



AD HOC QUERY ON 2019.67 Lines of intervention for the effective integration of persons entitled to international protection

Requested by EMN NCP Italy on 20 June 2019

Responses from Austria, Belgium, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Slovakia, Spain, Sweden, United Kingdom (22 in Total)

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1. Background information

In September 2017, the Ministry of Interior approved Italy's first National Integration Plan for Persons Entitled to International Protection. The Plan represents a pivotal step in setting out the priorities, and the roles and responsibilities of different stakeholders to facilitate the integration of persons entitled to international protection in Italy, while strengthening multi-sectoral coordination and multi-level governance of integration at large. Moreover, the Plan "identifies the lines of intervention for the effective integration of persons entitled to international protection, regarding socio-economic and employment inclusion, by promoting specific programmes reinforcing access to employment, access to healthcare and social assistance, housing, language training and education as well as combating discrimination."

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Among the most urgent programme and policy priorities, Italy identified the two following thematic areas and commissioned in-depth research which will culminate with the identification of good existing practices in other EU member states and their possible replicability in the country:

- orientation to public services and information on rights for international protection holders in Italy, with a specific focus on processes of participation and active citizenship;
 - integration of international protection holders in the Italian labour market, with a specific focus on the recognition of their formal and informal skills and competences;
- In this regard, we would like to ask to the Member States to support us with the research answering the following questions:

2. Questions

1. When and how is it possible for asylum seekers to enter the labour market in your country?
2. Which measures are in place to support the labour market integration of international protection holders in your country? Which institutional actors are in charge of such measures? Please, answer specifying the involvement, if the case, of regional and local public actors and/or of civil society organisations.
3. In addition to existing EU-wide regional tools, is there a national common tool for the assessment of skills of international protection holders? If so, is the assessment of their skills connected to initiatives that match these skills to available jobs (skills-matching)?
4. Are you currently implementing in your country any projects aiming at promoting access to services for beneficiaries of international protection which use tools such as Apps and Social Media? If yes, please specify and briefly describe it/them.
5. Are you aware of any experience/project/activity, implemented in your MS, where the active participation of migrant communities has enabled or enhanced access to public services?
6. Has any booklet/leaflet been produced which provides guidance on information and orientation to beneficiaries of international protection on access to basic services? If yes, could you kindly share it with us, please?

We would very much appreciate your responses by **19 July 2019**.

3. Responses

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1

		Wider Dissemination ²	
	EMN NCP Austria	No	This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further.
	EMN NCP Belgium	Yes	<p>1. On 9 December 2015, a Royal Decree came into force which stipulates that asylum applicants are granted access to employment after having spent 4 months (instead of a 6 month waiting period) in the asylum-procedure without having received a first instance decision from the Office of the Commissioner General for Refugees and Stateless Persons (CGRS). The applicant must submit an application to the competent region (via its employer). If the demand is accepted, the applicant receives a unique document testifying that he/she has the right to reside for more than 90 days in Belgium for purpose of working.</p> <p>2. In Belgium, the communities (Flemish, French and German) and the regions (Flanders, Wallonia and Brussels) are responsible for integration policies and also to a large extent for labour market policy, especially since the 6th state reform in 2014. As a consequence, legal aspects, practices, policies and budgets attributed to integration differ from one entity to the other.</p>

¹ If possible at time of making the request, the Requesting EMN NCP should add their response(s) to the query. Otherwise, this should be done at the time of making the compilation.

² A default "Yes" is given for your response to be circulated further (e.g. to other EMN NCPs and their national network members). A "No" should be added here if you do not wish your response to be disseminated beyond other EMN NCPs. In case of "No" and wider dissemination beyond other EMN NCPs, then for the Compilation for Wider Dissemination the response should be removed and the following statement should be added in the relevant response box: "This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further."

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			<p>Despite the fact that beneficiaries of international protection are not a specific institutionalised target group for labour market policy as such, several employment and training centres are working on the development of specific information programmes for beneficiaries of international protection and asylum applicants and encourage employers to employ this particular group.</p> <p>3. There is no national common tool for the assessment skills of international protection holders per se but several initiatives aim at matching these skills with available jobs.</p> <p>5. The programme “Duo For a Job”, a non-governmental initiative, can be seen a good example of an initiative that empowers the migrants in order to enhance their access to the labour market. The programme is accessible to people between 18 and 30 years of age; who are either a third-country national or a Belgian national with a migration background from a third country (including beneficiaries of international protection); who are able to express themselves in English, Dutch or French; who have a valid Belgian residence permit and are allowed to work in Belgium; and who are registered at one of the Regional Public Employment Services.</p> <p>Regarding the process of accessing the project, potential mentees can contact DUO for a JOB. They are invited to participate in a collective information session, during which the DUO for a JOB team presents the projects and answers any questions the potential mentees may have. If the potential mentee is still interested in the project, he/she is invited for an individual interview with DUO for a JOB, in order to discuss his/her professional histories, understand his/her motivations and expectations, etc. The potential mentee can then decide whether or not he/she wishes to continue with the project.</p> <p>It may also happen that the DUO for a JOB team determines that a potential mentee may not access the project because he/she does not meet certain requirements (e.g. language level). The mentee is then reoriented towards other organisations or actors for further assistance, according to his/her needs.</p> <p>6. The Office of the Commissioner General for Refugees and Stateless Persons (CGRS) provides newly beneficiaries of international protection with a brochure on their rights and obligations in Belgium: https://www.cgra.be/sites/default/files/brochures/asiel_asile_-_erkend_reconnu_-_you_are_recognised_as_a_refugee_in_belgium_-_eng_3.pdf</p>
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			Fadasil has also developed a brochure geared towards resettle refugees to prepare them to their future life in Belgium. This brochure has not been disseminated yet.
	EMN NCP Croatia	Yes	<p>1. According to Article 61, paragraph 1 of the Law on International and Temporary Protection (Official Gazette 70/15, 127/17), the asylum seeker is entitled to work by expiration of a period of nine months from the date of the submission of the request for which the Ministry has not made a decision, if the seeker by his action did not influence the reasons for not making the decision. The asylum seeker is required to obtain a certificate on the acquisition of his / her right to work, and a Personal Identification Number (OIB) is required upon his / her own request at the request of employment. The asylum seeker exercises his / her right to work without a residence permit or work permit decision until the enforcement of the decision on the application.</p> <p>2. Generally, unemployed beneficiaries of international protection are equal to unemployed nationals in rights and obligations. They have access to ALMP measures and in several measures are recognized as vulnerable group, thus have access to measures under more beneficial conditions regarding the duration of unemployment (can be enrolled sooner than nationals). However, since persons under international protection have specific needs and need different approach because they are not familiar with national employment and work related rights and obligations, often have different views on punctuality, working hours or (especially women) have never worked before, each regional office nominated one employment counsellor responsible for beneficiaries of international protection. They are regularly updated about the news in legislation, receive information, brochures etc. covering beneficiaries of international protection and act as a contact point not only for beneficiaries of international protection but also for employers or other competent authorities on the regional level (welfare centers, NGOs, Ministry of Interior etc.) Another thing is a leaflet listing rights, obligations, date for counselling and contact details of counsellor that has been translated to Arabic, Persian, Somali, English and French and is handed over to refugees after first contact with Croatian Employment Center. Additionally, there is an ALMP (Active labour market policy measure) called On-the-job training with an aim of acquiring public document certifying competence. It was not developed specifically for refugees but has been recognized as the most useful in a sense of integration into the labour market as well as a step towards overall integration into the</p>

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			<p>society. Objective of the measure is to train unemployed people to acquire practical knowledge and skills required to perform a specific job. It consists of theoretical part (in adult education institution) and practical learning in the company under mentorship. Since it's not employment, attendees stay in PES register of unemployed, receive financial support and transport costs. Employer receives compensation for mentorship and a scholarship for training in education institution, as well as reimbursement of costs incurred by medical examination or similar, if required for a certain profession. Since language skills of refugees are often insufficient to be able to follow the training, NGOs step in, providing preparatory language training, but also by raising motivation of refugees, especially females, to enroll in such a programme.</p> <p>3. No, there is no specially designed tool targeting beneficiaries of international protection, to the best of our knowledge</p> <p>4. Within the AMIF funded project by the Ministry of the Interior "Establishing a resettlement mechanism", an application for mobile phone which will promote better access to services for beneficiaries of international protection who come to Croatia as a part of resettlement program is currently in the creation phase.</p> <p>5. No.</p> <p>6. Yes. The Government Office for Human Rights and Rights of National Minorities created, GUIDE THROUGH INTEGRATION: Basic Information for the Integration of Foreigners into Croatian Society, that also includes important information for the category of beneficiaries of international protection. The Guide is prepared in cooperation with other relevant government bodies and civil society organizations. A revised edition of the Guide was published early in 2019 in Croatian, English, French, Arabic, Farsi, Ukrainian and Urdu.</p> <p>In addition, the Center for Peace Studies, in cooperation with the Government Office for Human Rights and Rights of National Minorities, developed an Internet based platform that provides the information on access to basic services for migrants, including the beneficiaries on international protection. The Danube Compass is organized in six key areas, including everyday life, and eases access to additional</p>
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			<p>information, such as other Internet resources, locations and contacts. The Danube Compass is available in Croatian, English, Urdu, Farsi and Arabic</p>
	<p>EMN NCP Cyprus</p>	<p>Yes</p>	<p>1. The applicants for international protection can work, one month after the submission of their asylum application, only in specific sectors/professions in aviculture, animal shelters, pet hotels, restaurants, recreation centers, hotels, agriculture, animal husbandry, fishery, manufacturing, waste management, wholesale trade-repairs, food delivery, and cleaning services.</p> <p>2. In Cyprus a multi-stakeholder approach is followed, regarding the implementation of the national integration policy. Specific labour market integration measures/projects are currently implemented mainly by local NGOs, with the cooperation of national authorities (Ministry of Interior and Ministry of Labour).</p> <p>A project that is being implemented with the support of European funds, is the Labour Market Integration Programme (called FirstStep).The project offers vocational orientation and training programmes in order to facilitate third-country nationals to integrate the labour market of the hosting country. The project provides skill and qualification assessment tools, as well as training programmes and specially adapted counselling, in order to provide the base to facilitate the rapid and effective access of third-country nationals to employment. The aim of the project is the rapid and effective access of third-country nationals to the receiving society's labour market. The project addresses all Third Country Nationals, but especially refugees and asylum seekers, providing them with vocational training for their integration in the Cyprus labour Market. It is co-funded by the Asylum, Migration and Integration fund (90%) and the Republic of Cyprus (10%).</p> <p>IMH is the project coordinator, part of a dynamic team of partners, consisted of European University Cyprus, IEK AKMI (Greece), Consulting & Professional Development Center (Cyprus), EEO GROUP (Greece) and Opinion & Action Services (Cyprus). The abovementioned (Final Beneficiary) coordinates with the Ministry of Labour & Social Security (Department of Labour), the Employers and Industrialists Federation etc., which are important actors in this field.</p>

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			<p>3. The Human Resource Development Authority runs a Project co-funded by the European Social Fund, entitled "Expansion and Operation of a Vocational Qualification System", which aims to create standards of professional qualification and evaluation of individuals regarding these standards. Although this tool is not focused on refugees but on the entire population, it can be used by refugees in Cyprus to certify their qualifications in order to facilitate their integration into the labor market.</p> <p>4. A project that is being implemented by European funds is the Migrant Info-Centre (MIC). The project concerns the creation, operation and management of Migrant Info-Centres. The aim of the Centres is to provide services and information, as well as other support services to migrants for more effective and rapid integration into the Cypriot Society. The Centres shall be located in the centre of the main cities of Cyprus, in order to serve the individuals of the target group. Through this program a platform as well as an app is available, which give all the necessary information about the services provided by the Centre as well as for other topics that are of migrants' interest. See: https://mihub.eu/en/, https://play.google.com/store/apps/details?id=org.cardet.mihub The project is co-funded by the Asylum, Migration and Integration fund (90%) and the Republic of Cyprus (10%).</p> <p>5. Please, see Q4 about Migrant Info-Centre (MIC).</p> <p>6. Again through co-funded projects, Guidebook with General Information about Cyprus for Third Country Nationals were produced. The Cyprus Information Guide provides general information about Cyprus, in an effort to help facilitate Third Country Nationals' (TCNs) integration in the Cypriot society. The primary objective of the Guide is to support a substantial participation of TCNs in the economic, social and cultural life of Cyprus. It is translated to several languages. See: http://www.moi.gov.cy/moi/eufunds2015.nsf/All/D5F4709A6D190B40C2257FEA00...\$file/%CE%95%CE%BD%CE%B7%CE%BC%CE%B5%CF%81%CF%89%CF%84%CE%B9%CE%BA%CF%8C%CF%82%20%CE%9F%CE%B4%CE%B7%CE%B3%CF%8C%CF%82%20%CF%83%CF%84%CE%B1%20%CE%91%CE%B3%CE%B3%CE%BB%CE%B9%CE%BA%CE%AC-</p>
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	<p>EMN NCP Czech Republic</p>	<p>Yes</p>	<p>1. International protection seekers are not allowed to work during the first six months from the beginning of the proceedings on the international protection. International protection seekers can apply for job and ask for a work permit after six months from the beginning of the proceedings. Then the corresponding Employment Office issues the work permit.</p> <p>2. There is a centralised instrument to support integration of persons granted international protection called the State Integration Programme (SIP). Moreover, also Employment Offices are involved which assist beneficiaries of the international protection by providing of many support services dedicated above all to clients in need. Also, NGOs are involved which are financed from the State budget and/or from the EU funds. And finally, the counselling can be provided also by the Centres for Integration of Foreigners. These centres can be found in all regions of the Czech Republic and they are financed by the AMIF fund (in the future they are going to be financed from the state budget). The biggest advantage the Czech Republic can benefit from in terms of integration of foreign nationals into the Czech labour market is the lowest unemployment rate in the EU (2,6 %).</p> <p>3. We do not have any special tool, however, the Employment Offices which are state institutions under the Ministry of Labour and Social Affairs have they own methodological approach. On this basis they create individual action plans customized for clients to help them with the integration into the Czech labour market. These plans include also skills evaluation of clients. However, there is no centralised system and every involved actor uses its own methodology.</p> <p>4. The Ministry of the Interior is not aware of existence of any similar activities. Generally speaking, it is common that NGOs use social networks for communication with clients which can be potentially used in the future by the SIP.</p>

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			<p>5. No, we are not.</p> <p>6. Currently, we are preparing an information booklet which will follow up the content of integration courses. Its main aim is to provide basic information for clients granted integrational protection. It is going to be available in 8 languages (Czech included). We expect it available during the summer time of the year 2019. The booklet is a part of the project Nový domov v České republice (New Home in the Czech Republic) which includes one-day welcome course. This project is implemented by an NGO Slovo 21 and it is financed by AMIF.</p>
	EMN NCP Estonia	Yes	<p>1. Asylum seekers has the right to be employed if no decision on his/her application for international protection has taken within six months of the submission of the application.</p> <p>2. Integration of international protection holders is divided between two main actors – the Social Insurance Board, who supports an overall integration of person to whom international protection is granted (by providing social benefits to eligible persons; organise the settlement of a beneficiary of international protection in the territory of a local government; assist to find possibilities to reach education and health care).</p> <p>And the Estonian Unemployment Insurance Fund, which actively supports the entry of persons holding international protection into the labour market, by providing a wide range of employment and labour market services and trainings, including language training to beneficiaries. The Fund helps in making employment choices and offers specific labour market services and training courses according to the person needs.</p> <p>Involved is also the Estonian Refugee Council who is an NGO based, which facilitates the cultural, social and labour market integration of beneficiaries.</p> <p>And the Estonian office of the International Organization for Migration offers adaptation courses (the welcoming programme) for refugees. IOM also provides training and conducts awareness raising activities at large.</p>

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			<p>3. No, there is no such a common tool for the assessment of skills of beneficiaries of international protection.</p> <p>4. N/A.</p> <p>5. For a recipients of international protection adaptation support and relevant information is provided by accommodation center workers and support persons, who are in contact with them on daily basis.</p> <p>6. Yes, the Police and Border Guard Board has produced new leaflets for beneficiaries of international protection, which include also a list of the rights and obligations with a brief explanation and contacts of key institutions. Leaflets (https://www.politsei.ee/et/juhend/rahvusvaheline-kaitse/kasulikud-materj...) are being translated into 17 languages.</p>
	EMN NCP Finland	Yes	<p>1. In Finland asylum seekers are allowed to work 3 or 6 months after lodging their application for asylum. If they are in possession of a valid travel document (passport) it's 3 months, if they do not present a valid passport, they have to wait 6 months before they are allowed to work.</p> <p>2. In Finland the integration services are provided on the basis of the individual's needs, not on the basis of the reason of entry. There is no particular one-size-fits-all "integration program" that everybody is required to partake in. The main integration services outlined in the Integration Act are the initial assessment, providing basic facts about the Finnish society and providing information and counselling based on individual needs and, most importantly, integration training. Integration training for Immigrants is the central tool for educational and skill development for all newly arrived. Most of the integration training is implemented as labour market training meaning that the participants are considered as jobseekers. Thus, the target group is all newly arrived unemployed jobseekers regardless of their entry status.</p> <p>According to the Integration Act 6 § Measures and services promoting integration are provided as part of basic municipal services and the services of the employment and economic administration and as other measures promoting integration.</p>

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			<p>3. The integration process starts by initial assessment, which collects information on education, work experience and language skills. The main purpose of the initial assessment is to assess the services that support the integration of an individual. Based on the initial assessment an individual integration plan is prepared. Even though the introduction of initial assessments and individualized integration plans has had a large positive impact (http://aalto-econ.fi/sarvimaki/integrationJOLE.pdf), the current procedure is arguably insufficient to assess the skills of the immigrants properly as it is in most cases based on a single interview.</p> <p>Besides the initial assessment, there is no nation-wide tool for assessment of the skills of the international protection holders. However, more comprehensive skill assessments are pursued in various projects. For example, in the biggest cities there are publicly funded centers of excellence, which employ a wide variety of experts (e.g. teachers, career advisors, social workers) to assess the skills and to provide training for the immigrants.</p> <p>Skills-matching is a built-in, but non-systematic element of the integration program as integration plans are most often prepared in the employment offices and integration training is most often conducted as labour market training.</p> <p>4. There is no ongoing large-scale project aimed at persons entitled to international protection that would promote access to services via Apps and social media. Some minor projects have been implemented before. One example is Migrant integration in Finland that was built on mobile learning platform Funzi. The short case study can be found here: https://www.funzi.fi/s/Funzi-case-study-Migrant-Integration-in-Finland-2...</p> <p>5. The migrant communities in Finland participate actively in joint projects and form partnership with local and national authorities and other stakeholders. However, it is extremely difficult to assess and interpret whether and how their active participation has affected service design and accessibility.</p> <p>6. The Act on the Promotion of Immigrant Integration stipulates that authorities must provide information on Finnish society (including information on access to basic services) to all persons moving to Finland. Guide Welcome to Finland is an information package referred to in this act. An authority must give a printed guide to a customer personally at the time the customer is given notice of a residence</p>
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	EMN NCP France	Yes	<p>2. Given certain conditions of eligibility, beneficiaries of international protection have access to all measures foreseen by common law which facilitate access to the French labour market.</p> <p>At national level, the Republican Integration Contract (CIR), an integration pathway for foreign nationals admitted for the first time for residence in France and wishing to settle in the country on a long-term basis (including beneficiaries of international protection), proposes civil and language training and as well professional integration. To facilitate rapid access to employment in France, foreign nationals who have signed the CIR are informed of all the steps to take with the public employment service in order to benefit from services which are open to all job seekers in France. This information is first mentioned during the individual interview at the French Office for Immigration and Integration (OFII) when they sign the CIR, then more specific information is given as part of the "Living and Accessing Employment in France" training, which is the second module of the civic training.</p> <p>Certain measures are especially dedicated to the professional integration of beneficiaries of international protection as for example the programme "Accommodation Orientation Pathway to Employment" (HOPE). This programme offers a personalised access to employment and autonomy, in particular due to the learning of the French terms of the respective branch and the discovery of the theoretical and practical aspects of the targeted profession.</p> <p>In addition, a broad call for projects of an amount of 15 million euros was launched on 1 October 2018 in order to support the initiatives in favour of the professional integration of beneficiaries of international protection. It is part of the Skills Investment Plan (PIC)[1] in favour of the strengthening of the youth's and job seeker's skills.</p> <p>The "Contractualised Support towards Employment and Autonomy" (PACEA), run by local missions, supports young new arrivals (16 to 25 years) and is also available for young refugees. This support,</p>

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			<p>which lasts between three and six months, is combined with an allowance and includes language training and social and professional support.</p> <p>[1] The Skills Investment Plan forms part of the Government's major investment plan and aims to train a million unqualified young people and a million long-term jobseekers with low qualification levels, while initiating a major overhaul of training provision.</p> <p>3. When the newly arrived foreign nationals are received by the platforms of the OFII, they have a personalised interview with an auditor who reviews their personal, family, social and employment situation and guides them towards relevant local services (public services and NGOs). Furthermore, the National Academic Recognition Information Centre (ENIC-NARIC) implemented a set of procedures in order to recognise foreign diplomas. The centre issues certificates of comparability of study levels and of recognition of studies and/or trainings.</p> <p>4. No information.</p> <p>5. No information.</p> <p>6. The Ministry of the Interior published on its website two infographics and a presentation folder of the new integration programme (https://www.interieur.gouv.fr/fr/Actualites/L-actu-du-Ministere/Le-parco...) in place since 1 March 2019, as well as one infographic on the temporary accommodation centres for refugees (https://www.immigration.interieur.gouv.fr/Asile/Infographies/Les-centres...) and one on the right of asylum (https://www.immigration.interieur.gouv.fr/Asile/Infographies/Qu-est-ce-q...) in France (all in French). On the website of the OFII you can find the information note on the integration pathway (http://www.ofii.fr/IMG/pdf/CIR/CIR%20VF%20-%20SPECIMEN.pdf) which is given to all foreign nationals eligible for the CIR (in French).</p> <p>The portal of the public service of the social security put online an explanatory video on the functioning of the social security system in</p>
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			<p>France (https://www.youtube.com/watch?v=dN9ZVazSmpc) which is aimed at third-country nationals (in English).</p>
	EMN NCP Germany	Yes	<p>1. The possibilities and conditions of access to the labor market for refugees depend to a large extent on their current residence status. The various residence permits are listed below:</p> <p>Residence status 1: Persons with a residence permit: The Federal Office for Migration and Refugees (BAMF) decides on four types of protection in the asylum procedure: entitlement to asylum, protection of refugees, subsidiary protection, and prohibition of deportation. Depending on the type of protection, these persons receive a residence permit with a duration of one to three years with the possibility of extension or transition to permanent residence. Recognized asylum seekers who have received a positive decision from the Federal Office may in principle work unrestrictedly as employees and also pursue self-employment. If only a prohibition of deportation has been established, the Foreigners Department will decide in each individual case whether a permit to pursue employment will be granted. Whether or not a permit has been granted is stated on the residence permit and, if applicable, an additional sheet.</p> <p>Residence status 2: Persons with a temporary residence permit The Federal Office grants a residence permit to asylum seekers who are still undergoing asylum proceedings. This entitles them to live in Germany and work under certain conditions until the conclusion of the asylum procedure, i.e. until the decision on the asylum application has been made.</p> <p>Residence status 3: Persons with toleration Persons who are (no longer) in the asylum procedure or who have received a negative decision, but for whom deportation has been suspended, receive a "certificate for the suspension of deportation" from the Foreigners Department, which is called tolerance.</p> <p>Persons who have a temporary residence permit or a toleration have certain access conditions to the labor market. As a general rule, persons who have been in Germany for three months and whose asylum application is pending can be authorized to take up employment[1]. A waiting period of three months</p>

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			<p>also applies with regard to persons with temporary suspension of deportation status (“toleration”). There is, however, no waiting period for persons with temporary suspension of deportation status who wish to take up specific types of employment – for instance if they would like to take up a state-recognized or comparably-regulated training profession.</p> <p>Persons who have permission to reside or temporary suspension of deportation status may not engage in self-employment as a matter of principle.</p> <p>Before persons with a temporary residence permit or a toleration can take up work, they must obtain permission to work from their immigration authorities (on a case-by-case basis). In addition, the approval of the local employment agency is generally required. Three criteria are examined here: the impact of the employment on the labor market; whether priority applicants are available, and the concrete working conditions. The “priority check” has been suspended for most of the labor market regions.</p> <p>However, certain groups of persons are not allowed to work. Persons with a temporary residence permit who are obliged to live in a host institution are generally not allowed to take up employment. The so-called AE housing obligation applies for six weeks and can be extended to a maximum of six months [2]. Persons from safe countries of origin, who submit their asylum application after 31 August 2015, must live in reception facilities during the entire asylum procedure (and in certain cases until they leave the country if the asylum application is rejected) and may therefore not be employed.</p> <p>Persons who are tolerated are not allowed to work if they have entered the country only to receive benefits under the Asylum Seekers Benefits Act, if they prevent measures to end their stay by, for example, deceiving the authorities about their identity or nationality, or if they come from a safe country of origin and their asylum application submitted after 31 August 2015 has been rejected.</p> <p>[1] Will partially change with new legislation that is still about to come into force. [2] Will partially change with new legislation that is still about to come into force.</p> <p>2. 2.1. Which measures are in place to support the labour market integration of international protection holders in your country?</p>
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			<p>Language courses: The Federal Government is pursuing the goal of enabling all immigrants who will legally live in Germany permanently or for a longer period of time, but also German citizens who do not have sufficient knowledge of German, to learn the German language as quickly as possible. The core element is the integration course, which imparts knowledge of the legal system, history, and culture of Germany and in which participants learn the German language up to level B 1 of the Common European Framework of Reference for Languages (CEFR). Building on this, vocational language courses were established, which are particularly geared to improving people's chances on the training and labor market. As a rule, these vocational language courses are linked to the general language support of the integration courses and serve language acquisition from level B 1 to level C 1 according to the CEFR. Irrespective of the entry language level, those who were unable to reach language level B 1 despite participating in an integration course in accordance with the regulations may also attend the vocational language courses to achieve language levels B 1 and A 2. In addition, special professional language courses (with subject-specific instruction for individual occupational groups or in conjunction with professional recognition procedures) and in cooperation with the Federal Employment Agency (Bundesagentur für Arbeit) are offered. Combination measures are offered which impart job-related language skills and professional qualifications at the same time or in consecutive courses.</p> <p>Labor market integration measures: Labor Agencies and Job centers offer - if the legal requirements are met - a wide range of measures both for integration into the labor market and for the promotion of vocational training and further vocational education. Depending on the status of the asylum procedure, different support and assistance services are possible. In principle, these are discretionary benefits. Refugees already have access to certain benefits in accordance with Social Code Book (SCB) III (partly after a certain period of prior residence, partly for those who have been granted permission only if they have good prospects of staying or depending on the form of the employment permit) as permitted and also as tolerated persons. All recognized persons seeking protection have access to all benefits of SCB II or, where applicable, SCB III, provided that they fulfil the necessary prerequisites. Thus, the instruments of SCB II and SCB III cover the entire temporal spectrum of integration.</p>
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			<p>The following standard benefits are available for this purpose [1]:</p> <p>Career orientation measures. Participants: Pupils of general education schools; a period of prior residence is not specified.</p> <p>Measures for in-depth vocational orientation and career choice preparation.</p> <p>Accompaniment to career entry. Participants: Weaker pupils in general-education schools from the pre-departure class onwards; a pre-stay period is not specified. Career entry guides accompany the participants individually and continuously through the transition from school to vocational training up to the first half year of vocational training or if the transition does not succeed immediately - up to a maximum of 24 months after the end of school.</p> <p>Pre-vocational training. Participants: Eligible young people and market disadvantaged persons. Recognized refugees, asylum seekers, and subsidiary beneficiaries of protection have access without prior residence. For those with good prospects of staying and tolerated persons, access was made easier. Pre-vocational training measures provide insights into various occupational fields and convey the contents of the first year of training. It can also be prepared for the subsequent acquisition of a lower secondary school leaving certificate (legal entitlement).</p> <p>Initial qualification. Participants: Young people seeking vocational training who fulfil the prerequisites; there is no requirement for a period of prior residence. In-house teaching and consolidation of the basics for the acquisition of vocational capacity to act within the framework of an internship.</p> <p>Support during training. Participants: Young people in need of support; recognized refugees, persons entitled to asylum and persons granted subsidiary protection have access without a period of prior residence. For those with good prospects of staying and tolerated persons, access was made easier. Measures, parallel to in-company vocational training or initial qualification, which go beyond the content customary in companies and in training, e.g. to reduce language and education deficits, promote specialist practice and theory as well as socio-educational support.</p> <p>Assisted training. Participants: Young people with learning disabilities or social disadvantages who cannot start, continue or successfully complete in-company vocational training without support due to personal reasons. Recognized refugees, asylum seekers and subsidiary beneficiaries of protection have access without prior residence. For those with good prospects of staying and tolerated persons, access was made easier. Accompanying support for trainees and training companies parallel to in-company training, e.g. through individual support to reduce language and educational deficits.</p>
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			<p>External vocational training. Participants: Young people in need of support who cannot be placed in a training position in a company even with training-promoting services. Recognized refugees, persons entitled to asylum and persons granted subsidiary protection have access without a period of prior residence. Vocational training that is based on an education or training program measures which support the placement on the labor market: takeover of costs for the take-up of an employment subject to social insurance; detection, reduction or solution of placement barriers; introduction to the possibility of self-employment or stabilization during the take-up of an employment. continuing vocational education: support in necessary advanced vocational training measures; acquisition of a professional qualification; can also be done extra occupational. integration subsidies: takeover of up to 50% of the remuneration for a period up to 12 months</p> <p>[1] Will partially change with new legislation that is still about to come into force.</p> <p>2.2. Which institutional actors are in charge of such measures? The Federal Office for Migration and Refugees (BAMF) The Federal Employment Agency (BA) and their local/regional offices The local/regional Job Centers</p> <p>2.3. Please, answer specifying the involvement, if the case, of regional and local public actors and/or of civil society organizations. Integration into the labor market (and the society) takes mostly place in the local neighborhoods. Therefore, the local employment agencies and job centers are in close contact with the other relevant local authorities and also join "round tables" with members of civil society organizations.</p> <p>3. 3.1. In addition to existing EU-wide regional tools, is there a national common tool for the assessment of skills of international protection holders? Every holder of a foreign vocational qualification is legally entitled to have his or her qualification assessed, independent of the residence status. The process of skills assessment starts with an application to examine the equivalence of a foreign vocational qualification. The application is submitted to the recognition center responsible for the professions concerned. Depending on the federal state and profession, different centers are responsible for checking equivalence. If the German reference</p>
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			<p>profession is known, the appropriate recognition center can be found using the recognition finder in the "Anerkennung in Deutschland" portal. Personal support is available from the IQ advice centers (network "Integration through Qualification"). They provide information for interested parties and support them step-by-step during the recognition process.</p> <p>For non-formal qualifications, the Federal Employment Agency has developed a web-based tool called "myskills" (https://con.arbeitsagentur.de/prod/apok/ct/dam/download/documents/dok_ba...).</p> <p>3.2. If so, is the assessment of their skills connected to initiatives that match these skills to available jobs (skills-matching)?</p> <p>The assessment procedure only depends on the foreign qualification acquired, not on the related job prospects. Of course, employment agencies and job centers use the assessed skills for further matching processes on the labor market.</p> <p>5. Migrant communities play an active role in the current relaunch of the "National Action Plan on Integration". This is a comprehensive, multi-level approach to integration which also includes state, regional and local authorities, civil society organizations, employer and employee associations and many more.</p> <p>6. There exist different homepages to inform beneficiaries of international protection. Most of this information is also available in a booklet/leaflet format (see attached document).</p>
	<p>EMN NCP Greece</p>	<p>Yes</p>	<p>1. According to article 71 of Law no 4375/2016, asylum seekers shall have access to salaried employment or self-employment, after lodging the application for international protection (the issuance of international protection applicant card is required).</p> <p>Pre-registered applicants are not entitled to access to the labor market. Furthermore, according to article 15 of law no 4540/2018, the right of access to the labor market shall not be withdrawn during appeal proceedings and until a final decision rejecting the appeal has been notified.</p>

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			<p>2. The Greek State has recently launched a new National Strategy on Integration for migrants, asylum seekers and beneficiaries of international protection. One of the Strategy's main pillars is Promoting Labor Market Integration. Under this specific pillar, a number of measures are foreseen, such as: 1) recording/recognizing qualifications and skills, 2) facilitating access to labor market i.e. through mentoring, training and apprenticeship programs and 3) promoting entrepreneurship.</p> <p>In charge of these measures are the Ministry of Labor in cooperation with the General Secretariat for Migration Policy.</p> <p>Additionally, in September 2019 a vocational training and job placement pilot program is planned. The project is designed to benefit 3,000 unemployed beneficiaries of international protection, registered in the Employment and Manpower Organization, who are currently residing in the Attica and Central Macedonia regions. The project focuses on job counseling and vocational training in fields that are currently in demand in the labor market. It will also offer to its beneficiaries the ability to certify their acquired skills. Finally, a job placement pilot activity is foreseen as part of the program. This project will be funded under the National Programme - AMIF.</p> <p>3. The new National Strategy on Integration includes the mapping of the educational background, professional experience and skills profile for beneficiaries of international protection and asylum seekers. For this purpose, the EU skills profile tool will be exploited.</p> <p>4. N/A.</p> <p>5. In February 2019 the Ministry for Migration Policy launched a Call to record recognized entities for the collective representation of third country nationals which are active in the Greek territory (see URL: http://www.immigration.gov.gr/web/guest/article-details/-/journal_content...). The ultimate aim of this recording is to promote the active participation of migrant communities and enhance their access to public services.</p> <p>6. N/A.</p>
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	EMN NCP Hungary	No	This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further.
	EMN NCP Italy	Yes	<p>1. According to the law decree approved on August 18, 2015 n°142, asylum seekers are allowed to work when their claim has been outstanding for more than 60 days through no fault of their own. This permit allows asylum seekers to work only until their application is settled and it cannot be converted into a permanent working permit. Moreover, when asylum seekers receive their working permit, they are considered as any other Italian worker and they may freely register in the Public Employment Service (Centri per l'impiego). Therefore, asylum seekers may access both public and private organizations, with the exceptions of positions involving the exercise of public authority or responsibility for safeguarding the general interest of the State.</p> <p>2. Usually, labour market integration for international protection holders is under the responsibility of territorial reception projects which involve municipalities, regional authorities and non-profit sector operators. To support integration of international protection holders territorial reception projects are in charge of realising a "balance of skills" (i.e bilancio di competenze) for each international protection holder. This specific activity aims to re-construct the personal baggage of the individual person in terms of skills, abilities, abilities acquired, experience gained, interests, attitudes and aspirations. This process is articulated in 3 phases:</p> <ol style="list-style-type: none"> 1) Analysis of the single individual needs and aspiration: this phase consists in the identification of the objectives the international protection holder wants to achieve. 2) Investigative phase: In this phase the international protection holders motivations, skills and personal attitudes are deeply analysed. 3) Conclusive phase: In this final phase, all the results coming from the previous analysis are analysed. Moreover, this phase allows to define the elements in favour or against to reach the previously defined objectives. Finally, the process is concluded with the design of an action plan to conclude the defined goals. <p>Furthermore, international protection holders can benefit of specific training courses or internships to acquire professional skills that will be able to facilitate their job search.</p>

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			<p>3. In Italy, the certification of professional skills usually takes place at the end of professional training or work experience such as internships. In such cases, the observed competences are recorded in a training booklet and constitute credits that can be recognised and spent at the national and European level. Currently there is no evidence in Italy of a national skills certification best practice. However, some regions have started interesting experiences in this field, especially with reference to the certification of soft skills.</p> <p>With reference to the certification of professional qualifications obtained in a country outside the European Union (for example, for the exercise of the corresponding profession in Italy), the recognition can be requested by sending an application to the competent Ministry (health, justice, industry, etc.).</p> <p>4. In the context of the 2014-20 Asylum, Migration and Integration Fund (AMIF), the promotion of access to services for beneficiaries of international protection has been realised by means of different projects, characterised also by the use of digital tools like Apps and Social Media. Specifically, the AMIF funded:</p> <ul style="list-style-type: none">· migrant language training projects (addressing international protection holders too), which provide for the realisation of digital tools, specifically 13 websites or digital platforms, 21 multimedia materials (interactive, video, podcast), 4 educational apps;· projects aimed at taking on socio-health care of international protection applicants and holders in a vulnerable condition, as well as strengthening the skills of sector personnel. Through the realisation of an App, the project intends to improve the health literacy of the recipients, facilitating the frequency of medical check-ups;- socio-economic autonomy project for the beneficiaries in second reception centers. In this context, an app was developed for storytelling and enhancing the learning of the Italian language. Moreover, it is foreseen a dedicated section for video tutorials in which main topics of civic-cultural nature developed on the basis of the thread conductor of learning Italian at L2 level are explained. <p>5. With regard to the active participation of migrant communities and the related access to public and private services, it is possible to mention two different sets of projects, put in place in Italy. These projects have been funded through the 2014-20 Asylum, Migration and Integration Fund (AMIF), as a consequence of two different Calls published by the Directorate-General for Migration and Integration</p>
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			<p>Policies (Ministry of Labor), aimed at implementing regional intervention plans. Through the decree of April 15, 2016, the Directorate-General published a call for proposals for Regions and autonomous provinces, the so-called Multi-Azione, aimed at funding regional projects concerning, among the others, the following two lines of intervention: first, the ease of social integration through access to public services and, secondly, the enhancement of the degree of migrants' participation in the socio-economic and cultural life of the country by promoting the activity of migrants' associations. The regional response under these lines concluded on December 31, 2018, and amounted respectively to 18 and 16 projects, reaching 19.193 third-country nationals who accessed to public services, and 26.100 third-country nationals involved in the Italian social-economic and cultural life through migrant associations. To ensure a kind of continuity with the latter projects, the Directorate-General published a further call, on March 1, 2018, called "IMPACT", referring to as "integration of migrants through co-planned territorial actions and policies" to solidify the plans directed to TCNs' integration, launched through the previous lines of interventions. Currently, there are 20 ongoing projects, involving 61 schools, 62 local authorities and 6 regional ANCI, namely National Association of Italian Municipalities</p> <p>6. Booklet/leaflet which provides guidance on information and orientation to beneficiaries of international protection on access to basic services are distributed in the context of all reception projects carried out on the territorial basis.</p>
	EMN NCP Latvia	Yes	<p>1. The general rule is that asylum seekers cannot enter the labor market before they receive international protection status. The only exception is when an asylum seeker is granted the right to work without restrictions is if the Office of Citizenship and Migration Affairs has not issued a decision regarding granting refugee status or subsidiary protection, or refusal to grant status, to the person within six months time after submitting the application for asylum.</p> <p>2. State Employment Agency (hereinafter SEA) provides an informative lecture to asylum seekers "Job opportunities in Latvia", as well as provides individual consultations on vacancies and opportunities for finding a job with the help of a translator, if it is needed.</p>

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			<p>After acquiring the refugee or subsidiary protection status, a person may register with the SEA for the status of unemployed or job seeker and be eligible for SEA support for entering the labor market. The receiving of the state benefit after being granted the refugee or subsidiary protection status has in recent years been linked with registering as an unemployed or job seeker with the SEA, therefore if a person is not registered with the SEA and has not undergone the initial consultation and profiling, they are not eligible to receive the state benefit, which is intended to facilitate integration within the labor market. International protection holders are entitled to use the same support measures as Latvian residents. In order to facilitate the integration of a person into the Latvian labour market, the SEA provides individual consultations, profiling in order to acknowledge the persons' skills, help with writing a Curriculum Vitae, Latvian language courses (A1 to C2 level, each level in the amount of 120 hours), meetings with potential employers. There is one special measure designed for international protection holders - "Latvian language mentor for employed refugees and subsidiary protection holders" to support acquiring of job-related terminology. All SEA services are free of charge.</p> <p>According to the Action Plan for Movement and Admission in Latvia of Persons who Need International Protection (Order of the Cabinet of Ministers of the Republic of Latvia, Order Nr.759, adopted on December 2, 2015), all socio-economic Inclusion measures that deal with the aid of employment are under the responsibility of the Ministry of Welfare, more specifically the SEA.</p> <p>In addition, there are several other stakeholders that are involved in the facilitation of labor market integration for international protection holders. The Society Integration Fund administers a Social worker and Social mentor project that is carried out by the Red Cross and funded by the European Social fund which offers practical support and bridge-building for international protection holders, and it is among the workers' duties to facilitate labor market integration by motivation building, explanatory work, helping refugees in communicating with their work superior, supporting refugees in attending the SEA, and by other means. The society "Shelter "Safe House"" (biedrība "Patvērums "Drošā māja") carries out two projects that also provide support for integrating in the labor market: one-stop agency "Information centre for newcomers" that provides translations and professional consultations on a variety of topics for international protection holders free of charge, including on the Latvian labor market, the law regulating it and on entering the labor market, and "Support Activities for Persons Under International Protection II" that provide an integration course that contains information regarding the labor market and job seeking among other topics, and an introductory language course; both courses are financed by the Asylum, migration and integration fund and are administered by the Ministry of Culture of the</p>
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			<p>Republic of Latvia. The non-governmental organization "I want to help refugees" (Gribu palīdzēt bēgļiem) is a volunteer-based society that connects supportive and active members of the civic society with international protection holders in a Facebook group, which has often resulted in job opportunities and information exchange regarding potential working places for persons of international protection.</p> <p>3. There is no common national tool for the assessment of skills of international protection holders. As the number of international protection holders is relatively small in Latvia, skill assessment in SEA is done during individual consultations and if needed at the working place before signing a job contract.</p> <p>4. In the framework of the project "Support Activities for Persons Under International Protection II" that is financed by the Asylum, migration and integration fund and administered by the Ministry of Culture of the Republic of Latvia, an app has been developed called "First steps in Latvia", that is available both on Google Play store and App store. The app provides a vast array of information, for example, general information about Latvia, identification documents in Latvia, asylum seekers rights and obligations, employment and job seeking, learning Latvian, education, healthcare. The app eases access to information about services relevant to persons receiving international protection. The app is available in Latvian, Russian, English, French, Arabic and Dari languages.</p> <p>5. No.</p> <p>6. Yes, such booklets and leaflets are produced by state institutions on various topics regarding public services and general information. Here are several links:</p> <p>1) http://www.integration.lv/uploads/files/informativie-materiali/2018/vsaa... A leaflet on state social insurance services;</p> <p>2) http://www.integration.lv/uploads/files/informativie-materiali/2018/en2_... A booklet on family reunification for international protection holders, available in English, Russian, French and Arabic languages;</p> <p>3) http://www.integration.lv/uploads/files/informativie-materiali/2013/rd_c... Handbook on services provided by the Riga municipality to foreigners;</p>
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			<p>4) https://begluintegracija.nva.gov.lv/ Booklet “First steps to employment”, available in Latvian, English, Russian, Dari, Tigrinya and Arabic languages;</p> <p>5) http://www.integration.lv/uploads/files/informativie-materiali/2016/dros... Informational booklet for asylum seekers “Latvia - country by the Baltic sea”, available in Latvian, French, Arabic and Dari languages;</p> <p>6) https://www.pmlp.gov.lv/lv/assets/documents/BRO%C5%A0%C5%AARAS/ENG%20Pat... Booklet - roadmap “Guide for asylum seekers in Latvia”, available in Latvian, English, Arabic, Dari, Farsi, French, Pashto, Russian, Tigrinya and Kurdish languages.</p>
	EMN NCP Lithuania	Yes	<p>1. An asylum seeker have no access to the labour market since his/her asylum application is examined within 3 months (in exceptional cases after 6 months). After the application is examined a foreigner either receives asylum in Lithuania and access to labour market or is refused asylum. If the foreigner is granted the refugee status or subsidiary protection, she/he is exempted from the duty of obtaining a work permit and may begin work under an employment contract after obtaining a residence permit in the Republic of Lithuania.</p> <p>2. -After the recognition of a protection status in Lithuania, refugees are entitled to the integration program. Refugees Reception Centre (RRC) is responsible for the evaluation of personal skills and suitable work; provides courses of the vocational training; helps in searching a work placement together with the Employment Service Under the Ministry of Social Security and Labour and the local Labor Market Training and Consulting Authority. Representatives of employment service are available for counselling and organizing meetings with potential employers as well as assessing professional profiles of the foreigners. The second stage of integration takes place in the municipalities, where integration related services are being provided by NGOs (Caritas, Red Cross) and, mostly, funded by AMIF (Asylum, Migration and Integration Fund).</p> <p>-In the municipalities receiving the highest number of refugees, NGOs established migrant consultancy centres, employing recruitment specialist providing personalized support to refugees to access the labour market and other services needed. The recruitment specialists start researching available job opportunities immediately after receiving information about the refugee and their personal qualifications</p>

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			<p>(language, competences, other). The recruitment specialists assist in preparing or improving CV, establishing contacts with potential employers, maintaining contact and ensuring that adequate working conditions are maintained, consulting refugees on employment related questions.</p> <p>Other measures include a) Support for professional training. During the period of professional training, individuals with refugee or protection status now receive a grant equivalent to 0.6 of the minimum wage or full social benefits eligible for unemployed individuals. b) Support for mobility. In order to enable individuals granted asylum to be more flexible in terms of job location, they can be compensated for certain travel expenses. c) Subsidised employment. Subsidies as an incentive are being offered to employers who hire refugees or people under subsidiary protection. The government has committed to grant 75% of income earned by individuals with refugee or protection status, meaning that employers have to pay only up to 25 % of expenses of the working place. The period of subsidized employment is limited to 2 years and the subsidies provided cannot exceed two minimum wages. d) Support gaining skills. The government provides the employer with a grant to fund the placement expenses as a part of professional training or as an opportunity to get the first hands-on experience. As a result, persons with refugee or protection status are expected to become more competitive on the labour market. The period of financial support for placement is limited to 12 months. e) Support for job creation. In addition to employment support mechanisms, refugees can also benefit of subsidized job positions in social business initiatives. Those projects are selected and awarded based on their capacity to ensure integration of employed refugees.</p> <p>3. In addition to existing EU-wide tools, Lithuania offers a tool for the recognition of competences through non-formal and informal education.</p> <p>4. At this moment no project is being implemented by state or at national level which use apps or social media as their main tool. However, a couple years ago some social initiatives were launched. A Facebook group supporting refugees "Jie pasirinko Lietuvą" (eng. "They have chosen Lithuania") was created by LCC International University. The aim of this group was to connect Lithuanian people and refugees and give local people a chance to help refugees, for instance, in finding a job or housing in various Lithuanian cities.</p> <p>Besides that, it should be noted that the majority of projects or centers aiming to promote access to services for beneficiaries of international protection use social media. For instance, Caritas Day Center</p>
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			<p>"House of Cultures" or Kaunas Refugee and Migrant Center, providing information on employment, education, taxes, social security, housing, health services and other topics, have their Facebook pages where they post relevant information and updates.</p> <p>5. There's no project/activity where the migrant community per se is actively involved in. However, there are several projects in which the individual involvement of migrants take place.</p>
	<p>EMN NCP Luxembourg</p>	<p>Yes</p>	<p>1. International protection applicants (IPA's) may apply to work temporarily in certain specific cases. An application for an authorisation of temporary occupation (AOT) can be submitted to the National Employment Agency (Agence pour le développement de l'emploi – ADEM) 6 months at the earliest after the application for international protection has been submitted to the Immigration Directorate of the Ministry of Foreign and European Affairs, if a decision on the application for international protection has not yet been taken by the Minister responsible for asylum, and provided that the IPA is not responsible for the delay in taking the decision (article 6 (2) of the amended law of 18 December 2015 on reception of applicants for international protection and temporary protection, Asylum Reception Law). The IPA is subject to fulfil all the conditions of an authorisation of stay for salaried worker (article 41 (1) of the amended law of 29 August 2008 on free movement of persons and immigration) and s/he has to pass the labour market test (article L. 622-4 of the Labour Code). The AOT is valid for 6 months and can be renewed. It is only valid for one profession and for a specific employer. AOT applications and renewals may be rejected for reasons connected with the situation, changes to or the organisation of the employment market, in particular with regard to priority given to employing citizens of EU Member States or countries treated as such (Norway, Liechtenstein, Iceland and Switzerland) and third-country nationals with lawful residence who are receiving unemployment benefits (article 6 (3) of the Asylum Reception Law in accordance with article L. 622-4 of the Labour Code).</p> <p>The AOT is no longer valid when:</p> <ul style="list-style-type: none"> • it expires; • one of the parties to the employment contract ends the working relationship; • the application for international protection is definitively rejected or cancelled (article 6(6) of the Asylum Reception Law)

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			<p>The AOT will be withdrawn if the beneficiary:</p> <ul style="list-style-type: none"> • works in a different profession to that authorised; • fraudulently resorted to dishonest practices or incorrect declarations to obtain it (article 6 (7) of the Asylum Reception Law). <p>2. Some employment support measures have been taken for BIPs:</p> <p>ADEM has created in February 2017 a unit in charge of BIPs within its Employer Service that is at the disposal for any questions and for any recruitment or evaluation requests concerning beneficiaries of international protection. Since the question of the level of technical skills and knowledge gained outside the European Union can arise in the case of a BIP, ADEM has the possibility to have them evaluated by a company.</p> <p>ADEM reorganised how beneficiaries of international protection can register with ADEM at the end of May 2018. Since then, they can only register at one of the three main agencies of ADEM: Diekirch, Esch-sur-Alzette and Luxembourg. The follow-up with a referring counsellor will also take place in this ADEM agency. The objective of this change was to offer BIPs the best possible service; a team of specialised and English-speaking referring counsellors are present in these agencies. This team was trained by the ADEM's BIP Unit (which specialises on the employment of BIPs) and works in direct collaboration with its staff.</p> <p>A particularly important aspect of the work of the ADEM's BIP Unit is awareness raising and sharing of information. In this context, the BIP Unit commissioned a video in May 2018. The video promotes four "success stories" and includes BIPs and their employers sharing their story.</p> <p>In February and May 2018, interested BIPs and employers were put in contact during "speed datings", which were organised by the ADEM in collaboration with the Business Federation Luxembourg (FEDIL) and the Chamber of Trades. The BIP Unit collaborates with various NGOs, including ASTI, Caritas, the Red Cross, Digital Inclusion, Dress for Success, Touchpoints and Zarabina. Since May 2018, the BIP Unit regularly organises simulated job interviews with volunteering companies. This allows the BIPs to have their performance in this domain evaluated. According to the BIP Unit, participating companies have provided largely positive feedback on the participating candidates and candidates have already been hired as a result. The BIP Unit furthermore organises information sessions with ASTI, Digital Inclusion, Dress for Success and Zarabina to recruit candidates for their respective trainings. The training "WORK_IN_LUX" by Zarabina asbl was developed in direct collaboration with ADEM. This training of 3-4</p>
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			<p>weeks aims to support BIPs who wish or have to reorient themselves professionally to develop a clear professional project. The first of these trainings took place at the end of 2017.</p> <p>ADEM also strives to include multiple BIPs in its own training programmes, such as Fit4Green&BuildJobs, Fit4CodingJobs, or Air Cargo Professional.</p> <p>ADEM organises tailored work trainings upon request by a number of companies. In view of one of such trainings for a company in the commerce sector, the BIP Unit organised intensive French classes with professional orientation so that the preselected candidates would have a good level of French, enabling them later to participate in the training. In a similar vein, and through the experience gained by the BIP Unit, ADEM was granted the ESF project "Words4Work" for the period 2019-2020. This project will be coordinated by the head of the BIP Unit and will consist of French courses with a vocational orientation in four defined sectors. These courses will be open to all job seekers registered with ADEM (and not only BIPs).</p> <p>The Guided Integration Trail ("Parcours d'Intégration Accompagné"- PIA), launched in its initial phase on September 2017, is a package of measures which aims to foster the integration of applicants of international protection and consists of a linguistic component and a civic component. Even though the PIA is destined to IPAs, it contributes to the further integration process of BIPs.</p> <p>PIA is split for the moment in two phases (PIA 1 and PIA 2).</p> <p>PIA 1, includes 17 hours training on:</p> <ul style="list-style-type: none"> • Linguistic integration • Information sessions on everyday life in Luxembourg <p>PIA 2, targets applicants who have finished the PIA 1 and is developed around two pillars:</p> <ul style="list-style-type: none"> • Compulsory languages courses • Information sessions on everyday life in Luxembourg <p>Within this context, OLAI has organised working meetings as well as thematic participatory workshops with its partners in reception and integration around themes of equal opportunities, empowerment and employability.</p> <p>3. At the moment there is no national common tool for the assessment of skills of beneficiaries of international protection.</p> <p>4. Yes.</p>
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			<p>Digital inclusion is non-profit organization supported by the Œuvre Nationale de Secours Grand-Duchesse Charlotte, the European Union Social Fund, the Luxembourg's Ministry of Labour and the US Embassy seeking to help everybody in Luxembourg including international protection seekers and beneficiaries of international protection to get access to information technology and computing and to promote social inclusion through digital technology.</p> <p>In 2018 and 2019, Digital Inclusion is teaching IT classes and workshops in collaboration with the Ministry of Labour and the European Social Fund. The classes cover subjects that are relevant to use computers autonomously in both in daily life as well as in the context of employment. The classes are designed for job seekers. Languages used are French and English with individual support in Arabic, French and Tigrinya. A special focus is digital literacy, employability, complementary language offers of established offers such as ECDL, and media competences. With this program Digital Inclusion s able to get more people access to digital tools that allow them access the digital society and a better access to the job market. It is complementary to its efforts to equip everybody in Luxembourg with IT equipment who cannot afford it.</p> <p>A research project Mobile Interaction for Refugee integration – MiRi (2016-2019) is developed by University of Luxembourg. The project strives to develop digital support activities for IPAs and BIPs. The main object is to create a mobile communication and learning tool to run on mobile devices. The “youarewelcome.lu” platform offers interactive and multilingual features in relation to topics such as application procedure for international protection, basic needs and demands, integration into the Luxembourgish society, localisation of resources, language learning or interactive storytelling. In a first phase, the tool will grant easy and appropriate access to electronic resources offered by ministries and support organisations in Luxembourg.</p> <p>A more advanced version will be developed based on a needs analysis and the exchange with all stakeholders, i.e. the refugee community, support professionals and volunteers. It will provide features of multimodal communication, content co-creation, video-collaboration and mutual learning between migrants and residents. The flexible architecture of the portal allows to include any functionality that might result from the ongoing review of its use.</p> <p>The project is conducted in cooperation with ASTI a.s.b.l. and financed by the “mateneen” Programme of the Œuvre Nationale de Secours Grande-Duchesse Charlotte.</p> <p>5. No.</p>
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			<p>6. Yes. The OLAI has produced a booklet aimed at local authorities. The booklet explains not only the international protection procedure and the material reception conditions but also the following aspects: housing, health, education, language courses, access to the labour market, access to social assistance (REVIS) and other aspects of normal life. Please find attached the document and the link: http://www.olai.public.lu/fr/publications/brochures-depliants/001-tout-s...tout-savoir-dpi-communes-052019.pdf</p>
	<p>EMN NCP Malta</p>	<p>Yes</p>	<p>1. Jobsplus (Malta's Public Employment Services) is the government entity responsible for issuing employment licences. Applications for employment licences need to be submitted by the prospective employer and are generally subject to labour market considerations.</p> <p>Asylum seekers (AS) and failed asylum seekers (FAS) are given the possibility to take up employment until their respective application for asylum is reviewed. This application needs to be filled in by the prospective employers and once the Employment Licence is granted, the AS/FAS will be allowed to work with that specific employer.</p> <p>Asylum seekers are allowed to take up employment as soon as they are able to present documentation indicating their status/situation in Malta. The requirements for submitting an application for an Employment Licence include a filled in application form duly signed by the employer, a valid Police Immigration Certificate or a copy of appointment slip if Police Immigration Certificate is expired; or a copy of the Asylum Confirmation document issued by the Refugee Commissioner; A processing fee is also to be paid on issue of Licence.</p> <p>In the case of an asylum seeker, the Employment Licence can be issued for a maximum duration of 6 months at any one time. In the case of a failed asylum seeker the maximum duration can be of 3 months at any one time. However, in determining the duration of the Licence the Employment Licences Unit will adhere to the advice of the Refugee Commissioner.</p> <p>More information on the application, processing and issuance of Employment Licences may be accessed from the following link https://jobsplus.gov.mt/job-seekers-mt-MT-en-GB/guidance-services/filepr...</p>

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			<p>2. There are a number of measures and actors who support the labour market integration of international protection holders.</p> <p>An “Integration and Anti-Racism Unit,” which is Malta’s entry point to migrant integration, has been set up within the line Ministry responsible for integration (currently the Ministry for European Affairs and Equality). With the national Migrant Integration Strategy and Action Plan (Vision 2020), Government is now setting up a stronger framework for integration of migrants who are already working, living and sending their children to school in Malta.</p> <p>Refugees and other TCNs who have long-term resident status can register for employment with Jobsplus, Malta’s Public Employment Service, and are therefore eligible for the services offered to persons on Jobsplus unemployment register. Such services include being assigned an Employment Advisor who offers support and guidance in the job search process by assisting the jobseeker in developing a Personal Action Plan. The Employment Advisor also refers the jobseeker to training programmes, employment schemes and other initiatives. In cases where jobseekers are considered as disadvantaged these are referred to the Inclusive Employment Services. This unit offers services specifically designed to help disadvantaged individuals who have a harder time finding work. Whilst jobseekers holding Refugee status can benefit from the services as outlined above, persons who enjoy Subsidiary Protection and Temporary Humanitarian Protection, since May 2017 are offered a parallel service under the ‘Supported Employment Services for Migrants’. This is a project which is part-financed under the Asylum, Migration and Integration Fund (AMIF 11.01) and was specifically developed in accordance to identified needs of this client group with the aim of facilitating the transfer and integration of migrants to employment.</p> <p>The services launched in 2017 included:</p> <ol style="list-style-type: none">1. Guidance Services for Migrants – these services include initial outreach and the provision of employment guidance.2. Job Brokerage Office – this consists of a new office dedicated specifically to facilitating the placement of migrant workers in short-term casual placements.
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			<p>Following initial piloting of the basic services mentioned in points 1 and 2, Jobsplus decided to further extend these services in order to ensure more holistic support to migrants seeking employment and is currently working towards offering the following additional services:</p> <ol style="list-style-type: none">1. Guidance Services for Migrants – tailor made basic training and additional support services including the provision of interpreters and cultural mediators, occupational therapists and psychologists. Jobsplus will also be offering the provision of specialised training for staff in contact with migrants.2. Job Brokerage Office – promotion and further marketing of this new service amongst both employers and migrants. <p>In addition, the project will include general marketing of relevant services amongst both eligible migrants and employers. The relevant documents will also be translated and published in Arabic, Tigrinian, Eritrean and Somali.</p> <p>In addition to this specialised service, beneficiaries of international protection can also access a number of mainstream services at the various Job Centres managed by Jobsplus such as accessing information on current vacancies and training courses as well as participate in certain active measures such as training programmes including traineeships and work exposure schemes. When it comes to training, persons enjoying (1) Refugee status (2) Subsidiary Protection and Temporary Humanitarian Protection (3) Asylum seekers and Failed Asylum seekers can benefit from training programmes offered by the Jobsplus, provided that they submit supporting documentation with their application and subject that that the eligibility criteria to participate in such initiatives are fulfilled.</p> <p>Furthermore, the Maltese Government believes that breaking down cultural barriers, building a society on inclusion that values diversity, sets us in considering the other person as equally valuable, thus, putting us in a background of an ongoing learning process that provides the possibility of mutual understanding and the need for mutual recognition of cultural identities. To this effect, Malta continuously evaluates and monitors the needs of learners to ensure that the education system promotes a culture of dialogue and democratic values, creating a space for community building at the national level, through a number of best practices.</p>
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			<p>The Ministry for Education and Employment (MEDE) has undertaken numerous measures in connection with the implementation of Malta's Migrant Integration Strategy and Action Plan - Vision 2020 "INTEGRATION = BELONGING" (2017):</p> <ul style="list-style-type: none"> · With regard to compulsory education, MEDE continued and will continue to have in place the Migrant Learners' Unit (MLU) which is set up within the MEDE and is present to equip itself with the knowledge and tools to best support schools, newcomer learners and their parents in order to promote the inclusion of newly arrived learners into the education system. · Also with regard to compulsory education, since 2011, MEDE has been involved in the Language Learning and Parental Support for Integration (LLAPSI and LLAPSI+) Project, that is a series of EU-funded projects mainly through the Integration Fund (IF), the European Refugee Fund (ERF) and currently the Asylum, Migration and Integration Fund (AMIF). Most of the projects focused on the upskilling of teachers, procurement of teaching resources and the development of learning and assessment tools. A trio of projects (Language Learning and Parental Support for Integration [LLAPSI 1, 2, 3]) supported different cohorts and were held concurrently. These included the recruitment of language support educators, parent leaders as well as support to schools through resources. Currently, the MLU is leading an EU project LLAPSI+ which is an evolution of the previous LLAPSI projects, but which streamlines activities and includes new components as follows: The 'Making Friends-Bringing Friends Clubs': Apart from substantial language training components, the current LLAPSI+ project includes components such as 'Making Friends-Bringing Friends Clubs', where, up to June 2018, 3 clubs were held with a total of 53 attendees. It is envisaged that during scholastic year 2018-2019 five more clubs are held in different localities. The Making Friends, Bringing Friends Club is an afterschool club with the aim of providing an opportunity for newcomer learners to integrate with EU nationals (including Maltese children) in a non-formal collaborative atmosphere through creative sessions; The LLAPSI + Project also includes the Language to Go – Summer Intensive Language Courses for learners who are still struggling with learning the languages of schooling in Malta, i.e. Maltese and English. Courses are held in different localities during the summer months. The LLAPSI + Project also includes the recruitment of nine Community Liaison Workers who act as a bridge between the home and the school. The CLWs support schools in initiatives and dissemination as well as meet and support parents with regard to their child's school journey. The interventions by these workers will support schools not only by offering language interpretation but more importantly by
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			<p>providing an interpretation of diverse cultural parameters that might affect the behavior and thus the education of newcomer learners.</p> <p>Two other actions within the LLAPSI + project are the setting up of an online tool for learning Maltese as a foreign language as well as the refurbishment of premises to house the MLU and in which the provision of support services, especially those related to psychosocial services, will be provided.</p> <ul style="list-style-type: none"> · The Ministry for Education and Employment set up a One Stop Shop within MEDE. The One Stop Shop provides dedicated services and a focal point for Migrants services on Education and Employment. · Personal, Social, Career Development (PSCD) continues to be given paramount importance in the Maltese educational system, that promotes a human rights culture. Students develop skills and attitudes necessary for a complete integration of human rights. PSCD educators offer holistic learning that promotes the development of students' intellectual, emotional, social, physical, artistic and creative potentials. PSCD also touches upon values clarification where students are given opportunities to identify, clarify and express their own beliefs and values and to confront them with others in a safe framework based on the dignity of every human being, freedom of thought and expression, and the respect for others' opinions. · From the side of the Malta College of Arts, Science and Technology (MCAST), there was the setting up of the Integration Unit. In recent years, the number of international students has constantly increased and thus the Integration Unit will seek to co-ordinate and streamline new and existing activities related to integration of students, such as Diversity days. · To assist the Integration Strategy, MCAST has and will continue to deliver language courses to migrants in both Maltese and English as foreign languages through its Learning Support Unit and its Six Thematic Institutes. Moreover, MCAST has been commissioned by the Ministry for European Affairs and Equality (MEAE), Human Rights and Integration Directorate, to develop and deliver 3 particular Skills Kits as part of the Stage 1 Pre-Integration Certificate as outlined in the Migrant Integration Strategy and Action Plan 2020. These 3 Skills Kits are pegged at MQF Level 1 and cover 20 contact hours for Maltese, 20 hours of English and 20 hours of Cultural Orientation focusing on basic services available which participants find useful in their everyday life. Thus, the course is 60 hours of tuition overall. Furthermore, MCAST will continue to celebrate diversity and promote integration through a number of yearly activities such as fora, discussions, sports events and interfaith dialogue. Through such activities, local students will become aware of other cultures and value diversity thus improving, sustaining and implementing the
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			<p>Integration Strategy. Furthermore to enhance and facilitate the smooth transition of migrants into education and training, MCAST is providing career guidance and outreach services among potential migrant students as well as initiatives such as Recognition of Prior Learning (RPL) and other support services to encourage them to embark on a vocational learning journey with the aim of leading them towards employment.</p> <ul style="list-style-type: none">· Also, from the side of MCAST, there were structured meetings with international students; participation in continuous professional development (CPD) sessions for staff members, together with one-to-one meetings with individual students. Advocacy is provided on a case by case basis and students are sometimes referred to other government agencies or to Non- Governmental Organisations for further support. MCAST will continue establishing links with Colleges and schools (particularly secondary schools) in order to facilitate the transition of international students between compulsory education and post-secondary education. Discussions with Maria Regina College are planned for the near future regarding better transitions from the new Secondary Hub within the same College.· The Department of Inclusion and Access to Learning of the University of Malta has been commissioned to design, deliver and oversee the implementation of an important part of the migrant integration process. The Directorate for Human Rights and Integration within the Ministry for European Affairs and Equality has commissioned the department to provide the Stage 2 integration courses in Maltese (MQF 2) and Cultural Orientation. Stage 2 courses inter alia fulfil the integration requirements laid down in law for long-term residence applicants. The same agreement includes for the first time prior training in adult education for integration, for the educators who will be delivering the Stage 2 courses. The University of Malta has been actively involved in seeking to provide structured support to migrants wishing to pursue higher education. It has also engaged with various Non-governmental organisations (NGOs) in order to ensure that efforts are joint. Focus is on: Teaching and coaching to prepare students for the English Proficiency exams that are a requirement for University of Malta admission. A number of lecturers from the University of Malta are helping, on a voluntary basis, applicants to prepare for and successfully sit for the English proficiency exams. The University provides venues for these courses free of charge. Apart from being a standard requirement this is an effective necessity since students would not perform well on the courses unless their level of English language proficiency is up to the required standard.
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			<p>Application stage – Candidates are assisted to choose the right course of studies to match their capacity and interest. The application fee is waived and staff from the Admissions Office assist applicants directly during the online application process.</p> <p>< > – Support has been provided to a small number of students by a religious order.</p> <p>University Students' Council (KSU) – Help through KSU and their corporate sponsors to facilitate the educational journey of these students.</p> <p>Students are guided and followed by a number of key people (academic and administrative) so as to ensure they feel supported.</p> <ul style="list-style-type: none"> · Within the Ministry for Tourism (MOT), the Institute for Tourism Studies (ITS) is also supporting the Integration Strategy on the ground. ITS enrolls numerous foreign students and the Institute makes it a priority to make them feel welcome by encouraging also other national students to help them and make them feel that they belong at the Institute. · The Directorate for Research, Lifelong Learning and Employability within the Ministry for Education and Employment pursues a policy of inclusivity. Lifelong learning courses are open to both Maltese and non-Maltese nationals. The Directorate has developed courses in Maltese-as-a-foreign-language (MFL) and English-as-a-foreign-language (EFL). At enrolment stage, asylum seekers and beneficiaries of international protection are given the same rights as Maltese and EU citizens. Courses in English-as-a-foreign-language (EFL) and Maltese-as-a-foreign-language (MFL) offered by the Directorate for Research, Lifelong Learning and Employability within the Ministry for Education and Employment are accredited and lead to the awarding of a General Education Award at Malta Qualifications Framework (MQF) levels 1 and 2. <p>3. The Ministry for Education and Employment (MEDE), through the National Skills Council (NSC), encourages and supports lifelong learning for migrants as a means of integration within the Maltese labour force. The NSC is also supportive of initiatives taken for skills assessment (through validation of informal and non-formal learning) as a means of certification of skills and as a basis for continuing education. MCAST is also planning to set up a validation of informal and non-formal learning unit (VINFL) to assess and validate prior learning of migrants. This will improve the migrants' integration process, augment their socio-economic perspectives and possibilities, reduce labour market tensions, thus empowering migrants and facilitating their future educational and career prospects.</p>
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			<p>At Jobsplus, migrants using the guidance services are profiled using the mainstream profiling system of the PES, this allows for easy matching with vacancies. The Job Brokerage Scheme mentioned above, uses a slightly different database which includes additional details which are more relevant to the particular requirements received by the office. This allows the office to provide a better intermediary assistance to 'job'-match service providers with service users depending on the skills required by the employer and the skills and availability of the working age migrant population.</p> <p>4. Information on the Ministry for Education and Employment's Migrant Learners' Unit services is found at: https://migrantlearnersunit.gov.mt/en/Pages/About%20us/about-us.aspx At MCAST the social media is widely used to promote various activities related to migrants, diversity and integration. An app to disseminate integration services is currently being developed by the Integration and Racism Unit.</p> <p>5. Jobsplus also runs an informal working group with a number of NGOs and associations working directly with migrants. The aim is to discuss a number of issues and possible solutions aimed at facilitating the integration of migrants on the workplace.</p> <p>6. On its website, Jobsplus has available a set of guidelines intended to act as a guide to applicants and to foreign non-EU nationals (with the exception of EU Member States undergoing a transitional phase) wishing to work in Malta. This is divided into five main parts: Scope, Process, Eligibility, After a licence is issued, and Other Considerations. Such guidelines can be accessed from the following link https://jobsplus.gov.mt/job-seekers-mt-MT-en-GB/guidance-services/tcns-s... Moreover, in 2014, Jobsplus published a manual on Living and Working in Malta targeted at TCNs. This manual was translated in 8 languages, which languages were chosen in relation to the third country nationals who are already working in Malta. The publication includes information on moving to Malta, employment, conditions of work, working time, leave, living conditions, private life and useful links. Although not yet published, under the AMIF 11.01 project, Jobsplus plans to publish information aimed at helping both jobseekers and employers.</p>
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	<p>EMN NCP Netherlands</p>	<p>Yes</p>	<p>1. Aliens for whom the asylum procedure has not yet started are not allowed to work, including volunteer work and internships. Aliens for whom the asylum procedure has started (asylum seekers) are not allowed to do payed work for the first six months of the procedure. After six months they are allowed to do payed work for 24 out of 52 weeks. Asylum seekers who perform as an artist are allowed to work 14 weeks a year. In case an employer hires an asylum seeker, he or she does need a work permit (terwerkstellingsvergunning, TWV). Under certain conditions it is allowed for asylum seekers to do volunteer work. In addition, asylum seekers are allowed to work at reception centres for a maximum of 25 hours a week. In exchange, they receive €0,56 - €1,10, with a maximum of €14 a week. Aliens who have been granted asylum (status holders) and who have thus received a temporary asylum residence permit, are free to work on the Dutch labour market. Their residence permit states: 'labour freely allowed, no work permit required.' Therefore, the employer does not need a work permit or a declaration volunteer work.</p> <p>2. The Dutch Council for Refugees plays an important role in supporting the labour market integration of international protection holders in the Netherlands. This organisation strives at a parallel approach of the chain of integration, for example by starting with participation on the labour market while still being in the process of civic integration. In line with this, the municipality of Dalftsen, which won the 2018 award of the Dutch Council for Refugees, offers language internships to refugees. In addition, the Dutch Council for Refugees aims to collaborate with employers, offer trained volunteer job coaches and support project VIP: Vluchtelingen Investeren in Participeren [Refugees Invest in Participating]. With this project, 2000 participants acquire the necessary skills to find a job. [BL-I1] Municipalities also play an important role in supporting the labour market integration of international protection holders. Specific instruments that are used to improve the labour market integration of refugees are specialised case managers and offering language and orientation trajectories that make it possible to study while retaining welfare support. Most municipalities hire special customer managers who are experts in helping refugees finding work. In addition, municipalities actively participate with companies, for instance through test placements and recruiting suitable international protection holders for vacancies. Besides the measures taken by the Dutch Council for Refugees and municipalities, many other initiatives are taken to support the labour market integration of international protection holders. Examples are the</p>
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			<p>collaboration Grenzeloos Talent (Talent without Boundaries), which supports status holders in participation, integration and finding work, the Refugee Talent Hub, which organises activities to increase the chance of finding a job for refugees and K!X works, which focuses at young refugees and labour market integration.</p> <p>3. No, the Netherlands does not have a national common tool for the assessment of skills of international protection holders. Though, the Central Agency for the Reception of Asylum Seekers (COA) does make certain effort to inform status holders on information on education and employment experience and try to take this into account when linking to municipalities. Currently the Dutch government is working on a new law on integration. After the entry of this law, municipalities are expected to conduct a broad intake for each permit holder in their municipality. 13 topics are mapped out here, including the education, work experience, practical competences and employee skills of the person integrating. Here too, it is not a national method or assessment, it is up to municipalities how they retrieve this information.</p> <p>4. Currently, the Red Cross Refugee Buddy App provides up to date and relevant information to refugees and asylum seekers in the Netherlands. The App 'Nederlandse Websites' (Dutch Websites) helps refugees to find the relevant websites about for instance civic integration, paying taxes and applying for student finance.</p> <p>5. No.</p> <p>6. The city of Amsterdam and partners have developed an app which aims at letting status holders integrate faster. With this app, information about for instance health care, money, integration and work can be found at one place in Dutch, English, Arabic and Tigrinya. The app could be accessed online via: https://nl-app.nl/en-us/amsterdam?settings=1.</p>
	EMN NCP Poland	Yes	<p>1. If the case concerning granting international protection has not been settled within the time limit of 6 months and the delay was not at fault of the applicant, the Head of the Office (a body responsible for</p>

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			<p>asylum procedures), at the request of the person concerned by the application for international protection, issues a certificate, which together with the provisional identity card entitles the person to work on the territory of the Republic of Poland. The certificate is valid until the date on which the decision on granting international protection becomes final.</p> <p>After an applicant is granted international protection, he/she receives a residence card authorizing to perform work on the territory of Poland.</p> <p>2. All foreigners who possess a residence permit that allows them to obtain the unemployed status (inter alia: international protection holders) after being registered with the district employment office, territorially appropriate for the accommodation, are covered under the general rules provided for in the Act on employment promotion and labor market institutions. These people may use basic labour market services, like job placement, vocational guidance and training, as well as other forms of assistance specified in the abovementioned Act, including training loan, internship, vocational training of adults, one-off funds for starting business activity. As part of job placement (helping in combining the expectations of people interested in taking up employment and requirements of employers seeking appropriate candidates for employees) the district labour office promotes job offers among those interested, and selects suitable candidates for work from among those registered as unemployed and jobseekers and directs them to employers. The District Labour Office also provides job offers from an online job offer database maintained by the minister competent for labour issues in accordance with the abovementioned law.</p> <p>Each person who is interested in finding a job, regardless of whether he / she is registered in the district labor office as an unemployed or jobseeker, can become familiar with the Central Database of Jobs Offers content.</p> <p>Moreover, as part of career counseling provided by labour offices, these people can benefit from assistance in choosing the right profession or place of work as well as in planning career development, in particular: information about occupations, the labour market, training and education opportunities, skills necessary for active job search and self-employment, advice using standardized methods to facilitate the selection of a profession, change qualifications, take up or change jobs, including examining competences, interests and professional talents.</p> <p>The Ministry of Family, Labor and Social Policy under the Operational Program Knowledge Education Development 2014-2020 organized a competition "Professionalization of personnel of labour market</p>
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			<p>institutions by improving the qualifications and competences of their key employees", aimed at increasing the knowledge and skills of people employed in Labour Market Institutions. The competition provides for training for public administrative employees, including district labour offices, which have direct contact with the clients. The selected training programs included issues of employment and service for foreigners, including holders of international protection. The trainings were carried out in 2018. In total, 4036 employees were trained in the competition (3523 employees of district labor offices and 513 employees from other institutions).</p> <p>The other examples are local projects conducted by voivodship offices, where IPH could get assistance in the area of work.</p> <p>3. N/A.</p> <p>4. As part of recruitment No. 2/2015 / FAMI, Caritas Polska implemented a project in which one of the activities was to create a mobile application for OPT. This project has already been completed. As part of the 7/2017 / OG-FAMI call, one of the activities carried out by some voivodship offices was to create a helpline for OPT. Some of the projects from this call are already completed, while others are still being implemented.</p> <p>5. N/A.</p> <p>6. N/A.</p>
	EMN NCP Slovakia	Yes	<p>1. During the asylum procedure, asylum seekers may not work only after nine months since the application has been lodged, in case their application has not been validly decided upon. After granting asylum, they get permanent residence in Slovakia. The beneficiary of subsidiary protection is granted temporary residence. Persons with international protection can work and do not need a work permit. They are considered disadvantaged job seekers and are expected to integrate into the labor market as soon as possible. They have the same rights and obligations on the labor market as Slovak citizens.</p>

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			<p>2. The Slovak Republic has not yet approved the draft of State Integration Program. The Ministry of Labor and Social Affairs is responsible for the Integration Policy of the Slovak Republic in general. The Migration Office of the Ministry of the Interior of the Slovak Republic as authority materially responsible for the field of asylum and subsidiary protection in the Slovak Republic, is co-responsible for the integration of persons with international protection. The institution that coordinates activities related to the entry of foreigners into the labor market in the Slovak Republic and is competent in this area is the Central Office of the Labour, Social Affairs and Family of the SR. At the present, the Slovak Republic does not have one institution that would comprehensively cover and centrally coordinate the provision of support measures for the integration of foreigners in the labor market. The integration of persons with international protection is therefore in the direct competence of the Migration Office of the MVSR. However, it is provided on a contractual basis through NGOs that are funded by AMIF. The clients of the integration project are currently provided with the following services: financial contribution for at least 6 months, Slovak language course, socio-cultural orientation course, social, labour, psychological and legal counseling, as well as assistance in finding accommodation, and material assistance if necessary. The Migration Office provides asylum seekers with a one-off financial contribution in the form of 1.5 times the subsistence minimum. It provides all persons with international protection with the possibility of work counseling and for persons who are not publicly insured they cover their health care to the extent of public health insurance.</p> <p>The Migration Office has field social workers (local integration managers) whose role is to facilitate the contact between institutions and persons granted international protection and support in dealing with practical matters.</p> <p>For better integration into the labor market, there is the possibility to find and pay for vocational courses, to provide assistance for the process of recognition of education, professional qualifications, to facilitate access to further education in secondary schools and universities. Occasionally, the services of persons granted international protection - interpreting, cultural orientation - are used.</p> <p>In addition, so-called pre-integration measures are carried out in asylum facilities in the form of Slovak language course (optional participation) and cultural orientation.</p> <p>Municipalities play an essential role in the field of integration, as their competences apply to all residents, regardless of nationality. So far, however, they have taken these issues into account only in exceptional cases. One of the reasons is the lack of professional capacity and competency capital. The</p>
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			<p>KapaCITY project seeks to improve the integration of third-country nationals through the development of professional, communication, coordination capacities of municipalities and other important actors in the field of integration, especially at the local level (4 municipalities involved).</p> <p>3. No. For the first time, such tools have been used in the context of the integration of the resettled group of persons carried out by NGOs. (We are currently considering adjusting them to other target group integration.)</p> <p>4. Yes, but so far only on a project basis. e.g. Skills2work - The aim of the project was to support the integration of persons granted international protection into the labor market through the accelerated recognition of formal and informal skills and competences. http://www.fromskills2work.eu/About-the-project The Danube Compass - a transnational information platform - to provide easy-to-find information on living and working conditions in 8 countries in the Danube region. http://sk.danubecompass.org/</p> <p>5. There are very few people active in this respect e.g. Institute for Migration and Communication https://sk-sk.facebook.com/ipmk.eu/ . Another example is the project of the Human Rights League.</p> <p>6. Yes, the Migration Office of the MVSR has published a handbook "New Start in the Slovak Republic. English and other language versions can be found at the bottom of this website: http://www.minv.sk/?tlacove-spravy-6&sprava=migracny-urad-vydal-prirucku...</p>
	EMN NCP Spain	Yes	<p>1. Six months after having applied for asylum, even if a decision has not been taken yet, the applicant is entitled to enter the labour market.</p> <p>On top of that, the favourable resolution of the application for the right of asylum or subsidiary protection refugee in Spain will imply the authorization of residence and work too and, consequently, the development of labour, professional and commercial activities in accordance with current legislation.</p>

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			<p>2. The activities of the projects aimed at labour insertion are the following:</p> <p>1.1 Individualized itinerary of labour insertion.</p> <p>It consists in the realization, through individual interviews, of the identification of the training and / or labour skills and abilities of the recipients, which allow to assess and jointly assess their employability in relation to their professional interests, as well as to guide and design an agreed itinerary that will be reviewed and updated periodically. It will include the following actions:</p> <ul style="list-style-type: none">○ Pre-employment training: This is aimed at the acquisition of linguistic skills and social skills for the development in the host society and environment of the recipients of the project and include the following activities:<ul style="list-style-type: none">• Spanish courses and, where appropriate, regional languages• Workshops and seminars on access to the socio-labour context• Social and personal skills development workshops• Introduction to computer courses and use of new technologies• Other workshops than those listed, which respond to the new needs that are detected.• Training for employment: It is aimed at facilitating the theoretical and practical knowledge required by the business sector for the performance of a specific profession. For this, the following activities are carried out:<ul style="list-style-type: none">• Training activities for employment that allow the access of recipients to the labour market, giving priority to training for employment in the corresponding Public Employment Services (SPE) of each Autonomous Community.• Training related to labour and social skills, Spanish legal framework (labour law), homologation of regulated training in the countries of origin.• Information about courses, enrollment in them and preparation of access exams will be provided. Access to courses aimed at obtaining Professional Certificates will be especially reinforced.• Advice will be provided for access to regulated professional training.• Training in internships: Agreements can be made with companies to allow the incorporation in non-labour practices or in hiring scheme in practices of the recipients of the training activities for employment.
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			<p>The job placement itinerary will also include the following activities:</p> <ul style="list-style-type: none"> • Analysis of the competency profile in relation to the needs of the labour market. • Advice and monitoring for the job search • Job intermediation • Monitoring and accompaniment in the workplace • Social, family and / or intercultural mediation interventions • Referrals to other entities and external resources • Detection and action between possible cases of trafficking in human beings. Application of the SGIE Protocol • BUSINESS PROSPECTION: agreements of the social entities with companies for the hiring of the target population. <p>1.2 Preparation and accompaniment of projects aimed at the implementation of self-employment initiatives, with special consideration to those oriented to the social economy.</p> <p>1.3 Actions aimed at the eradication of trafficking in persons for the purpose of sexual or labour exploitation and that promote the insertion of victims in the labour market, through itineraries of labour integration and training for employment.</p> <p>1.4 Actions that allow the labour insertion of families of the target group of the activities in rural areas with low population density, through personalized selection, training and accompaniment processes.</p> <p>1.5 Support actions for professional diversification, including the provision of services that offer information, advice, support, translation of documents and other procedures necessary for the approval of titles and validation of studies carried out in the countries of origin.</p> <p>These projects are carried out annually by national social organizations specializing in the care of applicants and beneficiaries of International Protection with funding from the Ministry of Labour, Migration and Social Security (General Directorate of Integration and Humanitarian Assistance of the Secretariat of State of Migrations) and the co-financing of the European Social Fund. In some regions and municipalities there may be initiatives within their administrative competencies, either in</p>
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			<p>collaboration with the organizations mentioned or independently of them, to facilitate this labour insertion.</p> <p>3. The methodology used at the national level by the social organizations that provide attention to the applicants / beneficiaries of international protection is based on the so-called individualized itineraries of labour insertion described in the previous question.</p> <p>4. No, we aren't.</p> <p>5. The existing projects are those carried out by the aforementioned social organizations specialized in the reception and social and labour integration of asylum seekers; they are non-profit entities whose objective is to support immigrants and refugees. Among them there are immigrant associations that develop specific programs to facilitate access to different public and private goods and services: education, health, employment, housing, etc.</p> <p>6. New leaflets coming out in the next weeks</p>
	EMN NCP Sweden	Yes	<p>1. N/A.</p> <p>2. A personal integration plan will be developed for the person granted international protection by the Swedish Public Employment Service. The Swedish Public Employment Service is the main actor. There are certain integration measures directed towards newly arrived migrants. The municipalities are also involved in this work since they are, among other things, providing education - Swedish for immigrants.</p> <p>3. Yes, there is a tool called "job skills" managed but the Swedish Public Employment Service.</p> <p>4. There are some local initiatives (in some municipalities) in this direction but as far as we know no national project.</p>

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			<p>5. Not to the best of our knowledge.</p> <p>6. There is no comprehensive information of this kind, but the different agencies have their own information material. Links to this can be found here: https://www.migrationsverket.se/English/Private-individuals/Protection-a...</p>
	EMN NCP United Kingdom	Yes	<p>1. Asylum seekers are allowed to apply for permission to work in the UK if their claim has been outstanding for 12 months, through no fault of their own. Those permitted to work are restricted to jobs on the shortage occupation list published by the Home Office, which is based on expert advice from the independent Migration Advisory Committee.</p> <p>2. Those granted refugee status or humanitarian protection have immediate and unrestricted access to the labour market and benefits. Unemployed refugees can receive employment support from the Department for Work and Pensions.</p> <p>3. There is no national skills assessment tool.</p> <p>4. Not at this time.</p> <p>5. No.</p> <p>6. Not at this time.</p>
