



Ad-Hoc Query on Asylum seekers integration to labour market

Requested by EE NCP on 8th January 2015

Compilation produced on 05th March 2015

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

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1. Background Information

Estonian Ministry of Interior is in the process of developing amendments to national asylum policy and legislation. Therefore they are interested of, in context of Directive 2013/33/EU, how integration measures applies to asylum seekers who have an access to labour market, how MS encourage asylum seekers to enter the labour market. In MS varies a time-period after which asylum seekers have access to labour market a lot, but which are the measures to facilitate asylum seekers access to labour market.


Please provide answers to following questions:

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1. How MS ensure preparedness of asylum seekers to enter the national labour market?
2. What authorities are involved to the integration process (Ministries, NGOs, any other)? And what roles they carry out?
3. Which are the specific activities carried out to integrate asylum seekers to labour market (which they contains and do you have so far any results of effectiveness of such activities)?
4. Are there any activities (relating to integration to labour market) that you are planning to carry out from the Asylum, Migration and Integration Fund (AMIF) for the period 2015-2020?


We would very much appreciate your responses by **30th January 2015**.

2. Responses

		Wider Dissemination?	
	Austria	Yes	<p>1.-3. Austria does not follow a structural approach and no coordinated programmes for the integration of asylum seekers. This group of persons is, due to the fact that before completion of the asylum procedure no permanent legal residence is ensured, in principle not considered as a target group for integration measures.</p> <p>4. Currently such activities are not planned.</p> <p>In general asylum seekers have however the following possibilities during the asylum procedure to integrate into the Austrian labour market:</p> <ol style="list-style-type: none"> 1. Employment (Act Governing the Employment of Foreign Nationals) <p>3 months after admission of their procedure, asylum seekers have access to the labour market (an admission to the asylum procedure occurs generally within maximum 20 days). Requirement for legal employment is the issuance of a work permit after a labour market test. Thereby besides Austrian citizens, citizens of the EU and EEA, Swiss citizens or Turkish workers covered by the association agreement are given priority.</p> <p>A restriction arises from the decree issued by the (at the time) Federal Ministry of Economics and Labour in 2004 (the so-called “Bartenstein Decree”): For the economic sectors gastronomy, agriculture and forestry the Federal Ministry of Labour, Social Affairs and Consumer</p>

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			<p>Protection determines yearly quota (about 9000 available places), in the framework of which work permits, with a validity of up to six months, can be issued.</p> <p>Examples: seasonal harvest workers in agriculture, summer and winter tourism</p> <p>3 months after admission of their asylum procedure employment of minor apprentices (since June 2012) as well as apprentices until the age of 25 years (since April 2013) is possible in shortage occupations after labour market test.</p> <p>2. Self-employed occupation</p> <p>3 months after their application has been lodged, asylum seekers can under certain conditions (compliance with the provisions of the Trade, Commerce and Industry Regulation Act) also be self-employed.</p> <p>Examples: trader, newspaper delivery and vendor, legal prostitution, freelancer</p> <p>3. auxiliary activities</p> <p>Asylum seekers which are accommodated in reception facilities at the federal level or in the provinces can without any delay with their consent be involved for auxiliary activities, which are directly related with their accommodation (cleaning, kitchen, maintenance) and for non-profit auxiliary activities on behalf of the federal government, the province or the municipality (landscape work and design, care of park and sport facilities, support in the administration, etc.).</p> <p>Source: Ministry of the Interior</p>
	<p>Belgium</p>	<p>Yes</p>	<p><u>Introduction:</u> Asylum seekers have access to the labour market in Belgium. However, the asylum seeker can only apply for a work authorization when there hasn't been a first instance decision in the asylum application by the Commissioner general for Refugees and Stateless Persons within six months following the registration of his application for asylum. After these six months the asylum seeker can request a labour card C. The labour card C that is issued to asylum seekers in procedure allows the asylum seeker to do whatever job in salaried employment for whatever employer. However, the labour card C is only valid for 12 months and can be renewed as long as the person is still in the asylum procedure at that time. There is no labour market test for asylum seekers. For a person who is granted the refugee status he or she no longer needs to request for a labour card to be in the possibility to work.</p> <p>An asylum seeker who wants to open a self-employed business must apply for a "professional card". Given the uncertain residence for the asylum applicant, it is not allowed that the self-employed activity requires large investments. The application will be assessed on several criteria (financial analyses etc.,...) If the professional card is granted to the asylum seeker, he or she will be allowed to work as an independent worker. In case the refugee status is granted it is no longer necessary to apply for a professional card.</p>

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			<p>1-3 There are no specific official measures to prepare asylum seekers to enter the national labour market. Article 12 of the European Reception Directive foresees in the possibility to give access to vocational training irrespective of whether they have access to the labour market.</p> <p>In Belgium however only asylum seekers who have access to the labour market (see introduction) can register at a regional employment service to follow a formal professional training course.</p> <p>So only an asylum seeker with a valid labour card ‘C’ is after registration at a regional employment service as a job seeker entitled to a professional training course and labour market counselling.</p> <p>Job seekers who follow a regulated professional training (which is free of charge) can benefit from advantages granted by regional employment services such as an incentive bonus, a compensation of transportation expenses and childcare facilities.</p> <p>To provide for a meaningful way to spend the day for asylum seekers, the reception centres organise different training sessions including language trainings (organised by volunteers). Article 35 of the Reception Act also foresees access to training sessions outside the reception facilities, often organised by the Centres for Basic Education and the Centres for Adult Education instituted by the Communities in Belgium.</p> <p>In the framework of the European Refugee Fund several NGO’s and international organisations received financial support to organise training courses to obtain the basic knowledge to enter the labour market or to follow a vocational training, to map careers opportunities, to develop socio-professional projects or provide help and information concerning equivalence or recognition of qualifications/diploma’s, ...</p> <p>4. For third-country nationals (TCN) who are residing legally in Belgium or who are in the process of acquiring legal residence, there is a need for basic integration so that the individual can feel a part of the society and vice versa. Belgium wishes to increase integration of TCNs, with special attention to unaccompanied minors and other vulnerable groups.</p> <p>Actions as language training, initiation courses to citizenship, preparatory courses for the labour market and integration trajectories, when appropriate in coherence with the European Social Fund (ESF), will be funded under the AMIF. These actions will offer those individuals, especially certain target groups such as vulnerable groups, the possibility to integrate in Belgium.</p> <p>Objectives:</p> <p><u>Federal level:</u> Promoting integration through intensive social activation trajectories of non-EU newcomers too far removed from the labour market and too vulnerable for other existing integration programmes. They are therefore complementary to regional integration activities.</p> <p><u>French speaking Community:</u> in Wallonia as in Brussels, a welcome/integration parcours for the target group in order to support and give the necessary information to ensure them a total autonomous life, increase their education level and decrease the employment rate gap.</p> <p><u>Flemish Community:</u> an inclusive and horizontal policy in which the two way process is taken into account. This responds to the situations and dynamics related to the consequences of migration, with a view to realizing independent and proportional participation, accessibility of all facilities, active and shared citizenship, and social cohesion.</p>
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			<p>The strategy of Flanders will be to finance policy interventions bringing innovative answers to the integration needs (such as to narrow the employment rate gap between TCN and EU citizens/Belgians). These social policy experiments will be implemented on a small scale, in conditions which ensure the possibility of measuring their impact and in order to be repeated on a wider scale if the results prove to be convincing.</p> <p><u>German Speaking Community:</u> focus on improving cooperation between services and on supporting cultural and anti-discrimination activities as well as civic orientation and language classes. These activities would be open to asylum seekers and the intention is to cooperate with Germany where possible.</p> <p>The ESF will be used for general actions with a broad target group while the AMIF will be used to fund actions for specific targets groups. As both are managed by the same institutions the necessary attention is being given to prevent double financing.</p> <p><i>Please let us know if you would like more information on the Belgian national AMIF-programme.</i></p>
	<p>Croatia</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. There are no prescribed measures for preparing asylum seekers to enter labour market. 2. Per Art. 29 of the Asylum Act, the asylum seekers are granted certain rights, and in dependence of those the following authorities are involved in the integration process: <ul style="list-style-type: none"> - Ministry of the Interior (MoI), informs asylum seekers of their rights and duties, including the right of stay and freedom of movement. Meals and basic hygienic items are provided to the asylum seekers in the Reception Centre. Pursuant to the Asylum Act, during the asylum process the asylum seekers are entitled to accommodation in the Asylum Seeker Reception Centre, provided by MoI. Asylum seekers with own financial resources are obliged to take part in covering the accommodation cost in the Reception Centre, and they may reside at any address in the Republic of Croatia at their own expense, with prior consent granted by MoI. MoI has entered into agreements with the Croatian Red Cross, the Centre for Peace Studies and Jesuit Refugee Service, which provide various forms of assistance. MoI also provides a list of lawyers to asylum seekers and covers costs of free legal assistance in case an asylum seeker has no own financial resources and wishes to file a complaint against MoI's decision. - Ministry of Health for health protection; - Ministry of Science, Education and Sports for elementary and secondary education; - Ministry of Labour and Pension System and the Croatian Employment Service for right to work (after the expiry of 12 months from filing an asylum application, if the asylum procedure has not been completed). <p>While NGOs work with asylum seekers at the Reception Centre, providing language courses and IT workshops, these activities have not been legally prescribed.</p> 3. There are no officially prescribed asylum seeker labour market integration activities.



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			4. There are no planning activities relating to integration to labour market for asylum seekers. Source: Ministry of the Interior
	Czech Republic	Yes	1. – 3. In general, integration programmes mainly focus on beneficiaries of international protection in the Czech Republic. The Ministry of the Interior and several NGOs are involved in the process. So far, there are only few integration measures in place for applicants for international protection, e.g. Czech language courses for applicants organised by the Refugee Facility Administration. 4. The Ministry of the Interior does not plan any activity in this regard.
	Estonia	Yes	1.-3. Currently the support services (including preparing the entry to the labour market) for the applicants for international protection are provided mainly by the third sector (NGOs) and international organizations, which are financed from the European Refugee Fund and the Ministry of the Interior. For example, NGOs have provided the target group with high-quality support person’s services and thereby improved the reception conditions. Several informational leaflets have been produced to help the applicants more independently integrate themselves to Estonian society. The Accommodation Centre is responsible for organizing Estonian language courses for asylum seekers. Additionally there is an NGO, which main tasks are to provide work and career consultations (mapping career opportunities, language courses, finding a work and living places) to refugees and applicants. 4. From AMIF for the period 2015-2020, Estonia is planning to carry out activities that support adaptation of seekers of international protection and refugees, including the services of a support person, or other psychological counselling, rehabilitation services, the Estonian language training, etc.
	Finland	Yes	In Finland, various activities with integration-promoting influence are organized for asylum seekers although officially, only persons who have been issued with a residence permit are being integrated. Pursuant to the Finnish Aliens Act, an asylum seeker has a right to work without a residence permit once three months have passed from the entry into the country, provided that the asylum seeker holds a valid travel document that entitles him/her to cross the border (in which case the identity of the asylum seeker is clear), and otherwise once six months have passed from the entry into the country (Aliens Act, Section 79, Subsection 2.) An asylum seeker may work throughout the asylum process until a potentially negative and legally valid decision has been made in his/her case.
	France	Yes	1- France has not implemented so far any process dedicated to asylum seekers integration to labour market. Indeed, asylum seekers cannot apply for a work authorization during the examination of their application, unless the French Office for the Protection of Refugees and Stateless Persons (Office français de protection des réfugiés et apatrides = OFPRA) has failed to give a ruling after one year, for reasons the asylum seekers are not responsible for, or if an appeal application is under process with the National Court for Right of Asylum (Cour nationale du droit d’asile = CNDA) against the OFPRA’s decision rejecting his/her application.



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			<p>Asylum seekers' application for work authorization is considered according to the rules of law applied to all foreign workers (i.e. in particular according to the principle of enforceability of the employment situation). The work authorization will be issued for the same validity as the temporary residence permit issued and renewable every 3 months during the examination of their application.</p> <p>2- Several measures exist, implemented by the Ministry of the Interior such as accommodation in reception centres for asylum seekers, emergency accommodation in a hotel may also be offered. If they cannot find any accommodation, they can receive a temporary waiting allowance. Asylum seekers are also eligible for basic and supplementary Universal Health Care Cover (CMU). They can benefit from this free health cover as soon as they apply for asylum. Lastly, children aged between 6 and 16 have to go to school. All these measures are implemented by the French government with the help of NGOs.</p> <p>3- This is not applicable since they do not have access to the labour market the first year of their asylum application.</p> <p>4- We are waiting for the response of the competent service within the ministry of the Interior.</p>
	Germany	Yes	<p>1.- 3.: The legal framework conditions which govern asylum seekers' access to the labour market were amended in 2014; in particular, the period during which asylum seekers may not yet seek employment was reduced from nine or twelve months to three months. With Germany discussing ways to deal with a potential shortage of skilled workers, this measure is one option to utilize the potential contributions of refugees to the labour market and to society as a whole. In the run-up to the legal amendments, the model project "Early Intervention – Labour Market Integration of Asylum Seekers" was implemented at the beginning of 2014. It is run by the Federal Employment Agency and implemented jointly with the "XENOS" Federal Programme for providing labour-market-related support to migrants who have a right to stay in Germany and to refugees. The latter is a programme by the Federal Ministry of Labour and Social Affairs and the Federal Office for Migration and Refugees. The project aims to advise asylum seekers early on, gain information about potential hurdles for successful labour-market integration and develop strategies for comprehensive labour-market participation in the long run. The pilot project is aimed at refugees who may remain in Germany. They are included in the Federal Employment Agency's job placement measures at an early stage in their asylum procedure and receive support according to their qualifications. A first review of the model project showed that suitable language lessons and networking efforts which include all relevant labour-market actors are key for a successful integration into the labour market.</p> <p>4. The evaluations of the AMIF applications are not finished yet.</p>
	Greece	Yes	<p>Greece has not yet transposed Directive 2013/33/EU. The access of asylum seekers to the labour market is regulated by Presidential Decree 220 of 2007, which transposes the previous Directive 2003/9/EC.</p>



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			<p>1-3. According to Art. 10 of Presidential Decree 220/2007, applicants for international protection can immediately have access to the labour market. They are issued with a temporary work permit. Access to the labour market remains in force during the period that an appeal against the 1st instance decision is examined, and can only be repealed if and when the appeal is unsuccessful. According to Art. 11 of Presidential Decree 220/2007, applicants for international protection have access to vocational training programmes, run by the public or private sector, under terms and conditions which are identical to those that apply for Greek citizens.</p> <p>4. Yes, but no details are currently available.</p>
	Hungary	Yes	<ol style="list-style-type: none"> 1. In Hungary, during the first 9 months of the asylum procedure asylum seekers are not allowed to work in the Hungarian labour market, nevertheless, during this period they may work in the territory of the reception centre which is not subject to a work permit. This way, Hungarian legislation ensures the preparedness of asylum seekers to enter the Hungarian labour market after the 9 months period during which they may also take part in Hungarian language classes which equally enhances their work prospects. 2. The Ministry of Interior and the Hungarian refugee authority, the Office of Immigration and Nationality (OIN) are primarily involved in the integration process, together with NGOs who carry out integration projects financed by the AMIF (co-financed by the Ministry of Interior); the Ministry of Interior is in charge of shaping the government approach with regard to integration to be implemented by the refugee authority (OIN) which is supplemented by the involvement of NGOs who engage in further integration-driven activities, typically by the means of thematic projects. 3. Following the recognition of the refugee status, refugees are allowed to stay in camps for two months during which period they may sign an integration contract with the Office of Immigration and Nationality and benefit from cash support which, according to the agreed integration plan, may be spent on Hungarian classes, education, housing, etc. The integration contract which has been applied since 1st January 2014 requires the multi-level governance of integration involving various stakeholders at various levels (refugee authority, social workers, family caretakers, contracting client, employment center). In terms of their access to the labour market, the designated family support service may help the asylum seeker in finding employment as well. <p>There have been several projects implemented by NGOs through the European Integration Fund during the period 2007-2013, including projects with the precise aim to enhance the labour integration of third country nationals; for instance, Artemisszió Foundation developed the project 'Work/Place integration programme' in the framework of which individual counselling was provided to legally staying third country nationals in various ways with a view to enhancing their integration into the Hungarian labour market, including internship placement, mentoring, Hungarian classes, labour market counselling, job skills training. With regard to the upcoming period 2015-2020 of the AMIF, the activities to be carried out under the National Programme have not been officially communicated/launched yet, nevertheless, activities relating to labour market integration remains a priority in terms of the new projects.</p>
	Ireland	No	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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	Italy	Yes	<p>1. By Law No 154 of 7 October 2014, Italy has provided for the transposition of Directive 2013/33/EU by 20 July 2015. To date, measures on access to the labour market basically concern the vocational training of asylum seekers and refugees. In particular, we highlight the following:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Legislative Decree of 30 May 2005, No 140, transposing Council Directive 2003/9/EC (Laying down minimum standards for the reception of asylum seekers), laying down that «asylum seekers may attend the vocational training courses that may be provided for in the programme of the local authority responsible for the reception of the asylum seeker »; and <input type="checkbox"/> Legislative Decree of 19 November 2007, No 251, transposing Council Directive 2004/83/EC (On minimum standards for the qualification and status of third country nationals or stateless persons as refugees or as persons who otherwise need international protection and the content of the protection granted). The Decree establishes that foreign nationals who have been granted refugee status or the status of beneficiary of subsidiary protection «are entitled to the same treatment provided for Italian nationals regarding paid employment, self-employment, and inclusion on professional registers, vocational training and on-the-job training (Article. 25). <p>2. The authorities involved in these vocational training activities are the Regions, Provinces and/or Municipalities in which the reception centres of the System of Protection for Asylum Seekers and Refugees (SPRAR) System are located.</p> <p>3. In general, there are three types of vocational training courses: a) Courses co-funded by the European Social Fund or other Funds, together with the Regions and Provinces. These courses are organized by public vocational training centres, private bodies that have an arrangement with the public sector, and enterprises; b) Courses organized by the national continuing education system; c) Residential vocational training courses, with a view to help people gradually leave reception centres; and d) courses aimed at fulfilling mandatory education obligations (for people under 18 years of age).</p> <p>4. The National Programme for Managing the AMIF 2014-2020 provides for 4 types of actions concerning asylum: 1) Reception/Asylum; 2) Evaluation; 3) Resettlement; 4) Specific actions. With specific reference to No 4 (Specific actions) specific activities concerning “integration into the labour market” may be planned; however the programme is still being outlined.</p>
	Latvia	Yes	<p>1 According to the national law an asylum seeker has an access to the labour market 9 months after the date of applying for asylum if the decision of the first instance on international protection has not been taken and the delay cannot be attributed to the applicant. As the first instance’s decisions are usually taken within six months period, we have no specific programmes in order to ensure the preparedness of asylum seekers to enter the labour market. Asylum seekers have a possibility to study national language using the special program developed by NGO which contributes the ability of asylum seeker to enter the labour market.</p> <p>2. Access to the special language training programme (via internet) is available for asylum seekers in the premises of the reception centre (the Office of Citizenship and Migration Affairs, Ministry of Interior).</p> <p>3. Please see the answer to question 1.</p>


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			4. There are no specific activities planned to ensure preparedness of asylum seekers to enter labour market in AMIF for the period 2015 – 2020.
	Lithuania	Yes	According to the Law on the legal status of aliens, asylum seekers are not allowed to work. Application for asylum is examined within 3 months (where objective reasons preclude examination of the asylum application by the set time limit it can be prolonged but not exceed 6 months). During the examination period language and IT courses are provided for asylum seekers. Labour integration measures are not provided. Labour integration measures are provided only to persons granted asylum.
	Luxembourg	Yes	<p>1. In principle international protection applicants cannot access the labour market. However, if the Minister has not taken a decision 9 months after the complete application was filed, article 14 (2) of the amended law of 5 May 2006 (Asylum Law) foresees the possibility to grant a temporary working authorisation (autorisation d'occupation temporaire) for a period of 6 months to the international protection applicant (IPA). This authorisation can be renewed. It is valid for a specific employer and for only one profession. In any case, the IPA must pass the labour market test (article 14 (3)). As the possibility to work during the international protection procedure is an exception, there are no established policies to prepare the entry into the labour market.</p> <p>However, the IPAs have the right to benefit from language courses (French, German and Luxembourgish) at the National Institute of Languages (www.insl.lu). The adult learning programme is guaranteed by the Ministry of Education according to article 1 (1) of the Grand Ducal regulation of 21 July 2006 determining the conditions under which the IPAs can access the training foreseen by article 14 of the Asylum Law. Also they have access to the continuing vocational training (article 1 (3)).</p> <p>Minor IPAs have access to the vocational training and apprenticeships from the moment the international protection application was filed. Adult IPAs may have access to the apprenticeships for adults 9 months after the complete application was filed.</p> <p>The IPAs have access to these courses during the time the application is not rejected (art. 2 and 7).</p> <p>2. The authorities involved are the Luxembourg Reception and Integration Agency (OLAI), the National Institute of Languages, the Ministry of Education and the Employment Agency (ADEM). The OLAI organises the reception, accommodation, and social supervision of IPAs. The National Institute of Languages offers the language courses and the Ministry of Education guarantees the professional training and adult learning. The ADEM is the competent authority that verifies the labour market test. Also, some NGOs (Caritas, Red Cross) offer social support for IPAs.</p> <p>3. There are no specific activities carried out to integrate IPAs to labour market.</p> <p>4. Yes. Activities relating to the integration of IPAs into the labour market are planned to be carried out under the Asylum, Migration and Integration Fund (AMIF) for the period 2015-2020.</p>
	Netherlands	Yes	1.


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			<p>All migrants, including asylum seekers, are deemed to take their own responsibility when it comes to integration and participation in Dutch society. Third country nationals, including refugees, who obtain a resident permit, are required to pass a civic integration exam within three years after arrival in the Netherlands. Since 1 January 2015, this exam includes a module called ‘orientation on the Dutch labour market’. In order to pass the exam, the migrant has to carry out several exercises, like talking to a labour market agency or applying for a job. The result of these exercises are put in a portfolio. When all exercises have been carried out and the portfolio has been completed, a final interview takes place with the migrant, in which his or her experience with orientation on the Dutch labour market is being evaluated.</p> <p>2. The ministry of Social Affairs and Employment is responsible for the Law on Civic Integration, including the national civic integration exam. Furthermore, Dutch ngo’s carry out projects addressing labour participation of refugees. The most active and well-known ngo in this field is Vluchtelingenwerk, which is a professionally run ngo defending the right of refugees and facilitating their arrival and integration in the Netherlands. On this specific issue, they often cooperate with an ngo called UAF (University Asylum Fund), which tries to help (highly) educated refugees with their studies and professional careers in the Netherlands, for example by providing scholarships. Lastly, but equally important, Dutch municipalities are responsible for the refugees (at least those who have obtained a resident permit) living within their municipality. They are also responsible for social welfare, and are therefore able to cut down on social benefits for refugees who do not make an effort to integrate and participate in Dutch society.</p> <p>3. As for now, we do not have any specific activities with regard to refugees and labour market. This is mainly due to the fact that municipalities are responsible for this.</p> <p>4. We have chosen to spend the integration part of AMIF on subsidies. In order to give out these subsidies, three calls for proposals will open between 2015 and 2020, the first one opening spring or summer 2015. NGO’s, IGO’s and municipalities are invited to enter their project proposal. We have limited the target group for these projects to family migrants and refugees, and therefore expect many proposals targeting refugees. Furthermore, labour market participation is one of four priorities we have identified for the integration part of AMIF. We therefore expect at least one, but preferably several project proposals concerning refugees and labour market participation.</p>
	<p>Poland</p>	<p>Yes</p>	<p>1. There is no support for asylum seekers concerning their entry to the labour market. According to the Polish law the Office for Foreigners assures Polish language lessons, free of charge but there is no legal basis for organising vocational training. It must be noted that asylum seekers are entitled to work without work permit if the asylum procedure takes more than 6 months, due to reasons not depending on the applicant.</p> <p>In the framework of European funds some NGOs are organizing vocational training for asylum seekers.</p> <p>Foreigners granted refugee status or subsidiary protection are entitled to an integration programme, based on agreement between the foreigner and local social assistance services, that may include vocational training courses.</p> <p>Legal changes allowing more involvement in the preintegration, including vocational training, are foreseen.</p>

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			<p>2. The institution coordinating integration in Poland is Ministry of Labour and Social Policy. The role of the ministry is to create law provisions, give the interpretation of law to the regions and local governments, monitor integration process in the regions and transfer money for integration programs to the regions. Regional government is responsible for organizing integration programs in their regions. Local governments (poviats) are actually realizing integration programs with beneficiaries of international protection. The role of NGO is supportive and subsidiary to the government activities. NGO are applying for available funds (national, local and European) in order to foster integration process.</p> <p>3. See question 1.</p> <p>4. The Ministry of Labour and Social Policy is planning to support integration to the labour market of the beneficiaries of international protection in Poland. This activities will focus mainly on: personal carrier counselling, vocational trainings, nostrification of diplomas, lifelong learning, preparing for entering the labour market. The Office for Foreigners is planning a preintegration project including, among others, vocational training courses.</p>
	<p>Slovak Republic</p>	<p>Yes</p>	<p>1. The Ministry of Interior of the Slovak Republic ensures preparation of asylum seekers for the labour market through NGOs. NGOs are responsible for the provision of a Slovak language course, a course of cultural orientation, retraining courses and employment counselling along with providing accompaniment to job interviews (for those entitled to work).</p> <p>2. The integration policy requires a coordinated action of all responsible authorities, as it is a cross-section topic.. State body primary responsible for the field of labour migration and integration is a Ministry of Labour, Social Affairs and Family of the Slovak Republic, particularly the Department of Migration and Integration of Foreigners which acts as a coordinator in the field of labour migration and integration of foreigners at the interdepartmental level. It is mainly responsible for the preparation of strategic policy documents and other tasks related to this field. . The second important state body is the Migration Office of the Ministry of Interior of the Slovak Republic which ensures, among other things, preparation for the integration of the Slovak Republic – apart from elaboration of policies, also provision of a Slovak language course and a course of cultural orientation (through NGOs).</p> <p>3. Measures related to special needs of vulnerable persons have been elaborated in the Integration Policy of the Slovak Republic which is a strategic document for this field. The Integration policy of the Slovak Republic has been further elaborated by the respective authorities into the Action Plans s and is going to be annually reviewed in a summary report. It should be noted that the asylum seeker may not take up employment until the decision on asylum application comes into effect. If the final decision on asylum application is not issued within one year, the asylum seeker can take up employment. In practice, NGOs working with asylum seekers have provided the following list of examples of activities:</p> <ul style="list-style-type: none"> • Preparation of CV • Creation of an e-mail account

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			<ul style="list-style-type: none"> • Assistance with employment agencies registration • Contacting employment agencies • Orientation at employment web sites • Provision of Slovak language course • Assistance with orientation in the city (how to get to job interviews etc.) • Co-funding of retraining courses (in case of funding from ERF) • Contacting potential employers in case of questions regarding employment contracts (e.g. health insurance for persons with subsidiary protection) <p>4. The Migration Office of the Ministry of Interior of the Slovak Republic intends to continue with cooperation with NGOs, especially regarding courses of Slovak language and cultural orientation.</p>
	<p>Spain</p>	<p>Yes</p>	<p>1- Spanish legislation recognises asylum seekers' right to work once 6 months have lapsed since the formalisation and acceptance for processing of their application and until a decision is made on their file. For as long as they are applicants for international protection, they can make use of the public advice, training and employment services that are accessible to citizens with Spanish or EU nationalities, or non-EU nationalities provided that they hold a residence authorisation.</p> <p>In addition, the Spanish reception system includes a comprehensive strategy which is specifically designed for applicants for international protection, with the aim of facilitating their integration into the labour market and independence process through labour market integration programmes that include specialised individual advice, training activities and supplementary economic benefits. The method used involves having an Individual Integration Process drawn up by professionals specialising in training and employment guidance, with the applicant for international protection taking an active role.</p> <p>2. The Ministry of Employment and Social Security (MEYSS) is specifically responsible for developing the reception and integration system for applicants for international protection, through the Sub-Directorate General for the Integration of Immigrants, under the authority of the Directorate General for Migration of the General Secretariat for Immigration and Emigration. In order to fulfil the objectives of social and professional integration of applicants for international protection, the Ministry of Employment has two intervention channels:</p> <ol style="list-style-type: none"> a. Public network of migration centres, where guidance, training and preparation for entry into the labour market are provided. b. The award of grants to entities or non-governmental organisations which participate in competitive tendering for entities to manage social and professional integration programmes for the target group. Supported programmes may be co-funded by European funds, in which case they must also adhere to the specific rules governing them. <p>3. The specific activities aimed at assisting applicants for international protection to integrate into the Spanish labour market are designed according to the Individual Integration Process. The action implemented is classified as follows:</p>

Ad-Hoc Query: Asylum seekers integration to labour market

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			<p>a. Personalised guidance interviews, group sessions and the drawing up of an Individual Integration Process tailored to each beneficiary's specific situation.</p> <p>b. Pre-employment training initiatives:</p> <ul style="list-style-type: none"> ▪ Language classes (Spanish). ▪ Computer literacy workshops. ▪ Other supplementary initiatives: contextualisation sessions, legal information, etc. <p>c. Occupational training: training courses related to the person's previous work experience and/or which are in line with current labour market demands.</p> <p>d. Active job seeking:</p> <ul style="list-style-type: none"> ▪ Individual or group job-seeking guidance sessions. ▪ Mediation with the business network. <p>e. Award of financial benefits which complement the job-seeking process (transport, educational material, etc.).</p> <p>The effectiveness of the initiatives is directly related to the national unemployment rate; according to the most recent data recorded, the rate is currently 23% of the labour force.</p> <p>4. As a result of calls for grants for programmes to assist applicants for and beneficiaries of international protection, grants have been awarded to private entities with funds from the Directorate General for Migration and co-funded by the Asylum, Migration and Integration Fund (AMIF) and the European Social Fund (ESF). Programmes that have been awarded grants and will be implemented in 2015 with the aim of integrating asylum seekers into the labour market are co-funded exclusively through the European Social Fund (ESF).</p>
	Sweden	Yes	In Sweden asylum seekers are normally allowed to work while waiting for their decision. They are allowed to look for jobs but intentional integration measures are not put into action until the asylum application has been granted and the person has a residence permit. Then they will be entitled to of integration measures coordinated by both central agencies (like the Swedish Public Employment Service, Arbetsförmedlingen) and local government (who as an example is responsible for the education in Swedish for immigrants).
	United Kingdom	Yes	<p>1. Asylum seekers in the UK are not permitted to work while their claim is pending. Asylum seekers are only given access to the labour market if their asylum application has been outstanding for 12 months or more, and where the delay cannot be attributed to the applicant. Access to the labour market is not provided automatically after 12 months, applicants must apply for it. In addition, their access to the labour market is restricted to jobs included in the list of shortage occupations (a list formulated and recommended to the UK Government by an independent body: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/308513/shortageoccupationlistapril14.pdf).</p>

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			<p>This right will cease if an asylum seeker's application for asylum is finally determined as unsuccessful. Asylum seekers may not become self-employed or set up a business, however they may undertake voluntary activity for a registered charity or voluntary organisation, but this activity must not amount to unpaid employment or payment in kind.</p> <p>It is important to maintain the distinction between those in need of international protection and those seeking to work in the United Kingdom. Allowing asylum seekers the opportunity to seek paid employment while their case awaits determination is likely to encourage those motivated primarily by economic reasons and who are not genuinely in need of protection to make an unfounded asylum claim. This would slow down the processing of applications made by those with a genuine need of protection and undermine the integrity of both the managed migration system and the asylum system.</p> <p>2. Integration generally falls under the remit of Department for Communities and Local Government (DCLG), and they will fund various initiatives that involve integration of migrants and other groups. NGOs play a large role in implementing initiatives related to integration and support for asylum seekers and other migrants.</p> <p>3. As asylum seekers are not allowed to work while their claim is being considered, except in circumstances set out in the response to question 1 above, the UK Government do not undertake any specific activities to integrate asylum seekers into the labour market.</p> <p>4. No</p>
	<p>Norway</p>	<p>Yes</p>	<p>Asylum seekers may be given a temporary but renewable work permit for 6 months, if their identity has been clearly documented with a valid national passport. For former asylum seekers with an obligation to leave the country this work permit will expire with the deadline for leaving Norway.</p> <p>A residence permit given after an application for asylum will also represent a work permit. With few exceptions all former asylum seekers with a residence permit are offered to follow a national integration program with courses in the Norwegian language and society as well as a period of practice with an establishment. Information about the Norwegian labour market and the role of the employment services is included in the program.</p> <p>The Ministry of Equality, Children and Social Inclusion (BLD) Is responsible for formulating and coordinating all policies deemed important for the integration of immigrants, while the operational implementation rests with the municipalities guided by and funded by the Directorate for Integration and Diversity (IMDi). IMDi is also (partly) funding various projects that facilitates integration, initiated and implemented by different NGOs. For further information see http://www.imdi.no/</p>

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			Norway does not receive funding from AMIF.
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