



**AD HOC QUERY ON 2020.28 SK EMN NCP AHQ - Labour market integration policies aimed at third-country nationals - update**

**Requested by Adolfo SOMMARRIBAS on 10 May 2020**

**Compilation produced on 12 August 2020**

**Responses from Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Slovakia, Slovenia, Sweden (23 in Total)**

**Disclaimer:**

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**1. Background information**

The Slovak Republic is in the process of elaboration of its policy document aimed at labour market integration of TCNs and is interested to know more about such documents in other Member States. Taking into consideration the EMN study on Labour Market Integration of Third-Country Nationals in the EU published in 2018, we are mostly interested in changes/developments that have taken place in your Member State since 2018. Therefore, if there have not been any changes/developments since the finalization of the abovementioned EMN study, please answer “No changes”. In case your Member State envisions adopting such a policy/strategy document in the near future, please provide us with information about that as well.

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Similarly as the abovementioned EMN study, this Ad-Hoc Query aims to target policies/strategies related to legally staying third-country nationals with the right to work in the EU excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers.

## **2. Questions**

**1. Is the term “integration” defined in national legislation or strategic documents of your Member State? If YES, please describe the definition and its context, also specify whether these definitions explicitly relate to employment. (See question 2 in the EMN study specification Labour Market Integration of Third-Country Nationals)**

**2. Is the term “labour market integration” defined in national legislation or strategic documents of your Member State? If YES, please describe. (This question was not specifically included in the EMN study specification Labour Market Integration of Third-Country Nationals)**

**3. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals? If YES, please briefly describe (a) if it is part of a general integration policy/strategy, b) when was this strategy / policy document developed, c) what is the rationale behind the strategy, d) what is/are its target group(s), e) what are its main objectives. (See question 5 in the EMN study specification Labour Market Integration of Third-Country Nationals) Please provide a link to the document (preferably in English).**

We would very much appreciate your responses by **10 June 2020**.

## **3. Responses**



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		Wider Dissemination <sup>2</sup>	
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<sup>1</sup> 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.

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	<p>EMN NCP Austria</p>	<p>Yes</p>	<p>1. <b>Yes – no changes.</b></p> <p>2. No.</p> <p>3. No.</p>
	<p>EMN NCP Belgium</p>	<p>Yes</p>	<p>1. No changes</p> <p>2. As integration is a competence of the federated entities, the Regions/ Communities defined (or not) the term “labour market itegration” in their respective legislation.</p> <p>In Flanders:</p> <p>The Flemish Public Employment Service (VDAB) developed an Action Plan for 2016-2018 entitled “Integration through work”[1]. However, this action plan does not focus exclusively on the categories of third-country nationals included in the scope of this study, but on a much broader target group, that is to say “foreign language jobseekers with a migration background”.</p> <p>In Wallonia:</p> <p>Wallonia reinforced its policy for the socio-professional integration of newcomers into the labour market through the decision of the Walloon Government of 3 March 2016 on “newcomers: implementation of the scheme for socio-professional insertion”. The target group does not include all third-country nationals included in the scope of the study, but is limited to certain “newcomers” that meet specific conditions linked to residence and work permits.</p> <p>In Brussels:</p>

<sup>2</sup> 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>In Brussels, there is no specific policy or model for the labour market integration of third-country nationals. However, the 2017-2022 management contract of the Public Employment Service of Brussels (Actiris) does specifically mention the integration of “newcomers”.                  The strategic objective n° 3 of Actiris’ management contract (under Area 1: Actiris at the service of jobseekers and employers) is to guarantee that all people have access to the measures proposed, including “newcomers”. To this end, the operational objective 3.1 stipulates that the following elements should be implemented: “build upon the network in charge of the integration programme for newcomers in order to ensure that the newcomers register at Actiris and that they are provided with support. More generally, assist newcomers – European or not – in order to help them navigate the Brussels labour market and help them avoid the difficulties associated with social dumping and precariousness in the framework of the EURES scheme and the measures to fight against discrimination”[2].                  In this framework, Actiris is currently developing its approach regarding the labour market integration of newcomers.                  German speaking Community                  There are no specific policies/strategic documents or models for the labour market integration of third-country nationals included in the scope of this study. Third-country nationals have access to the same measures for socio-professional insertion as other jobseekers.</p> <p>[1] VDAB, Integration through work, <a href="https://www.vdab.be/partners/integratie-door-werk">https://www.vdab.be/partners/integratie-door-werk</a>.                  [2] Actiris, 2017-2022 Management Contract : guaranteeing quality for all, approved by the managing committee and by the Brussels Government on 22 June 2017, <a href="http://www.actiris.be/Portals/37/Contrat_de_gestion_Actiris_2017_2022_Ga...">http://www.actiris.be/Portals/37/Contrat_de_gestion_Actiris_2017_2022_Ga...</a></p> <p>3. No changes</p>
	EMN NCP Bulgaria	Yes	1. No changes



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			<p>2. No changes</p> <p>3. No changes</p>
	<p>EMN NCP Croatia</p>	<p>Yes</p>	<p>1. YES, it's been defined in the ACTION PLAN FOR INTEGRATION OF PERSONS WHO HAVE BEEN GRANTED INTERNATIONAL PROTECTION FOR THE PERIOD FROM 2017 TO 2019 (a document covering period 2019-2021 is currently being created), as “the dynamic, bilateral process of mutual adjustment of both foreigners and Croatian citizens”, in line with the Common Basic Principles for Immigrant Integration Policy of the Council of the European Union, adopted in 2004. The definition addresses Migration Policy of the Republic of Croatia 2013-2015, of which integration policy is an integral part and employment has been mentioned as a corner stone of integration (“The aim of these integration policies comprises provision by the state of specific rights for foreigners, which primarily relate to the right to work...”). However, it is integration of persons granted international protection that is in focus of integration measures (also into the labour market, where this group of foreigners has been recognized as especially vulnerable). Other categories of foreigners, like those granted permanent stay, temporary stay on the grounds of family reunification, humanitarian reasons, autonomous stay have access to the labour market under same conditions as nationals or EU/EEA citizens, but no integration measures have been developed for TCNs on temporary stay for the purpose of work (stay and work permit).</p> <p>No changes after 2018.</p> <p>2. No.</p> <p>No changes after 2018.</p>

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			<p>3. No, there is no such policy or strategic document covering labour market integration of TCNs.</p> <p>No changes after 2018.</p>
	EMN NCP Cyprus	Yes	<p>1. No. In praxis, Cyprus adopts the definition given in the Communication from the Commission to the Council, the European Parliament, the European Economic and Social committee and the Committee of the Regions - A Common Agenda for Integration - Framework for the Integration of Third-Country Nationals in the European Union</p> <p>2. No.</p> <p>3. One of the main actions of the AMIF National Programme 2014-2020 is labour market integration and more specifically: Preparatory actions to facilitate access to labour market. This mainly includes projects related to the facilitation of access to the labour market, in complementarity with actions financed under the European Social Fund. Such actions are: training in skills such as computer skills/typing as well as evaluation of skills. So far, targeted projects that have been implemented towards this goal are Greek Language Lessons but several other activities have already been implemented by local communities through other AMIF projects.</p>
	EMN NCP Czech Republic	Yes	<p>1. <b>No changes</b> <b>(Integration of foreign nationals is defined in the The Policy for the Integration of Foreign Nationals – In Mutual Respect, approved by the Czech Government in 2016. This strategic document is</b></p>


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			<p>updated every five years.</p> <p>In the document, integration of foreign nationals is understood as a bilateral process where essential roles are played both by foreign nationals and the host society. It is society's task to create conditions for foreign nationals to facilitate their integration into society, rouse and encourage their active participation, guarantee upholding of their rights and protection from discrimination and to create conditions for peaceful coexistence in society. The basic principles for integration of foreign nationals in the Czech Republic fully comply with the Common Basic Principles for Immigrant Integration Policy in the European Union. Economic independence of foreign nationals is one of the basic goals of integration policy in the Czech Republic, i.e. foreign nationals are able to be economic independent if they are successful in finding a job.</p> <p>Migrants are expected to learn Czech language, become economically and socially self-sufficient and keep good relations with the Czech majority.).</p> <p>2.</p> <p>No changes.</p> <p>(The policy of the Czech Republic in the area of foreign national integration is based on the The Policy for the Integration of Foreign Nationals which is approved by the Czech Government. Coordination of implementation of this strategic document is entrusted to the Ministry of the Interior. A range of other ministries also participate in implementation of the document while each of them is in charge for implementing foreign national integration policy within its sphere of responsibility.</p> <p>Concrete procedure and measures were developed and updated in the Procedure for Implementation of the Updated Policy for the Integration of Foreign Nationals– In Mutual Respect in 2020, which was approved by the Czech Government.</p> <p>The area of integration in the labour market (especially support of the economic and social self-sufficiency of foreign nationals, orientation in society and knowledge of the language) is addressed in the aforementioned materials.)</p>
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			<p>3.  <b>No changes.</b>  <b>(There is no specific policy/strategic document. Special material specifically devoted to integration in the labour market does not exist.)</b></p>
	<p>EMN NCP Estonia</p>	<p>Yes</p>	<p>1. No changes since the finalization of the abovementioned study which indicated that the term is defined in the “Strategy of Integration and Social Cohesion in Estonia 2020” (also referred to as “Integrating Estonia 2020”) which states that integration, is the increasing of the cultural, political and socio-economic cohesion of society. The process of integration is characterised by the formation of knowledge, skills and values, which are contributing to the development of the society through cooperation and mutual openness. As a result, it decreases differences in the linguistic-cultural background and ethnic origin of members of society participating in the society. Integration makes it possible to develop and share a common Estonian national identity, increases people’s attachment to the state and other members of society, supports the economy growth potential and stability of the state.</p> <p>However, there is a new development plan “The Strategy of Population and Social Cohesion in Estonia” in development, which’s goal is to formulate the objectives of the integration policy of Estonia and the activities needed to achieve them. This development plan is expected to be approved by the end of 2020. This could indicate new developments also in the way how the term “integration” is defined.</p> <p>2. There is no distinct definition for the term “labour market integration”, however the topic of labour market integration is addressed in the national development plan “Strategy of Integration and Social Cohesion in Estonia 2020” (also referred to as “Integrating Estonia 2020”).</p> <p>3. No.</p>




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	EMN NCP Finland	No	
	EMN NCP France	Yes	<p>1. Yes, there is a definition of the term “integration” in the strategic documents of the French State. In 1991, the Higher Council for Integration defined integration as simultaneously a process and the policies that aim to facilitate its completion. The long-term process consists of an effective participation of all individuals who live in France in building a society mobilised around the respect of shared principles such as equal rights and common duties.</p> <p>Furthermore, the article L.311-9 of the Code on Entry and Residence of Foreign Nationals and Right of Asylum (modified by the 2018-778 Act of 10 September 2018) defines the integration into French society in accordance with Republican principles. This process of integration aims at a successful integration of foreign nationals in their host country. Henceforth, the characteristics of the term “integration” can be deduced from the different steps of this process which are:</p> <ul style="list-style-type: none"> <li>A civic training related to the State’s values, principles and institutions;</li> <li>A language training, if necessary, in order to reach the A1 level of the Common European Framework of Reference for Languages;</li> <li>Career counselling and a support aimed to promote labour market integration.</li> </ul> <p>2. The term “labour market integration” is mentioned several times in French legislation or in the strategic documents of the French State without being defined.</p> <p>3. The Law of 7 March 2016 on the rights of foreign nationals in France has introduced changes in the reception and integration mechanism of third-country nationals who reside for the first time in France and wish to settle permanently. This law created a five-year individual republican integration process based on the Republican Integration Contract (CIR). During the last years, a reinforcement of the labour market integration policies has also been</p>


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			<p>developed. In that respect, the French government has elaborated a strategic document on the guidance and professional insertion of newly arrived third-country nationals: the partnership charter between the General Directorate for Foreign Nationals in France (DGEF), the General Delegation for Employment and Professional Training (DGEFP), the French Office for Immigration and Integration (OFII) and the public service for employment. This charter is part of the CIR.</p> <p>It was signed on 5 April 2019 and is the continuation of the 2016-2019 Convention between the DGEF, the DGEFP, the OFII and Pôle emploi (French national employment center) on professional insertion of newly arrived foreign nationals.</p> <p>By this charter the cooperation between the different parties has been reinforced so that the path of the signatories of the CIR has become more fluid.</p> <p>The target group of this charter is newly arrived third-country nationals who have stayed regularly in France for less than five years, are signatories of the CIR and looking for work.</p> <p>The objective of the charter is to facilitate the access of third-country nationals to the economic sphere through employment or training.</p> <p>Link to the document (not available in English):  <a href="https://www.immigration.interieur.gouv.fr/Accueil-et-accompagnement/Le-p...">https://www.immigration.interieur.gouv.fr/Accueil-et-accompagnement/Le-p...</a></p>
	<p>EMN NCP Germany</p>	<p>Yes</p>	<ol style="list-style-type: none"> <li>1. No changes.</li> <li>2. The term "labour market integration" is not yet defined in the German legislation.</li> <li>3. Integration of third-country nationals is a mainstream task in existing systems (SGB II, SGB III). Only when there are specific needs will they be addressed - but first regardless of nationality. Offers to learn the German language (integration courses and job-related language courses), the recognition of foreign qualifications and measures to strengthen the intercultural competence of the labor market actors are the essential elements in the integration of third-country nationals into the labor market.</li> </ol>

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	<p>EMN NCP Greece</p>	<p>Yes</p>	<p>1. YES, please describe the definition and its context, also specify whether these definitions explicitly relate to employment. (See question 2 in the EMN study specification Labour Market Integration of Third-Country Nationals) Current National Integration Strategy (issued on June 2019) promotes an integration model, which is based on the recognition of multicultural diversity which must be the main demand of the migrant communities and being recognized collectively from the host society (“social integration model”), while it is adapted to the dynamics and the special features of the Greek society and state and has as an ultimate goal the achievement of interculturalism. This integration model a) aims to create and maintain an open society that respects otherness, b) ensures the rights and obligations of the persons residing in the country in terms of respecting and adhering to the conditions and restrictions that also apply to the native citizens of the host country, c) allows and cultivates interaction, cooperation, dialogue and constructive criticism between different communities (ethnic, cultural, etc.) in terms of democracy and equality, d) enhances mutual understanding and acceptance as well as social cohesion &amp; e) promotes the development of the host country, at all levels, with the participation of all its residents, who understand that the public interest and the future of the host society concerns them both individually and collectively. National Integration Strategy (NIS) concerns beneficiaries of international protection and migrants to whom the State should provide all the necessary conditions for their successful integration into the host society (such as housing, access to the labour market, to health and education system, facilitation of participation in the public sphere, provision of valid information). Actions and measures aiming at the integration of this population differentiate and relate to the specific needs of each group. In the case of new comers who have been granted with international protection status, integration aims at the smooth transition from the protection status of the applicant to the active entering into the life of the host society, through programmes that combine their temporary housing with the parallel provision of financial aid, Greek language courses, the possibility of entering the labour market, etc. Respectively, in the case of the migrants’ population, integration aims at faster and more efficient grant of residence permits, at ensuring their non-discriminatory access to health, insurance, work and</p>


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			<p>education, at improving the provided services as well as ensuring their participation in the public issues.</p> <p>The NIS includes the following nine (9) pillars, under which a series of actions are foreseen:</p> <ol style="list-style-type: none"> <li>a) Collaboration with Local Government to promote integration at the local level,</li> <li>b) Access to basic goods and services,</li> <li>c) Promoting integration to the education,</li> <li>d) Promoting integration to labour market,</li> <li>e) Interculturalism,</li> <li>f) Participation in public issues,</li> <li>g) Combating racism and xenophobia,</li> <li>h) Targeted policies for vulnerable social groups of migrants and beneficiaries of international protection (women, unaccompanied minors, disabled people, the elderly, members of LGBTIQI community),</li> <li>i) Targeted policies on second-generation migrants.</li> </ol> <p>2. The term “labour market” integration is not defined exclusively in the National Integration Strategy (as the main strategic document) regarding the area of competent of the Migration &amp; Asylum Ministry.</p> <p>3. Regarding the actions that promote the integration of migrants and beneficiaries of international protection to the labour market, the National Integration Strategy, consisting of 9 Pillars (as mentioned in the 1st question), foresees Pillar No 4: “Promoting integration in the labour market” with the following three Policy Measures:</p> <ol style="list-style-type: none"> <li>1. Recording/recognizing qualifications and skills with the following foreseen actions:             <ol style="list-style-type: none"> <li>a) Mapping the educational background, professional experience and skills profile for beneficiaries of international protection and asylum seekers and b) Development of an Information System (IS) aiming at qualitative and quantitative processing of data/interconnection with relevant services</li> </ol> </li> <li>2. Facilitating access to the labour market with the following foreseen actions:             <ol style="list-style-type: none"> <li>a) Promoting employment to agricultural economy and secondary sector and</li> <li>b) Mentoring, training and apprenticeship for better access to the labour market</li> </ol> </li> <li>3. Promoting entrepreneurship by:             <ol style="list-style-type: none"> <li>Promoting startup businesses through legislative regulation</li> </ol> </li> </ol> <p>In addition, in NIS there is a provision for the implementation of another eight (8) actions related to</p>
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			<p>the facilitation of access to the labour market under other pillars (as mentioned in the 1st question, pillars b, c, h &amp; i).</p> <p>If YES, please briefly describe:</p> <p>(a) if it is part of a general integration policy/strategy It is a part of the National Integration Strategy, issued by the Ministry of Migration &amp; Asylum in Greece. The current National Integration Strategy (issued on June 2019) promotes an integration model, which is based on the recognition of multicultural diversity which must be the main demand of the migrant communities and being recognized collectively from the host society ("social integration model"), while it is adapted to the dynamics and the special features of the Greek society and state and has as an ultimate goal the achievement of interculturalism.</p> <p>(b) when was this strategy / policy document developed The NIS was developed on June 2019.</p> <p>(c) what is the rationale behind the strategy The rationale behind the new NIS is that of an 'open society' that respects diversity, safeguards the rights and obligations of people living in it, in terms of respect, respecting the conditions and constraints that apply to native citizens of the host country.</p> <p>(d) what is/are its target group(s) The target groups are three: migrants, applicants and beneficiaries of international protection.</p> <p>(e) what are its main objectives The encouragement of the substantial exchange between different cultures, enhancing the positive and developmental impact of integration into local economies and societies, and lays the foundations for an open and diverse society.</p> <p>Please provide a link to the document (preferably in English). <a href="http://www.immigration.gov.gr/">http://www.immigration.gov.gr/</a> <a href="http://www.immigration.gov.gr/web/guest/koinoniki-entaksi">http://www.immigration.gov.gr/web/guest/koinoniki-entaksi</a> <a href="http://www.immigration.gov.gr/web/guest/thesmiko-plaisio">http://www.immigration.gov.gr/web/guest/thesmiko-plaisio</a></p>
	<p>EMN NCP Hungary</p>	<p>Yes</p>	<p>1. No 2. No</p>


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			3. No
	EMN NCP Italy	Yes	<p>1. No changes since 2018.</p> <p>2. There is no a specific definition of labour market integration. However, the meaning can be derive from the definition of “Integration” (laid down in art. 4bis of law 286/1998) as a process aimed to promote the coexistence between Italian citizens and foreign ones, with the mutual commitment to participate in economic, social and cultural life of the Italian society. So, labour market integration can be defined as a dynamic, two-way process of mutual accommodation by all immigrants and residents of the Member State in the field of labour and employment. Labour integration is realised through a multilevel governance between State, Regions and Municipalities At the base of integration’s process, the Council of Ministers approved, on 10 June 2010, a National Plan for integration in the security “identity and encounter”, that together with the integration agreement (which has to be signed between the State and the foreign citizen entered for the first time in Italian territory; art. 4 bis of law 286/1998), defines the main lines of action and instruments which might need to be adopted to promote integration paths for migrants, able to combine reception and security. The Plan is built on five pillars: - education and learning - work - accommodation - access to basic services</p>


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			<p>- minors and second generations.</p> <p>Moreover, every year, the General Directorate for Immigration and Integration's policies (before the Ministry of Labour and Social Politics, in collaboration with the General Directorate of Information Systems, Technological Innovation and Communication, national institutes for social security and insurance against accidents in the workplace (INPS and INAIL) and other institutions) publishes a report called "I migranti nel mercato del lavoro in Italia" ("Migrants in the labour market in Italy") which represents a data collection and analysis tool with regard to the inclusion of TCNs in the Italian employment system.</p> <p>However, on the website <a href="http://www.integrazionemigranti.gov.it">www.integrazionemigranti.gov.it</a> (jointly managed by the Ministry of Interior, of Labour and Social Politics and of the Education, University and Research) are available all information and documents about integration issues of migrants (labour, education, health, housing).</p> <p>Then, it may be interesting to highlight that Italy published reports relating the integration process' (socio-demographic profile, access to labour market, welfare, financial inclusion) of the 16 main communities of migrants present in Italy (Albania, Bangladesh, China, Equador, Egypt, Philippines, India, Morocco, Moldova, Nigeria, Pakistan, Peru, Senegal, Sri Lankan, Tunisia, Ukraine).</p> <p>About international protection, the Ministry of Interior and the Ministry of Labour and Social Politics (in collaboration with the Region of Piemonte, the Tent Partnership for refugees, UNHCR) have recently (2020) elaborated a guidance to companies for the job placement of refugees.</p> <p>3. No changes since 2018.</p>
	EMN NCP	Yes	1. The strategic document (Guidelines On National Identity, Civil Society and Integration Policy) was

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	Latvia		<p>updated but there is no significant changes. The definition has not changed.</p> <p>In Latvia in the context of integration policy the definition accepted in general is included in “Guidelines On National Identity, Civil Society and Integration Policy of 2019–2020” , which were approved under the order of the Cabinet Order in 2018. The definition of the society integration is as follows: inclusion of all people living in Latvia in society, regardless of their nationality and self-identification. The joint basis of integration is Latvian language, feeling of belonging to the country of Latvia and democratic values thereof, tolerance towards the unique culture space of Latvia, creation of the common social memory. Society integration promotes civil participation that is driven towards democratic and rational solving of social issues, strengthens mutual cooperation and trust between individuals. Integration at the same time means openness of the nation and respect to detachment of minorities and their right to preserve their different identity. The duty of integration is also to promote inclusion of immigrants into society, offering motivating means and possibilities to acquire common basis of united society.</p> <p>2. No. There are labour market integration</p> <p>3. No changes. There is no specific policy document for labour market integration of third-country nationals. Labour market integration measures are provided by State Employment Agency and these measures cover all unemployed people, including third-country nationals.</p>
	EMN NCP Lithuania	Yes	<p>1. No changes since the EMN Study.</p> <p>The term ‘integration’ is defined in the Law On the Legal Status of Foreigners Article 107:</p> <ol style="list-style-type: none"> <li>1. The Republic of Lithuania shall provide conditions for aliens holding a residence permit to integrate into political, social, economic and cultural life of the State in accordance with the procedure established by laws.</li> <li>2. State funds of the Republic of Lithuania shall be allocated for the implementation of the provisions of Lithuania’s national policy in the area of integration of aliens; resources from international organisations, EU structural funds as well as</li> </ol>




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			<p>resources from humanitarian aid funds established by natural and legal persons of the Republic of Lithuania and non-governmental organisations may also be used.</p> <p>Article 109 of the Law stipulates a procedure for organising the integration of aliens and provides that the integration of aliens is implemented by state institutions and agencies within their remit and in cooperation with municipalities, international and non-governmental organisations. The implementation of the integration of aliens is coordinated by a commission of the Government of the Republic of Lithuania.</p> <p>2. No.</p> <p>3. No changes. There is no specific policy document for labour market integration of third-country nationals. Labour market integration services for third-country nationals are provided according to the Law on Employment which applies to third-country nationals who hold a residence permit in Lithuania and who are exempted from the obligation to obtain a work permit in accordance with legal acts (Article 1 of the Law of the Republic of Lithuania on Employment). Thus, the aliens holding a temporary or permanent residence permit have access to the same labour market integration services as EU or Lithuanian citizens. Those entering under national visas (D) are not able to access such services.</p> <p>It should be mentioned that on 21 December 2018 the Minister of Social Security and Labour approved the “Action Plan for the Implementation of Integration of Aliens into society 2018-2020” by Order No A1-755. The action plan includes 34 measures aimed at increasing integration of all third country nationals. The main emphasis is on beneficiaries of international protection but there are few measures aimed at integration of all foreigners into the labour market (such as, workshops for foreigners on how to start business in Lithuania, trainings for employers on integration of foreigners, improvement of recognition of qualifications).</p>
	EMN NCP Luxembourg	Yes	<p>1. There has not been any changes from the definitions indicated in question 2 of the national report of the EMN study on Labour Market Integration of Third-Country Nationals in the EU.</p>



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			<p>2. There is no national definition of “Labour market integration” of third country nationals.</p> <p>As it was explained in the study mentioned above the Luxembourg labour market is quite particular in the sense that from the 439.780 salaried workers[1] of the internal workforce, 242.790 are residents (55%) and 196.990 are cross-border workers coming from Belgium, France and Germany (45%). From the employees who reside in Luxembourg, only 117.560 are Luxembourgish nationals (48,4%), 107.630 are EU citizens (44,3%) and only 17.600 are TCNs (7,2%).</p> <p>In regard to this particular situation there is a general integration approach including both EU citizens and TCNs. An important strategic document in this context is the multi-annual national action plan on integration 2018 (‘plan d’action national pluriannuel d’intégration 2018’, also referred to as PAN intégration)[2]. The PAN integration provides the framework for the programs and tools favouring the social cohesion of Luxembourgish and non-Luxembourgish nationals and the overall national integration policy by identifying five priority domains, one of which explicitly relates to the reinforcement of employability of non-Luxembourgish nationals. More precisely, the PAN integration states that ‘the access to employment constitutes a key element of integration, essential for the empowerment, participation and economic contribution of non-Luxembourgish nationals to society.</p> <p>[1] Source : IGSS, General Inspectorate of Social Security, 29 March 2019. Figures are rounded to the ten. [2] <a href="https://mfamigr.gouvernement.lu/fr/le-ministere/attributions/integration...">https://mfamigr.gouvernement.lu/fr/le-ministere/attributions/integration...</a></p> <p>3. No changes since the finalization of the abovementioned EMN study. As explained in answer to question 2, in Luxembourg there is no specific policy/strategic document/model in place for the labour market integration of third-country nationals.</p>
	<p>EMN NCP Malta</p>	<p>Yes</p>	<p>1.</p>



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			<p>The term 'integration' is not defined in the national legislation.</p> <p>2. There have been no changes since 2018.</p> <p>3. There have been no changes since 2018.</p>
	EMN NCP Netherlands	Yes	<p>1. No changes.</p> <p>2. No changes.</p> <p>3. No changes.</p>
	EMN NCP Poland	Yes	<p>1. The term „integration” does not have its definition neither in national legislation nor strategic documents.</p> <p>2. The term “labour market integration” does not have its definition either.</p> <p>3. Poland does not have any specific policy/strategic document/model for labour market integration of third country nationals.</p>


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	<p>EMN NCP Portugal</p>	<p>Yes</p>	<p>1. No changes</p> <p>2. The term “labour integration” is present in a variety of structural and legislative documents, and its inclusion into the 2015-2020 STRATEGIC PLAN FOR MIGRATIONS (Resolution of the Council of Ministers No 12-B/2015, of 20 March 2015) must be highlighted. The policies of integration aim at a better insertion of the immigrants and their descendants into the Portuguese society thus in the labour market In this structural document, 50 measures of support to the integration of immigrants are defined, many of which relate to employment, as for instance: empowerment of immigrant entrepreneurs, development of measures to improve the integration of the immigrants in the agricultural labour market; identification of the potentially most adequate interventions to promote the integration of the immigrant population into the labour market; to encourage and facilitate the exercise of economic activities to migrants, in the context of the companies’ social responsibility policies;</p> <p>3. No changes</p>
	<p>EMN NCP Slovakia</p>	<p>Yes</p>	<p>1. No changes.</p> <p>2. The term ”labour market integration” is not yet defined in the Slovak legislation. The Slovak Republic has in place the general integration policy (2014) for third country nationals and has now decided to update the policy. It shall be focused on the labour market integration of third country nationals entering into an employment relationship.</p>


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			3. No changes.
	EMN NCP Slovenia	Yes	<p>1. The integration of foreigners into the Slovenian society is defined in Foreigners Act (Official Gazette of RS, Nr. 50/11, 57/11., 26/14, 45/14 –UPB1, 90/14, 19/15, 47/15 –ZZSDT, 5/17, 16/17 – UPB2, 59/17, 1/18 –UPB3, 9/18- corr and 62/19 -Constitutional Court Decision), Decree on ways and scope of providing programs of support for integration of third country nationals (Official Gazette of RS, Nr. 70/12, 58/16) and Resolution on the migration policy of RS (Official Gazette of RS, Nr. 106/02), already described in the 2018 study. Migration Strategy of the Slovenian government was adopted in July 2019. It is based on the inter-departmental networking and deals with migrations in a multilayer comprehensive and long-term manner, focusing on a better understanding of all aspects of migrations and improving the measures for their management. The strategy is composed of six horizontal pillars (one of them is integration) connected with individual migration aspects. The integration of work migrants is specific and was described in Economic Migrations Strategy 2010-2020. SI is developing new strategy for next 10 years. Integration of work migrants will remain one of important pillars of new strategy, since there are legal preconditions for language skills, and a need for sufficient social integration of children that came to the country on the basis of family reunification. The renewed Economic Migrations Strategy 2020-2030 will also include certain instruments that will deal specifically with and target work migrants in the manner of better integration to the labour market and society, even before actually coming to Slovenia. These instruments (projects) also include empowerment of such people on actual legal and social framework. In this respect the term “integration” fully applies to employment on one hand and personal/work safety.</p> <p>2. As already stated in the previous answer, the term “labour market integration” is explicitly used in Economic Migrations Strategy 2020-2030. Both as strategic goal and actual implementation of activities. In strategy explicit mention of ensuring higher of rights and integration of migrant workers in sense of knowing, understanding and implementing their work rights, in done.</p> <p>3. Labour market integration of third country nationals is part of general strategy, namely the Economic Migrations Strategy 2020-2030. This document is currently in development, since the</p>

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			<p>previous strategy ends end of 2020. The main rationale behind the strategy is the fact that migration is ever more present and needed in the economic sector. The demand for work force is growing and since every foreign worker employed in Slovenia is legally Slovenian worker, all the legal protection and knowledge regarding working and living in Slovenia has to be available. Main target groups are two nationalities that are predominantly present on Slovenian labour market as third country nationals, and Slovenia has bilateral agreement on employment of those nationals (Bosnia and Hercegovina and Serbia). The main objectives of activities for integration of third-country nationals are:</p> <ul style="list-style-type: none"> <li>- Establishment of a communication channel by providing relevant information to migrants regarding the conditions for employment and work in the Republic of Slovenia.</li> <li>- Provision of free information and counseling, training and education of potential migrant workers in their countries of origin, through pre-integration measures in the country of origin.</li> <li>- Opportunities to obtain information on rights and obligations, culture and work requirements in the Republic of Slovenia.</li> <li>- The possibility of language education for obtaining a work permit (in accordance with the Slovenian Language Use Act).</li> </ul> <p>Pre-integration measures for employers will be aimed at:</p> <ul style="list-style-type: none"> <li>- a personal meeting with potential employees,</li> <li>- fairs and opportunities to obtain information on potential worker, before concluding an employment relationship.</li> </ul> <p>To obtain these objectives relevant diplomatic and consular missions, administrative units, social work centers, the employment service and the labor inspectorate are involved for implementations of different activities and for consultations that allow better transfer of information and data between institutions.</p>
	<p>EMN NCP Sweden</p>	<p>Yes</p>	<p>1. No Please see the SE answer to question 2 in the EMN study on Labour market integration which in principle is still valid.</p>

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			<p>2. No</p> <p>3. No Please see answer to question 5 in the EMN study on Labour market integration which in principle is still valid.</p>
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