <p>3. The concrete measures and programmes are currently handled (or supported) by local/regional bodies, expat centers , universities and their commercial and/or non-governmental partners. Job fairs and career events targeting internationals (including spouses) are regularly organized in every region. For example, the Expat Spouse Initiative (ESI) in Brainport / Eindhoven inter alia offers a programme for spouses to get used to the Dutch labour market.</p> <p>4. Yes. For example, ACCESS. This NGO offers in cooperation with commercial partners specific information and counseling for spouses of foreign specialists (https://access-nl.org/dual-careers-netherlands/). And see answer under question 3. Some companies are offering ‘spouse support’ in the form of a certain budget for language classes, career coaching, etc.</p> <p>5. N.A.</p>

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	<p>Poland</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. Poland does not have such programmes yet, although there are some works being done on that matters for the future. 2. Not yet, but there are some works/discussion currently being done on that topic. 3. n/a 4. Yes, NGOs that provide support to migrants, also to help the family members to find employment, for instance NGO "Pomoc dla Somali". 5. Yes, there are plans in the future.
	<p>Slovak Republic</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. No programmes or measure specifically targeting family members of TCN experts in Slovakia are in place. 2. N/A 3. N/A 4. N/A 5. N/A
	<p>Sweden</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. Everyone is offered Swedish for Immigrants. If anything else that is local initiatives and not coordinated centrally. 2. No. See question 1. 3. NA 4. No information available.

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			5. No information available.
	United Kingdom	Yes	<ol style="list-style-type: none">1. We have not had any experience with this.2. No.3. N/A4. We are not aware of any schemes.5. Not at this time.