

# Integration of beneficiaries of international/humanitar ian protection into the labour market: policies and best practices

Common Template of EMN Focussed Study 2015

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**Subject:** Common Template for the EMN Focussed Study 2015 on "*Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices*".

**Action:** EMN NCPs are invited to submit their completed Common Templates by 30<sup>th</sup> November. If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF International) at [emn@icfi.com](mailto:emn@icfi.com)

# **Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices**

## Top-line "Factsheet" (National Contribution)

### National contribution (one page only)

*Overview of the National Contribution – introducing the study and drawing 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) policymakers.*

This study is aimed at identifying and describing policies and best practices in what regards the integration of beneficiaries of international/humanitarian protection into the labour market.

In the Portuguese case, it is provided for in Law no. 26/2014, of 5 May, article 54, that the seekers of asylum or subsidiary protection who are already in possession of a temporary residence permit have the right to gain access to the labour market. On the other hand, beneficiaries of refugee status and subsidiary protection status enjoy the same rights and are bound by the same duties as foreigners residing in Portugal, enjoying, logically, the same type of access. In legal terms, the principle of equality of treatment between foreign and national citizens is properly enshrined and, therefore, the beneficiaries of refugee status or subsidiary protection status are automatically covered by this framework, being ensured access to the existing employment measures and programmes, which are guided by a strong focus on aggregation and inclusion. Additionally, there is a series of national policies and measures of general applicability aimed at strengthening the relationship between the immigrant and the labour market, with a strong educational and vocational nature. The training and professionalization of workers, as well as the recruitment of unemployed persons, are equally important within the scope of the issue under analysis. This is a progressive process that results from a collaboration between different authorities and competences aimed at achieving the established goals in the most efficient and effective way, in addition to reinforcing a series of broad-spectrum components:

-linguistic knowledge and training, which are one of the key elements for integration, hence the focus on communication and the offer of different Portuguese learning programmes;

-access to education, a right of all children, regardless of their (legal or illegal) status in the host country. The educational and formative dimension (which encompasses different areas and stages) offers a varied range of resources aimed at different profiles and goals related to teaching and the

certification of skills and vocational training;

-recognition of competences and qualifications by public Portuguese Universities or Polytechnic Institutes or by the Directorate General for Higher Education;

-legal advice, ensured by a series of specialized offices that provide legal information in relation to different areas;

-access to housing;

-income support allowance, which is granted to individuals or families in a properly identified situation of severe economic deprivation.

In addition to these factors, we should highlight that the Strategic Plan for Migration (PEM) is an instrument that has materialized in different policy areas, considering the circumstances and challenges that have recently emerged. Therefore, the structured transversal strategy that was designed is based on a series of policies that should be of an inclusive nature while being able to maximize the potential of available resources. The labour market is one of the fields included in this plan, which strengthens the existing measures.

## Executive Summary (Synthesis Report)

### Synthesis Report

*Executive Summary of Synthesis Report: this will form the basis of an EMN Inform, which will have EU and National policymakers as its main target audience.*

## Section 1: Accessing the labour market: residence permits and the legal right to access the labour market

*This section aims to provide an overview of the legal and policy framework and practices concerning the right to access employment for refugees, beneficiaries of subsidiary and humanitarian protection. This section will first provide an overview of the residence permits granted to refugees and beneficiaries of subsidiary and humanitarian protection and will subsequently review the legal right to access employment linked to the residence permits. It will then examine in particular whether any administrative conditions/requirements apply in law and/or in practice to access the labour market.*

*NB: Please note that you are requested to provide information on the residence permits and legal right to access the labour market granted to:*

*- beneficiaries of international protection; i.e. those granted international protection status, either as a refugee or a beneficiary of subsidiary protection as stipulated in the Qualification Directive and its recast;*

*- Persons granted humanitarian protection status in the framework of an asylum procedure due to obligations under international refugee or human rights instruments<sup>1</sup>.*

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<sup>1</sup> See Eurostat's definition of "authorisation to stay for humanitarian reasons" which stipulates: "a person covered by a decision granting authorisation to stay for humanitarian reasons under national law concerning international protection by administrative or judicial bodies. It includes persons who are not eligible for international protection as currently defined in the Qualifications Directive (Directive 2011/95/EU) but are nonetheless protected against removal under the

*Thus, third-country nationals granted alternative statuses (e.g. tolerated stay for medical reasons, illness, disability etc.<sup>2</sup>) are beyond the scope of this Study.*

Q1 Please provide a brief overview of the legal and policy framework and practices concerning residence rights and labour market access rights granted to refugees, beneficiaries of subsidiary and humanitarian protection, linking the (type of) residence permit granted to labour market access rights<sup>3</sup>. Please distinguish and highlight any differences between the type of residence permit and accompanying labour market access rights between those granted to: a) refugees; b) beneficiaries of subsidiary protection, and; c) persons granted humanitarian protection

Law no. 26/2014, of 5 May, establishes, in article 54, the right to work of seekers of asylum or subsidiary protection who are already in possession of a temporary residence permit, thus ensuring their access to the labour market under the general law.

On the other hand, beneficiaries of refugee status and subsidiary protection status enjoy the same rights and are bound by the same duties as foreigners residing in Portugal, as long as they do not conflict with this legal document, the 1951 Geneva Convention and the 1967 New York Protocol, namely in what regards the obligation to comply with laws and regulations, as well as with the provisions aimed at maintaining public order.

Beneficiaries of refugee or subsidiary protection status are ensured access to the labour market under general law and, as soon as they engage in gainful employment, the social support framework is no longer applicable. They are also offered training opportunities related to adult employment, vocational training and on-the-job practical experience under the same conditions as national citizens.

Finally, we should add that beneficiaries of refugee status are granted a residence permit valid for an initial period of five years, renewable for equal periods, unless exceptional circumstances related to national security or public order prevent it.

Beneficiaries of subsidiary protection status are granted a subsidiary protection residence permit valid for an initial period of three years, renewable for equal periods, subject to an analysis of the developments occurred in the country of origin, unless exceptional circumstances related to national security or public order prevent it.

Q2. This question serves to collect comparative information on the national legal/policy framework on residence permits granted to refugees and beneficiaries of subsidiary and humanitarian protection, indicating their duration (by law and in practice) as well as the conditions for applying for permanent residence and citizenship.

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obligations that are imposed on all Member States by international refugee or human rights instruments or on the basis of principles flowing from such instruments. [...]persons granted a permission to stay for humanitarian reasons but who have not previously applied for international protection are not included under this concept.”

2 See for example the EMN Study on Non-EU Harmonised Protection Statuses.

3 Please only report on the labour market access rights linked to first residence permits and renewals – see Art. 24 recast Qualification Directive (excluding permanent residence and citizenship permits).

Please complete the table below, distinguishing between refugees, beneficiaries of subsidiary protection and humanitarian protection.

Table 1 Residence permits granted to refugees, beneficiaries of subsidiary protection and persons granted humanitarian protection

	<b>Refugees</b>	<b>Beneficiaries of subsidiary protection</b>	<b>Beneficiaries of humanitarian protection</b>	<b>Comments</b>
Minimum duration of residence permit (by law)	5 years	3 years	-	
Maximum duration (including renewals <sup>4</sup> ) residence permit in months/years (by law)	For equal periods without an established maximum limit	For equal periods without an established maximum limit	-	
Mean length of residence permit <sup>5</sup> in months/years (in practice)	There is no established maximum limit	There is no established maximum limit	-	There is no established limit as long as the circumstance that originated the status remains unchanged
After how many years of authorised stay can an application for permanent residence be made?	There is no established limit; the permit can always be renewed	There is no established limit; the permit can always be renewed	-	
What are the conditions for permanent residence?	Not applicable	Not applicable	-	
After how many years of authorised stay can an application for citizenship be	5 years of legal residence	5 years of legal residence	-	

<sup>4</sup> Including possible renewal (but excluding permanent residence permits and permits granted after application for citizenship)

<sup>5</sup> First residence permit including possible renewal (excluding permanent residence permits and permits granted after application for citizenship)

made?				
What are the conditions for citizenship?	-majority or emancipation under Portuguese law; -residence in the Portuguese territory for at least six years; -sufficient knowledge of the Portuguese language; -no provisional or final convictions for the practice of criminal offences punishable with imprisonment for three years or more, under Portuguese law;	-majority or emancipation under Portuguese law; -residence in the Portuguese territory for at least six years; -sufficient knowledge of the Portuguese language; -no provisional or final convictions for the practice of criminal offences punishable with imprisonment for three years or more, under Portuguese law;	-	The conditions are laid down in article 6 of Law no. 37/81 of 3 October.

Q3. Please set out in the table below any conditions that apply to access the labour market (as laid down in national legislation or practice), highlighting any differences with regard to conditions that apply to refugees, beneficiaries of subsidiary and humanitarian protection.

In addition, to ensure comparability with regard to the specific conditions that apply (whether laid down in national legislation or applied in practice), please complete a more detailed table setting out the specific conditions in Annex 1.

Table 2 Conditions linked to access to the labour market for refugees, beneficiaries of subsidiary protection and humanitarian protection

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments / summary of main differences amongst the categories (if any)
Conditions for labour market access laid down in national legislation <sup>6</sup>			-	The law stipulates that beneficiaries of refugee and subsidiary protection status enjoy the same rights and are bound by the same duties as foreigners residing in Portugal (art. 65). <sup>7</sup>
Conditions for labour market access that apply in practice <sup>8</sup>			-	Please refer to the answer above.

<sup>6</sup> This can for example include the requirement to be in possession of a residence permit/work permit, or restrictions can apply in time (duration), to a specific employer, or employment sector, preference being given to EU citizens in general or for specific jobs, other?

<sup>7</sup> According to article 65 of Law no. 27/2008, of 30 June (as amended by Law no. 26/2014, of 5 May), "The beneficiaries of refugee status and subsidiary protection status enjoy the same rights and are bound by the same duties as foreigners residing in Portugal, as long as they do not conflict with this legal document, the 1951 Geneva Convention and the 1967 New York Protocol, namely in what regards the obligation to comply with laws and regulations, as well as with the provisions aimed at the maintenance of public order."

<sup>8</sup> Even if no specific conditions are laid down in legislation, certain conditions may still apply in practice. These could be similar to the examples given for the conditions as laid down in legislation in footnote 14 above. If these apply in practice, but are not laid down in national legislation, please describe these in this row.

Main differences in conditions (as set out in legislation or in practice) concerning labour market access when compared with other third-country nationals legally residing on the territory			-	Please refer to the answer above.
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## Section 2: Labour market integration policy and its organisation

### Section 2.1: Overview of labour market integration policies for refugees, beneficiaries of subsidiary and humanitarian protection

Q4. Please give an overall summary of your relevant national policies related to labour market integration for refugees, beneficiaries of subsidiary protection and humanitarian protection indicating:

- What the main components of your labour market integration policy are (e.g. orientation/language courses, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling, access to housing etc. Any other?)
- For each component briefly describe the sub-elements, if necessary: For example, the concepts "orientation courses", "education", "counselling", "access to housing" are broad; within the delineation of the focus of the Study (please refer back to the definitions section) please describe what activities they cover. Also, in relation to guaranteed minimum resources, please list the benefits and/or programmes available in your Member State under the MISSOC category<sup>9</sup> "guaranteed minimum resources".
- Whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection or more generic to all third-country nationals legally residing on your Member State's territory. If it is specifically tailored to refugees and beneficiaries of subsidiary and humanitarian protection could you briefly explain why this is the case? E.g. what are the reasons based upon which your government decided to specifically tailor policy to refugees, beneficiaries of subsidiary and humanitarian protection? (*e.g. because their specific needs are acknowledged and it is considered important to address these by specific measures tailored to their situation?*)

In what regards the integration of refugees, beneficiaries of subsidiary protection and humanitarian protection, we must highlight that Portuguese legislation in force enshrines the principle of equal treatment between foreign and national citizens. Therefore, once refugee status or subsidiary protection status is granted to applicants, they shall be immediately covered by the above-mentioned framework. Accordingly, the public employment service shall see these citizens and national citizens as equals, granting them access to all available employment and training measures and programmes, as long as they meet all the requirements set out for each of them and hold a valid stay or residence permit that allows them to carry out a professional activity.

Without prejudice to the previous paragraph, there is also a series of national policies focused on aid and integration, whose main components are the access to Portuguese language courses, the recognition of qualifications, legal advice, the access to housing, the provision of minimum resources/incomes and vocational training. In what regards the labour market, there are no restrictions whatsoever in the access to the different sectors of economic activity.

Finally, we should highlight that these policies are generally applicable and are legally provided for within the framework of national public policies.

<sup>9</sup> MISSOC (2012), "Cross-cutting introduction to guaranteed minimum resources", available at: <http://www.missoc.org/MISSOC/INFORMATIONBASE/COMPARATIVETABLES/CROSSCUTTINGINTRO/Introduction Table 11.pdf>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Have you set out the main components/support measures of labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Have you described the sub-elements of each component/support measure where necessary (at a minimum in relation to orientation courses, education, vocational education and training, counselling, and guaranteed minimum resources)?	
Have you indicated whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection, or to TCNs in general?	<input checked="" type="checkbox"/>
If the policy is/is not specific, have you explained why this is the case?	<input checked="" type="checkbox"/>

## Section 2.2: Organisation of employment-related support measures

*The following questions aim to get an overview of your Member State's organisational approach to labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection. Please note that the focus of the Study is on retrieving how your government organises employment-related support measures (i.e. any support measures provided by NGO's without any (financial) involvement of the government is beyond the scope of this Study). In relation to these, the Study would like to provide an overview of your Member State's organisational approach, examining whether and how coordination takes place between different actors involved.*

Q5a. Please describe your Member State's overall organisational approach with regard to labour market integration policy<sup>10</sup> to refugees, beneficiaries of subsidiary and humanitarian protection: who are the main state actors responsible for the provision of support measures? At what level is it implemented (national, regional, local) and does your Member State involve any third parties (international organisations/NGOs/other) and if so for what actions and based on what agreement? *E.g. has your Member States concluded any contract/(cooperation) agreement with aforementioned partners (if so which) to implement employment-related support measures and to facilitate access to the labour market?*

In terms of the political approach to the integration and access of foreign citizens to the labour market, we should highlight once again the procedure established in Portuguese national law by which an immigrant to whom the refugee or subsidiary protection status has been granted is treated as a national citizen and, therefore, benefits from the same framework to which the latter is subject. Portugal has been continuously strengthening its political action in order to respond effectively to the range of challenges and cases that have been progressively emerging in what regards the relationship of foreign citizens with the labour market, as well as all the underlying issues. So, the

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<sup>10</sup> I.e. the support measures as included in the scope of this Study, namely: language courses, orientation courses, education, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling and access to housing.

main initiative is focused on the adoption and implementation of active employment and vocational training measures aimed at promoting the recruitment of unemployed persons, not only reinforcing their employability but also fighting unemployment. Within this scope, the Ministry of Labour, Solidarity and Social Security is responsible for the task of implementing and executing the range of national general measures that have been laid down, being formally supported by the creation and implementation of the Strategic Plan for Migration (2015-2020), published in the Official Gazette, 1st series, no. 56 of 20 March 2015. This is a far-reaching Plan, focused on different areas of intervention related to the issue of Migration and if, on the one hand, it considers the providing of support to migrants, on the other, it involves the training of experts, preparing them and providing them with valid and useful knowledge that will allow them to assist and interact with these people. In order for the Plan to be successfully implemented, it is essential to pool the efforts and competences of the various stakeholders and combine different factors and, specifically in what regards the measures aimed at integration into the labour market, we should highlight measures such as the prevention and fight against exploitation and the recruitment of illegal foreign workers for labour-related activities, the dissemination of information about the rights and duties of foreign employers within the scope of employment relationships, occupational safety and health, the identification of potentially more appropriate interventions for promoting the integration of the population into the labour market, the enhancement of the teaching of the Portuguese language and the consolidation of programmes for its learning as a foreign language, as well as support for the migrants' descendants' transition into the labour market<sup>11</sup>.

While following an approach that does not neglect other requirements and/or competences, the truth is that knowledge of the Portuguese language is one of the most important factors when it comes to facilitating integration. That is the reason why Portugal has not only insisted on preparing and implementing legal documents related to the certification and knowledge of the Portuguese language, but also on investing on complementary programmes aimed at promoting the same results.

By way of example, we mention the 'Português como Língua Materna' (Portuguese as a Mother Tongue) programme, which establishes the guiding principles for the integration of basic, secondary and back-to-school students whose mother tongue is not Portuguese, and the 'Português para Todos' (PPT) (Portuguese for All) programme, which provides Portuguese training courses for foreigners that certify A2 and B2 levels (basic user and independent user, respectively). We should also mention the

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<sup>11</sup> These measures are part of the Strategic Plan for Migration (measures 20,22,25,36,37 and 58), available at:

[http://www.acm.gov.pt/documents/10181/42225/Plano+Estrat%C3%A9gico+para+as+Migra%C3%A7%C3%B5es+%28PEM%29\\_RCM.pdf/b6375f51-53e2-4d88-9783-81cf1c7bb91c](http://www.acm.gov.pt/documents/10181/42225/Plano+Estrat%C3%A9gico+para+as+Migra%C3%A7%C3%B5es+%28PEM%29_RCM.pdf/b6375f51-53e2-4d88-9783-81cf1c7bb91c)

Technical Portuguese courses, aimed at the fields of Commerce, Hospitality, Beauty Care, Construction and Civil Engineering areas, promoted by the Schools of the Ministry of Education and by the Vocational Training Centres of the Institute of Employment and Vocational Training (IEFP, I.P.); these courses have no costs for beneficiaries and constitute factors that facilitate the integration of foreign citizens into the labour market. They are not aimed exclusively at students, but at all the citizens who feel the need to learn Portuguese as a second language.

The transversality and plurality of the integration process are not limited to one single component; on the contrary, integration is the result of the efforts and work aimed at combining a series of factors and involves a gradual process that is not exclusively focused on the labour-related component, but that aggregates other components, such as health, education or social welfare. Without prejudice to the foregoing, we should mention the fact that we are aware of the existence of an informal support network that acts in the field and involves several entities in the monitoring of all those identified and recognised as people in need.

Ultimately, we should note that Portugal aims at achieving full interaction between the different axes, in order to ensure successful integration and inclusion processes.

Q5b. Please indicate whether the provision of the different support measures<sup>12</sup> to recipients is in any way centrally coordinated? (i.e. is there one body that coordinates access to the different measures or alternatively do the different authorities structurally exchange information between each other etc.?)

If yes, please provide more information on how the support measures are coordinated? Please elaborate on:

- ★ The coordination mechanisms (e.g. agreements/contracts/cooperation agreements/conventions/coordinating / intermediary bodies); and
- ★ Please indicate at what level coordination takes place: at national, regional, or local level?

Please refer to the answer above.

### Section 3: Support measures to access the labour market

*This section explores in more detail employment-related support measures that aim to advance labour market integration for refugees, and beneficiaries of subsidiary and humanitarian protection. The support measures include: language courses, orientation courses, education, vocational training, recognition of qualifications, guaranteed minimum resources, counselling, and access to housing. It will explore how your Member State applies various support measures to enhance access to employment for the target groups identified, the organisational approach for the support measure, the implementation of the support measure as well as good practices in the provision of support measures. More specifically, for each of the main components of your labour market integration policy, you are requested to briefly indicate:*

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<sup>12</sup> The support measures as included in the scope of this Study, namely: language courses, orientation courses, education, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling and access to housing.

- How does your government organise the provision of the specific support measure; i.e. who is financially and executively responsible?

- How and by whom is the support measure implemented in practice; which authorities are involved on a daily basis? If implemented by third parties (international organisation/NGOs and other) please indicate the contractual basis for their involvement and the rationale)

- Do the actors who are involved on a daily basis receive support or training to focus the services to meet the needs of refugees, beneficiaries of subsidiary and humanitarian protection? If yes, by whom (state authorities or third parties? And if it's the latter is it based on an agreement with the state?)

- Are the services under the support measure in any way specifically tailored to meeting the employment access needs of refugees, beneficiaries of subsidiary and humanitarian protection? If so, how? And how do they differ from support measures available to other third-country nationals legally present on your Member State territory?

- What are the obstacles (if any) to access the support measure in practice? Please also explain whether these apply equally to refugees, beneficiaries of subsidiary and humanitarian protection as well as to all third-country nationals legally residing on your Member States' territory

- Describe any good practices for the provision of the support measure and if possible support this with evidence (e.g. studies/evaluations, other publicly available information etc.). This can include a good practice in general, i.e. when the measure works well in facilitating access to the labour market, also if the support measure is not specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection.

*NB: Please note that we would like you to complete additional tables in Section 6 in relation to employment-related support measures. These tables complement the information provided in this section and will ensure comparability between Member States.*

#### Language courses

Q6. In relation to language courses, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

Portuguese language courses are part of a set of components aimed at integrating foreign citizens (with a strong emphasis on their integration into the labour market), focused on the progressive development of communicational competences for social interaction and inclusion. Within this scope, there are specific programmes dedicated to the immigrant population. 'Português Para Todos' (PPT) (Portuguese for All) is a programme that certifies A2 and B2 levels (basic user and independent user, respectively) of Portuguese. These courses are provided by the public school network and by employment and vocational training centres, under the supervision of IEFP, I.P. and they both have a duration of 150 hours, extended over a maximum period of 9 months, according to the school's or employment centre's organization and planning and the number of weekly training hours. There are also Technical Portuguese courses, aimed at specific areas - Commerce, Hospitality, Beauty Care,

Construction and Civil Engineering -, with a total duration of 25 hours that, according to the school's or employment centre's organization and the number of weekly training hours, can last between one week and 3 months. Attendance of training courses within the scope of language learning, which is an essential skill to facilitate integration, is mandatory. The refusal to attend this type of courses is seen as a rejection of the support for job searching, as well as of the Insertion Plan.

At procedural level, we should highlight that the enrolment to attend these courses must be made at schools of the national public network, at Employment and Vocational Training Centres or at other designated places, such as the 'Centro Nacional de Apoio ao Imigrante' (CNAI) (National Immigrant Support Centre) –. The admission requirements place no restrictions whatsoever in terms of gender, age, educational level, employment status or nationality; however, all foreign citizens must be legally residing in the country and holders of a valid residence permit. The minimum age for attending a Portuguese language course at a public school is 15, and the minimum age for attending a similar course at an employment and vocational training centre is 18. Applicants must provide the following documents for enrolment: a properly filled out enrolment form, identity card or citizen's card (in the case of EU citizens), registration at the local City Council (for EU citizens), a valid residence permit or a proof that the procedure for its issuance, renewal or extension has been initiated at the 'Serviço de Estrangeiros e Fronteiras' (SEF) (Foreigners and Borders Service), tax registration card and a bank identification number - BIN (if applicable).

By attending and successfully completing these Portuguese language courses, foreign citizens are granted a qualification certificate that proves their linguistic knowledge and command.<sup>13</sup>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: ☑
Organisational approach of your government	☑
Description of the implementation in practice and authorities/actors involved	☑
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	☑

#### Orientation courses

13 This information is available at <http://www.acm.gov.pt/-/como-possao-frequentar-um-curso-de-lingua-portuguesa-para-estrangeiros->.

Q7. In relation to orientation courses<sup>14</sup>, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question pose.*

Guidance courses include an interview and are systematically monitored.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	
Description of the implementation in practice and authorities/actors involved	
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	

### Education

*NB: For education, please only provide information on support provided to the target groups that has a **specific focus on access to education that has a direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on access to education more generally for these groups. **The focus is on education for those of employment age that might lead towards employment.***

Q8. In relation to access to education, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

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<sup>14</sup> Orientation courses typically provide factual information about the country of destination but may also aim to foster positive attitudes for successful adaptation in the long run. These could include opportunities for migrants to gain (and practice) the necessary skills needed to facilitate their integration and to develop helpful attitudes including pro- activity, self- sufficiency and resourcefulness (knowing how to find the information they are seeking); skills include knowing how to conduct oneself in certain situations, time management and goal- setting, as well as being able to navigate complex systems including banking, social, health and emergency services, transportation etc. (Source: IOM Best Practices IOM’s migrant training and pre-departure orientation programmes).

In Portugal, all children and minors between the ages of 6 and 18 have access to education regardless of their status under the law of the host country, enjoying the same rights as minors legally residing in the national territory. If the foreign child has already attended an educational institution in his/her country of origin, there is the possibility of obtaining equivalences by submitting, among others, a qualifications certificated translated into Portuguese and authenticated by the Consulate or Embassy of the country of origin in Portugal, by the Portuguese Consulate or Embassy in that country or by the Hague Apostille.

The Portuguese educational system is divided into three main levels: basic, secondary and higher education; attending the first two levels is mandatory, while the third is optional. After the age of 15, i.e., after the completion of basic education, there is a broader educational offer, allowing students to choose between different options for their professional careers. For this purpose, the system offers flexible educational paths that adjust to different circumstances and profiles, namely Education and Training Courses, Vocational Courses, Learning Courses, Specialized Artistic Education and Technological Specialization. Education and Training Courses allow completing compulsory education, i.e., secondary education, opening possibilities for entering the labour market thanks to a qualified higher-education training. In turn, Vocational Courses have a strong and straightforward practical component related to professional aspects, and also allow completing secondary education. However, they are suitable for students who, having completed the 9<sup>th</sup> grade, look for an education focused on the labour market, which allows them to gain experience throughout the three years of duration of the course. Learning Courses allow obtaining academic and vocational certification, privileging the entry into the labour market through a denser training, in a business environment, but also allowing the student to apply for a higher education course upon their completion. Requirements to attend these courses are: age between 14 and 24, and having successfully completed the 9<sup>th</sup> grade or higher, except for the 12<sup>th</sup> grade. In terms of Specialized and Artistic Education, students can choose one of three areas - Visual and Audiovisual Arts, Dance or Music. An inclination to the arts, the demand for a type of education that allows developing artistic skills and the goal of pursuing a higher education in these areas are characteristics that define the profile of the students who attend this type of courses. It should be noted that these courses also allow completing secondary education. Finally, there are also Technological Specialization Courses, which comprise post-secondary training courses that do not grant a University degree but prepare the student for a scientific or technological specialization in a specific training area. The requirements for admission are: having completed a secondary or legally equivalent course; having completed a level 4 qualification, according to the 'Quadro Nacional de Qualificações' (QNQ) (National Qualifications Framework); having successfully passed all the subjects of the 10<sup>th</sup> and 11<sup>th</sup> grades, being enrolled in

the 12<sup>th</sup> grade of a secondary education or legally equivalent qualification course without having completed it; being the holder of a technological specialization diploma (or a higher education degree or diploma) and wishing to attend vocational retraining . <sup>15</sup>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: ☑
Organisational approach of your government	☑
Description of the implementation in practice and authorities/actors involved	☑
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	☑

#### Vocational education and training

Q9. In relation to vocational education and training<sup>16</sup>, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

Please refer to the answer above.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: ☑
Organisational approach of your government	☑
Description of the implementation in practice and authorities/actors involved	☑
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	☑

#### Procedures for the recognition of qualifications

<sup>15</sup> This information is available at <http://www.acm.gov.pt/-/em-que-consiste-a-oferta-de-formacao-profissional-para-juven-1>.

<sup>16</sup> Vocational education and training aims at equipping people with knowledge, know-how, skills and/or competences required in particular occupations or more broadly on the labour market.

Q10. In relation to procedures for the identification and recognition of qualifications, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

The recognition of qualifications and competences is one of the components considered in the integration of foreign citizens into the labour market, and it is aimed at ensuring their financial inclusion and autonomy, also allowing them to develop medium-/long-term plans to structure their lives.

Decree-Law no. 341/2007, of 12 October, regulates and establishes a new framework for the recognition of foreign academic degrees that are similar in terms of level, objectives and nature to the bachelor's, master's and doctoral degrees granted by the Portuguese public higher education institutions, granting their holders all the rights associated with the academic degrees in question.

For the recognition of a doctoral degree, applicants are required to register with a Portuguese public University of their choice or at the Directorate General for Higher Education; for the recognition of master's or bachelor's degrees, applicants must register with a Portuguese public University or at a Portuguese public Polytechnic Institute of their choice, or at the Directorate General for Higher Education. The application for registration for each degree must be submitted together with the following documents: the original diploma or document issued by the competent authorities of the foreign higher education institution, which unequivocally certifies the previous granting of a degree; the original or an authenticated copy, issued by the competent authorities of the foreign higher education institution, of the document that proves the final grade obtained; for master's and doctoral degrees, a copy (in paper or digital media) of the dissertation/thesis and the translation of its title page (when the documents are written in a language other than Spanish, French, English or Italian). The registration must be completed within one month of the delivery of the required documentation.

The submission of the dissertation/thesis must comply with a series of standards: the CD or DVD must be properly packed in a suitable case and identified; the paper copy must be bound and no loose or stapled sheets will be accepted. The registration is made using the proper form for that purpose, and there is also the possibility of resorting to a legal representative (with power of attorney); the associated cost is 26.70€.

At the legislative level, we should highlight, in addition to the above mentioned Decree-Law no. 341/2007 of 12 October, Ordinance no. 29/2008 of 10 January, regarding the approval of the regulation for the Registration of Diplomas under the previous Decree-Law, the generic deliberations

of the Commission for the Recognition of Foreign Degrees, which set out the list of academic degrees that can be registered. Subsequently, applicants can request the competent authorities for a grade to be granted.<sup>17</sup>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	<input checked="" type="checkbox"/>
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	<input checked="" type="checkbox"/>

### Counselling services

*NB: please provide information on the types of counselling that the target groups are entitled to in order to specifically support them to access employment. This could include counselling for trauma as well as other specific problems relating to their status as refugees / beneficiaries of international / humanitarian protection where this may present a barrier, but could also include counselling to assist in job readiness preparation and support.*

Q11. In relation to counselling services, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.*

The range of services provided to foreign citizens includes legal advice. For that purpose, there are several offices specialized in different areas, whose goals are to provide information, advice and support to immigrants. The 'Gabinete de Apoio ao Imigrante Sobreendividado' (GAIS) (Over-Indebted Immigrant Support Office) assists and follows banks customers who are facing risk of default in what regards obligations deriving from credit agreements or who have entered into a negotiation process with the credit institution, in addition to providing support related to other measures applicable to

<sup>17</sup> This information is available at <http://www.dges.mctes.pt/DGES/pt/Reconhecimento/NARICENIC/Reconhecimento+Acad%C3%A9mico/Reconhecimen+to+de+Qualifica%C3%A7%C3%B5es+Estrangeiras/>.

events of default, provided for in specific legislation.

The 'Gabinete de Apoio Social' (GAS) (Social Support Office) is responsible for providing support to foreign citizens who, for different reasons, are facing less favourable socioeconomic circumstances, trying to find the most appropriate response considering the situation in question. In this regard, we highlight the close connection between this office and several associations and NGOs, namely Santa Casa da Misericórdia, Instituto da Segurança Social, Centro Padre Alves Correia, Aide Medicale Internationale (AMI), Médecins du Monde, the International Organisation for Migration (IOM), among others.

The 'Gabinete de Apoio ao Reagrupamento Familiar' (GARF) (Family Reunification Support Office) is responsible for providing aid to foreign citizens who wish to bring their relatives together, providing legal information about the granting of residence permits, family reunification, scheduling requests and information for the SEF and the Consulates.

The 'Gabinete de Apoio ao Imigrante Consumidor' (GAIC) (Immigrant Consumer Support Office) is responsible for providing assistance and information regarding basic public services (water, electricity and communications), warranties on consumer goods, tax-related issues, social welfare and legal aid.

The office that is more specifically focused on this component, without prejudice to the capabilities of the above mentioned offices, is the 'Gabinete de Apoio Jurídico ao Imigrante' (GAJI) (Immigrant Legal Support Office), which provides legal support to all foreign citizens who need it, while simultaneously providing information, referral and mediation services in areas as different as Immigration, Nationality, Labour, Social Welfare, Access to the Law and the Courts. Despite the range of areas it covers, GAJI can take no effective action in cases that require the intervention of a Court or are already being handled by one.<sup>18</sup>

We should also highlight the role played by the SEF's Contact Centre when it comes to promoting the welcoming and integration of migrant communities, together with civil society, by allocating sociocultural mediators fluent in different languages.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	

<sup>18</sup> This information is available at <http://www.acm.gov.pt/-/cna-i-porto>.

Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	<input checked="" type="checkbox"/>

#### Access to housing

Q12. In relation to access to housing<sup>19</sup>, please describe whether refugees, beneficiaries of subsidiary and humanitarian protection are entitled to receive help from the government with regard to access to housing, and how it is implemented in practice. Please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

With regards to housing, and considering its relevance as a factor for social inclusion and integration, the 'Gabinete de Apoio à Habitação' (GAH) (Housing Support Office) is mainly responsible for providing useful and practical information about housing-related issues, being focused on two different dimensions: the social one and the one related to the real-estate market. The first dimension involves a liaison with several entities, such as city councils and the 'Instituto da Habitação e da Reabilitação Urbana' (IHRU) (Institute of Housing and Urban Renewal), while the second dimension combines information about issues like the purchase and sale of properties, lease contracts and horizontal property.

We should also highlight that this office has witnessed an increase in the number of appointments, which were mostly related to requests for information about social housing.<sup>20</sup>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	

<sup>19</sup> Support measures for access to housing include those measures that facilitate finding accommodation for those who cannot find it themselves. This could include social housing, state funded housing in the private sector, provision of financial resources to access housing etc.

<sup>20</sup> This information is available at <http://www.acm.gov.pt/-/cna-lisboa>.

Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	

Guaranteed minimum resources

Q13. In relation to guaranteed minimum resources<sup>21</sup>, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

*When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed*

<p>In properly identified situations of severe economic deprivation, the State grants the 'Rendimento Social de Inserção' (RSI) (Income Support Allowance), a social protection measure created to support the poorest individuals and families. It consists of an insertion agreement, aimed at contributing to their social and professional integration, and a cash allowance whose purpose is to meet their basic needs. In order to benefit from the RSI, foreign citizens must conclude and sign an Insertion Agreement that stipulates a series of rights and duties with a view to their social and professional integration.</p> <p>In order to benefit from this support, the foreign citizen must meet the following requirements: being a legal resident in Portugal (citizens of the European Union, the European Economic Area and Third Countries with an Agreement on Free Movement in the EU must be legally residing in the country for at least one year; citizens from other countries must be legally residing in the country for at least three years, except for children under the age of three); being in a situation of severe economic deprivation; sign and comply with the Insertion Agreement; being 18 years of age or older, except if pregnant, married and/or in an unmarried partnership for at least two years, being the legal guardian of disabled minors who are exclusively dependent on the household, having a personal income of over 70% of the amount of the RSI; being registered at the local Employment Centre, if unemployed and able to work; authorise the Social Security services to access all the necessary data for an assessment of their socioeconomic situation; not being remanded in custody or serving a term of imprisonment in jail; not being institutionalized in facilities financed by the State; if the applicant</p>
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<sup>21</sup> Refers to benefits provided to people with insufficient resources. It includes support for destitute and vulnerable persons to help alleviate poverty or assist in difficult situations (Source: ESSPROS Manual, 2008 Edition, Eurostat).

has chosen to become unemployed (not dismissed with just cause), they may only apply for the RSI one year after the date on which the employment ended.

In order to benefit from this support, the applicant must submit a request at the Social Security assistance services. The RSI can be accumulated with old-age pension, invalidity pension, widow's pension, orphan's pension, dependent person's supplement, senior citizen pension supplement, rent subsidy, disability allowance, constant attendance allowance, allowance for attending a special educational institution, child benefit, pre-natal allowance, parenthood and adoption allowance, sickness allowance and unemployment allowance.

There are no pre-defined fixed amounts for this support, as it varies according to the composition of the household and any changes in income.

The allowance is paid on a monthly basis and its amount corresponds to the difference between the amount of the RSI, calculated according to the composition and income of the household (or the person, in case he/she lives alone). The support will be provided over 12 months, but it can be renewed two months before the end of that period, if the applicant submits a request for that purpose.<sup>22</sup>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	<input checked="" type="checkbox"/>
Description of the implementation in practice and authorities/actors involved	
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	
Description of obstacles (if any)	
Identification of good practices (if any)	<input checked="" type="checkbox"/>

## Section 4: Labour market participation

*This section will provide an overview as to what extent refugees, beneficiaries of subsidiary and humanitarian protection are able to successfully secure employment in the different Member States. It will map the sector/industries and the type of work mostly secured by beneficiaries.*

Q35. Please complete the table below concerning the number of refugees, beneficiaries of subsidiary and humanitarian protection that are employed/unemployed/inactive. Please provide

<sup>22</sup> This information is available at <http://saldopositivo.cgd.pt/rendimento-social-de-insercao-como-funciona/2/> e <http://www.seg-social.pt/rendimento-social-de-insercao> .

the stock: i.e. the total number on 31 December of every year. If the exact data are not available, an indicative percentage or number can be provided in *Italic*.

Table 3 Statistics on labour market participation

	Refugees					Beneficiaries of subsidiary protection					Beneficiaries of humanitarian protection				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Total number granted protection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number employed (including self-employment)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number overqualified in their position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number unemployed <sup>23</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number of inactive persons <sup>24</sup>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

N/A - Not available

Q36. Drawing on available research on employment/unemployment (or if not available, indications from relevant stakeholders) please indicate the sector/industry and the type of work which beneficiaries mainly successfully secure jobs in in your Member State. Please provide several examples and make sure to indicate in your answer whether refugees, beneficiaries of subsidiary and humanitarian protection are often overqualified in their position and provide, if possible, evidence

*Briefly describe*

<sup>23</sup> Also referred to as job-seekers in certain Member States.

<sup>24</sup> "Inactive persons" are those who are not in the labour force so are neither classified as employed nor as unemployed. This category therefore does not include job-seekers. (Source: Eurostat)

## Section 5: Conclusions

*This Section will outline the main findings of the Study and present conclusions as to what extent refugees, beneficiaries of subsidiary and humanitarian protection can access employment and employment-related support measures, identifying good practices, including the availability of tailored support. It will also draw conclusions on the extent to which there are differences in treatment between refugees and beneficiaries of subsidiary and humanitarian protection.*

Q37. Please summarise your Member State's policy on access to employment, indicating any practical obstacles for the target group of this Study (refugees, beneficiaries of subsidiary and humanitarian protection)

*Describe*

Q38. Please summarise your Member State's policy on facilitating labour market integration, reviewing to what extent employment-related support measures can and are being accessed by refugees and beneficiaries of subsidiary and humanitarian protection and to what extent they facilitate their access to the labour market.

*Describe*

Q39. Please summarise your Member State's policy on the availability of *tailored* support measures to access the labour market that are available to refugees and beneficiaries of subsidiary and humanitarian protection as opposed to legally residing third-country nationals in general

*Describe*

Q40. Please summarise if and to what extent differences exist with regard to labour market access between:

- Refugees, beneficiaries of subsidiary and humanitarian protection on the one hand and third-country nationals legally residing in your Member State territory on the other hand
- Refugees, beneficiaries of subsidiary protection and beneficiaries of humanitarian protection

In terms of access to the labour market, there are no differences between the different statutes.

Q41. Please summarise what you consider to be good practices (if any) in the provision of labour market integration support measures in your national context.

In the Portuguese case, and in terms of labour market integration policies, we should highlight the homogeneity in terms of access and the equal treatment between foreign and national citizens. Therefore, no distinction is made between beneficiaries of refugee or subsidiary protection status and national citizens. In fact, the Portuguese policy advocates full integration<sup>7</sup> and its best practices are internationally recognized (MIPEX IV).

## Section 6: Additional information to ensure comparability

This section aims to collect additional detailed information that complements your answers as provided in previous sections, in order to ensure comparability. It includes tables on:

- ★ conditions to access the labour market
- ★ Eligibility for employment-related support measures for different categories of refugees, beneficiaries of subsidiary and humanitarian protection
- ★ Authorities responsible for the provision of employment-related support measures
- ★ Conditions to access employment-related support measures
- ★ Statistics on access to employment-related support measures

Q42. With reference to Section 1 (Q3), please complete the following table on conditions to access the labour market by indicating yes/no to clarify if the condition applies, and, where appropriate, please briefly describe

Table 4 Conditions to access the labour market

<b>Conditions/restrictions</b>	<b>Applies to all TCNs in: 1) legislation? 2) practice?</b>	<b>Applies to Refugees in: 1) legislation? 2) practice?</b>	<b>Applies to beneficiaries of subsidiary protection in: 1) legislation? 2) practice?</b>	<b>Applies to persons granted humanitarian protection in: 1) legislation? 2) practice?</b>	<b>Comments</b>
Possession of a residence permit	Yes	Yes	Yes	-	
Possession of a work permit	Not applicable	Not applicable	Not applicable	-	
Do restrictions in time apply? (Duration)	No	No	No	-	
Do restrictions to a specific employer apply?	No	No	No	-	
Do restrictions to a specific employment sector apply?	No	No	No	-	
Is preference to be given to nationals and EU citizens (in general or in relation to specific jobs, if so which?)	-	-	-	-	
Other? (add rows if applicable)					

Q43. With reference to Section 3, please complete the following table on the eligibility of refugees, beneficiaries of subsidiary and humanitarian protection to employment-related support measures. Indicate if they are eligible to access the support measure with yes/no

Table 5 Eligibility for employment-related support measures for the categories of refugees, beneficiaries of subsidiary and humanitarian protection<sup>25</sup>

	Refugee	Beneficiaries of subsidiary protection	Persons granted humanitarian status	Comments
Education <sup>26</sup>	Yes	Yes	-	
Language courses	Yes	Yes	-	
Orientation courses	Yes	Yes	-	
Vocational education and training	Yes	Yes	-	
Counselling	Yes	Yes	-	
Recognition of qualifications	Yes	Yes	-	
Guaranteed minimum resources	Yes	Yes	-	
Housing support/access to social housing	Yes	Yes	-	
Other (add rows if necessary)				

<sup>25</sup> This means access to all beneficiaries under the protection status.

<sup>26</sup> Education as described under Q8: education with a specific focus on access to education that has a **direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on education more generally. The focus is on education for those of employment age that might lead towards employment.

Q 44. With reference to Section 3, please complete the table below setting out the authorities responsible for the provision of employment-related support measures to refugees, beneficiaries of subsidiary and humanitarian protection

Table 6 Authorities responsible (executive and financial) for the provision of employment-related support measures<sup>27</sup>

<b>Employment-related support measure</b>	<b>Authority that carries executive responsibility</b>	<b>Authority that carries financial responsibility</b>	<b>Comments</b>
Education			
Language courses			
Orientation courses			
Vocational education and training			
Counselling			
Recognition of qualifications			
Guaranteed minimum resources			
Housing			
Other			

<sup>27</sup> Please specify the authorities/organisations/institutions responsible. This can also include NGO's. Note however that the table and the Study in general focus on government-related support measures, i.e. how the government organises itself to provide the support. NGO's/third parties can be involved if outsourced by the government.

Q45. With reference to Section 3, please complete the table below on conditions to access employment-related support measures for refugees and beneficiaries of subsidiary and humanitarian protection. Please indicate if the conditions apply by answering with yes/no. Please also clarify if the conditions apply to: i) all TCNs legally residing on your Member State's territory ("all TCNs"); ii) all beneficiaries of international/humanitarian protection ("all ben"); or iii) specifically to refugees ("Ref"), beneficiaries of subsidiary protection ("SP"), beneficiaries of humanitarian protection ("HP")

Table 7 Conditions to access employment-related support measures

	Education	Language courses	Orientation courses	Vocational education and training	Counselling	Recognition of qualifications	Guaranteed minimum resources	Housing	Comments*
Having a residence permit	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Having a work permit	N\a	N\a	N\a	N\a					
Having identity documents	No								
Having a domicile	No								
Language competency	No								
Specific qualifications/diplomas required	No								
Sufficient financial resources	No								
Eligibility for loans	No								
Etc. (add rows if applicable)									

\* Please also indicate if conditions equally apply to all beneficiaries of international/humanitarian protection, all third-country nationals, nationals of the MS.

Q46. With reference to Section 3, please complete the table below concerning statistics on access to employment-related support measures

Table 8 Statistics in relation to accessing employment-related support measures

	Refugees, beneficiaries of subsidiary protection and humanitarian protection					Please specify to which groups the figures refer to
	2010	2011	2012	2013	2014	
Total number of beneficiaries accessing education						
Total number accessing language courses						
Total number accessing orientation courses						
Total number accessing vocational education and training						
Total number making use of procedures for the recognition of qualifications						
Total number provided minimum guaranteed resources						
Total number accessing counselling services						
Total number accessing housing						

