PARTICIPATING STATE: ARMENIA

A. Integration

These objectives are associated with 5 groups of tasks:

1. The first group incorporates socio-economic tasks, such as provision of housing accommodation for refugees, improvement of their social and living conditions, enhancement of their access to social services, ensuring their employment, improvement of their living standards, etc.

2. The second group incorporates legal and political tasks, including in particular development of national laws and regulations for protection of rights and interests of refugees, provision of political state guarantees for their implementation, etc.

3. The third group covers tasks of cultural and intellectual nature, namely provision of preconditions for study of the Armenian language and access to high quality education, for full use of cultural and spiritual assets, for familiarisation with common customs and traditions of the Armenian society.

4. The fourth group includes moral and psychological tasks, such as rehabilitation after stressful experiences of forced resettlement, overcoming feelings of alienation and solitude in new unfamiliar environments, establishment of new social contacts, etc.

5. Finally, the fifth group includes tasks associated with individual mentality patterns of refugees, who fear that in the case of acquiring Armenian citizenship they might be immediately forgotten by the state and may be deprived of attention and assistance of international organisations.

Main reference documents include: RA Law on Refugees and Asylum, RA Law of 2001 on refugees' rights for free

1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group.
privatisation of their rooms in hostels, RA Law of 2002 that recognised refugees property rights to flats in houses built at the expense of the international community. In 2004, the Armenian Government approved the Program for Provision of Housing to Particularly Needy Families of Refugees, while in 2011 the Government approved the Action Plan for Implementation of the Concept of the State Migration Management Policy in RA for 2012-2016.

Main authorities in charge: the Migration Service of the RA Territorial Management Ministry, ministries of labour and social issues, education and science, public health, social services and - generally - all governmental agencies to a greater or lesser extent.

<table>
<thead>
<tr>
<th>2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?</th>
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<tbody>
<tr>
<td>No, specific integration policies are not applied, all the above categories are covered by the same common policy.</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, we actively cooperate with the Armenian Red Cross, with Mission of Armenia NGO, with UNHCR, as well as with local and regional authorities.</td>
</tr>
<tr>
<td>4. What are the main challenges faced for effective integration of refugees and migrants in your country?</td>
</tr>
</tbody>
</table>

| B. Internal displacement | N/A |

**PARTICIPATING STATE: AZERBAIJAN**

| A. Integration |

| 1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group | One of the main priorities of the State Migration Service is to facilitate the adaptation of migrants and refugees to local situations. This is done in close cooperation with other relevant public agencies such as Ministry of Internal Affairs, Ministry of Labour and Social Protection of the Population and Ministry of Foreign Affairs. These agencies have established close cooperation with relevant international organizations and institutions like IOM, UNHCR, OSCE, ILO and EU.

The fourth component of the EU Twinning project aimed at the capacity building of the State Migration Service of Azerbaijan carried out with partners from Latvia, Netherlands and Romania since early 2013 envisages improvement of public relations and awareness-raising, which is very |
relevant to the integration of migrants.

The State Migration Service operates a web-site and Hot-line telephone service in three languages (Azerbaijani, English and Russian) which inter alia serves to facilitation of integration of migrants to the host community.

The main reference documents in this area are the following:
- Migration Code, which entered into force on 1 August 2013;
- Law on Status of Refugees and Internally Displaced Persons of 21 May 1999;
- Rules of Examination of Application for the Status of Refugee endorsed on 13 November 2000;
- Conception of the State Policy on Migration Management of 13 July 2004;

1. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?

Joint Commission comprising the representatives of the State Migration Service, Ministry of Justice and Ministry of Education established by the Presidential Decree of 8 July 2013 ensures the examination of the foreigners’ knowledge of their rights and duties and the Azerbaijani language which are the prerequisites of their integration into the host society. Azerbaijan does not practise subsidiary protection, however, those who apply for such a protection to the UNHCR and are recognised by the latter as eligible for such a protection, are not deported
2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?

Joint Commission comprising the representatives of the State Migration Service, Ministry of Justice and Ministry of Education established by the Presidential Decree of 8 July 2013 ensures the examination of the foreigners’ knowledge of their rights and duties and the Azerbaijani language which are the prerequisites of their integration into the host society. Azerbaijan does not practise subsidiary protection, however, those who apply for such a protection to the UNHCR and are recognised by the latter as eligible for such a protection, are not deported from Azerbaijan.

3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

According to Article 77.1 of the Migration Code, measures on the integration of foreigners and stateless persons temporary residing in Azerbaijan are carried out in accordance with their will and this coordinated by the State Migration Service which can cooperate with international and non-governmental organisations to this end. Though there is no structured form of cooperation with civil society etc., the State Migration Service holds regular meetings with NGOs which advocate migrants’ rights. Such meetings serve as a good opportunity for exchanging of views on migrant and refugee related issues, including integration. Not least due to such meetings, the number of illegal migrants decreased and many of them were legalised.

4. What are the main challenges faced for effective integration of refugees and migrants in your country?

Given the fact that most of the asylum seekers coming to Azerbaijan are from Afghanistan, Iran and Pakistan, they do not have much difficulty in integrating into the host society due to the similarity of religious views and customs. Moreover, all foreigners and stateless persons residing in
Azerbaijan can apply to the Training Centre of the State Migration Service to learn the Azerbaijani language, history, culture, as well as their rights and duties under the Azerbaijani legislation.

<table>
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<tr>
<th>B. Internal displacement</th>
<th>The total number internally displaced persons in Azerbaijan is approximately 700,000. This number is one of the highest per capita IDP rate in the world. Internally displaced persons in the country are mainly emerged as a result of the conflict between Azerbaijan and Armenia. During early years of displacement, large majority of the internally displaced persons lived in extreme conditions in 12 tent camps, 16 “Finnish” style settlements constructed with prefabricated apartments, farms, dugouts and in shelters by highways, cargo carriages on railways, public buildings, dormitories, education facilities and kindergartens, sanatoriums, boarding houses, recreational and tourism facilities, half-finished construction sites, with their relatives and other facilities that lacked basic conditions and sanitary requirements for living. These people have been provided with temporary shelters in more than 1600 settlements in 62 cities of the country. The Government of Azerbaijan has been taken continuous measures to improve the living conditions of IDPs. In 2007 the Government of Azerbaijan succeeded to eliminate the last IDP camp in the country (12 camps in total) at the expense of resources of the State Oil Fund. 82</th>
</tr>
</thead>
<tbody>
<tr>
<td>5. How many people, with a recognized status as an IDP, have found a durable solution to his/her displacement in your country? Please also outline the tools and programs for this assistance.</td>
<td>The total number internally displaced persons in Azerbaijan is approximately 700,000. This number is one of the highest per capita IDP rate in the world. Internally displaced persons in the country are mainly emerged as a result of the conflict between Azerbaijan and Armenia. During early years of displacement, large majority of the internally displaced persons lived in extreme conditions in 12 tent camps, 16 “Finnish” style settlements constructed with prefabricated apartments, farms, dugouts and in shelters by highways, cargo carriages on railways, public buildings, dormitories, education facilities and kindergartens, sanatoriums, boarding houses, recreational and tourism facilities, half-finished construction sites, with their relatives and other facilities that lacked basic conditions and sanitary requirements for living. These people have been provided with temporary shelters in more than 1600 settlements in 62 cities of the country. The Government of Azerbaijan has been taken continuous measures to improve the living conditions of IDPs. In 2007 the Government of Azerbaijan succeeded to eliminate the last IDP camp in the country (12 camps in total) at the expense of resources of the State Oil Fund. 82</td>
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</table>
modern settlements with the area of 2 million square meters with all necessary socio-technical infrastructures have been constructed in 2001-2013. As a result of taken measures 33000 families or 159,200 persons have been improved.

<table>
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<tr>
<th>6. Please briefly outline the main legal and operational tools of your government for recognizing and assisting vulnerable populations and people living in protracted displacement?</th>
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<tbody>
<tr>
<td>A comprehensive legislative framework has been established in accordance with the international norms for solution of social problems faced by internally displaced persons in Azerbaijan: 55 Decrees and Orders were adopted by the President of the country; 248 Decisions and Orders adopted by the Cabinet of Ministers; and 23 laws were adopted by the Parliament, including the “Law on the Status of Refugees and internally displaced (persons displaced within the territory of the country) persons” and the “Law on social protection of internally displaced persons and persons equated to them”, provide additional rights and concessions to the IDPs in comparison with other citizens of the country. These people can buy flats and houses in the territory of the country which does not deprive them from IDP status. The internally displaced persons getting paid education at state high and secondary schools are free from education payments. All internally displaced persons have the right to use medical services free of charge at public medical facilities. The internally displaced persons who worked at the institutions financed from the budget before the displacement (11000 persons) continue to receive their monthly average salary.</td>
</tr>
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</table>
The State Committee on Affairs of Refugees and Internally Displaced Persons was established in 1998 to ensure efficiency and centralize the government’s initiatives on resolving social problems faced by the refugees and internally displaced persons in the country.

Respective departments of the Cabinet of Ministers, State Committee for Affairs of Refugees and IDPs, Social Development Fund of IDPs and city/district executive authorities are the primary bodies dealing with problems of IDPs.

In line with Governmental institutions, the relevant international and humanitarian organizations also play a great role in assisting IDPs. In general refugees and IDPs received 4,3 billion manats humanitarian aid in 1993-2013. 2 billions of this amount was allocated from state budget, 1,5 billion manats from State Oil Fund and 0,8 billion manats from the budget of the international humanitarian organizations.

Despite the enormous efforts made by the Government the total solution of IDP problems is not still possible. Approximately 400 000 IDPs still live in difficult conditions in old houses unsuitable for living, such as public buildings, dormitories and other types of temporary accommodation.

There is a great need for creating employment places, production enterprises, widening microcredit projects, supporting youth and conducting vocational and other types of trainings in the new settlements.

| 7. What stakeholders are engaged in supporting the legal status and living conditions for internally displaced people in your country? |
| Respective departments of the Cabinet of Ministers, State Committee for Affairs of Refugees and IDPs, Social Development Fund of IDPs and city/district executive authorities are the primary bodies dealing with problems of IDPs. |

| 8. What are the main difficulties in effectively implementing the socio-economic rights of internally displaced persons, such as conditions of work, access to public service, healthcare and the right to education? |
| Despite the enormous efforts made by the Government the total solution of IDP problems is not still possible. Approximately 400 000 IDPs still live in difficult conditions in old houses unsuitable for living, such as public buildings, dormitories and other types of temporary accommodation. |
| There is a great need for creating employment places, production enterprises, widening microcredit projects, supporting youth and conducting vocational and other types of trainings in the new settlements. |
One million refugees and IDPs is a huge burden for the Azerbaijan’s economy. The Government of Azerbaijan considers that durable solution for the problems of IDPs in Azerbaijan can only be achieved through the liberation of the occupied territories of Azerbaijan and return of IDPs to their homes.

<table>
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<tr>
<th>PARTICIPATING STATE: CZECH REPUBLIC</th>
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<tr>
<td><strong>A. Integration</strong></td>
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**Objectives**

Integration of immigrants in the Czech Republic is seen as a two-way process of mutual accommodation between migrants and the receiving societies. Four main integration priorities of the Czech Republic also reflect main challenges (language, economic self-sufficiency of immigrants, orientation in the host society, relations between immigrants and majority society).

The task of the Czech integration policy is to create the right conditions for immigrants for their incorporation into society and to assist them, to encourage and support their active participation, to guarantee upholding their rights, protection against discrimination and other negative phenomena, to create conditions for peaceful coexistence in society in the context of a wider war on xenophobia, racism and discrimination. Integration demands from the immigrants a sense of individual, personal responsibility, self initiative and a will to join in with society, knowledge of his/her rights and compliance with obligations and respect for the values of the receiving country as a sovereign state and the European Union. 

1. Please give a brief overview of the main objectives your country’s policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group.
Integration policy reacted to changes in the migration situation and newly focused on systematic monitoring and assessment of the situation and status of immigrants in the Czech Republic as material for enhancing the quality of the content and distribution of integration measures.

Greater emphasis was put on implementation of integration measures in places with high concentrations of immigrants, on cooperation with regional and local public administration and on broadening the spectrum of bodies supporting integration, and their mutual cooperation and sharing of experiences. Measures for increasing the efficacy of integration measures as well as the range of information concerning immigrants and for immigrants were greatly reinforced. Integration measures began to be addressed not only to those immigrants living or just arrived in the Czech Republic legally, but also to those who are looking for information before their departure. Integration policy focused particularly on the integration of immigrant children and youths.

Reference documents

The Policy for the Integration of Foreigners was adopted by Czech Government in December 2000. It was based on the Principles of Policy for the Integration of Foreigners within the Territory of the Czech Republic adopted by in 1999 on the intrastate legal arrangement regarding the position of foreigners in particular areas of their integration and on international documents applicable in the given area.¹ The last Updated Policy for Integration of Immigrants – Living Together – and

¹ Czech Government Resolution No. 689 of 7 July 1999.
Proposal for Further Steps in the Year 2011 was adopted by Czech Government in 2011. Document highlights mainly provision of information for immigrants before departure, welcome courses after arrival and integration on regional and local level.

**Key integration material** “The Policy for Integration of Immigrants in a current year and proposals for further procedure in the subsequent year” is prepared for approval by the Government of the Czech Republic each year.

**Main authority**

The coordination role in implementing the Policy for the Integration of Foreigners was transferred from the Ministry of Labour and Social Affairs to the **Ministry of the Interior** in 2008. Ministry of the Interior is also responsible for integration of refugees.
responsible Refugee Facilities Administration. Under this education there are 400 free lessons of the Czech language. The aim is to reach level B1 according to the Common European Framework of Reference for Languages. The programme is financed from the state budget and ERF.

Provision of Accommodation - Municipalities and other owners of flats are subsidised to provide accommodation for recognised refugees in flats designated for recognised refugees (so-called integration flats). In order to provide accommodation to recognised refugees the Ministry of the Interior cooperated with municipalities, regions and NGOs. In its Resolution the Government recommended to Heads of Regions to provide accommodation to recognised refugees according to percentage quotas for individual regions.

Assistance in Competing in the Labour Market - Job applicants who are beneficiaries of international protection were included, on an ongoing basis, in requalifying programmes (mainly PC literacy). Further, the offer of an individual action plan was provided on an ongoing basis. The aim of this instrument is in particular active cooperation with beneficiaries of international protection with a relevant labour office when seeking a job, which should enhance his/her chances in the labour market. The Ministry of Labour and Social Affairs is a responsible party for meeting tasks in this area.

From 2014 onwards, the same integration assistance will be offered to all beneficiaries of international protection in accordance with the national and European legislation.
3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

The foreigners’ integration policy is understood as an integral part of the legal migration policy and it must respond to the development of migration. Henceforth, the integration policy is focused not only on supporting the integration of legally residing foreigners into society but especially on the prevention of possible problems within immigration communities and their relationships with the majority. All the integration policy activities aim at trying to avoid the creation of closed immigrant communities, social isolation and the social exclusion of foreigners.

The basic target group of integration of foreigners is a group of third-country nationals (i.e. non-EU Citizen) legally residing within the territory of the Czech Republic, who are not applicants for international protection neither recognized refugees. In exceptional cases, this target group can include also nationals of EU member states. Specific measures of the State integration programme apply to the integration of recognized refugees.

The Policy for the Integration of Foreigners relies from the very start on the involvement of a number of ministries (Ministry of the Interior, Ministry of Labour and Social Affairs, Ministry of Education, Youth and Sports, Ministry of Industry and Trade, Ministry of Health, Ministry for Local Development, Ministry of Culture) as well as other partners (regions, non-governmental non-profit organizations including foreigners’ organizations, social partners, etc.). Ministry of the Interior has an overall control of the coordination of the integration policy.

Activity of municipalities, regions and non-governmental non-profit organizations is essential. Integration is a process coming into fruition in the areas of the foreigners’ residence or work activities, i.e. on the regional and local levels. At the same time,
municipalities and regions play an important role in providing central bodies of the state administration with feedback as regards the functioning of the integration policy, the situation and the position of immigrants in a given territory and the problems that need to be solved in the process of the foreigners’ integration. From the standpoint of efficient functioning of integration, the involvement of the local level in the creation and realization of the policy for the integration of foreigners is indispensable.

The Ministry of the Interior initiated the implementation of so called “emergency projects” providing comprehensive integration measurements in order to solve the critical situation in certain cities with a significant number of foreign workers. Such projects, implemented by the municipal governments, are responding to uncontrolled problems resulting from a sharp increase in the number of immigrants, dismissals of foreign workers, the creation of closed communities and growing tensions between foreigners and locals.

The efforts of the Ministry of the Interior to transfer specific measures concerning integration to the level of the regions are reflected in its support of the establishment of regional Integration Support Centres for Foreigners (Integration Centres) partially funded by means of the European Fund for the Integration of Third-country Nationals (EIF). The Integration Centres are disseminated in 12 out of the 14 regions in the Czech Republic. The Centres serve as information centres for foreigners and a tool for the setup and realization of the integration policies in the regions. The Centres, in close collaboration with the regional government and NGOs, primarily aim at providing advisory services for foreigners, language courses and other
precautionary activities, permanent monitoring of the situation and support the development of civil society.

NGOs play an irreplaceable role in the area of the integration of foreigners. The Policy for the Integration of Foreigners provides the framework for supporting such organizations in their establishment, activity and development and creates conditions for their active participation in the integration of foreigners. The activities of NGOs in the area of supporting the integration of foreigners are sponsored from the state budget funds (subsidies from ministries), from the EIF and other EU or EEC funds.

<table>
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<tr>
<th>4. What are the main challenges faced for effective integration of refugees and migrants in your country?</th>
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</table>
| Progress has been made in a range of areas relating to integration of immigrants, integration measures have contributed to an improvement of the status of immigrants and of interaction, but nevertheless a range of problems still remains to be solved and new ones are appearing. Challenges include:

- Knowledge of the Czech language and access to education. (In some groups of immigrants the knowledge of Czech is at a very low level.)
- Foreigner awareness and their orientation in society. (Minimal awareness of the conditions of everyday life in the Czech Republic, often distorted by unrealistic expectations and disinformation supplied by various entities involved in arranging work.).
- Foreigners’ access to healthcare. (Unlike citizens of European Union countries and their family members who have the same access to public |
health insurance as Czech citizens, access to healthcare for third country citizens is in some cases limited.)

Mutual coexistence between communities. (The Czech Republic is a country with almost a zero level of conflict between the foreigner community and the domestic population. The migration reality of the last few years nevertheless brings with it a risk of certain side effects such as xenophobia, racism, extremism or other expressions of negative attitudes of individuals or groups towards foreigners. Crimes with racial undertones are isolated, but in some areas with higher concentrations of foreigners, negative attitudes of the majority population towards foreigners have been registered.)

Coordination of integration policy implementation. (One obstacle to effective implementation of the Policy for Integration of Immigrants could be insufficiently clearly formulated determination by the departments of involved institutions to address questions of foreigners’ integration. The individual ministries generally rely on the initiative of the ministry commissioned with its coordination (the Ministry of the Interior) and do not always take responsibility for the integration policy of their own department.)

Integration on a regional and local level. (A condition for successful integration is active involvement at a regional and local level, i.e. the environment where mutual coexistence and integration of immigrants into society actually takes place. It remains a question as to whether the local governments manage to build on
this impulse for developing a long-term integration policy of their own.)

- Non-government organizations and civil society. (The problem remains that immigrants tend to be concentrated in large cities (mainly in Prague). Therefore, some regions exist where as yet not one non-governmental, non-profit organisation is in operation which could address the matter of immigrants.)
- Future of funding of immigrant integration in the Czech Republic.

### PARTICIPATING STATE: CROATIA

#### A. Integration

1. Please give a brief overview of the main objectives your country’s policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group.


   Main documents: Asylum Act and Foreigners Act

2. Does your country make use

   Croatian integration policy is especially
of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?

<table>
<thead>
<tr>
<th>3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.</th>
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<tbody>
<tr>
<td>For successful integration in our country there is cooperation between government and nongovernment institutions like Ministry of science, education and sport, Ministry of social policy and youth, Ministry of health, Ministry of the Interior, UNHCR, Croatian Red Cross, Croatian Law Center, Center for peace studies, local authorities.</td>
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<tr>
<th>4. What are the main challenges faced for effective integration of refugees and migrants in your country?</th>
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</table>
| The main problems are Croatian course and employment. 

Ministry of science, education and sport is responsible for Croatian course. They are working on new program and organization of Croatian course for last two years and meanwhile there did not organize course. 

The other problem is employment but that is a current problem of whole Croatian society. Extra problem for refugees are that they are mostly low skill workers. |

<table>
<thead>
<tr>
<th>B. Internal displacement</th>
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<tr>
<td>N/A</td>
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### PARTICIPATING STATE:
### CYPRUS

<table>
<thead>
<tr>
<th>A. Integration</th>
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<tbody>
<tr>
<td>As regards national policies to promote integration of migrants into Cyprus host society, including holders of international and humanitarian protection status and asylum seekers, the Council of the Ministers had adopted in 2010 the National Action Plan on integration of migrants legally residing in Cyprus 2010 – 2012 (NAPITCNLRC). The NAPITCNLRC 2010-2012 had been prepared by the Special Committee of Experts on Integration after prior involvement of relevant governmental and non-governmental authorities, the social partners, the local authorities and NGOs. In 2011, the Council of Ministers has adopted a subsequent Decision appointing an Advisory Committee vested with the power to monitor and assess the relevant national policies. Both the Special Experts’ Committee and the Advisory Committee consist of representatives of the relevant Ministries (Interior, Labour and Social Insurance, Education and Culture, Health), the Office of the Ombudsman, the local authorities, the social partners and relevant NGOs. By the end of 2012 the implementation of the NAPITCNLRC 2010-2012 has been completed. The Council of Ministers has decided in February 2013 to make a thorough assessment of the Action Plan and initiate at the same time the preparation of an updated version covering the years 2013, 2014, 2015, with the active participation of the relevant governmental authorities and the engagement of the social partners and the civil society. It consisted of 8 Priority Pillars with specific</td>
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</table>

1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group |
objectives and specific actions for their implementation, as well as time tables, competent services of implementation and financing sources of the actions. These pillars include information, employment and training, education and language learning, health, housing and social protection, civics and participation.

In general, policies implemented are based on the relevant European Directives on discrimination, family reunification, students, researchers and long-term residents, the «Common Basic Principles for Integration» approved by the European Ministers of Justice and Home Affairs, during the Dutch EU Presidency on 19 November 2004, the “Common Agenda for Integration», the European Integration Fund and the European Refugees Fund 2008-2013, the Stockholm Programme 2010-2014 [Chap. 6.1.5 on Integration in Council Document No 17024/09 of 02.12.2009] and the European Pact on Immigration and Asylum.

Integration policies intended for holders of international protection status are primarily pursued through actions co-funded under the national European Refugee Fund programmes. These include Greek Language programmes, orientation and vocational training programmes, as well as a series of awareness raising and information campaigns targeted at the local communities.

2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?

Please see above.
3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

| B. Internal displacement | N/A |

Both the Special Experts’ Committee and the Advisory Committee consist of representatives of the relevant Ministries, the Office of the Ombudsman, the local authorities, as well as the social partners, the Trade Unions and the Employers and relevant NGOs. These stakeholders maintain an important role in the implementation of actions included in the action plan. They are also consulted prior to the preparation of each relevant annual programme of the European Solidarity Funds in both their past and future structure presently under discussion.

4. What are the main challenges faced for effective integration of refugees and migrants in your country?

Through our experience with integration programmes targeted at refugees, the main challenges faced are (a) the continuation of the programmes on a regular basis under the same terms and (b) the ability of the target group to participate to the programmes through all their duration. In a more general context, a core challenge is to engage the local population, sensitize media and public opinion and constructively activate in the process social partners, the civil society and the local authorities, as well as to engage migrants themselves.
**A. Integration**

The focus areas of integration policy include e.g. fostering a sense of solidarity and belonging to society among immigrants, along with two-way integration, supporting immigrant families and promoting the employment of adult immigrants, particularly by developing the teaching of Finnish and Swedish.

In addition, the integration policy emphasises the integration of immigrants as municipal residents and the smooth and controlled direction of people under international protection towards municipalities, as well as good cooperation between the state and municipalities. Inclusion of civil society in integration efforts is also an important foundation of integration policy.

1. **Administration and actors of integration**

   **Ministry of Employment and the Economy**

   *The Ministry of Employment and the Economy* plans and develops immigrant integration and is responsible for the management of integration issues in Finland. The ministry is also responsible for monitoring ethnic relations and different aspects of integration.

   **Other actors**

   *The ELY Centres* are responsible for regional immigration and integration issues. The ELY Centres support municipalities in the preparation and
implementation of integration programmes and make agreements with municipalities on the allocation of citizens under international protection. ELY Centres also provide the Employment and Economic Development Offices (TE Offices) with guidance regarding immigration and integration issues.

**Municipalities** have general and coordination responsibility for the development, planning and monitoring of immigrant integration at local level. Within their area, the municipalities are responsible for creating, implementing and developing an integration programme, as well as monitoring the realisation of the programme and its effects.

**The TE Offices** have the main responsibility for integrating immigrants who have registered as jobseekers. Together with the ELY Centres, the TE Offices are responsible for organising employment services promoting and supporting integration, literacy education and basic education for immigrants who have registered as jobseekers.

In addition, many **NGOs** provide services of various kinds for promoting integration and give immigrants guidance and counselling related to integration.

**The Ministry of Social Affairs and Health's** mandate covers issues related to the basic security, welfare and health of immigrants living in Finland.

**The Ministry of Education and Culture's** mandate covers development of the education of immigrants at different levels, and immigrants' culture, sports, youth services and religion-related issues.

2. **Legislation and policy guidelines**

Immigrant integration in Finland as a
concept became established as part of national legislation in 1999, when the Integration Act (493/1999) came into effect, making Finland one of the first countries to adopt comprehensive legislation concerning the integration and inclusion of immigrants. The fundamental aims of the Act included immigrant equality of participation in Finnish societal activity and to recognize the key actors in the undertaking of successful integration to be immigrants themselves, municipalities, Employment Offices, and non-governmental organizations.


The scope of application of the Act was extended to cover all immigrants bearing a valid residence permit or whose right of residence has been registered in Finland. Thus new immigrants to Finland receive initially basic information on Finnish society, rights and obligations upon being issued a residence permit. In addition, immigrants receive information on the integration system and other relevant services, and are entitled to an initial assessment in which their needs for language training or an integration plan is reviewed.

Integration Plans are meant to act on a case-by-case basis, in which the needs of the individual are taken into account in the development of a personalized plan for successful integration as defined by the aforementioned Act. The personal Integration Plan’s implementation is to
cover at most three years, keeping in the mind the aim to speed up integration and employment and make integration measures more responsive to the client.

The Government Integration Programme

In accordance with the Act on the Promotion of Integration the Government must decide on the national development of integration by preparing a programme for its term of office. The Government Resolution on the Government Integration Programme was adopted for the first time in June 2012 for the period 2012–2015. The Government Integration programme is an extensive and concrete action plan, taking the needs of the immigrant population into account through mainstreaming in all policy sectors. Through integration programme, the planning, implementation and monitoring of integration measures are being enhanced at national level.

The overall objective of the Government Resolution prepared based on the Government Integration Programme is to support participation by immigrants, interaction between different population groups and good ethnic relations. Particular focus areas include promoting the employment of immigrants and support for immigrant children, young people, families and women.

The Government Resolution includes integration objectives and measures on the following themes:

1) Focus areas of communal integration
2) Supporting the integration of families through basic services
3) Immigrants in the labour market
4) Foreign students as a resource
5) Placement in a municipality for all people under international protection
6) Funding for the Government Integration Programme's implementation

3. Monitoring of Integration

The Ministry of Employment and the Economy is responsible for monitoring ethnic relations and different aspects of integration. The monitoring system consists of indicators describing the living conditions of immigrants, the immigrant barometer and service surveys directed at municipalities and Employment and Economic Development Offices.

An overall review is drawn up based on information gathered from the various sections of the monitoring system, in order to evaluate the status of ethnic relations and the different aspects of integration. An overall review is published every four years.

2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?

The scope of application of the Integration Act has been extended to cover all immigrants residing in Finland. However, the persons eligible for measures to promote integration are defined specifically for each measure.

The need for measures and services promoting the integration and employment of immigrants is preliminarily evaluated in an initial assessment, which is begun either by the municipality or the Employment and Economic Development Office. Immigrants are also offered basic information on Finnish society, and the possibility of obtaining support in their integration.

According to the objectives of the Government Integration Programme the directing and placement of people under international protection into municipalities will be quick and flexible, with smooth access into the sphere of initial stage
### Integration Measures

Integration measures (initial assessment, preparation of the integration plan and access to measures), in every case within the time limits specified in the Act on the Promotion of Integration.

### Capital Region Letter of Intent for the Years 2013–2015

The Government Programme’s target of reducing unemployment among foreign nationals by half by 2015 forms the basis of the letter of intent. In the letter of intent, the parties (The state, the cities of Helsinki, Espoo and Vantaa, entrepreneurs in the capital region and the Helsinki Region Chamber of Commerce) commit to developing services that promote the integration of immigrants. The aim is to bring immigrants more rapidly within the sphere of integration training, work trials, or other labour market services. Immigrants are also assisted in finding work and encouraged to become entrepreneurs.

The new letter of intent seeks more effective enhancement of the connections between immigrants and the private sector, in order to boost employment and support entrepreneurship. For this reason, measures will be carried out in close cooperation with the Regional Organisations of Enterprises in Espoo, Helsinki and Vantaa and Helsinki Region Chamber of Commerce.

### 3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

As is often noted in immigration and integration-related discourse in Finland, unemployment rates between immigrants and Finns exhibit a sizable disparity, with the immigrant unemployment rate sitting at three times that of Finns (22.7% at the end of February, 2012). This is of course an obstacle to successful integration and individual and/or family wellbeing, and

| 4. What are the main challenges faced for effective integration of refugees and migrants in your country? | As is often noted in immigration and integration-related discourse in Finland, unemployment rates between immigrants and Finns exhibit a sizable disparity, with the immigrant unemployment rate sitting at three times that of Finns (22.7% at the end of February, 2012). This is of course an obstacle to successful integration and individual and/or family wellbeing, and |
stable, gainful employment continues to be regarded as essential for successful integration.

The Ministry of Employment and the Economy released a report in 2012 on the state of discrimination in the Finnish labour market in recruitment, workplace harassment or bullying and termination. In the study’s look at discrimination of foreign residents in Finland, a Europe-wide study was cited to show that while the 2009 European average stood at 38%, among Finnish respondents 52% presumed that ‘ethnic origin/skin colour’ would have an effect in an employer’s recruitment decision. Conclusions stemming from the report’s field experiment also suggest part of integration and successful entry into the Finnish labour market may be staggered by discrimination. Currently there are continuing initiatives to aid in foreign residents’ employment in Finland, including AFRO3 Project, which is in its third stage and aims, through education, awareness and positive special treatment to facilitate more people of immigrant background into careers in public administration to curb further discrimination and promote intercultural dialogue.

| B. Internal displacement | N/A |
## PARTICIPATING STATE:
### GEORGIA

### A. Integration

<table>
<thead>
<tr>
<th>1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Since 2010, main body, in charge of overall management of migration policy in Georgia is State Commission on Migration Issues. Several activities have been carried out by different state entities for ensuring the implementation of components important for the integration of aliens, with the special accent on documentation; health care; language courses and other directions. Each of the above mentioned issues are coordinated by relevant state authority member to the SCMI.</td>
</tr>
<tr>
<td>Bearing in mind the raising importance of reintegration of returned migrants and developing labor market opportunities, on 25 February, 2011, under Commission on Migration Issues SCMI the guidance of the Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (MRA) has set up a thematic Working Group (WG) on Consolidation of Reintegration Issues, composed of - the Ministry of Justice (MoJ), Ministry of Education and Science, Ministry of Labor, Health and Social Affairs, Ministry of Economy and Sustainable Development, Ministry of Agriculture, Office of the State Minister for Diaspora Issues. The WG coordinates an ongoing projects aiming at reintegration of returning migrants.</td>
</tr>
<tr>
<td>For the purpose of Georgian Legislation of refugees being in compliance with the international standards of an asylum system certain legal amendments were made in the sphere of protection of refugee rights in Georgia in the last years.</td>
</tr>
<tr>
<td>Given that the Georgian Law “On Refugees” was not fully in compliance with</td>
</tr>
</tbody>
</table>
the Geneva Convention “On Refugee Status” the relevant draft law with International Standards and Convention “On Refugee and Humanitarian Statuses” was prepared. The above-mentioned law was adopted by the Georgian Parliament on December 6, 2011.

The law is in agreement with the international standards. Fundamental human rights such as non-refoulment and family reunification principle, access to the court, etc. are observed

<table>
<thead>
<tr>
<th>2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?</th>
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</thead>
<tbody>
<tr>
<td>As from 2009, our Ministry in collaboration with Public Service Development Agency (former Civil Registry Agency) of the Ministry of Justice and, through the financial support of the United Nations High Commissioner for Refugees, non-governmental organization “Legal Development and Consultations Group”, has been implementing the project within the framework of which about 600 refugees were granted Georgian citizenship. By the relevant institutions there have been elaborated draft amendments to the organic “Law on Georgian Citizenship”. The draft envisages enhanced procedures for naturalization of refugee status holders. The draft will be finalized within next week and be presented to the parliament of Georgia for the adoption. In case of final approval, the above mentioned amendment will be a step forward on the way to better integration of refugees in Georgia.</td>
</tr>
<tr>
<td>In 2006-2010 funding income-generating projects was implemented for the purpose of facilitating naturalization of refugees, particularly: In 2006-2008 the Norwegian Refugee Council implemented 48 income-generating projects with the amount of GEL 350 226. In 2009-2010 through the non-governmental organization “Kakheti Regional Development Foundation” and with the financial support of UNHCR 214</td>
</tr>
<tr>
<td>Question</td>
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<tr>
<td>-------------------------------------------------------------------------</td>
</tr>
<tr>
<td>3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.</td>
</tr>
<tr>
<td>4. What are the main challenges faced for effective integration of refugees and migrants in your country?</td>
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</table>
### B. Internal displacement

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
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</table>
| 5. How many people, with a recognized status as an IDP, have found a durable solution to his/her displacement in your country? Please also outline the tools and programs for this assistance. | **The Law of Georgia on Internally Displaced Persons from the Occupied Territories of Georgia – adopted in 1996 – is in need of considerable improvement of the whole spectrum of legal issues and adequate reflection of IDPs situation in the context of their rights. The current law also requires improvement in terms of legal structure and legal technique.**  
  
  The draft law aims to put in place legal mechanisms which would ensure protection of citizens and first aid in case of forcible displacement, protection of IDPs rights during the whole period of displacement. The document also more accurately reflects today’s realities, state policy towards IDPs and action plan which would also address challenges before the country.  
  
  A notable shift from humanitarian and emergency aid to development-oriented programs is in progress. The Government, in cooperation with international donors and partner NGOs (EU, UNDP, UNHCR, USAID, DRC, World Vision, etc.), has been assisting IDP families to become more self-reliant and economically sustainable, by providing support in cultivation and planting on the land plots allocated by the State, providing small grants and facilitating small enterprise development. |
| 6. Please briefly outline the main legal and operational tools of your government for recognizing and assisting vulnerable populations and people living in protracted displacement? | **For making the process of housing allocation transparent for IDPs and other stakeholders, the guiding principles, criteria and procedures of Durable Housing Solution to IDPs was developed within the MRA. The document establishes guiding principles, criteria and procedures for DHS arrangements approved by Action Plan for the Implementation of the State Strategy on IDPs 2012-2014 adopted by Georgian Government on 13th June, 2012. The** |
criteria are based on Law of Georgia, UN guiding principles about forced displacement, State Strategy on IDPs approved by GoG in 2007 and Action Plan for implementation of the State Strategy on IDPs 2012-2014 adopted by the GoG on 13th June, 2012. The criteria are founded on the principles of voluntary and informed decision, family unity, special protection of those under age left without families or a guardian/caregiver, adequate accommodation, access to documentation and public services, publicity and transparency.

<table>
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<tr>
<th>7. What stakeholders are engaged in supporting the legal status and living conditions for internally displaced people in your country?</th>
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<tbody>
<tr>
<td>Recently the MRA provided 2000 apartments to 480 IDP families; also the rehabilitation work was carried out in 15 apartment blocks for 425 IDP families (1300 IDP individuals). Also, the MRA received 32 buildings form the Ministry of Economy for rehabilitation to accommodate IDPs in Tbilisi, Rustavi, Kutaisi, Akhaltsikhe, Zugdidi, Martvili, Poti, Makhinjauri etc. These constructions add up to the planned housing provision by the government of Georgia, which allocated 243 000² meters for the construction works in Tbilisi and at this stage the design works are being implemented.</td>
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<thead>
<tr>
<th>8. What are the main difficulties in effectively implementing the socio-economic rights of internally displaced persons, such as conditions of work, access to public service, healthcare and the right to education?</th>
</tr>
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<tbody>
<tr>
<td>For the purpose of providing IDPs with comprehensive support which will help them to realize themselves and become active members of society, special attention will be given to psychological rehabilitation of IDPs. Also, special programs were worked out with the aim to provide internally displaced children with psychological support, educational activities, and trainings in order to support their rehabilitation process. Apart from this, psychological rehabilitation will be provided to IDP women, among them, the victims of gender based and domestic violence in order to avoid various types of post traumatic psycho-emotional complications and the problem of</td>
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</table>
PARTICIPATING STATE: HUNGARY

A. Integration

<table>
<thead>
<tr>
<th>1. Please give a brief overview of the main objectives your country’s policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hungary currently does not have a specific strategic document or action plan in force on migrant integration, but the Migration Strategy for 2014-2020 adopted by the Government early October includes a chapter on integration, furthermore the document envisages the creation of an individual integration strategy. The migrant integration system of Hungary consists of many actors. In the government the Ministry of Interior is responsible for the elaboration and coordination of migration, asylum and integration policies and supervises the work of the Office of Immigration and Nationality. The Department of European Cooperation in the ministry is also responsible for the professional tasks related to the European Integration Fund, the European Refugee Fund and the European Return Fund which are part of the European Commission’s Framework Programme on Solidarity and Management of Migration Flows. The Department carries out the tasks of the European Migration Network as well. Other ministries are also active in the complex field of migrant integration, the Ministry of Human Resources is responsible for social policy and policies for social inclusion, the Ministry of National Economy is responsible for labour and employment policies, etc. As integration takes place at the local level, the role of local governments, educational, health, social</td>
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</table>
institutions are crucial. Beside them several non-governmental organizations and actors of the private sector - providing non-profit services as well - play a key role in migrant integration. Integration projects for migrants are mainly operated by NGO-s and educational institutions often with EU and/or national financial support. The Office of Immigration and Nationality has an outstanding role in integration of refugees. Unaccompanied minors are included in the child protection system.

Hungary follows the soft law of the EU regarding migrant integration. Binding instruments in Hungary are not typical in this topic. The Migration Strategy of Hungary for 2014-2020 contains the main guidelines. Act LXXX of 2007 on asylum introduced the integration contract for beneficiaries of international protection to be applied from January 2014. Acquiring the citizenship is generally the highest level of integration. Act LV of 1993 on Hungarian citizenship describes the conditions and process of naturalisation, the Act provides preferential rules for refugees, for stateless persons and for children.

2. **Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?**

The possibility of an integration contract for refugees and for beneficiaries of international protection will be available from 1 January 2014. The elaboration of the implementation rules is still in progress. According to the currently available information the asylum authority will enter into an integration contract that forms the basis of tailor-made services upon the needs of the individual. The asylum authority (Office of Immigration and Nationality) will monitor the accomplishment of the duties.
3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

Hungary does not have a permanent, structured form of cooperation with other stakeholders in the field of integration. Instead the authority responsible for migration and integration - which is the Ministry of Interior - uses the tool of social consultation in case of relevant questions in policy making and when elaborating the annual national plans for the European Integration Fund and the European Refugee Fund. The Migration Strategy also envisages the consultation of policy makers with other stakeholders when forming and implementing the planned Integration Strategy.

Other type of cooperation between the Ministry of Interior and the integration service providers is the project based cooperation of the European Integration Fund and the European Refugee Fund. The Ministry provides the co-financing (25%) for the organisations implementing the projects awarded. NGO-s, actors of the private sector, central and local government bodies and religious organisations, academic institutions, etc. can apply for project support.

4. What are the main challenges faced for effective integration of refugees and migrants in your country?

The tools for integration are fragmented in the Hungarian legislation and practice, rights and benefits can be found in asylum/migration legislation, legislation on social benefits, education, etc. The development of a specific Integration Strategy envisaged in the Migration Strategy for 2014-20 would ensure a more coordinated approach and more targeted and effective measures helping the integration of migrants and beneficiaries of international protection.

In many cases migrants and beneficiaries of international protection would use the same integration services at the same service providers. Since a significant part of the service providers finance their
integration services with the support of the European Integration Fund and the European Refugee Fund it is hard for them to treat separately the target groups of their services, which is a requirement of the Funds. The new Asylum and Migration Fund that would provide financial support between 2014 and 2020 will facilitate the harmonisation of the services, the clients and the financial issues.

Another challenge is the attitude of the host society, the Hungarian population towards the migrants. According to the latest surveys the xenophobia decreased compared to the last year, but it is still an issue. The Migration Strategy envisages the more targeted use of information campaigns, development of communication of migration-specific information in the future.

Housing beneficiaries of international protection is also a challenge. Beneficiaries of international protection usually live in the reception centre serving as pre-integration facility. This solution may lead to hospitalisation. With the introduction of the integration contract, tailor-made tools could be used to provide assistance and enable beneficiaries of international protection to become self-reliant.

The new system established the possibility of a more effective follow-up in the way that the asylum authority could maintain the connection with the foreigner through the family assistance service and could follow the changes in the social circumstances of the person.

Beneficiaries of international protection take part in pre-integration programs and language lessons (520 hours), for legal migrants NGO-s and language schools provide some free language courses. Persons belonging to vulnerable groups, in particular unaccompanied minors deserve
special attention. Unaccompanied minors are accommodated and provided assistance in child care facilities until they come of age. This period could be prolonged (“after-care”) until the person reaches 25 years of age.

| B. Internal displacement | Hungary as a safe country doesn’t apply the method of internal displacement and the category of IDP-s in its territory. |

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**PARTICIPATING STATE:**

**LATVIA**

**A. Integration**

The **main authority** responsible for the coordination of integration policy of migrants and refugees is the Ministry of Culture of Latvia.

The **main documents** on Latvia’s policy for the integration of migrants and refugees are:

- “Asylum Law” (adopted 30 June 2009) and regulations deriving from Law:
  - Cabinet Regulation No.174 “Procedures for the Provision of a Minor Asylum Seeker with Opportunities for Acquiring Education” (adopted 23 February 2010);
  - Cabinet Regulation No.74 “Procedures for Reunification of Families of Refugees or Persons Having Acquired Alternative Status or Temporary Protection in the Republic of Latvia” (adopted 26 January 2010);
  - Cabinet Regulation No.23 “Regulations Regarding Allowances for a Refugee and a Person who has been Granted Alternative Status” (adopted 12 January 2010);

1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group

The main tasks and measures outlined in the Guidelines for integration of migrants, refugees and persons with alternative status are following:

**Task:**
Creation of a national-level coordinating system in order to support immigrant participation.

**Measures:**

- The National Integration Center for support of immigrant participation, including access to the information necessary for participation (website, information materials, counseling);

- National level Advisory Council with participation of immigrants and representatives of their organizations;

- Regular review of legal arrangements and development of legislation required in order to ensure fundamental rights of third-country nationals (employment, education, health care, social support and other issues);

- Measures to encourage integration of refugees and persons with subsidiary protection. There are supporting measures for integration of refugees and persons with alternative status implemented including the opportunity to learn the Latvian language, access to education improved and support for solution of health care and social issues provided.

**Task:**
Inclusion of persons who are marginalized due to the poverty and geographical
isolation into society.

Measures:

- Support measures for the groups of population subdued to the social exclusion risks, for accessibility and provision of social services and health care services.

Task:
Regular educational and awareness raising measures on migration and integration of third-country nationals for different target groups of society, including awareness raising measures with the participation of immigrants and measures for the representatives of the media.

Task:
To ensure learning of the Latvian language and to develop a language learning system for different target groups, including the development of innovative teaching methods and elaboration of methodology and training materials.

Measures:
- To motivate schools with the Latvian language as language of instruction to admit children of national minorities and third country nationals (new immigrants), and support additional training programmes in Latvian for children who do not have Latvian as their native language (a variety of methods, such as teachers’ assistants);

- Establishing of the Latvian language learning system for those who wish to immigrate to Latvia (pre-and post-immigration), also determining the immigrants’ joint responsibility.

Integration in the labour market
Regarding the integration in the labour market under the provisions of “Support for Unemployed Persons and Persons Seeking Employment Law” (adopted 9 May 2002) third country nationals have the right to receive a support for unemployed persons, persons seeking employment and persons subject to the risk of unemployment.

Third country nationals have the same rights to participate in employment measures (for example vocational training, re-qualification, qualification improvement and non-formal training) as country nationals. When implementing active employment measures and preventative measures for unemployment reduction, different treatment due to the gender, race and ethnic origin of a person is prohibited. Employment measures are organized by State Employment Agency (SEA).

Third country nationals without Latvian language skills are first involved in the Latvian language courses so after the participation in language courses they are able to participate in other active and/or preventive employment measures (career counseling, vocational guidance etc.).

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<thead>
<tr>
<th>2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?</th>
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<tbody>
<tr>
<td>Currently there are no specific integration policies for refugees and persons granted subsidiary and humanitarian protection. However integration measures for beneficiaries of international protection are implemented under overall integration policy. To this effect there are several activities (established in Guidelines) implemented - support measures for integration of refugees and persons with subsidiary protection, including the opportunity to learn the Latvian language, improved access to education, support for health care and social support. Specific measures for beneficiaries of international protection will be</td>
</tr>
</tbody>
</table>
3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

Under task established in Guidelines on April 5, 2013 the Ministry of Culture set up an Advisory Council for the Integration of third-country nationals (hereinafter – Council). The main goal of the Council is to promote discussion and cooperation between institutions responsible for third-country nationals (including persons on international protection) integration, to encourage participation of these persons as well as their representative NGOs in the field of the integration policy making.


There are two councils working on society integration issues along with the local government structures in Ventspils and Jelgava. Along with the third-country nationals’ issues these institutions provide support for ethnic minorities and ensure the link between local government structures, NGOs and the representatives of ethnic minorities.

Responsible authority for organizing employment measures - State Employment Agency - co-operates with the state and
local government institutions, non-government organizations, as well as civil society. As concerns cooperation with business community employers can receive subsidies for employment of nationals of other Member States and third countries under the same conditions that they can for country nationals. Subsidies are provided for Subsidized and sheltered employment for groups at risk of social exclusion (persons with disabilities and long-term unemployed) for employment of unemployed persons at workplaces co-financed by the State in order to help the unemployed persons comprehend the requirements of the labour market, to promote integration into society and settlement in permanent work of the target group of unemployed persons.

4. What are the main challenges faced for effective integration of refugees and migrants in your country?

The main challenges are:

- The lack of systematic interaction between newcomers and their ethnic NGOs (which are represented in Latvia). The authority responsible for the coordination of integration policy of migrants and refugees believes that in future the involvement of the ethnic organizations of migrants’ origin (Arabic Culture center, Afro Latvian Association, etc.) will have very important role in the refugee integration process. Especially, at the beginning of their stay in Latvia. These organizations can provide basic support in the socialization process of migrants into the new communities and the use of local networking to provide certain social benefits, for example – job, housing, more education possibilities etc.

- More should be done in providing the information about the responsibilities, rights, social benefits, language and integration courses, etc. to immigrants before entering in Latvia. The main
challenges for successful integration especially for integration in labour market are language barrier and cultural differences.

- The larger and more effective educational and awareness raising information campaigns and courses on migration and integration of third-country nationals for different target groups of society should be delivered. The local society is not prepared to receive large numbers of immigrants and to build rational and productive cooperation with them in everyday life.

| B. Internal displacement | Not applicable, there is no such category of persons in Latvia |

### PARTICIPATING STATE: LITHUANIA

#### A. Integration

1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group

   The working group convened by the Government is preparing Migration Policy Guidelines, which aim - to identify the main migration policy objectives and principles and to define the main trends in the development of migration policy. These Guidelines will cover the main issues of migration policy: emigration and return migration (re-emigration), immigration, integration of migrants, international protection (asylum), the fight against illegal migration and other. Migration Policy Guidelines will solve the issue of coordinating institution of the integration of third-country nationals and migrant integration strategy (or action plan).

   **Legal basis:**

   1. The Law of the Republic of Lithuania


The following institutions are partially involved in integration processes:

Ministry of Social Security and Labour coordinates and supervises the Lithuanian State’s support for integration of foreigners granted asylum in the Republic of Lithuania; analyzes integration-related social processes and develops proposals for the improvement of legislation in order to ensure the effective provision of support for integration.

Department of Supervision of Social Services under the Ministry of Social Security and Labour assesses and analyzes integration processes of foreigners granted asylum, organizes research of these processes and plans the state budget to support the need for integration, submits proposals to the Ministry of Social Security and Labour of the state budget to support the integration and development of the legal acts, informs the society about the
foreigners granted asylum in order to prevent their isolation, xenophobia and promote tolerance.

*The Refugees Reception Centre* (further the Centre) is a budgetary institution for the temporary stay, providing the social services, designed for the organizing and the implementing of the social integration of the foreigners granted asylum, to accommodate temporary the unaccompanied minors during the processing of the application for asylum in the Republic of Lithuania. The establisher of the Centre is the Ministry of Social Security and Labour of the Republic of Lithuania. The Centre obtained the additional function – to organize and to implement the social integration of the foreigners granted asylum in the Republic of Lithuania in the municipalities.

Social integration of the foreigners granted asylum in Lithuania - is the process when:

- the beneficiaries of international and subsidiary protection are provided with the opportunities to support themselves and to participate in society as well as other members of society. Lithuania provides the following support: temporary accommodation, education, social security and health care and assist in the scope of employment and improvement of the qualification, inform the society about the foreigners granted asylum in order to prevent their isolation, xenophobia and promote tolerance in society.

Both categories receive state support, in accordance with the Order No A1-238 of the Minister of Social Security and Labour of October 21, 2004 “Relating to the Approval of the Description of the Support of the State of Lithuania for the Order of the Integration for The Foreigners Granted Asylum in the Republic of Lithuania”
<table>
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<tr>
<th>3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.</th>
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<tbody>
<tr>
<td>Raising public awareness about the foreigners who have been granted asylum, in order to prevent their isolation and xenophobia in society and promote tolerance.</td>
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<tr>
<th>4. What are the main challenges faced for effective integration of refugees and migrants in your country?</th>
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<tbody>
<tr>
<td>The unwillingness of foreigners granted asylum to integrate into the Lithuanian society. Lithuania is often chosen as a transit zone in which they linger a short time.</td>
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<tr>
<th>B. Internal displacement</th>
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<tr>
<td>N/A</td>
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</table>
### A. Integration

The National Strategy in the Migration and Asylum Domain (2011-2020), approved through the Government Decision no. 655 of 8 September 2011 set the main objectives to be achieved in the integration domain, namely:

1. Drafting of the national legal framework on social integration of foreigners
2. Ensuring through continuous and long-term policies efficient processes of mutual accommodation among all foreigners (migrants, beneficiaries of a form of protection, stateless persons) and inhabitants of the Republic of Moldova
3. Supporting active participation of foreigners with legal residence status in the Republic of Moldova to the economic, social and cultural life of the country, respecting the right of foreigners to own cultural identity.
4. Raising awareness of public persons, civil society, foreigners themselves in importance and need to support the integration process.

Furthermore, the Government approved an Action Plan for the years (2011-2015) regarding implementation of the National Strategy in the Migration and Asylum Domain (2011-2020) – Government Decision no. 1009 of 26 December 2011, which detailed the actions that should be undertaken by state authorities in certain time frameworks, being emphasized the involvement and cooperation with local authorities and civil society.

With a view to implement national strategies and in the context of visa facilitation regime with EU, on 27 December 2011 was adopted the Law no.
274 on integration of foreigners in the Republic of Moldova, which entered into force on 1 July 2012. The law set the responsibilities of main authorities regarding integration and delegated the coordinating role of integration process in the country to the Bureau of Migration and Asylum.

In the context of the Republic of Moldova, according to the Law, the **Integration** is seen as the process of active participation of foreigners who have obtained a form of protection or a right to reside in the Republic of Moldova in the economic, social and cultural life of Moldovan society, by which means they are empowered to contribute and realize their full potential as members of this society, realize their rights and fulfill their obligations without discrimination or social exclusion for their own benefit and the benefit of the state.

According to the new Law certain categories of foreigners have access to integration activities provided for by the state, namely:

- foreigners holding temporary residence permit for family reunification/labour purposes/studies/humanitarian and religious activities
- foreigners holding the permanent resident permit
- persons to whom the stateless status was recognized in the Republic of Moldova (Law 200)
- beneficiaries of one of the form of protection: refugee status, humanitarian protection, political asylum
- foreigners holding temporary residence permit for family reunification/labour purposes/studies/humanitarian and religious activities
- foreigners holding the permanent resident permit
- persons to whom the stateless status was recognized in the Republic of Moldova (according to the Law on the regime of foreigners)
-beneficiaries of one of the form of protection: refugee status, humanitarian protection, political asylum.

The main integration activities provided for by the Law are:
- socio-cultural adaptation sessions, organized by the Ministry of Culture jointly with the Bureau of Migration;
- state language training courses organized by the Ministry of Education;
- information and counseling on how to access labour market, medical services and social protection measures and guidance/professional training services to facilitate the economic integration in conjunction with the capabilities and needs of the labour market in the Republic of Moldova provided for by the National Employment Agency.

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<tr>
<th>2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?</th>
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<tr>
<td>In case of beneficiaries of a form of protection, besides the integration activities, the state offers the possibility to be included in integration programs, after the form of protection was granted in the Republic of Moldova. The program represents a set of measures and activities necessary to facilitate the social integration of these persons, conducted through the cooperation of the public authorities at central and local level and non-governmental sector. During the integration program which can last from 6 months up to 1 year the person participates in integration activities and can benefit from free of charge accommodation within the Accommodation Center of the Migration Bureau. According to the Law on integration the beneficiary of protection has the right to apply for inclusion in an integration program within the period of 30 days after the form of protection was granted.</td>
</tr>
</tbody>
</table>
3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

The cooperation with civil society is on the agenda of the Government. Involvement of NGOs in state’s activities is included practically in all national strategies, including on migration. Before the Law on integration was adopted the Bureau of Migration and Asylum concluded already agreements with international organizations and NGOs in order to undertake certain activities relating to integration. At the same time jointly with civil society the Bureau participated in integration projects developed by UNHCR in Moldova (Local integration project in Moldova, Belarus and Ukraine, Regional Protection Program in Moldova, Belarus and Ukraine) or with NGO “Save the Children” under Aeneas Program participating financially at the implementation.

The new Law on integration provides for collaboration and partnership between public and local authorities and NGO with the possibility of creating networks to facilitate the integration of foreigners, including delegating and outsourcing to NGOs for certain activities.

4. What are the main challenges faced for effective integration of refugees and migrants in your country?

The main challenge refer to attracting foreigners in integration activities and raise the level of trust and collaboration having as its ultimate goal the development of Moldavian society. Additionally, as the integration is something new, involvement of local authorities and promotion of a single policy through collaboration is considered to be a priority.

| B. Internal displacement | N/A |
### A. Integration

The Dutch law on civic integration (Wet inburgering) obliges most immigrants who are not citizens of EU, Switzerland, Turkey or the European Economic Area countries, to learn the Dutch language and pass a civic integration exam within three years of their arrival to the Netherlands. Newcomers whose integration obligation dates from 1 January 2013 are responsible for their own integration procedure.

The overview of the main objectives of the Dutch integration policy is published in an Integration Agenda of February 2013. The main policy effort is put forward in three lines of action:

1. Participating and being self-reliant
2. Setting limits and educating
3. Contact with others and interiorisation of values.

The plan is based on following objectives:

- The long-term objective is that immigrants should participate proportionally in key central institutions such as labour market, education and housing. This overall goal was broken down into several specific objectives, for example:
  - The factual overrepresentation of immigrants in the unemployment figures should be reduced until it is proportional to their share in the labour force;
  - The factual underrepresentation in higher forms of education should be corrected by increasing their participation.
2. **Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?**

The Netherlands distinguishes two groups of refugees: resettled refugees (up to 500 people per year) and the asylum seekers who come to the Netherlands independently. The first group follows in a refugee camp abroad a short integration program. The program prepares the refugees for their arrival in the Netherlands and their settlement in a Dutch municipality. After having moved to the Netherlands, a house in one of the Dutch municipalities is granted to the refugee. Through the municipality social support is being offered. The social support is usually carried out by

- The relative position of immigrants to comparable groups in society is used to define the short-term or intermediate goals. This means for example that comparisons are made within education levels (unemployment rates of low-skilled immigrants are compared to the unemployment rate of low-skilled Dutch citizens), or in more general terms, it means that the analysis will be controlled for background variables that help determine the outcome.

The ministry of Social Affairs and Employment is responsible for the development of the integration policy.
the organization Dutch Refugee Council. At the same time the invited refugees have the responsibility to organize their civic integration.

The asylum seekers who come to the Netherlands independently, are usually housed in a reception facility of the COA. If a residence permit is granted to them, they are eligible for a short course on the Dutch language and knowledge about the Dutch society. If in process of time a house is assigned to them, they also become eligible for social support and they have the obligation to organize their own civic integration.

For purpose of their civic integration the refugees from both groups are entitled to a social loan. They can apply for the loan at DUO (Dienst Uitvoering Onderwijs). The refugees who pass the civic integration exam do not have to pay the loan back.

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<thead>
<tr>
<th>3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.</th>
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</table>

There are different forms of cooperation in The Netherlands, for instance there are verbal agreements (thus not legally established) between the government, the municipalities and the Dutch Refugee Council around the implementation of social support for people who were granted the asylum. Employers often provide language lessons in companies. Moreover, on the national and local level there are many programs on integration such as personal guidance of people who were granted asylum by volunteers (“language buddies”) and support with integration to work (job coaches).
4. What are the main challenges faced for effective integration of refugees and migrants in your country?

The main challenge faced for effective integration is to ensure that the newcomers (continue to) participate in the society and that they are aware of their own responsibility for integration. This means that the government continues to create the conditions for integration and to properly monitor whether the integration is successful. Also from the hosting society the responsibility and commitment is required to help the newcomers to integrate. The government should communicate about this properly. The Netherlands is shifting to a participatory society where everybody is asked and obliged to contribute.

B. Internal displacement

Does not apply to the Netherlands

<table>
<thead>
<tr>
<th>PARTICIPATING STATE: SLOVAKIA</th>
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<tbody>
<tr>
<td><strong>A. Integration</strong></td>
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| **1. Please give a brief overview of the main objectives your country's policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group** |

The core documents are following: (1) "Migration Policy of the Slovak Republic: Perspective until the Year 2020 (2011)" is a complete strategic material, which was adopted by the Slovak national government. This material is under the auspices of The Ministry of the Interior of the Slovak Republic: the Migration Office. Migration Office is one of the subjects of the tasks of integration of applicants for international protection. The evaluation of specific tasks in this area is discussed at the regular annual meetings of the Government of the Slovak Republic. (2) "The Concept of Foreigner Integration in the Slovak Republic". This material is under the auspices of The Ministry of
Labor, Social Affairs and Family (MoLSAF SR): Section of Migration and Integration of Foreigners). In respect of The Concept of Foreigner Integration in the Slovak Republic there are up to date three Summary reports on Performing Duties Related to Concept of Foreigners Integration in Slovak Republic in 2010, 2011, 2012. (3) “Action plan of migration policy in the domain of the (responsible ministries)” is reported and revised as an annual report. This annual report is based on the activities which were realized under the auspices of responsible ministries.


Integration of immigrants within the society of the receiving country is a continuous, long-term, and dynamic mutual process that includes both the aliens staying in the receiving country legally and inhabitants and it also means the general set-up of the legal framework of the host society. The active character of
integration policies emphasises the need for mutual respect and reciprocal recognition of rights and obligations of both groups. The Slovak Republic deems foreigners communities to be an integral part of the society and appreciates their contribution in the areas of economy, culture, education, and social issues. The Slovak Republic inclines to an integration model based on the full acceptance by migrants of the current situation in the Slovak Republic. The aim of the integration policy is to propose and execute the integration measures preventing the risk of occurrence of economically, socially, and culturally divided society and creation of closed migrant communities. Integration measures must lead to the existence of coordinated and mutually interconnected tools and measures that will enable aliens to become a part of the labour market, learn the language of the receiving country, and have an access to education, health care, social services, and housing, to have their specific cultural features recognized, to obtain a legal status, and will enable them to participate in the civic and political life and to obtain the citizenship of the Slovak Republic.

Currently, the Ministry of Labor, Social Affairs and Family (MoLSAF SR) prepares a new document integration policy in the Slovak republic. This activities are prepared on the basis of the National project “preparation a new integration policy and its mainstreaming”. The Project is supported by the European Fund for Integration of third-country nationals.

| 2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection | Yes, these specific policies are inclusive in Migration Policy of the Slovak Republic: Perspective until the Year 2020 (2011) and in The Concept of Foreigner Integration in the Slovak Republic. The concept defines legal, organizational, conceptual and practical measures and defines the objectives and instruments of integration policy of the Slovak Republic. |
The concept represents a fundamental framework for cooperation and coordination of the main subjects in this field. In the creation of integration process have participated government, municipalities, academia, representatives of international organizations, non-governmental sector and representatives of communities of foreigners in Slovakia.

Considering the interdisciplinary and cross-sectional character of the issue of foreigner integration, MoLSAF SR has established (1) "Inter-ministerial expert committee on migration and integration of foreigner", by which MoLSAF SR realizes cooperation and close collaboration with other subject of state administration, self-government representatives, international organization, non-governmental organization, employers’ associations, trade unions, scientific community. (2) "The meeting with the representatives of foreigners living in Slovakia", by which MoLSAF SR realizes the mutual communication between the representatives of foreign communities and the bodies of state administration. (3) "Forum for integration", by which MoLSAF SR realizes the mutual communication between the self-government representatives, international organization, and non-governmental organization. (4) In respect of the obligatory to inform, the MoLSAF SR has established a new web pages on the ministerial Internet page which inform about a lot of useful information for foreigners (also in English language).

In the conditions of the Ministry of Interior of the Slovak Republic the integration process starts already at police stations providing information to applicants for international protection and continuing in the Migration Office facilities. During the asylum procedure, the integration process focuses on becoming familiar with the realities of the Slovak Republic (familiarity with the possibilities of housing,
The integration process continues with the possibility of placing successful applicants in the Integration Centre of the Migration Office, which aims to help improve the Slovak language skills and opportunities to participate in retraining courses, which would allow the active inclusion of the refugee to work. This is related to job search assistance. These activities are carried out mainly in collaboration with non-governmental organizations with the use of European Union funds.

The current demographic development shows that the Slovak labour market and the system of social security are significantly dependent on the inflow of human capital from abroad. Therefore in the following years the economic migration must be based on the active and flexible control of receiving of aliens who decide to come to our country. The economic migration control must resolutely react to the challenges brought by the global competition for talents and this especially through an active search and creation of preconditions for their arrival in Slovakia. The basic criterion applicable to the acceptance of foreigners within the controlled economic migration is their potential for the development of the Slovak economy and society while preferring those migrants who have the qualifications and competencies necessary to satisfy the lasting demand for shortage professions on the national labour market with an emphasis on culturally related countries. For these purposes it will be necessary to improve and make the collection and processing of data concerning the labour market more efficient and to create lists of shortage professions that will be regularly updated.

The list of main challenges: (1) Implementation of application of so called
integration mainstreaming. (2) An increased emphasis on human rights and tolerance and the fight against discrimination and intolerance. (3) Determination of a mechanism of comprehensive monitoring of compliance with indicators of migrant integration. (4) Creation of conditions for implementation of the integration policy on the regional and local levels. (5) Ensure of provision of information to migrants in their countries of origin before their arrival. (6) Ensure of the possibility to learn Slovak language and education for migrants as concerns the social and cultural orientation. (7) Reconsidering of amendments to the procedure applicable to naturalization and obtaining of the citizenship of the Slovak Republic. (8) Extension of the possibilities and forms of funding in respect of integration measures with an emphasis on the efficient use of the financial means.

| B. Internal displacement | N/A |
**PARTICIPATING STATE:**
**SWEDEN**

<table>
<thead>
<tr>
<th>A. Integration</th>
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<tbody>
<tr>
<td><strong>1.</strong> Please give a brief overview of the main objectives your country’s policy for the integration of migrants and for the integration of refugees. Specify the main reference documents (law, action plan) and the main authority responsible for coordination for each group.</td>
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<tr>
<td>See question 2</td>
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<tr>
<td><strong>2.</strong> Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?</td>
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<tr>
<td>Sweden has a tradition of openness to the rest of the world and is fully committed to maintaining an inclusive and tolerant society. Generations of people who have fled persecution and poverty have been given a chance to start a new life in Sweden. Migrants have enriched our country in many ways, and without this openness Sweden would have been a poorer country today.</td>
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<tr>
<td>The goal of integration policy in Sweden is equal rights, obligations and opportunities for all, regardless of ethnic and cultural background. These policy objectives are to be achieved primarily through general policy measures for the whole population, supplemented by targeted support for the introduction of newly arrived immigrants during their first years in Sweden. More job opportunities, better schools and possibilities to learn the Swedish language quicker are cornerstones...</td>
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</table>
of our integration policy.

In 2008, the Government decided on a cohesive strategy for integration, identifying the following seven areas that are especially important to achieve the overall goal:

- Faster introduction for new arrivals
- More in work, more entrepreneurs
- Better results and greater equality in school
- Better language skills and more adult education opportunities
- Effective anti-discrimination measures
- Development of urban districts with extensive social exclusion
- Common basic values in a society characterised by increasing diversity

A major reform (Introduction Act) entered into force on 1 December 2010 to speed up the introduction of newly arrived immigrants to working and social life. The reform is based around ‘individual responsibility with professional support’, and includes strengthening incentives to find a job and participate in introduction programmes. The target group covered by the Introduction Act is refugees, other people in need of protection who have a residence permit and their close relatives between the ages of 20 and 64 who have applied for a residence permit within two years.

The reform marked the greatest change in Swedish integration policy since the 1980s, and for the first time are introduction activities and responsibilities collectively regulated in a single Act. Newly arrived immigrants covered by the ‘Introduction Act’ now have the statutory right to employment preparation activities, civic orientation and language courses.

The Public Employment Service plays a key role in the implementation of this reform. It produces a personal
| Introduction plan together with the new arrival, based on the individual’s previous education and work experience. An introduction benefit that is equal for everyone regardless of where one live will be paid to newly arrived immigrants who actively participate in introduction measures. An independent introduction guide, working on the instructions of the Public Employment Service is to help the new arrival find a job. 

Also a number of other innovative programmes have been put in place to encourage labour market engagement, including a ‘step in jobs’ programme which subsidises jobs in both the public and private sectors to develop language learning and work experience. In 2013 the Government implemented a number of initiatives to increase newly arrived migrants’ chances on the labour market, including funding for one year’s targeted programme for newly arrived migrants over the age of 30 years and with less than nine years formal education. The programme consists of work practice coupled with vocational language tuition and theoretical courses. |

| 3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify. |

| An agreement on integration efforts that was made in 2010 between the Government, civil society organisations and the Swedish Association of Local Authorities and Regions has been continuously followed-up and implemented. The purpose of the agreement is to clarify the relationship between the state, municipalities, county councils/regions and non-profit organizations in the work of newly arrived immigrants and integration. Furthermore, it shall contribute to the development of forms and methods of the non-profit organizations to better participate in activities that contribute to integration. 

The municipalities have important tasks regarding refugee reception and the |
introduction of new arrivals. These include matters such as Swedish for Immigrants and other adult education, housing provision and initiatives for children and young people. The municipalities are also responsible for offering civic orientation to new arrivals. The main responsibility for health and medical services is with the county councils at regional level. The municipalities and the county councils receive compensation from the state for these initiatives.

The county administrative boards represent central government in the regions. They contribute by coordinating the work of central government agencies, municipalities and county councils in the area of integration.

Statistics and follow-ups show mixed results. A positive outcome is that despite having gone through the deepest economic crisis since the early 1990s, the current labour participation rate among foreign born in Sweden is higher than that of the early 2000s. Over 700 000 foreign-born persons went to work in Sweden this morning.

However, the time it takes for newly arrived immigrants of refugee background to find work in Sweden is still too long. On average, only some 15% of men have a job one year after being granted a residence permit, 35% after three years and 50% after five years. For women, the corresponding figures are 5, 20 and 30% respectively.

The difference in employment rate between foreign-born and native-born is also a major challenge. According to OECD figures from 2011, the employment rate of the foreign-born population in Sweden was 62.6%, compared with 76.6% for the native-born population. The figures for foreign-born women (57.5%) are approximately 10% lower than those for foreign-born men (68.0%).

4. What are the main challenges faced for effective integration of refugees and migrants in your country?
Unemployment, segregation, discrimination and poverty is more often a problem for foreign-born than for native-born, for newly arrived immigrants than for immigrants who have been in Sweden longer, for refugees and their families than for other migrants, and for persons born outside of Europe than for people born in Europe.

There are four main reasons for the lower employment rate for foreign-born:

- **Human Capital:** That is to say the education and work experience people have with them or have acquired in Sweden. Recent Public Employment Service statistics show that newly arrived refugees and their relatives have significantly lower levels of education than those who came in previous years. Approximately 64 percent of the new arrivals have less than nine years’ formal education.

- **Lack of access to informal networks:** Immigrants generally have the same search intensity for work as the native born. But women usually bear greater responsibility for children and housework at home and take out parental benefit to a greater extent than foreign-born men. Among refugee or family migrant women aged 18 to 50 years, 30 and 22 percent respectively took out parental leave. This compares with just under 10 percent of men in age group (18-50 years).

- **High demands for employability:** The requirement for employability, in terms of formal education and language skills, has increased to the detriment of foreign-born. This is a factor that may have become more troublesome over time due to
structural changes in the labor market. In the late 1980s, nearly 40 percent of all employed foreign-born people worked in industry. This share has almost halved by 2008.

- Discrimination:
  Research gives strong evidence that there is ethnic discrimination in the labour market. The most convincing evidence of this comes from various situation testing studies where fictitious job applications were sent to recruiting employers. One such study concluded that discrimination occurred in 29 percent of cases, and proved to be more extensive in low skill occupations.

| B. Internal displacement | N/A |
**PARTICIPATING STATE:**
**UKRAINE**

### A. Integration

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>It is provision of preconditions for migrants, allowing them to enjoy their rights, freedoms and legitimate interests, and to fulfil their legislatively set duties that is a key issue in the sphere of ensuring efficient implementation of the state migration policy of Ukraine - Decree # 622/2011 of the President of Ukraine on Approval of the Concept of the State Migration Policy of May 30, 2011. Main guideline documents:</td>
</tr>
</tbody>
</table>
| - Law of Ukraine on Legal Status of Foreigners and Stateless Persons (Article 3) - "foreigners and stateless persons who stay legally at the territory of Ukraine, enjoy the same rights and freedoms, and fulfil the same duties as Ukrainian nationals, subject to some limitations as stipulated by the Constitution of Ukraine, laws of Ukraine or international treaties of Ukraine."
| - Law of Ukraine on Refugees and Persons in Need of Additional or Temporary Protection (para 1 of Article 14) - "persons who are recognised as refugees or as persons in need of additional protection, enjoy the same rights and freedoms, and fulfil the same duties as Ukrainian nationals, subject to some limitations as stipulated by the Constitution and laws of Ukraine, as well as by international treaties authorised for mandatory application by the Verkhovna Rada of Ukraine". |
| - Law of Ukraine on Introduction of Changes and Amendments to Some Legislative Acts of Ukraine on Matters of Refugees and Persons in Need of Additional or Temporary Protection - changes and amendments were introduced to laws on education, higher education, public health, employment, social services, state |
assistance to families with children, legal assistance, etc. As a result, foreigners and stateless persons who are recognised as refugees or persons in need of additional protection in Ukraine, enjoy the same rights as Ukrainian nationals.

- Decree # 605-r of the Cabinet of Ministers of Ukraine of August 22, 2012 on Approval of the Action Plan for Integration of Refugees and Persons in Need of Additional Protection into the Ukrainian Society up to 2020.

The State Migration Service of Ukraine is the coordination body for implementation of measures in the sphere of integration of refugees and persons in need of additional protection.

2. Does your country make use of specific integration policies for refugees and persons granted subsidiary and humanitarian protection coming to your country?

Actions in the sphere of integration of refugees and persons in need of additional protection are being implemented according to the Action Plan for Integration of Refugees and Persons in Need of Additional Protection into the Ukrainian Society up to 2020, approved by Decree # 605-r of the Cabinet of Ministers of Ukraine of August 22, 2012.

3. Do you have any structured forms of cooperation with civil society, local and regional authorities, the business community or any other important stakeholders for enhancing successful integration in your country, if yes please specify.

Pursuant to Decree # 605-r of the Cabinet of Ministers of Ukraine of August 22, 2012 on Approval of the Action Plan for Integration of Refugees and Persons in Need of Additional Protection into the Ukrainian Society up to 2020, a Working Group was established to deal with issues of integration of refugees and persons in need of additional protection into the Ukrainian society. The Working Group incorporates representatives of ministries and other central executive bodies in charge of implementation of state policies in the sphere of education, public
### 4. What are the main challenges faced for effective integration of refugees and migrants in your country?

| A) the need to allocate substantial finance resources for implementation of integration-related actions, including in particular extension of the network of temporary accommodation facilities for refugees, establishment of social integration centres, etc.; |
| B) refugees perceive Ukraine as a transit country and seek to reach EU countries with much higher standards of admission and integration of refugees comparatively to Ukraine. |

| B. Internal displacement |
| There are no internally displaced persons at the territory of Ukraine. |