



Labour market integration of third-country nationals in EU Member States

Common Template of EMN Focussed Study 2018

Fifth version

Subject: Labour market integration of third-country nationals in EU Member States (Working title)

Action: EMN NCPs are invited to submit their completed Common Templates by **2nd of July 2018**.

If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF) at emn@icf.com and to Almina Bešić (almina.besic@icf.com) and Sara Bagnato (sara.bagnato@icf.com).

STUDY AIMS AND RATIONALE

STUDY AIMS

The overall aim of the study is to inform the target audience (e.g. practitioners, policy officers and decision-makers at both EU and national level including academic researchers and the general public), and the Commission on the application of integration measures for third-country nationals across Member States, excluding measures that are only designed for beneficiaries of international protection, asylum seekers and students/graduates. The focus is on labour market integration measures, identifying existing policies and examples of good or promising practices from public and private sectors.

More specifically the study aims to:

- ★ Provide an overview of existing general and labour market integration policies in Member States targeting third-country nationals and focussing on those that have either been implemented recently (as of 2014) or that have been changed since 2014. To the extent possible, the study seeks to identify examples of good or promising practices concerning policies on labour market such as access, participation or the provision of employment-related support measures.
- ★ Examine which labour market integration measures Member States offer, their main components and involvement of other parties (e. g. NGOs, private sector, authorities and social services at various levels of governance) and present examples of good or promising individual labour market integration measures; Explore selected examples of tailored employment-related integration measures to third-country nationals provided specifically by the private sector, as private companies are most to likely facilitate labour market integration of third-country nationals through employment.

It is important to note that the study focuses on presenting Member States' different practices and identifying, to the extent possible, which policies/programmes related to labour market integration work well. The study does not aim to be an evaluation of labour market integration in different Member States.

RATIONALE

An effective integration of migrants into the host society is one of the key challenges and a precondition to successful migration. The integration of third-country nationals is often a lengthy process, but offers many advantages to both the third-country national as well as the host Member State and the EU in general.

According to the 2017 OECD International Migration Outlook¹, the success of integration policies is a marker of the overall success of migration policies. Integration is a mutual process that requires efforts from migrants as well as from the receiving society. Integration is a common objective but every Member State takes a different approach, as the field of integration policy falls under the competence of each EU Member State. Well managed integration policies are essential tools for effective integration which also contribute to the prevention of negative public perceptions leading to discrimination, racism, xenophobia or exploitation of migrants. According to the 'European Agenda for the Integration of Third-Country Nationals', integration policies can act as a driver for "economic development and social cohesion, in order to better enhance migrants' contribution to economic growth and cultural richness"². A society with large groups who are not fulfilling their potential risks is accentuating economic and social division, with potentially also geographical segregation.

One of the key elements of migrant integration is labour market integration. With regard to this element, an effective integration policy can help well managed labour migration which is a feature of contemporary labour markets, and is highly prioritised within the national and international agendas. At the same time, there is a need to improve the protection of migrant workers, and foster labour market integration by the Member States.

Therefore the study will on the one hand update and complement the already available information on Member States' integration policies and on the other hand will focus on examples of good or promising practices of measures identified by NCPs facilitating the labour market integration.

The study will also reflect on the actions taken by the Member States following the Action Plan on the Integration of Third-Country Nationals (June 2016, COM(2016) 377 final), and the Conclusions of the Council and the Representatives of the Governments of the Member States on the integration of third-country nationals legally residing in the EU - Council conclusions (9 December 2016).

SCOPE OF THE STUDY

SCOPE OF THE TARGET GROUP: THIRD-COUNTRY NATIONALS

The study focuses on labour market integration measures for regularly staying third-country nationals with the right to work, including third-country national family members of EU citizens and third-country nationals. Conversely, specific measures that are **only** designed for beneficiaries of international protection, asylum seekers, and students/graduates³ are excluded from this study. The study focuses on first generation third-country nationals.

SCOPE OF 'INTEGRATION MEASURES'

Integration takes place on several dimensions (socio-economic, cultural, civic, political participation, etc.). This study focuses on the socio-economic dimension of integration, specifically "labour market integration".

To the extent possible, the study seeks to identify examples of good or promising practices concerning Member States' policies on labour market access/participation and the provision of employment-related support measures.

The first part of the study will provide an overview of existing general and labour market integration policies in Member States. In the second part, the study covers the following integration measures that the state or private actors provide which are closely linked to labour market integration (support measure provided by NGOs without any (financial) involvement of the Member State are beyond the scope of the study), namely:

1. Training and Qualification
2. Enhancement of (soft) skills
3. Provision of information and counselling

¹ OECD (2017), International Migration Outlook 2017, OECD Publishing, Paris.
http://dx.doi.org/10.1787/migr_outlook-2017-en

² European Agenda for the Integration of Third-Country Nationals, <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52011DC0455&from=en>, p. 2

³ An EMN focus study on *Attracting and retaining international students and researchers in the EU* is currently under preparation and planned to be issued in 2018.

4. Enhancement of intercultural/religious/civic relations in the work place
5. Tailor-made holistic programmes/plans/contracts containing different elements of labour market integration, targeting specific groups and/or vulnerable categories.
6. Incentive measures for migrants and/or employers
7. Support for self-employment

Whilst the study will collect information on the legal and policy framework for access to integration and support measures by the target groups, it will primarily focus on collecting information on the practical implementation of such measures, including the collection of examples of good or promising practices.

EU LEGAL AND POLICY CONTEXT CONCERNING THE INTEGRATION OF THIRD-COUNTRY NATIONALS

The Amsterdam Treaty marked the development of a common EU immigration and asylum policy. It did not however provide a legal basis for a common integration policy. Legal competence for a common agenda on integration was, under the Amsterdam Treaty, exclusively limited to combatting discrimination against migrants. The Lisbon Treaty (adopted in 2007 and entered into force in 2009) introduced, for the first time, an explicit legal basis for the promotion of integration at EU level (Art. 79.4). However, the Lisbon Treaty still clearly states that this competence is confined to measures which are complementary to the activities of Member States.

Following the Tampere and the Hague Programmes, the Stockholm Programme (2009) adopted an ambitious programme in relation to integration. It stated that Member States' integration policies should be supported through the further development of structures and tools for knowledge exchange and coordination with other relevant policy areas, such as employment, education and social inclusion. In particular, it called the Commission to support Member States' efforts through the development of a coordination mechanism using a common reference framework which should improve structures and tools for European knowledge exchange. It also invites the Commission to identify European modules to support the integration process and to develop core indicators for monitoring the results of integration policies.

Despite the limited legal competence for a common agenda on integration, the development of a series of policy documents gradually established an EU framework on integration. These include:

- ★ the **2002 Council Conclusions on integration of third-country nationals** setting out a first framework for action on integration;
- ★ the **2003 Commission Communication on "Immigration, integration and employment"** which was the first EU policy document outlining the situation on integration within the EU;
- ★ the **2004 Common Basic Principles for Immigrant Integration Policy**
- ★ the **2005 Common Agenda for Integration** which aimed to implement the Common Basic Principles for Immigrant Integration Policy;
- ★ the **2010 Commission Communication** entitled ['Europe 2020, a strategy for smart, sustainable and inclusive growth'](#) emphasised the need for establishing a new agenda for migrant integration in order to enable them to take full advantage of their potential;
- ★ the **2010 Zaragoza Declaration** requested the Commission to undertake a pilot study to examine common integration indicators and to report on the availability and quality of the data needed;
- ★ the **2011 European Agenda for the Integration of Third-Country Nationals** outlined the actions required in order to increase the integration of migrants, and the necessity for these to be conducted both at local and national level.
- ★ the **2015 [European Agenda on Migration](#)** outlined four pillars for successful migration (1. Reducing the incentives for irregular migration; 2. Border management – saving lives and securing external borders; 3. Europe's duty to protect: a strong common asylum policy; 4. A new policy on legal migration) and a consistent and clear common migration policy.
- ★ the **2016 [Council Conclusions on the integration of third-country nationals legally residing in the EU.](#)**
- ★ the **2016 [Action Plan on the Integration of Third-country nationals](#)** outlines policy priorities and tools to support integration across the EU.

- ★ the **2017 [European partnership for integration offering opportunities for refugees to integrate into the European labour market](#)**

RELEVANT SOURCES AND LITERATURE

Relevant EMN Outputs

[EMN studies/Informs](#)

EMN Study on "Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices" (2016)

Ad Hoc Queries

1127. Implementation of the AMIF, 683. Monitoring integration, 657. Educational projects of immigrants, 645. Asylum seekers integration to labour market, 589. Language and civic courses , 497. Immigrant Integration Plans , 453. Integration Agreements

Other Relevant studies (not EMN outputs)

There is a wide array of documents and studies at international level relevant for this study, such as:

- ★ **OECD (2017), International Migration Outlook 2017, OECD Publishing, Paris.**
http://dx.doi.org/10.1787/migr_outlook-2017-en

- ★ **The joint EU/OECD report, "Settling in - Indicators of Immigrant Integration" (2015)**
The report identifies how harmonized data sources can provide adequate data on migrants' populations. <http://www.oecd-ilibrary.org/content/book/9789264234024-en>

- ★ **Study on Practices of Integration of Third-Country Nationals at Local and Regional Level in the European Union**

This study contains the final report on the assignment 'Study on Practices of Integration of Third-Country Nationals at Local and Regional Level in the European Union'. The study was undertaken in 2012 for the Committee of the Regions (CoR) by the Centre for Strategy & Evaluation Services (CSES). The purpose of this assignment was to collect and analyse information on projects and policies implemented by Local and Regional Authorities (LRAs) in the EU to promote the integration of third-country migrants.

http://cor.europa.eu/en/documentation/studies/Documents/survey_integration_3rd_countynationals/survey_integration_3rd_country_nationals.pdf

- ★ **Comparative report on "Measures and rules developed in the EU Member States regarding integration of third county nationals"**

The report provides a comprehensive overview of EU laws and policies on integration including on integration in the labour market. It details national integration schemes established in the EU Member States covered. It particularly looks at how EU Member States use language and civic knowledge or request migrants to fulfil such measures at three different stages of migration: before entering the host state, after entering the host state and for the acquisition of a permanent/long-term residence permit. The report also takes into account measures developed in the EU Member States regarding migrants' access to the labour market.

The study specifications were prepared on the basis of the findings of this report and it provides a good source of information for the national reports.

<https://ec.europa.eu/migrant-integration/librarydoc/integration-measures-in-the-eu-updated-december-2014>

- ★ **Together in the EU - Promoting the participation of migrants and their descendants (FRA)**

<http://fra.europa.eu/en/publication/2017/migrant-participation>

- ★ **JRC - Patterns of immigrants' integration in European labour markets. What do employment rate gaps between natives and immigrants tell us?**
http://publications.jrc.ec.europa.eu/repository/bitstream/JRC108495/pdf_-_kcmd_employment_rates.pdf#
- ★ **FRA/EU MIDIS 2 Second European Union Minorities and Discrimination Survey (EU-MIDIS II) Muslims**
<http://fra.europa.eu/en/publication/2017/eumidis-ii-main-results>
- ★ **ILO-MPI: Aiming Higher: Policies to Get Immigrants into Middle-Skilled Work in Europe**
<https://www.migrationpolicy.org/research/aiming-higher-policies-get-immigrants-middle-skilled-work-europe>
- ★ **A. Bergh, Labour Market Integration of Immigrants in OECD countries: What explanations fit the data?**
ECIPE Occasional Paper • No. 4/2013
http://www.ecipe.org/app/uploads/2014/12/OCC42013_1.pdf
- ★ **CEPS page Integration of Immigrants in European Labour Markets**
[Integration of Immigrants in European Labour Markets](#)

[Other sources of information](#)

Country information sheets with information on integration policy for each Member State; these information sheets will be published on the [European Website on Integration](#). They were recently updated and are currently under validation by the European Integration Network.

METHODOLOGICAL CONSIDERATIONS

As with all EMN Studies, the National Reports should be primarily based on secondary sources. In particular, information on national policies and approaches will be a key source of information, while available evaluations should provide evidence of the approaches and policies, examples of good or promising practices and lessons learnt of integration of migrants. EMN NCPs are invited to liaise with the National Contact Points of the European Integration Network in the elaboration of this Focussed Study.

AVAILABLE STATISTICS (to be included in the synthesis report)

EU level

Available statistics at EU level provide information about the number of third-country nationals, type of residence permits, age, and level of education and integration outcomes.

Eurostat integration indicators webpage:

<http://ec.europa.eu/eurostat/web/migrant-integration/data/database> and
http://ec.europa.eu/eurostat/statistics-explained/index.php/Migrant_integration_statistics
http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Migrant_integration_statistics_-_employment&oldid=291217

FRA/EU MIDIS 2 on discrimination :

<http://fra.europa.eu/en/publication/2017/eumidis-ii-main-results>

Joint EU/OECD report, "Settling-in - Indicators of Immigrant Integration" (2015)

<http://www.oecd-ilibrary.org/content/book/9789264234024-en>

And data explorer:

<http://www2.compareyourcountry.org/indicators-of-immigrant-integration?cr=oe&lg=en>

National level

Subject to availability, the following statistical data, reference period Jan 2014-Dec 2017, sources would be very useful for this study, and should be included insofar as possible:

- ★ Total number of third-country nationals, including characteristics (e.g. foreign-born, native-born)
- ★ Number of third-country nationals by residence type (temporary/permanent) and reason (work reasons, study reasons, protection reasons, other)
- ★ Number of temporary residence permits issued/renewed to third-country nationals by citizenship, grounds of entry
- ★ Un/Employment rates of third-country nationals, where possible disaggregated by gender and residence type
- ★ Number of third-country nationals accessing/passing integration courses

DEFINITIONS

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary v3.0⁴ unless specified otherwise in footnotes.

Beneficiary of international protection: A person who has been granted refugee status or subsidiary protection status.

Employee: Worker holding an explicit or implicit employment contract, which gives them a basic remuneration that is not directly dependent upon the revenue of the unit for which they work.

First generation third-country nationals are those born outside the EU.

Integration: In the EU context, a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States.

Labour market integration: It is a two ways process by which, over time, immigrants will tend to show the same range of labour market outcomes as the native population. It is intended in terms of access and participation in employment and vocational training, also including actions to promote early integration into the labour market and migrant entrepreneurship⁵.

Labour matching: The process by which the skills and qualifications of a worker is compared with the requirements of a particular job vacancy, to establish whether they match wholly or partly.

Labour migration: Movement of persons from one state to another, or within their own country of residence, for the purpose of employment.

Labour shortage: Shortage of labour of a particular type in a particular labour market which may be said to exist when the number of vacancies has been (or is expected to be) above a level considered to represent 'normal' turnover at the prevailing wages and working conditions for an extended period.

Legal entry: In the global context, the entry of an alien into a foreign country in compliance with the necessary requirements for legal entry into the receiving State.

In the Schengen context, and for a stay not exceeding three months per six-month period, the entry of a third-country national into a Schengen Member State in compliance with Art. 5 of the Schengen Borders Code.

Legal migration: Migration in accordance with the applicable legal framework.

Long-term resident: A third-country national who has long-term resident status as provided for under Arts. 4 to 7 of Council Directive 2003/109/EC (Long-Term Residents Directive) or as provided for under national legislation.

Mandatory integration programme: Comprises measures or conditions third-country nationals have to comply with in order to enter, reside or stay in a Member State. These measures or conditions may take different forms, such as tests or classes or long-term commitment, and are made compulsory by law or regulation. If third-country nationals do not comply with mandatory integration measures or conditions,

⁴ OECD, *Finding their Way: labour market integration of refugees in Germany*, March 2017; Available at: http://ec.europa.eu/dgs/home-affairs/what-we-do/networks/european_migration_network/docs/emn-glossary-en-version.pdf

⁵ https://ec.europa.eu/home-affairs/what-we-do/policies/legal-migration/integration_en

different types of sanctions are organised by the Member States. These sanctions can be constituted by the refusal to issue a residence permit or to renew it, the withdrawal of financial or social support, etc.⁶

Migrant Integration Policy Index (MIPEX, British Council): In the context of the Study includes several parameters of estimation: description of laws and regulations per EU – country, focus on rules and conditions (access to labour market, nationality, and family reunion, anti-discrimination).⁷

Entry and travel (pre-departure) stage: In the context of the Study, this stage is followed by the positive migration application decision, when the migrant is preparing to leave the country⁸.

Residency (post-arrival) migration stage: In the context of the Study, this stage is followed by the pre-departure stage, when the migrant arrives in the country of destination.⁹

Pre-departure or Pre-entry measures: In the context of the Study, action provided by the country of destination or future employers, and course of action taken by the third-country nationals that is a condition for entering the territory of destination country.¹⁰

Qualification: covers different aspects: (a) formal qualification: the formal outcome (certificate, diploma or title) of an assessment and validation process which is obtained when a competent body determines that an individual has achieved learning outcomes to given standards and/or possesses the necessary competences to do a job in a specific area of work. A qualification confers official recognition of the value of learning outcomes in the labour market and in education and training. A qualification can be a legal entitlement to practice a trade; (b) job requirements: the knowledge, aptitudes and skills required to perform the specific tasks attached to a particular work position.¹¹

Recognition of foreign qualifications: A formal acknowledgement by a competent authority of the validity of a foreign qualification with a view to access to educational and/or employment activities.

Recognised professions: professions that require authorisation from competent authorities in order to be practised by third-country nationals¹².

Residence permit: Any authorisation issued by the authorities of an EU Member State allowing a non-EU national to stay legally in its territory, in accordance with the provisions of [Regulation 265/2010 \(Long Stay Visa Regulation\)](#).

Third-country national: Any person who is not a citizen of the European Union within the meaning of Art. 20(1) of [TFEU](#) and who is not a person enjoying the Union [right to free movement](#), as defined in Art. 2(5) of the [Schengen Borders Code](#). According to this definition, nationals of NO, IS, LI and CH are not considered to be third-country nationals. This is also consistent with Art. 2(6) of the [Schengen Borders Code](#).

Voluntary integration programmes: May be of the same nature as mandatory measures and conditions (classes, long-term commitment, etc.). However, such programmes are voluntary, which means there is no obligation for third-country nationals to engage with one of them. In addition, no sanctions weighing on the residence permit or status are organised where persons do not properly attend integration programmes. However, incentives may have been introduced to motivate third-country nationals to participate in integration programmes.¹³

⁶ As defined in study: http://www.epc.eu/documents/uploads/pub_6519_reportintegrationschemesfinalversionpdf-en.pdf

⁷ <http://www.mipex.eu/>

⁸ https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/policies/legal_migration/tor-fitnesscheckstudyv15-clean-annex_i-v_en.pdf

⁹ *ibid*

¹⁰ *ibid*

¹¹ <http://www.eqavet.eu/qa/gns/glossary/q/qualification.aspx>

¹² <https://publications.iom.int/books/recognition-qualifications-and-competences-migrants>

¹³ As defined in study: http://www.epc.eu/documents/uploads/pub_6519_reportintegrationschemesfinalversionpdf-en.pdf

ADVISORY GROUP

For the purpose of providing support to EMN NCPs while undertaking this Focussed Study and for developing the Synthesis Report, an “Advisory Group” has been established. The members of the Advisory Group for this Study, in addition to COM and the EMN Service Provider (ICF), are (currently) 11 NCPs.

EMN NCPs are thus invited to send any requests for clarification or further information on the Study to the following “Advisory Group” members:

- ★ COM: Nuria Diez Guardia (Nuria.DIEZ-GUARDIA@ec.europa.eu)
- ★ EMN Service Provider: Almina Bešić (almina.besic@icf.com) and Sara Bagnato (sara.bagnato@icf.com).
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TIMETABLE

The following implementation timetable has been agreed for the Study:

| Date | Action |
|-----------------------------------|---|
| 12 th of February 2018 | Circulation of the 1 st draft of the common template to NCPs to provide comments (by 23rd February 2018) |
| 13 th March 2018 | Launch of the study, with a deadline to send the national reports (by 2nd July 2018) |
| 13 th August 2017 | Circulation of the 1 st draft of the SR to all NCPs to provide comments (by 27th August 2018) |
| 10 th September 2018 | Circulation of the 2 nd draft of the SR to all NCPs to provide final comments (by 17th September 2018) |
| 24 th September | Circulation of the 3 rd draft of the SR to all NCPs to provide final comments (by 1st October 2018) |
| 15 th October | Finalisation of the Study and publication on the EMN website |

TARGET AUDIENCES

The main target audiences for this study are EU Member States, European Union, relevant national, international governmental and non-governmental organisations, private sector entities, employers' associations, trade unions, academia and the general public.

EMN FOCUSED STUDY 2018

Labour market integration of third-country nationals in EU Member States

TEMPLATE FOR NATIONAL CONTRIBUTIONS

This template outlines the information that should be included in the National Contributions to this focussed study. For national contributions, the total number of pages should **not exceed 55 pages**. A limit of **35** pages will apply to the Synthesis Report, in order to ensure that it remains concise and accessible.

The study's outcomes will consist of national reports for every country participating in the EMN except Norway, and an EU-level synthesis report, summarising the main results. The study shall be disseminated to policy makers and practitioners through the regular dissemination channels of the EMN. Since the study is topical to policy development, the dissemination plan may also include EU-level and national Conferences. To discuss the study at an EMN Annual Conference could be one option.

TOP-LINE "FACTSHEET"

National contribution (1 page only)

Please introduce the study and draw out key facts and figures from across all sections of the Focussed Study, with a particular emphasis on elements that will be of relevance to (national, regional or local) policymakers.

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1 Part I: General and labour market integration policies

*This section aims to provide an overview of general and labour market integration policies targeting third-country nationals across Member States, **excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers**. The focus is on existing policies that have either been implemented recently (as of 2014) or that have been changed since 2014.*

1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.

For this question please also include third-country nationals outside the scope of the study i.e. students, asylum seekers and beneficiaries of international protection.

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

The most represented countries of origins of the third country nationals residing in Cyprus are Philippines, Russia and Sri-Lanka, and India and China. Furthermore, almost half of the valid residence permits are related to employment, with permits related to family reunification and international protection to be the two next largest categories. The only significant change from 2014 is that in the last years there is a significant larger flow of asylum/international protection seekers from Syria.

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

The main sector that the TCN are occupied are: Domestic workers, agriculture, tourism, hotels and restaurants.

c) What are the main integration challenges your Member State focuses on? Describe briefly.

Q2. Is the term “integration” defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 (http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf).

The Cyprus “Action Plan For The Integration Of Immigrants Who Are Legally Residing In Cyprus 2010-2012” has adopted the “Common Basic Principles for immigrant integration policy in the EU” 2004 definition

Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? YES/NO.

If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight (around 200 words) Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

A complementary instrument for the implementation of the state integration strategy is the National Programme 2014-2020 for the Asylum Migration and Integration Fund (AMIF).

The AMIF National Programme 2014-2020 was drafted following a policy dialogue with the EU. The AMIF National Programme is periodically revised to adapt to situational changes, different prioritizing of activities and recommendations of relevant stakeholders. The Monitoring Committee of the AMIF National Programme, led by representatives of government

departments and NGOs that are stakeholders to migration and integration issues, meets at least once a year to monitor the progress of the National Programme and present its views.

If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list (around 200 words)

Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

In years 2014-2015, under the Integration Fund Annual Programs 2012 and 2013, several projects were implemented that promoted integration. (Please note that the Integration Fund (IF) ceased to exist following the end of the eligibility period of the financial programming period 2007-2013). Out of IF projects implemented after year 2014, the two following projects were the most relevant to labor market integration:

- **Vocational training programmes for TCNs. This action implemented vocational training programmes for illegally residing TCNs, (regardless of their arrival time). The seminars taught specific skills to TCNs that are needed for performing mostly manual labor jobs. In fact 6 vocational training programmes were offered to TCN'S as well as additional training in Health and Safety and First Aid.**
- **Training seminars for employers. This action was addressed to employers and their authorized representatives and through the co-funded training, (including intercultural training), aimed to develop their capacity to handle diversity and particularly ethnic, racial and religious diversity in the workplace.**

Following the cessation of the Integration Fund and the development of AMIF, several projects have been implemented under AMIF that promoted the integration of TCNs. In addition, Cypriot entities participate as project partners in projects that have secured AMIF funding under Annual Work Programmes for Union Actions (2016 and 2017).

Below is a list of the objectives of AMIF National Programme 2014-2020 in relation to integration:

- **Support integration of TCNs (language/ civic orientation courses, courses to facilitate access to the labour market, support regarding living arrangements, rights/obligations, social/psychological support and any other measure that will enable their smooth integration)**
- **Improve acceptance of TCNs by the local society (awareness campaigns, cultural activities promoting joint interaction and communication between the various cultural groups)**
- **Support local communities/NGOs/public authorities in order to promote integration**
- **Improve administrative capacity**

AMIF funded projects relating to integration are the following so far (May 2018):

- **As regards language lessons, free Greek language courses are implemented that are specifically designed either for TCN adults or minors. The project which addresses adult TCNs is being implemented between 2015-2018 by KES College, (in collaboration with the Municipalities of Agiou Athanasiou and Deryneia, Cardet Ltd and Innovade Li Ltd). The**

project which addresses minor TCNs is being implemented for the years 2016-2018 by the Cyprus Pedagogical Institute, (in collaboration with Cardet Ltd and Innovade Li Ltd).

- Also an initiative by the Ministry of Education and Culture and the Cyprus Pedagogical Institute aims at promoting the social and educational integration of TCNs in Cypriot schools through the empowerment of teachers and the relationship between schools and parents (2017-2018).
- Integration programmes by local authorities include multidimensional activities for integration. The activities are implemented in all five districts of the island by local authority partnerships. These activities were also implemented quite successfully under Solidarity Funds 2007-2013 and have thus been continued for the 2014-2020 programming period. Municipalities offer TCNs a variety of programmes and events ranging from educational courses like computer lessons, English language lessons and First Aid classes, social and family support including counselling sessions and after school child care programmes. Under this project TCNs and the local population have the chance to familiarize with each other's culture through music/food/dance festivals and sports tournaments. As an example, the project implemented by Nicosia municipality and its partners has been named 'New Channels for the integration of TCNs' and it provides psychosocial support and after school child care, organizes festivals and cricket tournaments, and offers cultural appreciation classes for children of Chinese and Arab migrants, amongst other things. The projects in all districts have been equally successful during the previous and current programming period.
- Four Migrant Information Centres (MICs) operate in four cities across the island. The MICs operate as a one stop-shop for services to TCNs and provide guidance and advice on housing, access to health and education services, family support, completion of official forms, translation and interpretation services etc. The project also includes the operation of an InfoBus equipped with qualified staff whose main role was to reach TCNs that do not have easy access to the four MICs and provide the above-named services. Thus, it covers wider districts and rural areas across the Republic of Cyprus where TCNs live. In addition, as part of the project, a website has been developed providing information about the services and other useful information. This project will continue throughout 2018.
- Training sessions (seminars/ workshops) were implemented in 2017 which informed specific groups of TCNs about host country social skills, Cyprus legislation and regulations.
- A Guide regarding general information about Cyprus (incl. history, culture, various public services, obligations, rights, housing, employment) has been published in 6 languages of the major groups of TCNs in Cyprus. It was distributed to corresponding embassies as well as municipal authorities, universities, UNHCR, Immigration and Migration departments, the Migrant Info- Centres in all districts, as a way to provide information to migrants.
- A television cooking show called 'Acquaintance of Third Countries' Culture through Gastronomy' is being co-funded for years 2016- 2018. The project is based on the idea that gastronomy forms a significant part of a culture. The aim of the project is the familiarization and acquaintance of the receiving society with third countries' culture through the presentation of their local cuisine and with the help of dynamics of television. The show broadcasts at least three times per week and presents recipes of third countries with the participation of TCNs highlighting at the same time their cultural heritage, traditions and customs, as well as their culinary relations with Cyprus.
- An awareness campaign for the receiving society is being implemented for the years 2016-2018. The awareness campaign aimed to inform the general public on issues related to beneficiaries of international protection and migration issues. Project deliverables of the campaign are the production of short fiction films and mini documentaries while some of the publicity tools used are TV spots and interactive seminars.
- As regards to promoting integration of vulnerable groups of third-country nationals integration measures were and will continue to be taken at the open reception centre for unaccompanied minors (UAMs). More specifically UAMs were able to take part in various

lessons offered at the Centre, such as Greek, English, theatre and art lessons. Dancing lessons have also been offered. Moreover, several integration seminars e.g. hygiene seminars were provided to UAMs.

In addition, projects under AMIF Annual Work Programmes for Union Actions (2016 and 2017) with participating Cypriot entities, are the following:

- **Access to services for Migrants with Disabilities (AMiD)**

Project coordinator: EUROPEAN ASSOCIATION OF SERVICE PROVIDERS FOR PERSONS WITH DISABILITIES (BE)

Project partners: CENTRE FOR ADVANCEMENT OF RESEARCH AND DEVELOPMENT IN EDUCATIONAL TECHNOLOGY LTD-CARDET

Project duration: 01/01/2018 - 31/12/2019

- **Encourager l'Intégration des mineurs étrangers à travers le Jeu (Lab31)**

Project coordinator: PROCIV ARCI DI ISOLA DI CAPO RIZZUTO (IT)

Project partners: KISA - ACTION FOR EQUALITY, SUPPORT, ANTIRACISM

Project duration: 01/12/2017 - 30/11/2019

- **AMIF-2017-AG-IBA-[MS] - European Migration Network National Contact Points (EMN NCPs)**

Project coordinator: Cyprus Ministry of Interior in co-ordination with Authorities from other member states.

Project duration: 01/01/2017 - 31/12/2018

- **AMIF-2016-AG-INTE - Generating Social and Human Capital for Third Country Nationals (MINGLE)**

Project coordinator: POLIDINAMO DIMOTIKO KENTRO LEFKOSIAS

Project partners: M.M.C MANAGEMENT CENTER LIMITED

Project duration: 01/01/2018 - 31/12/2019

EU grant amount: 615,262.62 EUR

- **AMIF-2016-AG-INTE - InCommon Toolbox. Cultural and Educational Interventions for the exercise of the Active Citizenship of Migrant Women (InCommon)**

Project coordinator: ASOCIACION INSTITUTO EUROPEO DE ESTUDIOS PARA LA FORMACION Y EL DESARROLLO (ES)

Project partners: EDITC LIMITED, SIMVOULIO KINOTIKIS EVIMERIAS KATO POLEMIDION

Project duration: 01/01/2018 - 31/12/2019

EU grant amount: 600,917.92 EUR

- **AMIF-2016-AG-INTE - Pre and Post – Arrival Schemes to facilitate inclusion and prevent xenophobia and radicalization (PandPas)**

Project coordinator: COMUNE DI BAGNOLI DI SOPRA (IT)

Project partners: SYNTHESIS CENTER FOR RESEARCH AND EDUCATION LIMITED

Project duration: 01/12/2017 - 30/11/2019

EU grant amount: 629,581.35 EUR

- **AMIF-2016-AG-INTE – Supporting the Integration of Migrant Women, Refugees and Asylum Seekers (SIMRA)**
Project coordinator: **ETAIREIA KOINONIKIS KAI POLITISTIKIS STIRIKSIS PALINNOSTOYNTON OMOGENON -NOSTOS (EL)**

Project partners: IDRIMA PROOTHISIS ISOTITAS IPATIA, KISA - ACTION FOR EQUALITY, SUPPORT, ANTIRACISM

Project duration 01/12/2017 – 30/11/2019

EU grant amount: 594,747.90 EUR

- **AMIF-2016-AG-INTE - Volunteering for Female Migrants (SMART)**

Project coordinator: CAMARA OFICIAL DE COMERCIO INDUSTRIA Y NAVEGACION DE SEVILLA (ES)

Project partners: CENTRE FOR ADVANCEMENT OF RESEARCH AND DEVELOPMENT IN EDUCATIONAL TECHNOLOGY LTD-CARDET

Project duration: 01/01/2018 – 31/12/2019

EU grant amount: 623,367.90 EUR

1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

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.

If YES: Please describe:

a) is it part of a general integration policy/strategy?

Action Plans on Integration have been developed in the past.

The AMIF National Programme as well as additional funding given was based on the EU Action Plan on Integration and its objectives which included emphasis on the labour market.

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

The Action Plan on Integration was implemented for the first time in 2010.

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

So far AMIF integration projects implemented measures for all legally residing third-country nationals (including beneficiaries of international protection), with no specific distinction.

However, it cannot be excluded that future AMIF labour market integration projects will address specific groups of TCNs.

As for applicants of international protection a targeted project towards the particular group is being implemented which includes the teaching of several types of skills (including language) based on personal interest for individuals residing in the Open Reception Centre.

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

So far AMIF integration projects implemented measures addressed all legally residing third-country nationals (including beneficiaries of international protection). However it cannot be excluded that future AMIF labour market integration projects are addressing only TCNs with a prospect of permanent residency.

As for applicants of international protection a targeted project towards the particular group is being implemented which includes the teaching of several types of skills (including language) based on personal interest for individuals residing in the Open Reception Centre.

e) What are the main objectives of the labour market integration strategy?

Objectives:

The AMIF National Programme aims to implement preparatory actions to facilitate access of third country nationals to the labour market, in complementarity to actions targeting the labour market on behalf of other initiatives, such as the European Social Fund.

If NO: does your MS have a mainstream approach with regard to labour market integration?

If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.

Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.

Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

Cyprus in following months will revise the national Action Plan on Integration for the years 2019-2021. All the stakeholders, including media/academia/NGOs/etc will take active part to this revision.

Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?

Labour market integration is expected to be one of the policy priorities to the new, revised Action Plan on Integration 2019-2021.

1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be included, if i) they arise from a national level mandate, or ii) they are established / operating through national funding mechanisms.

European Funds Unit (EFU), (a department of Ministry of Interior), is the Responsible Authority for managing AMIF funds for the 2014-2020 programming period, including the AMIF funds allocated for integration. Please note that the Unit was also the Responsible Authority for the Integration Fund 2007-2013 programming period.

In drafting the AMIF National Programme 2014-2020 and in defining the objectives linked to the integration of third country nationals in the labour market, EFU carried out a policy dialogue with stakeholders (e.g. Social Fund, Ministry of Labour) and the EU to define and prioritize integration funding needs. EFU then submitted to the European Commission a proposal for AMIF National Programme 2014-2020, as well as any subsequent revisions, for approval.

EFU organizes, awards and monitors the implementation of projects that satisfy both the objectives of the National Programme and the current state needs as they are brought forward by the Ministry of Interior, (Authority that drafts Migration policy), other relevant government bodies and stakeholders. The Unit maintains communication with the private and public sector, (including local municipal authorities and NGOs), to exchange ideas, experiences and views on integration issues, including the labour market, in order for the optimum projects to be drafted and implemented.

Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004¹⁴?

Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.

No.

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?

Please also mention which stakeholders face these challenges and obstacles.

In drafting the National Programme, it was challenging to coordinate the objectives of AMIF and European Social Fund, in correlation to national needs. Another challenge faced is to ensure that the AMIF National Programme continues to target and fund the necessary measures towards this end, within the limitations of the legal basis.

¹⁴ Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

2 Part II: Member States measures and practices facilitating labour market integration of third-country nationals

This part aims to provide an overview of the main integration approaches and identifying existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.**

2.1 OVERVIEW OF MAIN INTEGRATION AREAS

Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.

If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study

Please focus on:

- The main objectives and approach in each relevant area, and actors involved.
- Briefly describe the implementation framework.

Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.

| Area/component | General overview | Stakeholders |
|--|--|---|
| 1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market) | <p><i>Οι ακόλουθες δύο παράγραφοι ισχύουν για όλους τους στόχους.</i></p> <p>Measures implementing the following objectives can be implemented and co-funded under AMIF National Programme 2014-2020. Projects funded under AMIF are voluntary and free of charge for TCNs.</p> <p>Also the Integration Fund (programming period 2007-2013), which has now ceased to exist, had enabled the implementation of projects covering some of the following objectives, (mainly objectives 1-4).</p> <p>Specifically, the following IF project that was relevant to this objective was implemented after year 2014:</p> <ul style="list-style-type: none"> Vocational training programmes for TCNs. This action implemented vocational training programmes for illegally residing TCNs, (regardless of their arrival time). The | <p>Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.</p> <p>Η ακόλουθη παράγραφος που ισχύει για όλους τους στόχους.</p> <p><i>The European funds Unit acts as the Responsible Authority for the implementation of AMIF National Programme 2014-2020 and plans, assigns and monitors the implementation of AMIF projects this way supporting the national strategy on integration. AMIF projects are evaluated with specific, measurable and relevant indicators. In addition an interim evaluation of the AMIF National Programme 2014-2020, as provided by the legal basis, was conducted by an external evaluator and submitted to the European Commission at the end of 2017.</i></p> |

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| | <p>seminars taught specific skills to TCNs that are needed for performing mostly manual labor jobs.</p> <p>Furthermore the AMIF National Programme (approved on December 2017) includes in exact wording the following objective on integration:</p> <p>«Support integration of TCNs</p> <p><i>...This support must involve ... courses to facilitate access to the labour market,... any other measure that will enable their smooth integration..»</i></p> <p>No projects covering this objective were so far implemented under AMIF National Programme 2014-2020.</p> <p>However the upcoming Call for Proposals, planned under AMIF National Programme 2014-2020, includes a project titled "Integration Programmes for the labor market". This project will aim to train TCNs and enhance their qualifications for better access in the labor market.</p> | |
| <p>2. Enhancement of (soft) skills</p> | <p>AMIF National Programme states the following in relation to this objective:</p> <p>«Support integration of TCNs</p> <p><i>.. This support must involve language/ civic orientation courses, any other measure that will enable their smooth integration..»</i></p> <p>In relation to actions that reach for this objective the following projects have so far been implemented under AMIF:</p> <ul style="list-style-type: none"> • Free Greek language courses. • Integration programmes by local authorities which includes activities to enhance skills e.g computer, English language etc. • Training sessions informing TCNs about host country | |

| | | |
|---|---|--|
| | <p>social skills, Cyprus legislation and regulations.</p> <p>(For further information see answer to section 1.1. Question 4).</p> <p>The further enhancement of soft skills of TCNs for better access in the labor market is going to be achieved via the project titled "Integration Programmes for the labor market" which is included in the upcoming Call for Proposals, planned under AMIF National Programme 2014-2020.</p> | |
| <p>3. Provision of information and counselling</p> | <p>AMIF National Programme states the following in relation to this objective:</p> <p><u>«Support integration of TCNs</u></p> <p><i>This support must involve... support regarding living arrangements, rights/obligations, social/psychological support any other measure that will enable their smooth integration...»</i></p> <p>In relation to actions that reach for this objective the following projects have so far been implemented under AMIF:</p> <ul style="list-style-type: none"> • Four Migrant Information Centres (MICs) operate in four cities across the island. • A Guide regarding general information about Cyprus <p>(For further information see answer to section 1.1. Question 4).</p> <p>Also information and counselling regarding employment opportunities is planned to be offered to TCNS, via the project titled "Integration Programmes for the labor market" which is included in the upcoming Call for Proposals, under AMIF National Programme 2014-2020.</p> | |
| <p>4. Enhancement of intercultural/civic relations in the workplace</p> | <p>AMIF National Programme states the following in relation to this objective:</p> <p><u>«Improve acceptance of TCNs by the local society</u></p> <p><i>Due to the high number of TCNs in proportion to the local</i></p> | |

| | | |
|--|---|--|
| | <p>population, there is a need to improve the image of TCNs in the local society and raise awareness in relation to their role in society. This can be achieved through awareness campaigns, cultural activities promoting joint interaction and communication between the various cultural groups. This is expected to improve acceptance of TCNs and strengthen social bonds between TCNs and Cyprus nationals.»</p> <p>After year 2014, the following IF project that was relevant to this objective was implemented:</p> <ul style="list-style-type: none"> • Training seminars for employers. The training addressed employers and their authorized representatives aiming to develop their capacity to handle diversity in the workplace. <p>No projects covering this objective were so far implemented under AMIF National Programme 2014-2020.</p> | |
| <p>5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups</p> | <p>AMIF National Programme states the following in relation to this objective:</p> <p>«Support integration of TCNs</p> <p><i>Since the numbers of migration flows are expected to remain constant, integration measures must continue in order to provide constant support to TCNs, including vulnerable groups residing in Cyprus.»</i></p> <p>No projects covering this objective were so far implemented under AMIF National Programme 2014-2020. However some relevant projects were implemented under the Integration Fund (programming period 2007-2013).</p> | |
| <p>6. Incentive measures for migrants or employers</p> | <p>AMIF National Programme states the following in relation to this objective:</p> <p>«Support integration of TCNs</p> <p><i>... This support must involve ... any other measure that will enable their smooth integration..»</i></p> | |

| | | |
|---------------------------------------|---|--|
| | <p>No projects covering this objective were so far implemented under AMIF National Programme 2014-2020.</p> | |
| <p>7. Support for self-employment</p> | <p>AMIF National Programme states the following in relation to this objective:</p> <p>«<u>Support integration of TCNs</u></p> <p><i>... This support must involve ... any other measure that will enable their smooth integration..»</i></p> <p>No projects covering this objective were so far implemented under AMIF National Programme 2014-2020. However some relevant projects were implemented under the Integration Fund (programming period 2007-2013).</p> | |

2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

Please describe 1 -2 measures across integration areas for a total of up to 6 measures per MS.

Please prioritise specific measures developed with the aim to support third-country nationals' labour market integration and which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).

Please do not mention measures focussing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).

Labour integration areas

1. **Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
2. **Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
3. **Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)
4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)
5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a company)

Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

Please fill out the table describing the measures and please copy the table below for further measures.

| Measure 1 | |
|--|---|
| Overview | |
| Name | A3. Vocational training programmes for TCNs |
| Type | <i>Projects (ad-hoc)</i> |
| Area | <i>Training and qualification</i> |
| Access | All third country nationals. |
| Target group | <input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i> |
| Coverage | National <i>If "other", please add further information here</i> |
| Budget | This project was implemented with full funding under the Integration Fund Annual Programme 2013,(95% funded by EU budget and 5% by state budget). Total spending for this project was around €75,000. <i>Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i> |
| Link | N/A |
| Description | |
| <p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>The activities of this project were promoted with in-designed publicity measures such as distribution of informational leaflets and posters, radio advertisement etc. The measure is voluntary and free of charge. Only legally residing TCNs were eligible and no legally residing TCN is excluded.</p> </div> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> | |

- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- e) *Key activities*

This project/action was implemented from November 2014 until 30th of June 2015.

This action implemented vocational training programmes for illegally residing TCNs, (regardless of their arrival time). The seminars taught specific skills to TCNs that are needed for performing mostly manual labor jobs. In fact 6 vocational training programmes were offered to TCN'S as well as additional training in Health and Safety and First Aid.

Participating in the training programmes and acquiring the qualification, has improved the chances for these TCNs to join the labour market and to improve their job performance. This measure was chosen in order to improve labor market integration for legally residing TCNs as well as to satisfy local labor market needs of that period.

M1.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

The project co-ordinator was Marketway Ltd, a private sector company. It promoted this measure to TCNs in order to achieve the project indicators with methodology already described in answer to question M1.Q1. Under this project there is no reimbursement (totally or partially) or cost sharing possibilities for a TCN.

M1.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

This project met partly the anticipated objectives. Via this project 6 vocational training programmes (eg. Hairdressing, gardening etc), were implemented with 43 TCN participants, of which 33 were women TCNs. During the verifications for project deliverables it was determined that the training programmes were implemented only in one district and not all districts of the island, with a significant delay in the start of the seminars. A flat rate correction was applied for this project.

The output indicators as set in the Grant Agreement with the Project Co-ordinator were:

- Number of TCNs involved***
- Number of vocations offered***
- Number of women that participated in the action***
- Number of countries that the TCNs originated from.***

The indicators were measured based on quarterly reports from the Final Beneficiary to the RA. The reports came with supporting documentation

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| | <p><i>confirming the achievement of indicators (eg. Participation lists, educational material, final exam results).</i></p> <p><i>Also this project, just like several other AMIF projects, was evaluated by participants as part of the projects' implementation requirements.</i></p> <p><i>The RA also performed on-the-spot monitoring visits on the physical implementation of the project.</i></p> <p><i>This project was not continued since the Integration Fund ceased to exist following the 2013 programming period. The priorities of the revised AMIF National Programme 2014-2020 will determine any continuation for this type of projects.</i></p> |
| | |

| Measure 2 | |
|--|--|
| Overview | |
| Name | Greek Language Programme for TCNs |
| Type | <i>Programme and systematic measures (multi-year / long term)</i> |
| Area | <i>Enhancement of (soft) skills</i> |
| Access | All third country nationals. |
| Target group | <input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i> |
| Coverage | National <i>If "other", please add further information here</i> |
| Budget | <p><i>This project was implemented with full funding under the Integration Fund Annual Programmes 2012 and 2013, (95% EU funded and 5% state funded), or AMIF, (90% EU funded and 10% state funded).</i></p> <p><i>Under Integration Fund Annual Programmes 2012 and 2013, around €176.000 was spent in year 2014 and around €175.000 in year 2015.</i></p> <p><i>In addition under AMIF National Programme a total of around €260.000 was spent in year 2017 and around €286.000 was allocated in year 2018).</i></p> |
| Link | For a relevant link please see http://www.kescollege.ac.cy/easyconsole.cfm/id/970 |
| Description | |
| <p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p><i>e) Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p><i>f) Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> | |

- g) *If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals*
- h) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

The activities of this project were promoted with in-designed publicity measures such as distribution of leaflets and posters, press releases, and billboards ads etc. The measure is voluntary and free of charge. Only TCNs are eligible and no legally residing TCN is excluded.

M1.Q2. Please describe briefly the context in which the measure has started:

- f) *When was the measure introduced and what was/is its duration?*
- g) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- h) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- i) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*
- j) *Key activities*

This project co-funded the provision of Greek Language courses to adult TCNs residing in Cyprus and was implemented continuously during the years 2014-2018, albeit as separate projects lasting 6 months to a year and a half. This continuing project was co-funded both under IF and AMIF.

Various rounds of courses were planned during each separate project implementation. For the AMIF projects, the courses are provided for 4 different levels of Greek language skills, starting from beginners. Each level has a duration of 75 hours and is offered during various time schedules, depending on the needs of the participants. Classes are offered in all cities as well as online. The project co-funds the provision of relevant handbooks, travel costs of TCNs, and in-kind motivation for attendance and success in final exams. This measure is provided to all TCNs regardless of arrival time.

The increased migration flows have heightened the necessity for implementing this project due to the need for integration of TCNs. This project has helped participants integrate with local society, develop networks, expand job opportunities and improve participation in everyday life.

M1.Q3. Please briefly describe the implementation modalities, notably:

- d) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- e) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- f) *How and by whom is it promoted to third-country nationals?*

This continuing project was implemented by M.M.C Ltd (a private organization), under Integration Funds Annual Programme 2012 and 2013 and by KES college ltd, (a private 3rd grade education institute), under AMIF National Programme 2014-2020.

The Project coordinator promotes this project to TCNs in order to achieve the project indicators with methodology already described in answer to question

M1.Q1. Under this project there is no reimbursement (totally or partially) or cost sharing possibilities for a third-country national.

M1.Q4. Please briefly describe the impact of the measure and notably:

- f) Did it meet the anticipated objectives? YES/NO/Partly
- g) What are the main outcomes
- h) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)
- i) Challenges during implementation and remedies applied
- j) Likelihood of continuation of the measure. If discontinued, please explain why

This project met fully the anticipated objectives. Via this project, for example during its implementation in year 2017, a number of at least 250 TCNs (in year 2017) has improved their Greek language skills and improved access to local culture and indirectly the labor market.

The main output indicator set in the Grant Agreement with the Project Co-ordinator was:

- ***Number beneficiaries of programmes***

Also in relation to the outcome indicator, the project was evaluated by participants with questionnaires as part of the projects' implementation requirements.

The Competent Authority also performed on-the-spot monitoring visits on the physical implementation of the project.

The priorities of the revised AMIF National Programme 2014-2020 will determine continuation of the project, although this project is most likely being continued in the near future.

| Measure 3 | |
|--------------|--|
| Overview | |
| Name | <i>Integration Programmes by local authorities</i> |
| Type | <i>Programme and systematic measures (multi-year / long term)</i> |
| Area | <i>Enhancement of (soft) skills</i> |
| Access | <i>All third country nationals.</i> |
| Target group | <input checked="" type="checkbox"/> <i>Tailor-made labour market integration measure (only third-country nationals)</i> <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i> |
| Coverage | <i>National</i> <i>If "other", please add further information here</i> |

| | |
|---|---|
| <p>Budget</p> | <p><i>This continuing project was implemented with full funding originally under the Integration Fund Annual Programmes 2012 and 2013, (95% EU funded and 5% state funded), and afterwards under AMIF, (90% EU funded and 10% state funded).</i></p> <p><i>Under Integration Fund Annual Programmes 2012 and 2013, around €370.000 was spent for this project in year 2014 and around €650.000 in year 2015.</i></p> <p><i>In addition under AMIF National Programme around €590.000 was spent in year 2016 and around €740.00 was allocated for spending in year 2017 and year 2018)</i></p> <p><i>Please note that the above sums were allocated to more than one municipalities.</i></p> |
| <p>Link</p> | <p>e.g</p> <p>http://localintegration.eu/ (Project implementation in the Nicosia district)</p> <p>http://inlimassol.eu/ (Project implementation in the Limassol district)</p> |
| <p>Description</p> | |
| <p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>i) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p>j) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>k) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p>l) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div data-bbox="204 1182 1342 1332" style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><i>The activities of this project are promoted with several in-designed publicity measures such as distribution of leaflets and posters, electronic invitations, press releases, tv and radio ads, billboard signs etc. The measure is voluntary and free of charge. Only TCNs are eligible and no legally residing TCN is excluded.</i></p> </div> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <p>k) <i>When was the measure introduced and what was/is its duration?</i></p> <p>l) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i></p> <p>m) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i></p> <p>n) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i></p> <p>o) <i>Key activities</i></p> <div data-bbox="204 1715 1342 2063" style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><i>Integration Programmes by local authorities have continuously been implemented both under the Integration Fund Annual Programmes 2007-2013, as well as under the AMIF programming period 2014-2020, (via separately identifiable annual projects carried out in various districts). Implementation of this measure started before year 2014 and continues until at least the end of 2018.</i></p> <p><i>Integration programmes by local authorities include multidimensional activities for integration. The activities are implemented in all five districts of the island by local authority partnerships. Municipalities offer TCNs a variety of programmes and events ranging from educational courses like computer</i></p> </div> | |

lessons, English language lessons and First Aid classes, to social and family support like counselling sessions and after school child care programmes. The education courses enhanced the soft skills of TCNs improving their chances with labor market integration. Also under this project, TCNs and the local population have the chance to familiarize with each other's culture through music/food/dance festivals and sports tournaments. These festivals/cultural events promote the prevention of discrimination and raise awareness raising about diversity, indirectly impacting on labor market opportunities for TCNs.

The implemented educational courses are addressed to all legally residing TCNs, (regardless of their arrival time). Integration Programmes by local authorities are considered a very important integration measure that indirectly impacts labor market integration for legally residing TCNs.

M1.Q3. Please briefly describe the implementation modalities, notably:

- g) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- h) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- i) How and by whom is it promoted to third-country nationals?*

This continuing project was implemented over the years by local municipalities such as the Nicosia and Limassol municipalities and several other partners.

The Project coordinators promoted the project activities to TCNs in order to achieve the project indicators with methodology already described in answer to question M1.Q1. Under these projects there is no reimbursement (totally or partially) or cost sharing possibilities for a TCN.

M1.Q4. Please briefly describe the impact of the measure and notably:

- k) Did it meet the anticipated objectives? YES/NO/Partly*
- l) What are the main outcomes*
- m) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- n) Challenges during implementation and remedies applied*
- o) Likelihood of continuation of the measure. If discontinued, please explain why*

This continuing project typically meets the anticipated objectives. Please note that in year 2017 more than 850 TCNs from across Cyprus benefited from attending the educational and child care programmes organized by this project.

For example via the project implemented in the Nicosia district in year 2017, two educational programmes were organized, (e.g. mother language lessons to TCN children of Chinese and Arab origin) and three social events, (eg. Multicultural children's festival).

The output indicators as set in the Grant Agreements with the Project Coordinators were typically as follows:

- Number of TCNs benefitting from programmes*
- Number of programmes organized*
- Number of social events organized*

The indicators were measured based on quarterly reports from the Project Coordinator to the Responsible Authority. The reports came with supporting documentation confirming the achievement of indicators (eg. Identification documents, signed participation lists, educational material, final exam results, photos).

In relation to the outcome indicators of the project, this project was evaluated by participants as part of the projects' implementation requirements.

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| | <p><i>The Responsible Authority also performed on-the-spot monitoring visits on the physical implementation of the project.</i></p> <p><i>The priorities of the revised AMIF National Programme 2014-2020 will determine continuation of this project. However the continuation of this project in its current or in a revised form, is very likely given the wide impact of the integration programmes.</i></p> | |
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| Measure 4 | |
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| Overview | |
| Name | <i>Programme for the development of social skills</i> |
| Type | <i>Projects (ad-hoc)</i> |
| Area | <i>Enhancement of (soft) skills</i> |
| Access | <i>All third country nationals.</i> |
| Target group | <p><input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals)</p> <p><input type="checkbox"/> Mainstream labour market integration measure (for all)</p> <p><i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i></p> |
| Coverage | <p>National</p> <p><i>If "other", please add further information here</i></p> |
| Budget | <p><i>This project was implemented with full funding under AMIF, (90% EU funded and 10% state funded).</i></p> <p><i>The amount spent for this project was around €60.000.</i></p> |
| Link | <i>N/A</i> |
| Description | |
| <p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p><i>m) Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p><i>n) Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p><i>o) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p><i>p) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><i>The activities of this project were promoted with in-designed publicity measures such as distribution of informational leaflets and posters, press releases etc. The measure is voluntary and free of charge. Only legally residing TCNs were eligible and no legally residing TCN is excluded.</i></p> </div> | |

M1.Q2. Please describe briefly the context in which the measure has started:

- p) When was the measure introduced and what was/is its duration?
- q) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)
- r) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)
- s) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)
- t) Key activities

This project started in 07.12.2016 and ended in 06.12.2017. The decision to introduce this measure was somewhat related to the increased migration flows and the need for social integration of TCNs, (especially recently arriving juvenile TCNs).

The project co-financed the organization and implementation of training sessions (seminars/interactive workshops) which informed TCN (with the help of translators), on various topics that promoted country specific information and social skills. Addressed topics were the origins of racism and acceptance of diversity, equality of the sexes and the position of women in European societies, prospect of change following loss, methods of communication in a social environment, information regarding life in Cyprus and the European Union, (including legislation and regulations).

The social integration programme was addressed to all legally residing TCNs, (regardless of their arrival time) and customized groups were formed for juvenile TCNs. This measure was implemented since acquiring country specific knowledge and social skills was considered an important step for integration which indirectly improves labor market integration.

M1.Q3. Please briefly describe the implementation modalities, notably:

- j) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- k) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- l) How and by whom is it promoted to third-country nationals?

The project co-ordinator was "Hope for Children" CRC Policy Center, an NGO. It promoted this measure to TCNs in order to achieve the project indicators with methodology already described in answer to question M1.Q1. Under this project there is no reimbursement (totally or partially) or cost sharing possibilities for a TCN.

M1.Q4. Please briefly describe the impact of the measure and notably:

- p) Did it meet the anticipated objectives? YES/NO/Partly
- q) What are the main outcomes
- r) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)
- s) Challenges during implementation and remedies applied
- t) Likelihood of continuation of the measure. If discontinued, please explain why

This project met its anticipated objectives. Via this project a number of approximately 170 TCNs (about half of which were adults and the rest minors) has received training which improved social integration and indirectly labor market integration.

The output indicator set in the Grant Agreement with the Project Co-coordinator is as follows:

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| | <ul style="list-style-type: none"> • Number of participants <p><i>In relation to the outcome indicators of the project, this project was evaluated by participants as part of the projects' implementation requirements.</i></p> <p><i>The Responsible Authority also performed on-the-spot monitoring visits on the physical implementation of the project.</i></p> <p><i>The priorities of the revised AMIF National Programme 2014-2020 will determine future continuation of this project or a similar one.</i></p> | |
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| Measure 5 | |
|--|--|
| Overview | |
| Name | <i>Migrant Information Centres</i> |
| Type | <i>Programme and systematic measures (multi-year / long term)</i> |
| Area | <i>Provision of information and counselling</i> |
| Access | All third country nationals with vulnerable individuals being prioritized at contact point. |
| Target group | <input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i> |
| Coverage | <i>National</i> <i>If "other", please add further information here</i> |
| Budget | <p><i>This project was implemented with full funding under AMIF (90% EU funded and 10% state funded).</i></p> <p><i>In addition under AMIF National Programme a total of around €600.000 was spent in year 2017 and around €660.000 is allocated for spending in year 2018).</i></p> |
| Link | Please note that the University of Nicosia was the Project Coordinator for this project. For a relevant link please go to http://mihub.eu/en/contact |
| Description | |
| <p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>q) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>r) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>s) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>t) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> | |

The activities of this project were promoted with in-designed publicity measures such as distribution of informational leaflets and posters, press releases etc., as well as direct contacts with groups of Third Country Nationals. The measure is voluntary and free of charge. Only legally residing TCNs were eligible and no legally residing TCN is excluded.

M1.Q2. Please describe briefly the context in which the measure has started:

- u) When was the measure introduced and what was/is its duration?
- v) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)
- w) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)
- x) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)
- y) Key activities

This project started in 01.12.2016 and ended in 30.11.2017, after which it has been renewed for another period. The decision to introduce this measure was somewhat related to the increased migration flows and the need for a one-stop shop where TCNs could benefit from several different services, including guidance on how to access the labor market.

The project co-financed the establishment and operation of Migrant information centres that operate in the four major cities of the island. The centres' service provision includes direct and indirect advocacy on migration, employment, housing, educational opportunities, healthcare, culture and social inclusion information, etc. The MICs operate as a one stop-shop for services to TCNs/ Applicants or Beneficiaries of International Protection and provide guidance and advice on housing, access to health and education services, family support, completion of official forms, translation and interpretation services etc, following co-operation with relevant governmental organisations and departments, NGOs and voluntary agencies. The project also includes the operation of an InfoBus equipped with qualified staff whose main role was to reach TCNs that do not have easy access to the four MICs and provide the above-named services. In addition, as part of the project, a website has been developed providing information about the services and other useful information.

The Migrant Info Centres offered services to all TCNs, (including asylum and beneficiaries of international protection, regardless of their arrival time). This measure was considered an important step for integration that indirectly improves labor market integration.

M1.Q3. Please briefly describe the implementation modalities, notably:

- m) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- n) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- o) How and by whom is it promoted to third-country nationals?

The project co-ordinator was the University of Nicosia, a university level education institution/NGO. It promoted this measure to TCNs in order to achieve the project indicators with methodology already described in answer to question M1.Q1. Under this project there is no reimbursement (totally or partially) or cost sharing possibilities for a TCN.

M1.Q4. Please briefly describe the impact of the measure and notably:

- u) Did it meet the anticipated objectives? YES/NO/Partly
- v) What are the main outcomes
- w) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)
- x) Challenges during implementation and remedies applied
- y) Likelihood of continuation of the measure. If discontinued, please explain why

Based on controls carried out so far, this project is apparently meeting its anticipated objectives. There is a very big interest by the TCNs who visit the four centres every day. The people working in the centres offer a great help to them. Properly trained and qualified personnel, based on a person-centred approach respond to migrants' general and more specific needs. The Centres' comprehensive approach covers many issues related to the settlement and integration of new and emerging communities. A total of 1697 third country nationals benefited from services offered via this project during year 2017.

The main output indicators as set in the Grant Agreement with the Project Coordinator were:

- **Individuals who contact the Migrant Info Centres for their services.**
- **Individuals who benefited from the services of the Migrant Info Centres.**

The indicators were measured based on quarterly reports from the Project Coordinator to the Responsible Authority. The reports came with supporting documentation confirming the satisfaction of the indicators (eg. Forms, identification documents etc).

In relation to the outcome indicators of the project, this project was evaluated by participants as part of the projects' implementation requirements.

The Responsible Authority also performed on-the-spot monitoring visits on the physical implementation of the project.

This project is continued for year 2018. The priorities of the revised AMIF National Programme 2014-2020 will determine any continuation of this project.

| Measure 6 | |
|--------------|---|
| Overview | |
| Name | C.1. Training seminars for employers |
| Type | Projects (ad-hoc) |
| Area | Enhancement of intercultural/civic relations in the work place inclusion |
| Access | All third country nationals. |
| Target group | <input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i> |

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| Coverage | National <i>If "other", please add further information here</i> |
| Budget | This project was implemented with full funding under the Integration Fund Annual Programme 2013, (95% funded by EU budget and 5% by state budget). The total spending for this project was around €75,000. <i>Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i> |
| Link | Please note that MMC Ltd was the Project Coordinator for this AMIF Project. For a relevant link please see http://www.mmclearningsolutions.com/Project_Card.aspx?ProjectID=1344&ProjectCategoryID |
| Description | |
| <p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <ul style="list-style-type: none"> <i>u) Elaborate in brief on the conditions and process of accessing for third-country nationals</i> <i>v) Is the measure voluntary or compulsory? Is it provided free of charge?</i> <i>w) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i> <i>x) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><i>The project was not addressed to TCNs but to local employers in sectors where TCN's could potentially be employed. The activities of this project were promoted with in-designed publicity measures such as distribution of informational leaflets and posters, project website, press publications, newsletters, social media use, tv interviews etc. The measure is voluntary and free of charge.</i></p> </div> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <ul style="list-style-type: none"> <i>z) When was the measure introduced and what was/is its duration?</i> <i>aa) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i> <i>bb) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i> <i>cc) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i> <i>dd) Key activities</i> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><i>This project/action was implemented during December 2014 until 30th of June 2015 which marked the end of the eligibility period for Integration Fund Annual Programme 2013. The purpose of this action was to establish intercultural training of employers that deal with TCNs and to develop their capacity to handle diversity.</i></p> <p><i>These seminars/ workshops provided employers (and in practice company staff authorized by employers to participate), the necessary knowledge and information regarding new professional approaches and best practices to be used while working with TCNs or tasks related to them.</i></p> <p><i>The completion of these seminars impacted on the participant's capacity to effectively approach TCNs and successfully execute their everyday tasks in</i></p> </div> | |

relation to TCNs, thus avoiding phenomena of job discrimination or dissatisfaction and promoting overall labor market integration for TCNs.

M1.Q3. Please briefly describe the implementation modalities, notably:

- p) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- q) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- r) *How and by whom is it promoted to third-country nationals?*

The project co-ordinator was MMC Ltd, a private sector company. It promoted this measure to TCNs in order to achieve the project indicators with methodology already described in answer to question M1.Q1. This project is not addressed to TCNs but employers of TCNs.

M1.Q4. Please briefly describe the impact of the measure and notably:

- z) *Did it meet the anticipated objectives? YES/NO/Partly*
- aa) *What are the main outcomes*
- bb) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- cc) *Challenges during implementation and remedies applied*
- dd) *Likelihood of continuation of the measure. If discontinued, please explain why*

This project/action has met its anticipated objectives. The seminars were attended by employers and their authorized representatives. The impact of this project was maintained as a total of 22 seminars were organized and taught for a total of 2000 hours to 290 eligible participants. The seminars were attended by either employers or representatives of employers from local companies, (1 up to 5 companies at each seminar), and were presented by 7 different instructors with related qualifications. A closing event for this action was organized and attended by more than 80 participants. The attendance of the seminars is likely to have led to new informing approaches and best practices adopted by employers and their representatives and an impact on their capacity to effectively approach TCNs and execute their everyday workplace tasks successfully.

The main output indicators as set in the Grant Agreement with the Project Coordinator were:

- **Number of training seminars**
- **Number of instructors**
- **Number of participants**
- **Number of training hours**

The indicators were measured based on quarterly reports from the Project Co-ordinator to the Responsible Authority. The reports came with supporting documentation confirming the satisfaction of the indicators (eg. Participation lists, educational material).

In relation to the outcome indicators of the project, this project was evaluated by participants as part of the projects' implementation requirements.

The Responsible Authority also performed on-the-spot monitoring visits on the physical implementation of the project.

This project was not continued since the Integration Fund ceased to exist following the 2013 programming period. The priorities of the revised AMIF National Programme 2014-2020 will determine any continuation of similar projects.

2.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.

Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.

The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies (total of maximum 6 case studies per Member State)**. You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2.

Please aim to have a **'representative' group of measures** from small/medium/ large enterprises. Notably, identify examples focussing on **different target groups** (low-medium-skilled, seasonal workers, etc.) as well as on **different sizes of enterprises** from the selected sectors.

Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc.¹⁵

¹⁵ The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of Economic and social partners: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf; it has been translated into all EU languages.

Size of Private Sector Organisation

- 1. Micro: <10 Employees
- 2. Small: 10 – 49 Employees
- 3. Medium: 50 - 249 Employees
- 4. Large: >250 Employees

Example Categories

- 1. Low-skilled workers
- 2. Medium-skilled workers
- 3. High qualified workers
- 4. Seasonal workers
- 5. Family members of nationals and third-country nationals
- 6. Domestic workers

Type of Private Sector Organisation

- 1. National
- 2. International (e.g. with subsidiaries in the Member State)

Industry Sectors

- 1. Agriculture, forestry and fishing
- 2. Energy and water
- 3. Manufacturing
- 4. Construction
- 5. Wholesale and retail trade, hotels and restaurants
- 6. Transport and communication
- 7. Financial and business services
- 8. Public admin, education and health
- 9. Domestic work sector
- 10. Other services

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.

Please fill out the table describing private sector measures and please copy the table below for further measures.

| Private Sector - Measure 1 | |
|----------------------------|--|
| Overview | |
| Name | <i>Please insert name of the measure here.</i> |
| Company size | <i>Choose from drop down menu here</i> |
| Company type | <i>Choose from drop down menu here</i> |
| Sector | <i>Choose from drop down menu here</i> |

| | |
|---|---|
| Area | Choose from drop down menu here |
| Access | Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups |
| Target group | <input type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input type="checkbox"/> High skilled <input type="checkbox"/> Specific group such us vulnerable, young, female, seasonal workers, etc. |
| Coverage | Choose from drop down menu here If "other", please add further information here |
| Budget | The budget is approx. Please provide approximate budget here It is provided by Please provide funding body here (i.e. State, EU funds, donations/private funding, other) |
| Link | Please provide hyperlink to source/project here, if available |
| Description | |
| <p>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</p> <ul style="list-style-type: none"> a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks) b) Objective and main activities c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc. d) How can third-country nationals access the measure? Are they selected? <div style="border: 1px solid black; height: 20px; width: 100%;"></div> | |
| <p>PSM1.Q2. Please briefly assess the impact of the initiative, namely:</p> <ul style="list-style-type: none"> a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible) b) Elaborate on achievements of set objectives and main outcomes c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.) <div style="border: 1px solid black; height: 20px; width: 100%;"></div> | |

Conclusions (optional)

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

Note: The text in this part will serve as a source when compiling the synthesis report.