Panel Meeting on Economic Integration of Migrants

14-15 December 2017
Warsaw, Poland
## Contents

<table>
<thead>
<tr>
<th>Country</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARMENIA</td>
<td>3</td>
</tr>
<tr>
<td>AZERBAIJAN</td>
<td>6</td>
</tr>
<tr>
<td>BELARUS</td>
<td>9</td>
</tr>
<tr>
<td>CZECH REPUBLIC</td>
<td>14</td>
</tr>
<tr>
<td>GEORGIA</td>
<td>18</td>
</tr>
<tr>
<td>HUNGARY</td>
<td>22</td>
</tr>
<tr>
<td>LATVIA</td>
<td>28</td>
</tr>
<tr>
<td>LITHUANIA</td>
<td>32</td>
</tr>
<tr>
<td>MOLDOVA</td>
<td>42</td>
</tr>
<tr>
<td>SLOVAKIA</td>
<td>48</td>
</tr>
<tr>
<td>UKRAINE</td>
<td>54</td>
</tr>
</tbody>
</table>
### ARMENIA

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

The Law on Employment regulates labour relations of Armenian citizens as well as foreigners, including migrants/returning migrants.

The State Employment Agency of the Ministry of Labour and Social Affairs of the Republic of Armenia has 51 local employment centers in all over the Armenia. With the help of these centers Armenian citizens, as well as foreigners, can have access to vacancies, participate in different state programmes.

As to the returning migrants, it should be noted that according to the adopted “Law on Employment” returning migrants are considered as persons uncompetitive in labour market and can benefit from the following state employment annual programmes:

1) organization of job fair;
2) provision of partial salary to the employer and provision of salary compensation for accompanying a person with disability in case of employment of persons uncompetitive in the labour market. The aim of the programme is to promote employment of uncompetitive persons in labour market thus ensuring sustainable employment;
3) organization of vocational training for unemployed persons and for those who are at risk of dismissal (job seekers);
4) provision of support to the unemployed person for the employment elsewhere (to find a job in other location);
5) provision of support to the unemployed person to gain professional work experience with her/his acquired specialty;
6) provision of lump-sum compensation to the employer in case of employment of persons uncompetitive in the labour market;
7) provision of support for access to services provided by non-governmental organizations for job placement;
8) provision of support to the uncompetitive persons in the labour market for small entrepreneurial activities;
9) provision of support for agriculture through promotion of the seasonal employment. The aim of the programme is to alleviate social tensions of the population from poor rural areas and vulnerable groups and improve labour productivity;
10) compensation of costs of employers visits for finding suitable work for persons uncompetitive in the labour market.
11) organization of public paid works. The aim of the programme is to secure temporary employment thus alleviating social tension in the country.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

Legal provisions regulating the establishment of small and micro enterprises are stipulated by the Law on Registration of Legal Entities. In case of foreign nationals, some additional paperwork (for example translation) may be needed.

3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of

As of 1 September 2017, there are about 4,500 registered foreign workers in Armenia. In comparison with 2013, there is an increase of 29.3%. In average, during the last 5 years 1500 new employment contracts are being signed annually.
<table>
<thead>
<tr>
<th>Economic activity (employed/self-employed); sector of economy. Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armenia experienced large influx of refugees (more than 20000 people) from Syria as a result of civil war and conflicts in the Middle East. Though most of those refugees are ethnic Armenians, neither they nor their ancestors originate from the present day Republic of Armenia. Part of those people acquired Armenian citizenship. Integration of those refugees/migrants to Armenian economic and social life has been a priority. Government agencies work closely with NGOs and international partners on addressing key economic and labour issues. Through combined efforts, nearly 3,000 Syrians have been provided with jobs. Number of professional trainings, job fairs, language courses, legal counseling on wide range of issues, allocation of special areas for business activities have been organized. Between 2012 and 2015, more than 100 business plans have been developed, and the Small and Medium Entrepreneurship Development National Center (SME DNC) of Armenia has approved loans for the 92 more successful business plans under special conditions (up to AMD 5 million at a 4% interest rate, with a 5-year grace period). The total amount of funding made up nearly AMD 400 mln. Based on the study conducted by GIZ 41.2% of Syrians adults are employed (60.6% of men and 20.9% of women); 28.6% of adults are unemployed or cannot find jobs, and the majority of them (86%) are women, and this expresses the cultural uniqueness. Unemployed men and male job seekers make up 7.8% of adult men, the prevailing majority of which (89%) are men are 66 years old and over. According to the gender-age pyramid of job seekers, the majority of female job seekers (40.6%) are between the ages of 36 and 45, while the majority of male job seekers (31%) are between the ages of 46 and 55. Overall, 17.6% of persons of able-bodied age (16.7% of women and 17.2% of men) are unemployed. For 40% of Syrian families residing in Armenia, salary is the source of income, for 37% — business, for nearly 17% — self-employment. Out of all Syrian families, 42% receive humanitarian aid from charitable and benevolent organizations.</td>
</tr>
<tr>
<td>4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.</td>
</tr>
<tr>
<td>The rights of the foreign workers are protected at the same level as the rights of the Armenian nationals. Armenia has ratified most of the major ILO Conventions and UN Conventions that guarantee the rights of all persons including migrants, Revised European Social Charter, etc. Armenia has also signed a number of bilateral agreements on labour migration with various states, including Georgia (1993), the Russian Federation (1994), Ukraine (1995) and Belarus (2000).</td>
</tr>
<tr>
<td>5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, ...</td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>Council of Europe, CIS, bilateral agreements?</td>
</tr>
<tr>
<td>6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation?</td>
</tr>
<tr>
<td>7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.</td>
</tr>
<tr>
<td>8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.</td>
</tr>
</tbody>
</table>
AZERBAIJAN

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

Rights of foreigners and stateless persons engaging in labor activity in the Republic of Azerbaijan are envisaged in Migration Code and Labor Code of the Republic of Azerbaijan. Thus, according to Article 51.1 of Migration Code foreigners and stateless persons intending to reside temporarily and engage in paid labor activity on the territory of the Republic of Azerbaijan should obtain a work permit in addition to the temporary residence permit.

According to Article 51.2 of Migration Code, foreigners and stateless persons obtain a work permit through legal entities, physical persons engaging in entrepreneurship activity without establishing legal entity, and branches and representations of foreign legal entities employing them.

According to Article 75 of Migration Code except the cases envisaged by the Labor Code of the Republic of Azerbaijan, same conditions related to employment defined by legislation for the citizens of the Republic of Azerbaijan are applied to labor migrants. The remuneration of their labor activity is carried out in a way defined by the legislation for the citizens of the Republic of Azerbaijan.

According to Article 69.1 of Migration Code of the Republic of Azerbaijan work permit is issued for 1 year or in case the labor contract is signed for the period of less than 1 year, it is issued for that period. Validity of the work permit can be extended each time for not more than 1 year.

There is a special category of migrants identified in accordance with Article 64 of Migration Code who does not require obtaining work permit in order to engage in paid labor activity.

Furthermore, relevant agreements were signed between the Government of the Republic of Azerbaijan and the governments of Canada, Turkey and Germany in the field of paid labor activity of family members of diplomatic representation and consulate staff. Currently, works towards signing such kind of agreements with other countries is continued. Labor migration quota is not applied to those who are involved in labor activity under these agreements.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

According to Article 45.0.6-1 of Migration Code of the Republic of Azerbaijan foreigners and stateless persons are only required to obtain temporary residence permit in case they hold positions of head and deputy head of legal entity, which is established in the Republic of Azerbaijan and founder or at least one of the founders of which is a foreign legal entity or physical person. This condition is considered as a progressive step towards development of entrepreneurship.

Moreover, work permit is not required for labor activity of specialists included to the category defined by relevant executive authority, who have been invited by the citizens of the Republic of Azerbaijan or legal entity established in the Republic of Azerbaijan for the purpose of doing works or rendering services in the activity spheres determined by the relevant executive authority. Here, the term “activity spheres” refers to shipbuilding activity realized by the resident of Garadagh Industrial Park.
established in accordance with the Order No. 1255 of the President of the Republic of Azerbaijan of June 2015, and its contractor, which is a citizen of the Republic of Azerbaijan or a legal entity established in the Republic of Azerbaijan. The term “specialists” refers to the experts with higher education in shipbuilding area or relevant qualification and at least one-year-experience in this area, who is invited by the abovementioned resident or its contractor which is a citizen of the Republic of Azerbaijan or a juridical person established in the Republic of Azerbaijan.

According to the Law of the Republic of Azerbaijan on “Termination of Inspections in the Field of Entrepreneurship” adopted on October 25, 2015, the inspections in enterprises have been terminated until 2021 (except tax inspections, inspections related to control over quality of medicines, observing its security rules and safety of food products by the relevant executive authority, as well as cases endangering life and health of people, security and economic interests of the state).

According to the Order No. 1897 of the President of the Republic of Azerbaijan dated March 16, 2016 “Strategic Road Map on Production of Consumer Goods at Small and Medium-sized Enterprises in the Republic of Azerbaijan” was approved. The Strategic Road Map determines the key directions of small and medium-sized enterprises from the short, medium and long-term perspectives. Here, specific attention has been paid to attracting foreign direct investment to small and medium-sized enterprises and to the mechanisms and opportunities for attracting investments.

<table>
<thead>
<tr>
<th>3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?</th>
<th>n/a</th>
</tr>
</thead>
<tbody>
<tr>
<td>4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.</td>
<td>See Q.1 and Q.2</td>
</tr>
</tbody>
</table>
5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?


Regular and joint implementation of the measures envisaged in “Activity Plan in the direction of fight against human trafficking and forced labor, as well as their prevention and elimination of their results (2013-2018)” signed between State Migration Service, Ministry of Interior and Ministry of Labor and Social protection of Population, is ensured.

In accordance with the Decree of the Cabinet of Ministers of the Republic of Azerbaijan on “Repatriation Rules of victims of human trafficking” dated September 10, 2013, the expulsion decision is not taken on foreigners and stateless persons who are considered as the victims of human trafficking for 1 year, this decision is not made until the end of criminal prosecution in relation to the foreigners and stateless persons who are assisting criminal prosecuting authorities. Expulsion decision is not taken on children who are the victims of human trafficking. In case the person of this category wishes to leave the Republic of Azerbaijan, his/her departure is carried out in accordance with “Repatriation Rules of victims of human trafficking”.


6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation?

According to Article 77.5 of Migration Code foreigners and stateless persons residing in the Republic of Azerbaijan can apply to the Training Center of the relevant executive authority for the purpose of learning Azerbaijani language, history, culture, as well as relevant legislation on the rights and obligations of foreigners and stateless persons.

Training Center of State Migration Service of the Republic of Azerbaijan has launched organization of training courses for foreigners and stateless persons since October 4, 2016. Until now hundreds of foreigners participated at the courses. In the framework of the Courses the participant are taught the Azerbaijani language, history and culture of the Republic of Azerbaijan, as well as legislation on rights and duties of foreigners and stateless persons. The trainings are free of charge.

7. Does your country cooperate with countries of
origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.

| 8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes. | n/a |

BELARUS

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and

<table>
<thead>
<tr>
<th>Procedures of access of foreign nationals to the territory of the Republic of Belarus are regulated by:</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Law of the Republic of Belarus of December 30, 2010 on External Labour Migration,</td>
</tr>
<tr>
<td>- The Uniform List of Administrative Procedures Performed by Governmental Bodies and Other Organisations in Respect to Legal Entities - Individual Entrepreneurs, approved by Decree # 156 of the Cabinet of Ministers of the Republic of Belarus of February 17, 2012,</td>
</tr>
</tbody>
</table>

ensuring protection of rights of migrant workers and their family members. Thus, there are bilateral agreements with Moldova, Kazakhstan, Kyrgyz Republic, Ukraine, Belarus and Turkey. Currently, the agreements with Russia, Turkey, Georgia, Belarus, Uzbekistan and Kazakhstan are being prepared for signature.

The Cooperation Agreement between State Migration Service of the Republic of Azerbaijan and International Organization for Migration on Pilot Project on Assistance for the Voluntary Return of Migrants from Azerbaijan was signed on December 8, 2016 in Geneva. The agreement was approved by the Decree of the President of the Republic of Azerbaijan dated February 23, 2017 and entered into force from March 2, 2017. The overall objective of this Pilot project is to facilitate successful return of vulnerable migrants and persons whose asylum request was rejected, and who are willing to return to their countries voluntarily.

In accordance with the Law of the Republic of Azerbaijan “On Civic Engagement” the Public Council consisting of 7 non-governmental organizations (“Hayat” International Humanitarian Organization, Public Union on Support to Tourism and National Cuisine Promotion, Evolution and Integration International Public Union, Regional Gender Centre Public Union, Azerbaijan Child and Youth Peace Network, Executive Committee of Citizen's Labor Rights Protection League, Azerbaijan Red Crescent Society) is functioning under the State Migration Service of the Republic of Azerbaijan. Since the beginning of its activity, the meetings of the members of Public Council with the leadership of State Migration Service were organized. During those meetings, the suggestions made by the Council were discussed, as well as informative sessions were held on the activity of the Council.
| **non-state actors regarding the economic integration of migrants?** | - Instruction on Procedures of Issuance of Permits for Recruitment of Foreign Labour to the Republic of Belarus and Special Permits for Labour Activities in the Republic of Belarus, approved by Order # 173 of Mol of the Republic of Belarus of July 29, 2016;  
| --- | --- |
Immigrant workers can work in the Republic of Belarus provided availability of special permits and labour contracts.  
An immigrant worker is prohibited to work in the Republic of Belarus unless his/her employer was granted a special permit and concluded a labour contract with the immigrant worker.  
Special permits for work in the Republic of Belarus are issued for one year, accounting for conclusions of a body of the Ministry of Labour and Social Security.  
The Republic of Belarus has not adopted legal acts/provisions and programs/action plans on measures regarding economic integration of migrants. |
| **2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.** | Law of the Republic of Belarus on Support of Small and Medium Businesses stipulates measures to establish favourable preconditions for development of all small and medium business economic actors, including nationals of the Republic of Belarus who invest their foreign earnings into small businesses.  
The state guarantees equal rights to economic actors of small and medium businesses, protection of their rights and legitimate interests, as well as provision of favourable conditions for development of competition.  
Information is collected annually on numbers of citizens of the Republic of Belarus who migrated abroad for employment and did not return.  
All nationals who returned after working abroad are considered as persons who acquired new skills at the territory of a foreign country and - in the case of their incorporation into the Byelorussian economy -their experience and skills will promote capacity building and sharing of knowledge with other persons.  
No dedicated projects are implemented currently for support of such persons. |
### 3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

<table>
<thead>
<tr>
<th>Year</th>
<th>Employed total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>Employed total</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>17 844</td>
<td>15 132</td>
<td>2 712</td>
</tr>
<tr>
<td>Managers</td>
<td>1 025</td>
<td>1 025</td>
<td></td>
</tr>
<tr>
<td>Qualified workers and specialists</td>
<td>4 841</td>
<td>4 841</td>
<td></td>
</tr>
<tr>
<td>Service workers</td>
<td>961</td>
<td>961</td>
<td></td>
</tr>
<tr>
<td>Agriculture workers</td>
<td>1 103</td>
<td>1 103</td>
<td></td>
</tr>
<tr>
<td>Industrial workers</td>
<td>9 914</td>
<td>9 914</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Month</th>
<th>Employed total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>January-November 2017</td>
<td>11 903</td>
<td>9 922</td>
<td>1 981</td>
</tr>
<tr>
<td>Managers</td>
<td>1 078</td>
<td>1 078</td>
<td></td>
</tr>
<tr>
<td>Qualified workers and specialists</td>
<td>3 949</td>
<td>3 949</td>
<td></td>
</tr>
<tr>
<td>Service workers</td>
<td>965</td>
<td>965</td>
<td></td>
</tr>
<tr>
<td>Agriculture workers</td>
<td>647</td>
<td>647</td>
<td></td>
</tr>
<tr>
<td>Industrial workers</td>
<td>5 264</td>
<td>5 264</td>
<td></td>
</tr>
</tbody>
</table>

No research studies were conducted to assess implemented policy on economic integration of migrants and its effectiveness.

### 4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

According to Law of the Republic of Belarus on Amending Law of the Republic of Belarus on External Labour Migration, since July 15, 2016, a new concept of "highly qualified worker" was introduced - i.e. a foreign national or a stateless person with a high level of professional knowledge, skills and abilities, supported by education certificates and at least five years of relevant professional experience, whose monthly wage (as specified in his/her labour contract) exceeds 15-fold minimal monthly wage of highly qualified specialists as set in the Republic of Belarus. Special permits for such specialists are issued for 2 years, and may be extended for 2 years.

Besides that, if a foreign national establishes a legal entity at the territory of the Republic of Belarus and if he/she is employed as the director of the legal entity, procedures of search for a citizen of Belarus eligible for appointment to the same position should not be conducted.

The Republic of Belarus does not run dedicated programs to facilitate access of migrants to the national labour market.

### 5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party

According to Law of the Republic of Belarus on External Labour Migration, external labour migration is based on the following key principles:

- voluntary nature of external labour migration;
- prohibition of illegal external labour migration;
- protection of the labour market of the Republic of Belarus;
| to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)? | • prohibition of employment of emigrant/immigrant workers in humiliating, degrading and unhealthy conditions;
• prohibition of discrimination of emigrant/immigrant workers on grounds of gender, race, ethnicity, language, religion, political views, participation/non-participation in trade unions or other associations, wealth or official position, age, places of residence, physical or mental disabilities (unless they preclude fulfilment of work functions), other circumstances of no relevance to proficiency or specifics of work functions/status of workers;
• prohibition to substitute labour relations on the base of labour contracts with immigrant workers by obligations under agreements stipulated by civil law of the Republic of Belarus;
• prohibition of non-compliance with the due labour legislation of the Republic of Belarus and other legislation of the Republic of Belarus in relation with use of labour of immigrant workers in the Republic of Belarus.

The Law also stipulates main guarantees to immigrant workers in the course of their work in the Republic of Belarus:
• equal pay with citizens and foreigners - permanent residents of the Republic of Belarus for work of equal value;
• provision of benefits stipulated by legislative acts of the Republic of Belarus for citizens and foreigners - permanent residents of the Republic of Belarus, in connection with damages to their health, professional capacity or death caused by occupational accidents and diseases;
• provision of information to immigrant workers on legal status of foreigners in the Republic of Belarus by bodies in charge of nationality and migration matters;
• access to information on the legislation of the Republic of Belarus in state bodies (organisations) of the Republic of Belarus.

Law of the Republic of Belarus on Combating Trafficking in Persons requires governmental bodies and other organisations (in their spheres of competence) to inform the public on risks of human trafficking and associated crimes, forms of trafficking, relevant safety precautions, methods for prevention of human trafficking and associated crimes, on measures for protection and rehabilitation of trafficking victims.

To protect rights of trafficking victims, the country also ratified the Council of Europe Convention on Action against Trafficking in Human Beings.

The Republic of Belarus is also a Party of the Convention on Legal Status of Migrant Workers and their Family Members of CIS member states - according to the Convention, at the territory of a host Party migrant workers enjoy the same rights as nationals of the host party according to its national legislation, such as rights to:
• safe labour conditions;
• equal remuneration for work of equal value, including extra benefits and compensations to eligible persons;
• paid use of housing accommodations;
• social support (social insurance), except pension benefits, according to the host Party legislations;
• mandatory social insurance against occupational accidents/diseases, according to the host Party legislation;
<table>
<thead>
<tr>
<th>6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation?</th>
</tr>
</thead>
</table>
| Procedures of recognition of foreign education documents in the Republic of Belarus, as well as procedures of recognition and evaluation of equivalence of education terms (including higher education courses) in foreign organisations are defined by the Regulation on Procedures of Recognition of Education Documents Issued in Foreign Countries and Evaluation of their Equivalence to Education Documents of the Republic of Belarus, and Recognition and Evaluation of Equivalence of Education Terms, Higher Education Courses in Organisations of Foreign Countries (approved by Decree # 981 of the Cabinet of Ministers of the Republic of Belarus of 21.07.2011).

However, according to a number of agreements on recognition of education documents concluded by the Republic of Belarus with the Russian Federation, Vietnam, China, Ukraine, Poland, etc., education documents of citizens of such countries are recognised at the territory of the Republic of Belarus for purposes of further education.

According to Art. 5 of the Agreement between the Government of the Republic of Belarus and the Government of Ukraine on Labour Activities and Social Support of Citizens of the Republic of Belarus and Ukraine Working outside their Countries, each Party recognises (without legalisation) diplomas, education certificates, relevant documents on academic credentials, degrees, grades/categories, qualifications and other documents necessary for labour activities and their duly certified (according to established procedures of a country of departure) translations into the state language of a country of employment or into the Russian language.


<table>
<thead>
<tr>
<th>7. Does your country cooperate with countries of origin/destination of migrants as</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs in the sphere of simplified access of migrants to the national labour market are developed and implemented on the base of analysis of economic performance indicators of the country. Currently, no such programs exist in the Republic of Belarus.</td>
</tr>
</tbody>
</table>
well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.

| 8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes. | n/a |

<table>
<thead>
<tr>
<th>CZECH REPUBLIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?</td>
</tr>
</tbody>
</table>
The Czech Republic currently intends to introduce a scheme for determination of volumes of economic migrants admitted each year. Unemployed TCNs with permanent residence can be registered as jobseekers and take advantage of employment brokering service provided by the Labour Office. This may include participation in professional retraining programmes. However, third-country nationals constitute only 1.4% of all jobseekers currently registered in the Czech Republic (≈ 4,000 people). All third-country nationals may be recruited by private recruitment and temporary-work agencies. These agencies are not allowed to demand any remuneration from natural persons they recruit. TCNs may also benefit from labour-law counselling service provided for free by the network of the Centres for Support of Integration of Foreigners or non-governmental organizations.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

Foreign legal entities are allowed to conduct trade activities under the same conditions and to the same extent as Czech entrepreneurs. They may be self-employed, become founders or co-founders of a company, or may join an existing Czech company. There are various different legal forms of companies; the most common among small and micro businesses is a limited liability company. Minimum contribution of each shareholder to the registered capital of such company is only CZK 1 (0.04 EUR). Before registering in the Trade Register or the Commercial Register, an enterprise must obtain a trade license from the Trade Licensing Office corresponding to the activities they intend to undertake, or some other form of business authorization. For this purpose, a “responsible representative” who is responsible for the company’s compliance with the conditions of the trade licenses has to be appointed. However, the responsible representative is not required for any of the 80 general business activities covered by the so-called free trade license. The company must also be registered at the Tax Office.

3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

There were 120,186 employed TCNs in the Czech Republic as of June 30, 2017.
- 84,821 TCNs with free access to the labour market
- 35,365 TCNs need permits

There were 55,619 self-employment TCNs in the Czech Republic as of September 30, 2017.

No research to assess implemented policy on economic integration of migrants and its effectiveness has recently been conducted.

4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

The Czech Republic has several projects to support labour migration of specific categories of qualified TCNs from selected countries of origins who want to be employed by specified Czech employers. Both employers and foreigners are therefore required to meet certain criteria in order to be involved in these projects.

The Czech Republic currently runs 2 small-scale fast-track schemes for highly qualified TCNs transferred within multinational companies and 2 large-scale schemes for qualified and highly qualified labour migrants from Ukraine. Projects targeted at intra-
5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?

<table>
<thead>
<tr>
<th>Corporate transferees to reduce time period of their immigration process. Projects for Ukrainian workers give them priority access to the Embassy where they have to submit their applications for residence permits. 95% of Ukrainian workers are admitted as participants of these projects nowadays.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Czech institutional mechanisms include:</td>
</tr>
<tr>
<td>(a) assessment of employer’s credibility during the migration procedure,</td>
</tr>
<tr>
<td>(b) awareness-raising and</td>
</tr>
<tr>
<td>(c) deterrent measures.</td>
</tr>
</tbody>
</table>

Risk assessment is done in the course of the procedure of processing an application for a visa/residence permit. An applicant for a visa/residence permit may be required to take an interview at the Embassy of the Czech Republic. Application can be rejected if an employer is declared “unreliable” according to the following criteria:

- relevant authorities register employer’s arrears in taxes, customs, insurance premium for social security and medical insurance,
- a fine for allowing performance of an illegal work was imposed on the employer during a period of the last 4 months.
- an employer failed the obligation to register their employee for participation in social security insurance or public medical insurance during the period of the last year.
- an employer, who is in liquidation, does not carry out any economic activity or the employer’s registered office is not real.

If an employer is a participant in a migration project, check-up is more thorough. Not only negative but also positive criteria have to be met (especially employer’s contribution to national economy, labour market and national budget).

Awareness raising policy targeted at both employers and employees represents an integral part of the activities of the Ministry of Labour and Social Affairs, the Labour Office and the State Labour Inspection Office. Basic information on Czech labour-law is available on websites and leaflets in various languages were produced. TCNs may also benefit from labour-law counselling service provided for free by the network of the Centres for Support of Integration of Foreigners or non-governmental organizations.

Deterrents include inspections carried out by labour inspectorates, customs offices, Alien Police Inspectorates and fines for detected misdemeanours.

6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation?

<table>
<thead>
<tr>
<th>The Ministry of Education, Youth and Sports is the coordination body for the recognition procedures and the administrator of the Act on the Recognition of Professional Qualifications (no. 18/2004 Coll.).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education Departments of Regional Authorities issue certificates on the recognition of equality of foreign school graduates’ documents proving the attainment of basic, secondary and/or tertiary professional education and foreign certificates. Documents proving foreign higher education and qualifications are recognized by public universities implementing an accredited study programme with a similar content. If there is no public university in the Czech Republic with a similar study programme, a decision on the recognition is made by the Ministry of Education, Youth and Sports.</td>
</tr>
</tbody>
</table>
Necessity of recognition of professional qualifications and/or other competencies always depends on the relevant occupation. Unless an occupation or activity that the applicant intends to perform in the Czech Republic is regulated, the applicant is entitled to perform this occupation or activity in the Czech Republic without any recognition of his/her professional qualifications. Regulated occupation is an occupation for which the conditions governing its performance are determined by law and/or another legal regulation. Bodies in charge of recognition are ministries or other central administrative authorities of the Czech Republic and professional chambers.

Refugees who are not able to prove their education or professional qualification may pass the recognition procedure by submitting and affidavit.

Migrants have access to vocational and all other types of education provided in the Czech Republic. If they study in Czech language, their study is free of cost.

Centres for Support of Integration of Foreigners provide free Czech language courses, legal counselling and sociocultural courses. Similar services are also provided by non-governmental organizations. The Czech Republic intends to launch short post-arrival integration courses, which would be obligatory for new migrants.

| 7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples. | No. |
| 8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in | • Migrants are not aware of their legal rights and duties; they rarely join labour unions, which may protect their rights or seek other forms of legal counselling. |
the process of developing and implementing relevant policies and programmes.

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Migrants’ tolerance to their employers’ violation of the Labour Code and their reluctance to address complaints to labour inspectorates is an obstacle to rectification.</td>
</tr>
<tr>
<td>Low wages for migrants in low skilled jobs sometimes do not allow them to reunify with their families.</td>
</tr>
<tr>
<td>Informal organizers of migration and unofficial employment brokers maintain strong influence on their fellow countryman.</td>
</tr>
<tr>
<td>Many migrants have low skilled jobs in industry and agriculture, which lack any professional growth perspective.</td>
</tr>
<tr>
<td>Migrants underestimate importance of Czech language proficiency despite general availability of language courses.</td>
</tr>
</tbody>
</table>

GEORGIA

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

The 2016-2020 Migration Strategy (MS) of Georgia (and the corresponding Action Plan-AP) is the first strategic policy document that highlights the immigrant integration issues while underlining their potential for country’s development.

More specifically, the labour mobility in Georgia is regulated by the Law on Labour Migration and relevant subordinate bylaws. According to the law, the legally residing aliens have the same access to the labour market as Georgian nationals. Namely, foreign residents are able to accept private-sector employment under equal conditions as nationals, and can also access employment in certain fields of public sector. Likewise, local employers have no additional barriers in hiring foreign labour force in the country. The Law on Legal Status of Aliens and Stateless Persons in Georgia defines that work residence permit shall be issued to foreigners carrying out entrepreneurial or labour activity in Georgia (including to freelance professionals). In general, Georgia has a liberal policy on migrants’ access to the national labour market.

In the wake of the global migration trends and the process of legal harmonization with international standards, the Law of Georgia on International Protection was adopted in 2016 that prescribes the rights of persons granted international protection related to their integration. Among others, these rights include the right to employment (particularly, the right to be employed or self-employed on the equal basis as provided for Georgian nationals) as well as the right to pre-school / general education, professional and higher education, and access to the procedure of recognition of education and qualification received abroad.

It’s noteworthy as well that the Working Group on Migrant integration was formed in 2016 under the State Commission on Migration Issues (SCMI), which is assigned to design and co-ordinate immigrant integration activities as stipulated by the 2016-2020 MS and its AP.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

Starting business in Georgia is rather simplified; the relevant business activity can be registered in one day. The applicant irrespective of his/her nationality can apply the National Agency for Public Registry – NAPR (any territorial office countrywide), Public Service Halls, Community Centers or specially authorized officers of the NAPR in person, or via authorized representative (detailed information can be found on the official website: [www.napr.gov.ge](http://www.napr.gov.ge)). The business activities should be registered in one of the following legal forms: Individual Entrepreneur, Limited Liability Company (LLC), Joint Stock Company (JSC), Solidarity Liability
Company (SLC), Limited Partnership [Commanditaire Vennootschap] (CV), Co-operative as well as the branch of foreign business entity. The registration is made based on the ‘one-stop-shop’ principle and comprises both state and tax registration.

Required documents should be submitted in Georgian language. However, in case the applicant does not know Georgian, documents can be prepared in both languages – in Georgian and in the language understandable for the applicant (detailed list of the required documents can be found at the NAPR’s official website indicated above). The document obtained in Georgia should be verified by notary or special registering body, while the document obtained abroad should be legalized and/or verified by apostille except for the cases when Georgia’s international agreement exempts the specific document from the obligation of the legalization/verification by apostille. The legal address of the registered entrepreneur can be the factual address of the immovable property owned or used by the latter including the address of the psychological person. No supportive document is required to be produced in this case.

In general, establishing attractive business climate in the country including simplified legislative framework for any person (irrespective of nationality) interested in doing business in Georgia is one of the strategic priorities for country’s development. The relevant consistent efforts made by the country were accordingly reflected in various world economic indices: according to the World Bank’s Doing Business 2018 ranking covering 190 countries, Georgia has risen up by 7th positions and moved from the 16th place to 9th; while in 2018, Georgia’s ranking has risen by 2.12 points and totaled 82.04 points. Also, in 2018, Georgia’s rate improved in 5 indicators; among them, in ‘starting business’ indicator (97.84 points) Georgia’s rate increased by 4 positions and moved from 8th place to 4th.

### 3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

The existing data suggests that the number of issued work residence permits in 2015 and 2016 almost doubled since 2012. 85% of work residence permits in 2016 were issued to male applicants. Half (51%) of work residence permits in 2016 were issued to foreigners aged 26-40 and 34% of work residence permits were issued to foreigners aged 41-65.

In 2012-2016, overall 35,575 foreigners started either entrepreneurial or non-entrepreneurial activities (among them 8,964 – in 2016). The overwhelming majority of registrations were comprised of LLCs and Individual Entrepreneurs.

**Labour market study** conducted by the Ministry of Labour, Health and Social Affairs of Georgia (MoLHSA) in 2015 showed that 5578 foreigners were employed in Georgia, among them 40% were working at the positions of low qualification civil engineers, motor vehicle mechanics and repairers, and 11% - managing directors and chief executives (as to the rest of them, 7% are heavy truck drivers, 4% civil engineers, 4% professional service managers, 3% commercial service and administrative managers, 2% cooks, 2% hotel managers, and 27% occupy other positions). Sectors of economy where foreigners are employed are: 31% in construction sector, 26% in trade and repair of vehicles and home appliances, 9% in rental and lease of real estate and property / providing services to customers, 8% in transport and telecommunications, 8% in hotels and restaurants, 3% in education and 14% in other sectors.

According to the UNDP-UNHCR survey on the socio-economic situation of refugees, humanitarian status holders and asylum seekers in Georgia, conducted in October-November 2015, 15% of total 451 respondents were employed, 24% were engaged in the same field of work as they were before coming to Georgia. From the employed respondents 91.8 % were male and 8.2% female. 10% of refugee families operated business activity in Georgia.
In October 2017, in the framework of the Ministry of Internally Displaced Persons from the Occupied Territories, Accommodation and Refugees of Georgia (MRA) and UNHCR joint project, the survey was conducted aiming at collecting information on the economic integration of persons granted international protection in Georgia. According to the results of the study, 32.5% of total 212 persons granted international protection in Georgia are engaged in entrepreneurial activities, 24.5% of them are male. 36.3% of interviewed are employed, 19.8% were employed and 40.1% have never been employed in Georgia.

<table>
<thead>
<tr>
<th>4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.</th>
<th>Provided the strategic priority of facilitating business climate in the country as mentioned above, the various state-lead programmes are operational in the country to promote engagement in economic activities, that are open to any interested person irrespective of his/her nationality. A small and micro-grant programme “Produce in Georgia” having regional coverage is noteworthy to name a few. Parallel to that, in order to guarantee the integration of persons who were granted international protection in Georgia, since 2017, the MRA is implementing a ‘State Programme on Integration Assistance to Persons Granted International Protection in Georgia’, aimed at facilitating sustainable integration of the persons of above-said category. Within the Integration Center, launched by MRA, various services are provided for persons granted international protection in the framework of the State Program. The beneficiaries of Integration Center among other services, can benefit from the following: courses of Georgian language, civic orientation, and social-cultural awareness raising; consultancy regarding the income generating activities and employment. In the course of the latter, the Programme envisages funding specific project initiatives developed jointly with business consultants and tailored to the needs of the above-mentioned target group.</th>
</tr>
</thead>
<tbody>
<tr>
<td>5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?</td>
<td>The governmental ordinance No.417 on “Approving the Rule of Job Placement with a Local Employer and Performance of Paid Labour Activities by the Labour Immigrant (Alien not Holding Georgian Permanent Residence Permit)” adopted in 2015 defines the labour rights for employers and employees, and obliges employers to provide information on labour immigrants to MoLHSA. Georgia has ratified the ILO C117 Social Policy (Basic Aims and Standards) Convention. According to the Convention, all possible steps should be taken by appropriate international, regional and national entities concerned to safeguard the rights of migrant workers. Part III of Convention also refers to the migrant workers and their rights (Articles 6-9). Georgia has also ratified the European Social Charter of the Council of Europe. According to the Charter’s Article 19: “The right of migrant workers and their families to protection and assistance”, Georgia as a signatory party undertakes to ensure the effective exercise of the rights of migrant workers and their families to protection and assistance.</td>
</tr>
<tr>
<td>6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training,</td>
<td>Immigrants in Georgia have access to formal education recognition services that are administered by the National Center for Educational Quality Enhancement (under the Ministry of Education and Science in Georgia - MoES) based on the Order of the Minister of Education and Science of Georgia issued in October 2010 “On Approval of the Procedure of Validation of Georgian Educational Documents and Recognition of Foreign Education and Fees”. As for recognition of informal education, the relevant mechanism is now being developed by the Ministry and this service will be available to immigrants in the nearest future.</td>
</tr>
</tbody>
</table>
| Language courses and cultural orientation? | A specific procedure does exist for recognizing the education of refugee status holders who do not want any kind of information to be requested from their countries of origin (due to persecution threats). The work is currently in progress to further improve and expand these services to the other persons enjoying international protection as well.

Vocational education available for refugees and humanitarian status holders free of charge at public VET providers. Within the above-mentioned Integration Center, the courses of Georgian language, civic and social-cultural awareness raising courses are offered to the persons granted international protection in Georgia. Moreover, beneficiaries are involved in cultural activities (excursions) and activities related to art, literature, music, sports, etc.

Since 2014, the MoES has been implementing the state programme “Teaching Georgian as Foreign language” that is the brand new product. The programme is implemented in cooperation with language policy department of the Council of Europe and the Common European Framework of Reference for Languages and comprises methodological and other supplementary materials for teachers.

The courses of Georgian language are also offered by the Zurab Zhvania School of Public Administration (ZSPA) run by the MoES and fully funded by the state. Any interested individuals above 18, irrespective of nationality, can study Georgian free of charge. Since 2017 ZSPA provides language courses to persons granted international protection in cooperation with Integration Center by MRA. |
| --- | --- |
| 7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples. | For that purpose, in 2013-2016, the SCMI in cooperation with the German Society for International Cooperation (GIZ) implemented a pilot circular migration project in the frame of which 12 Georgian nurses and 20 hospitality sector professionals were placed in Germany for employment. The pre-departure orientation measures including language and financial literacy courses, as well as diaspora engagement and return and reintegration activities were part of the 3-year joint project. Also, as a follow up action, facilitated by the IOM Georgia Mission, Georgia has implemented the project “Piloting Temporary Labour Migration of Georgian Workers to Poland and Estonia” aimed at developing the effective model of temporary labour migration to above-mentioned countries, promoting legal employment of migrants, raising their professional skills and protection of their labour and social rights. Direct beneficiaries of the project are Georgian labour migrants with total initial number of 80 migrant (70 to Poland and 10 to Estonia). The pilot project also included pre-departure orientation activities to inform labor emigrants on their rights and responsibilities while being employed in another country.

As partners in this very action, the different NGOs and IOs enjoying the consultative status within the SCMI do implement several projects aimed at informing Georgian emigrants in destination countries regarding their social and labor rights as well as various opportunities to start economic activity in Georgia. Since 2013, such projects have been implemented by International Center for Migration Policy Development, International Organization for Migration (ICMPD), German Society for International Cooperation (GIZ), Georgian Young Lawyers Association (GYLA) and Civil Development Agency (CiDA). |
| 8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and considering that immigration is a relatively new trend in Georgia, which historically has been a country of emigration, it is now developing research methodologies and accumulating knowledge on the composition and needs of immigrants (studying the best international practices as well). |
implementing relevant policies and programmes. The first challenge is a lack of accurate statistical data and sufficient quality databases on immigration. The number of immigrants are estimated through different sources which sometimes might overlap and do not necessarily provide with the precise picture. To this end, the SCMI / PSDA are currently working on the Unified Migration Analytical System (UMAS), with the aim of improving overall immigration data quality in the country. UMAS will be fully operational by the end of 2018.

The existing integration programs are overall more concentrated to specific needs of persons granted an international protection. As far as the integration of the other category of migrants is concerned though, the certain challenges also exist associated with a lack of financial resources to maintain funding of all necessary integration services.

### HUNGARY

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

In Hungary, the Fundamental Law states the basic rules and principles of migration policies. The fundamental rights, such as the right to freedom, dignity, equal treatment, the freedom of movement, the right to asylum, the right to work are set down in the Fundamental Law.

Act I of 2007 (Free Movement Act) regulates the entry and stay of persons enjoying the right to free movement and their family members, and Act II of 2007 (Aliens Act) regulates the entry and stay of third-country nationals. The Act on Asylum, Act LXXX of 2007, sets down the basic principles and the most important guidelines to follow in the area of asylum in line with the relevant EU directives.

The legal framework of the employment of foreign workers is based on the following national pieces of law:

- Act IV of 1991 on Job Assistance and Unemployment Benefits (hereinafter: Unemployment Act);
- Government Decree 445/2013 (XI.28.) on the authorization of employment of third-country nationals in Hungary in procedures other than the single application procedure, on the exemptions of such authorization obligation, on the involvement of the metropolitan and country government offices as opinion makers in single application procedures, and on the notification of employment of third-country nationals’ authorization free employment in Hungary and salary reimbursement;
- Decree of the Minister of National Economy 19/2015. (VII.3.) on the highest number of third-country workers.

Third-country nationals are mainly arriving to Hungary with the purpose of pursuing gainful activities. Pursuant to the Government Decree 445/2013 (XI. 28.), during the single authorization process conducted on the request of third-country citizens arriving with the purpose of employment, a labour market test is carried out based on the labour notification of the employer, that in case of an unfilled position by a Hungarian or EU-citizen a unified permit allowing employment and residence is issued or extended. The highest number of third-country workers is determined annually based on the regulations of Decree of the Minister of National Economy 19/2015. (VII.3.).
As the Single Permit Directive (Directive 2011/98/EU) has been adopted with the aim of issuing a single permit including both the residence and work permits, as well as ensuring equal treatment with regards to the rights and benefits defined for the single permit holders, in Hungary the assessment of the applications for engaging in gainful employment and for a permanent residence permit takes place in a single authorisation procedure. In this process, the labour authorities (based on the criteria set out by law) declare as special authorities that the third-country national shall be supported in the interest of national employment policy.

The EU Blue Card may be requested by highly skilled employees is also issued as a unified permit in a unified request – that is, evaluating employment and migration aspects in a single procedure – procedure. In connection with the transposition of the Seasonal Workers Directive (Directive 2014/36/EU) and the Intra-Corporate Transferees Directive (Directive 2014/66/EU), laws were amended in 2016, in connection with the implementation of the Students and Researchers Directive (Directive 2016/801/EU) laws were amended in 2016, introducing new employee-categories and laying down detailed rules on administrative procedures to result in a faster admission of these groups of third-country nationals to the labour market. For these third country nationals and for those covered by an international convention, Section 7 of Unemployment Act contains procedural facilitation.

From July 2016, Act XXXIX of 2016 has facilitated the employment of third-country nationals in Hungary arriving from Hungary’s neighbouring countries. The facilitation refers to jobs published in the official communication of the Minister of National Economy. In this case, Immigration Office does not turn to the competent Government Office (i.e. Hungary does not make labour market research). The deadline of the single application procedure has been reduced from 21 to 8 days. Temporary employment relationships are allowed.

In respect of regular migrants, it is obligatory to observe the requirement of equal treatment with the Hungarian citizens during the promotion of employment and the supporting of job seekers. Pursuant to the Unemployment Act persons recognised as refugees, beneficiaries of subsidiary protection status or asylum seekers and those with immigrant or resident status, as well as persons with the right to free movement and residence are entitled to the same rights and obligations as Hungarian citizens. An employee from a third country with residence permit and having been employed in Hungary for at least six months is entitled to the same rights and obligations as Hungarian citizens with regard to the registration as a job seeker as well as the supply of job seekers (Sections 1 - 3 of the Unemployment Act).

Hungary implements a positive approach with regard to family reunification, so does not create a significant barrier to the migrants arriving in the country with family members from the beginning of their stay provided that the conditions of the family members’ stay are equally ensured, moreover in case of adequate residence, they are allowed to work following a simplified authorization process (Section 9 of Government Decree 445/2013 (XI. 28.)).

Promotion of pursuing studies in Hungary is an important segment. Foreigners entering and residing with the purpose of pursuing studies may contribute significantly to the development of a knowledge-based society, as well as to further increasing the
"reputation" of institutions of higher education. In addition, foreigners returning home after the completion of studies may use their experience obtained in Hungary and may enhance the positive image of Hungary in their country of origin.

In Hungary free legal assistance is provided in compliance with EU obligations to asylum-seekers (2005/85/EC Directive), as well as in compliance with the obligations defined in the Return Directive (2008/115/EC) to those illegally residing in Hungary. Hungary ensures the equal treatment and the right to social benefits in the sectoral legislation along with EU standards and is in line with them.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

According to Paragraph 3 (1) d) of Act CXV of 2009 a self-employed person may be an immigrant or a settled person under the Act II of 2007 on the Admission and Right of Residence of Third-Country Nationals or who has a residence permit for a purpose of gainful activity, family reunification or study, a person with tolerated stay or a stateless person in possession of a residence permit issued on humanitarian grounds.

According to Paragraph 20 (4) the Act II of 2007 on the Admission and Right of Residence of Third-Country Nationals gainful activity can be carried out by those third country nationals who have a) residence permit for seasonal workers, b) residence permit issued on humanitarian grounds, c) residence permit for a purpose of gainful employment, gainful activity, employment, family reunification, research or study, d) EU Blue Card e) residence permit for the purpose of intra-corporate transfer.

3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

n/a

4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

There are no specific projects for the integration of third-country nationals into the labour market in Hungary, however, projects those targeting certain group of workers are also eligible for third-country nationals if they are registered job seekers.

The GINOP 5.1.1. “Road to the labour market” priority project was launched in October 2015 as the continuation of an initiative realised in the framework of an earlier operational programme.

This program aims to improve the employability and placement in the open labour market of job seekers above the age of 25 and the inactive, especially people with low levels of schooling, to improve the efficiency of labour market instruments and to help public employees who are ready and able to enter jobs in the competitive sector transition from public employment to the private sector.
As part of the labour market programmes, the National Employment Service provides services tailored to the participants, helps them find jobs and/or provides training opportunities through housing support and various forms of services motivating employment. Supporting job placement gives priority to meet the demand for labour in the private sector, to support the employment of the target group at the employers of the market sector. An obligatory element of the labour market programme is the mentor service, which must be made available in each county to all of the participants. The Ministry for National Economy implements the project in a consortium with units responsible for employment and labour market duties in the government offices of Budapest and the counties between 1 October 2015 and 31 December 2018. Amounting to HUF 102 billion, the funds allocated to these measures aim to include nearly 100 thousand job seekers.

The GINOP 5.2.1. „Youth Guarantee labour market programme” is established as an employment element of the Youth Guarantee System. The programme made the commitment to lower even further and to maintain the rate of youth unemployment. In the framework of the programme, people below the age of 25 who completed training, get employment or training opportunities in a period of 6 months after becoming unemployed (or in a period of 4 months beginning in July). The programme is implemented in several steps. The first round delivers help primarily (but not exclusively) to people below the age of 25 who have been registered as job seekers for at least 6 months. In 2018, the programme will deliver help to every job seeker below the age of 25. The novelty of the Youth Guarantee Programme lies in coupling the provision of job opportunities to young people with mentoring from employment centres, which helps them decide in situations of choice particular to their age and status in life, including the transition from the world of learning to the world of labour, starting an independent life, establishing a family and livelihood, and the continuation of school studies or the acquisition of qualifications. The National Employment Service has offered the opportunity to participate in the programme to 108,384 young people so far.

<table>
<thead>
<tr>
<th>5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hungary guarantees the fundamental rights of all persons present in its territory in accordance with the requirements set out in the international instruments to which Hungary has acceded. By ratifying several instruments of the world of work, Hungary has committed itself to a comprehensive protection system in the field of labour rights including the possibility to submit complaints on national and regional level.</td>
</tr>
<tr>
<td>Hungary ratified the UN Refugee Convention and Protocol (the 1951 Convention relating to the Status of Refugees and its 1967 Protocol (CIS), the Stateless Persons Convention, the Reduction of Statelessness Convention, the Nationality of Married Women Convention.</td>
</tr>
<tr>
<td>Hungary as the Member State of the <strong>International Labour Organisation</strong> has adopted all fundamental labour conventions and many international labour standards those are important for safeguarding the dignity and rights of migrant workers. In principle - unless otherwise stated - all international labour standards are applicable to migrant workers. These standards include the eight fundamental rights ILO conventions, the standards of general application those addressing e.g. the protection of wages, occupational safety and health, the conventions concerning labour inspection, employment policy and tripartite consultation, as well as the instruments containing specific provisions on migrant workers such as the Private Employment Agencies Convention, 1997 (No. 181) and social security instruments.</td>
</tr>
</tbody>
</table>
Hungary is State Party of the *Revised European Social Charter of the Council of Europe*. Pursuant to the provisions of the Charter (Part I. Section 19) Hungary undertakes that both national and international policies shall be pursued by the attainment of conditions in which the following rights and principles may be effectively realised: Migrant workers who are nationals of a Party and their families have the right to protection and assistance in the territory of any other Party.

However, it should be noted that the objectives and provisions of the relevant international agreements are governed by EU law, so EU Member States, including Hungary, have not acceded to all of these convention. Further, Hungary has several **bilateral agreements** concluded to facilitate the movement of persons therefore bilateral cooperation is a key feature in this regards, too.

**Working Holiday Agreements** were signed with New Zealand, Australia, South Korea, Taiwan Chile, Hong Kong and Japan between in the last five years. Within this annual scheme, 100 (200 for Australia) young people aged 18-35 can visit the contracting party’s country primarily as a tourist, and during their stay they can also be employed on a temporary basis under preferential provisions.

<table>
<thead>
<tr>
<th>6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation?</th>
</tr>
</thead>
</table>
| On the basis of Article 14 of Directive 2013/33/EU of The European Parliament and of the Council laying down standards for the reception of applicants for international protection, minors arriving to the transit zones and applying for legal acknowledgement have to be provided with access to the public education system until reaching majority. In the transit zones they are accommodated in separate sectors, each having a capacity of 60-80 persons. Education must be provided in the sectors where families or unescorted minors are staying. In respect of sophisticating their skills, should be mentioned the educational programme and teaching materials created by the experts of the Eszterházy Károly University Institute for Educational research and Development (EKE OFI) with a special focus on the areas of language, communicative, cooperative and cognitive competences. The language of instruction in the complex development classes is Hungarian, the English used as an interlingua both verbally and in writing (e.g. via notice boards). Classes are held within the transit zones including sessions of education from Monday to Friday from 9:00 to 13:00, and in most cases within sectors, information concerning education is directly conveyed by employees of the Immigration and Asylum Office working on the spot. The Office also provides for the necessary equipment. In cases where neither the child nor any family member is capable of English language communication, limited translation service is available.

Once refugee status of migrants ceases to exist, they have access to public education free of charge until the age of 24, and if they would like to study in higher education, they are enabled to do so until the age of 25. In the cases specified in the Act on National Public Education¹ individuals who are legally resident in Hungary with the nationality of other States Parties may participate in school-based VET on the same terms as the Hungarian citizens. The rights and obligations contained in the Act on Job Assistance and Unemployment Benefits² and in its implementing decrees that pertain to Hungarian nationals shall also apply to following persons:

- foreign nationals with refugee status,

---

¹ Act CXC of 2011
² Act IV of 1991
- beneficiaries of subsidiary protection and persons enjoying temporary protection under specific other legislation,
- those who has been granted immigrant or permanent resident status
- individuals with the right of free movement and residence.

Today there are 45 young people who arrived to Hungary as unescorted minors and currently most of them study in Budapest already in higher education. In Hungary, civil organisations play a crucial role in integration involving placement of unescorted minors in the children’s home in Fót. The Hungarian government continuously provides these organisations with significant financial support in the amount of 2.5 million euro for the recent years.

In the 2016/2017 school year, 1741 foreign students attended school-based VET. Students came to Hungary from all over the world. Two-thirds of the students arrived from the neighbouring countries namely Romania, Ukraine, Serbia and Slovakia, and continue their studies in vocational grammar school.

According to the basic principles laid down by the Act CLXXXVII of 2011 on Vocational Training, the requirement of equal treatment shall apply to the entire process of vocational training. Organizations falling within the scope of the Act that breach the requirement of equal treatment may be barred from participating in vocational training. Act on Job Assistance and Unemployment Benefits states that the principle of equal treatment must be strictly observed with respect to job assistance and support provided to job-seekers. This provision shall not preclude the granting of privileges in the labour market to disadvantaged persons.

The Migration Strategy principally targets internationally protected and stateless persons, foreigners staying in Hungary who intend to become permanent residents here. In this regard, Hungarian language teaching appears to be of great relevance together with integration in the labour market as well as questions of accommodation while fostering social and political activity of third country-citizens and the intercultural dialogue. Promoting integration ensures learning Hungarian as a language and subject along with exploring Hungarian culture and civilisation. Furthermore, it helps learners whose citizenship and mother tongue is different from Hungarian in safeguarding and developing their own mother tongue and culture. In Hungary, state subsidies on integration are ensured provided that refugees and internationally protected persons participate in Hungarian language training available for them for free and generally financed through tenders.

Under Hungarian law, migrants have identical access to recognition procedures with Hungarian or any other EU nationals. Should the financial requirements prove burdensome, they may have the rights to a reduced fee or even for a procedure free of charge. Lack of documentation is often a problem for migrants: the qualification of refugees might be recognized even partly or fully missing the otherwise necessary documentation. This rule applies for both academic and professional recognition.

| 7. Does your country cooperate with countries of origin/destination of migrants as | After providing international protection, the third country national person may stay at some of the reception facilities of IAO for max. 30 days. During this period the Office grants constant contact with NGO’s, that are assisting the access to labor market and reach some kind of reassuring housing, language courses for those, who are interested. |
well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.

8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.

<table>
<thead>
<tr>
<th>LATVIA</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?</td>
</tr>
<tr>
<td>General conditions on foreigner’s right to employment and access to labour market are laid down in the Immigration Law and the Labour Law. According to Labour Law it is allowed to employ foreigner only if the right to employment was granted to him or her which is attested by a relevant note in the visa or the residence permit issued to a foreigner, except the cases provided for in regulatory enactments when the attestation regarding the right to employment with a particular employer or in a particular specialization (profession) is not required. This regulation shall not apply to citizens of the European Union and persons who have the right of free movement in accordance with Article 2(5) of Regulation (EC) No 562/2006 of the European Parliament and of the Council of 15 March 2006 establishing a Community Code on the rules governing the movement of persons across borders (Schengen Borders Code). If a Latvian employer wants to employ a foreigner who lives in the third country, the employer has to register the vacancy in the State Employment Agency and submit his/her request of invitation (with an employment contract or other documents). Foreigner has to submit a residence permit and a work permit and register in the State Revenue Service as a tax payer.</td>
</tr>
<tr>
<td>2. Please describe existing legal provisions regulating conditions</td>
</tr>
<tr>
<td>There are no special legal provisions regulating conditions of establishment of small and micro business by migrants, meaning, that relevant provisions are identical as for Latvian nationals as for migrants.</td>
</tr>
</tbody>
</table>

Hungary faced an unprecedented migration and asylum pressure in 2015. Compared with 2014 the number of persons apprehended for crossing the borders of Hungary illegally as well as of asylum applicants increased by 300%. The Government allocated additional budgetary resources of approximately 65 M €. Despite all efforts, on 15 September 2015 the Government had to declare a ‘crisis situation’ due to mass migration for 6 months. Hungary, acting within the framework permitted by international and EU law, has introduced additional measures to enhance the protection of its borders and the effectiveness of its asylum system to be able to differentiate between genuine refugees and economic migrants at a large scale.
3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

According to data of the Office of Citizenship and Migration Affairs (hereinafter - OCMA), Latvia has issued 1736 newly residence permits for TCN for employment purposes in 2016. In total, Latvia has granted rights to employment for 6007 TCN in 2016. Most of the employees work in the following areas: land transport and pipeline transport production (2765); computer programming and consultation (528); production of other vehicles (310); repair and installation of machinery and equipment (265); catering services (230) and in other areas.

In 2015, Baltic Institute of Social Sciences in cooperation with the Society Integration Foundation and Ministry of Culture of the Republic of Latvia carried out a study “The portrait of third-country nationals in Latvia”. According to the study, 40% third countries nationals (who take a part in survey) work as self-employed, company owners and co-owners. About half of the employees work in another profession, 23% – in their profession (trade, catering and tourism; education and health; transport, logistics and communication sector). Most of the respondents arrived to Latvia for the purposes of family reunification (52%) or acquisition of immovable property (22%), as well as study or work.

4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

As language skills is considered one of the preconditions for the successful integration in the labour market, State Employment Agency (SEA) provides national language training for the unemployed and job seekers, including TCN and the beneficiaries of international protection, offering an opportunity to participate in three cycles of the language courses during the year. During the training, each person gets a scholarship of 5 EUR per training day. In addition, Latvia is currently working on a pilot project, which will provide an opportunity for the beneficiaries of international protection to learn Latvian language in a real work environment.

Since 2016, the SEA is implementing project “Integration of refugees and persons granted subsidiary status in the labour market” which aims to facilitate their integration into society and settlement in a permanent work. Project provides informative lectures, consultations and support activities (such as Latvian language courses, professional training, subsidized jobs etc.).

Latvian language courses for TCN are also available through the Asylum and Migration Fund supported projects. For example, Latvian Language Agency implemented a project called “Learning Latvian language to promote integration of TCN in the labour market” in 2017.

While the non-governmental organization “Shelter “Safe House” provides various consultations for TCN, as well as interpretation services to ensure migrants’ communication with various institutions.

The Ministry of Economics has developed legislative proposal “The list with specializations (professions) in which forecasts significant labour shortages and in which may be invited foreigners to work in the Republic of Latvia” which is based on the regulations of the Cabinet of Ministers and which takes into account the amendments in the Immigration Law entered into force on March 2, 2017. These amendments provide certain reliefs in immigration processes for those TCN, who will work in specific professions indicated in...
The above mentioned list. These reliefs include shorter mandatory time for vacancy notice and reduced salary threshold for those foreigners who want to obtain EU Blue card.

Similarly, the Ministry of Economics in cooperation with Latvian Investment and Development Agency and the OCMA has prepared an informative guide in English for the employers and foreign specialists explaining how to apply for residence permit with the right to employment in the Republic of Latvia.

5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?

It is allowed to employ foreigner only if the right to employment was granted to him or her which is attested by a relevant note in the visa or the residence permit issued to a foreigner, except in the cases provided for in regulatory enactments when the attestation regarding the right to employment with a particular employer or in a particular speciality (profession) is not required. This regulation shall not apply to citizens of the European Union and persons who have the right of free movement in accordance with Article 2(5) of Regulation (EC) No 562/2006 of the European Parliament and of the Council of 15 March 2006 establishing a Community Code on the rules governing the movement of persons across borders (Schengen Borders Code) Section 37 Paragraph eight of Labour Law. It is prohibited to employ a person who is not entitled to reside in the Republic of Latvia according to Section 37 Paragraph nine of the Labour law.

Latvia has successfully transposed the requirements of Directive 96/71/EC concerning the posting of workers into the national Labour law, therefore provisions in that Directive are used to prevent labour right abuse and exploitation of migrants.

Whereas, according to Labour law of Latvia, everyone has an equal right to work, to fair, safe and healthy working conditions, as well as to fair work remuneration. The law states that these rights shall be ensured without any direct or indirect discrimination – irrespective of a person’s race, skin colour, gender, age, disability, religious, political or other conviction, ethnic or social origin, property or marital status, sexual orientation or other circumstances.

Regarding international conventions and agreements, Latvia has ratified ILO Forced Labour Convention in 2006 and has already prepared several reports about the implementation of this convention. Similarly, just recently Parliament of Latvia has adopted law, which stipulates that Latvia will also ratify Protocol of 2014 to the Forced Labour Convention of 1930 (the law came into force on November 9, 2017). Currently formal procedure is carried out to inform about this decision relevant bodies. In addition, Latvia is bounded by several international treaties protecting labour and social rights of migrants, such as the Convention for the Protection of Human Rights and Fundamental Freedoms, EU Charter of Fundamental Rights, International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the Abolition of Forced Labour Convention (No. 105), The United Nations Convention on the Rights of the Child, Directive 2011/36/EU of the European Parliament and of the Council on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA etc.

6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do.

According to Education Law of the Republic of Latvia, expert-examination of education documents issued abroad, as well as documents certifying academic degrees obtained abroad, are carried out by the relevant educational institutions, state institutions, employers or professional organisations, on the basis of application submitted by the holder of the education document or the
<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Migrants in your country have access to vocational training, language courses and cultural orientation?</td>
<td>Documents certifying the academic degrees. The Academic Information Centre carries out expert-examination of education documents issued abroad, as well as of attesting documents regarding the academic degrees conferred abroad. As a result of the expert-examination of the submitted documents, it shall be determined: 1) which education document issued in Latvia, or which academic degree conferred in Latvia is equivalent to the education document issued abroad, or to the attesting document regarding the academic degree conferred abroad, or which education document issued in Latvia, or which academic degree conferred in Latvia, may be considered as equivalent to such; 2) what additional conditions must be fulfilled in order that the education document issued abroad, or the document certifying the academic degree conferred abroad, may be considered as equivalent to an education document issued in Latvia or an academic degree conferred in Latvia if the education document issued or the academic degree conferred abroad does not conform to the requirements of any education document issued in Latvia or to any academic degree conferred in Latvia. As a result of the expert-examination of documents, the person submitting the application shall be given a notice in regard to which education document issued in Latvia, or which academic degree conferred in Latvia, is equivalent, or may be regarded as equivalent, to the education document issued abroad, or to the academic degree conferred abroad. Migrants have access to vocational training, language courses and cultural orientation. As mentioned before, free of charge Latvian language courses and cultural orientation for TCN are provided by the Asylum and Migration Fund supported projects. During nine months of 2017, 477 TCN completed language courses. In addition, refugees and persons with subsidiary status receive funding from Europe Social Fund for vocational training and social mentoring. Similarly, the integration courses are available, such as operational programme “Growth and jobs” implemented by Ministry of Finance of the Republic of Latvia and funded by EU. In addition, several Latvian municipalities organize free Latvian language courses in which TCN who has officially declared his/her place of residence in Latvia can take part.</td>
</tr>
<tr>
<td>7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of</td>
<td>No, currently there is no cooperation with the countries of origin of TCN in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration.</td>
</tr>
</tbody>
</table>
8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.

<table>
<thead>
<tr>
<th>Migration? Please provide examples.</th>
</tr>
</thead>
<tbody>
<tr>
<td>There are several challenges and problems observed for TCN for successful integration into the labour market: the lack of knowledge of Latvian language, difficulties finding work in the profession relevant to their qualifications, low wages.</td>
</tr>
</tbody>
</table>

### LITHUANIA

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

<table>
<thead>
<tr>
<th>European Union citizens</th>
</tr>
</thead>
<tbody>
<tr>
<td>A foreign national, who is a citizen of one of the Member States of the European Union, European Economic Area and the Swiss Confederation (hereafter referred to as citizens of the European Union) may arrive and stay in the Republic of Lithuania for up to 3 months within a 6 month period starting from the day of his arrival in the Republic of Lithuania. Citizens of the European Union who wish to stay longer than three months or have already been in Lithuania for longer than three months have to register with the Migration Department. Temporary residence permits are issued for periods of up to five years. The free movement of workers is a fundamental right in the European Union, which permits nationals of one Member State to work in another member State on the same conditions as that member state’s own citizens. Citizens of the European Union can be employed in Lithuania without any restrictions; there is no requirement to obtain a work permit for the citizens of the European Union.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-European Union citizens</th>
</tr>
</thead>
<tbody>
<tr>
<td>A foreigner, who is intending to work in the Republic of Lithuania, shall acquire one of following permits:</td>
</tr>
<tr>
<td>a) Work permit, which grants the right to employment. All foreigners intending to work either under labour contract or as seasonal workers, apprentices and trainees shall obtain work permit and visa before their arrival.</td>
</tr>
<tr>
<td>b) Permit for a temporary stay and work (hereinafter – Single Permit) (according to the Directive 2011/98/EU), which grants the right to reside legally for the purpose of work in the country. This condition is applied to foreigners intending to work under labour contract - workers specialists (experts), who have no less than 1 year of working experience according to the acquired occupational qualification within the period of last two years.</td>
</tr>
</tbody>
</table>
c) Permit for a temporary stay in the case of intending to work in the position of highly qualified employment (hereinafter – the EU Blue Card) (according to the Directive 2009/20/EC), which grants the right to reside and work in the position of highly qualified employment. This condition is applied to foreigners intending to work under labour contract – specialists (experts) with higher (university) education and with the wage of no less than 2 statistic average or 3 statistic average wages.

The expiry date of permits:

a) Work permit is issued for the period of up to one year. At the expiry date of the work permit the foreigner shall leave Lithuania. If labour contract with the foreigner is renewed he/she shall obtain Single permit.

b) Single Permit is issued for the period of up to 2 years. If labour contract with the foreigner is renewed, the permit shall be changed. In the case labour relations are discontinued, the foreigner shall leave the country.

c) The EU Blue Card is issued for the period of 3 years, and if the labour contract is concluded for a shorter period – for the period of the duration of the labour contract and for 3 months more. Within the period of the first two years of legal employment, the foreigner shall inform the Migration Department under the Ministry of Interior on the change of employer. Foreigners, who have obtained the EU Blue Cards may bring in their families, travel to other member states to seek employment, acquire the status of a long-term EU resident after staying in the EU for 5 years, and enjoy equal rights with the EU citizens.

In order to attract more skilled workers from third countries by making this process more flexible and less lengthy some amendments to the Law on the Legal Status of Aliens came into force on 1 January 2017.

Firstly, easier travel and employment conditions are provided to highly qualified professionals and their family members:

- a greater number of aliens qualifies for a temporary residence permit (Blue Card). Changes were made to the salary amount that an employer must undertake to pay to a highly qualified professional alien, i.e. it is reduced from double the average domestic monthly gross wages last published by Statistics Lithuania to 1.5 times the amount.
- the period of issue of a temporary residence permit (Blue Card) is reduced for highly qualified professional aliens whose occupation is put on the List of High-Skilled Occupations in Short Supply without making a labour market test. The procedure for issuing a temporary residence permit (Blue Card) takes less time – the alien’s application for a temporary residence permit should be examined within one month (or 15 days as a matter of urgency);
- it is established that the examination period of the application for a temporary residence permit also applies with regard to family members of highly qualified professional aliens;
- By Resolution No 211 of 22 March 2017, the Government of the Republic of Lithuania approved the Procedure for Treating Professional Experience as Higher Education Qualification and Issuing of a Certifying Document. It allows for treating the occupation of an alien seeking job that requires high professional qualification, which is not regulated in the Republic of Lithuania, and his professional experience as equivalent to higher education qualification and issuing a certifying document.

Secondly, fewer administrative procedures apply with regard to incoming workers:
- aliens are discharged from the obligation to obtain a work permit (are allowed to come with a visa) provided that their occupation is on the List of Occupations in Short Supply;
- a period of issue of a temporary residence permit (Single Permit) is shortened for professional aliens whose occupation is on the List of Occupations in Short Supply, without applying the labour market test;
- the requirement for a work permit does not apply in respect of aliens (who are allowed to come with a visa) who are temporarily posted/seconded by a foreign company to a Lithuanian company to work in the Republic of Lithuania under their mutual services or works agreement for a year.

_Thirdly_, easier access to the labour market is given to students:
- easier access to employment is provided to aliens who have completed studies or training under vocational training programmes in Lithuania and intend to work according to the qualification acquired. They no longer need a work permit;
- a work permit is neither required for foreign students studying at research and higher education institutions nor registered with educational establishments.

**Integration of foreigners**

An Action Plan on the Implementation of Aliens' Integration Policy for 2015-2017 was approved by the Order of the Minister of Social Security and Labour Ministry for the purpose of the integration of foreigners into the life of Lithuanian society and the promotion of tolerance of society towards foreigners. It consists of 14 measures for the integration of foreigners into the Lithuanian society, for the improvement of the education of foreigners, for cooperation and capacity building of the specialists working in the field of integration of foreigners and legal migration and etc. One of the main measures, which is foreseen to foster integration of migrants in to labour market, is the provision of complex integration services at the municipalities. To implement this measure there were established three foreigners integration centres where persons granted asylum and legally residing third-country nationals are eligible for the introductory courses and courses of the Lithuanian language, psychological, legal and vocational counselling and other services such as interpreter. The foreigners integrations services are managed by NGOs and funded by AMIF.

<table>
<thead>
<tr>
<th>2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.</th>
<th>n/a</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy).</td>
<td>Employment of foreigners in Lithuania depends on the situation in the domestic labour market. Given the economic growth and shorter supply of workforce, the number of aliens working in Lithuania is increasing. The number of work permits issued in 2016 also evidences this (see the diagram below).</td>
</tr>
</tbody>
</table>
Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

Most of the foreigners employed in Lithuania come from Ukraine, Belarus and Russia. We have no available statistics on foreigners’ employment based on age.

**Statistics regarding employment of foreigners provided by Migration Department**

From January to the end of September 2017, 14 749 national visas were issued to foreigners who came to work in Lithuania. It accounts about 80 per cent of all issued visas. Among them:

1) 10 000 national visas were issued to foreigners who have a qualification included in Lithuania’s shortage occupations list;
2) 2 855 national visas were issued to foreigners who have work permits issued by the Lithuanian Labour Exchange. Currently, the most demanded employees are drivers of international transport vehicles, as well as welders.
3) 1 029 national visas were issued to posted foreigners (i.e. foreigners who employed by companies established in non-EU country and posted to Lithuanian companies for a period not exceeding one year under contracts concluded between these companies on provision of services or performance of particular work).

From January to the end of September 2017, 8 487 applications to issue a temporary residence permit were submitted by foreigners intending to work under employment contracts in Lithuania. 6 052 decisions to issue temporary residence permits were adopted. Among them, 4 262 decisions to issue temporary residence permits to foreigners who have a qualification included in Lithuania’s shortage occupations list (mostly international road transport vehicle drivers).
During the mentioned period, 178 applications to issue temporary residence permits to a foreigner who intends to take up highly qualified employment were received (Blue card). Among them, 136 were accepted.

**Work permits issued by Lithuanian Labour Exchange 2014-2017**

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017 I-IIIQ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>146 /3 %</td>
<td>165 /2 %</td>
<td>210 /2 %</td>
<td>151/ 6 %</td>
</tr>
<tr>
<td>Male</td>
<td>5236 /97 %</td>
<td>6708 /98 %</td>
<td>12390/98 %</td>
<td>2575/ 94 %</td>
</tr>
</tbody>
</table>

**Employment of foreigners by the sector of economy**

<table>
<thead>
<tr>
<th>Year</th>
<th>Sector of economy (five most demanded sectors)</th>
<th>Number of foreigners employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>Transportation and storage</td>
<td>4285</td>
</tr>
<tr>
<td></td>
<td>Manufacturing</td>
<td>579</td>
</tr>
<tr>
<td></td>
<td>Accommodation and food service activities</td>
<td>139</td>
</tr>
<tr>
<td></td>
<td>Construction</td>
<td>111</td>
</tr>
<tr>
<td></td>
<td>Wholesale and retail trade</td>
<td>92</td>
</tr>
<tr>
<td>2015</td>
<td>Transportation and storage</td>
<td>5105</td>
</tr>
<tr>
<td>Industry</td>
<td>2016 m.</td>
<td>2017 m. I-III Q.</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>---------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Construction</td>
<td>385</td>
<td>1160</td>
</tr>
<tr>
<td>Wholesale and retail trade</td>
<td>373</td>
<td>516</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>224</td>
<td>301</td>
</tr>
<tr>
<td>Accommodation and food service activities</td>
<td>67</td>
<td>160</td>
</tr>
<tr>
<td>Transportation and storage</td>
<td>9767</td>
<td>361</td>
</tr>
<tr>
<td>Construction</td>
<td>1248</td>
<td>172</td>
</tr>
<tr>
<td>Wholesale and retail trade</td>
<td>603</td>
<td>186</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>460</td>
<td>301</td>
</tr>
<tr>
<td>Accommodation and food service activities</td>
<td>160</td>
<td>180</td>
</tr>
</tbody>
</table>

4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

Lithuania does not implement specific programmes designed for facilitating access/attraction of migrants to national labour markets.

5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?

Law on Equal Treatment of the Republic of Lithuania prohibit any direct or indirect discrimination on the grounds of gender, race, nationality, language, origin, social status, belief, convictions or views, age, sexual orientation, disability, ethnic origin or religion. When implementing equal treatment the employer, without regard to gender, race, nationality, language, origin, social status, belief, convictions or views, age, sexual orientation, disability, ethnic origin or religion, must:

1) apply uniform selection criteria and conditions when employing, or recruiting to the civil service, except for the cases specified in paragraph 7 of Article 2 of this Law;
2) provide equal working and civil service conditions and opportunities for vocational training, advanced vocational training, retraining, practical work experience, as well as provide equal benefits;
3) apply uniform criteria for assessing the work of employees and the performance of civil servants;
4) apply uniform criteria for dismissal from work and from the civil service;
5) pay equal pay for the same work or for work of equal value;
6) take measures to prevent harassment or instructions to discriminate against any employee or civil servant at the workplace;
7) take measures to prevent sexual harassment against any employee or civil servant;
8) take measures to ensure that an employee or civil servant who has filed a complaint relating to discrimination or is participating in discrimination proceedings, his representative or any person who is testifying or making statements are not subjected to persecution and are protected from any adverse treatment or adverse consequence;
9) take appropriate measures to enable disabled persons to have access to, participate in, or advance in employment, or to undergo training, including adaptation of premises, unless such measures would impose a disproportionate burden on the employer.

Lithuanian Labour Code establishes that labour relations shall be regulated in accordance with the principles of legal certainty, the protection of legitimate expectations and comprehensive defence of labour rights, the provision of safe and healthy working conditions, stability of labour relations, freedom to choose a job, fair remuneration for work, equality for the subjects of labour law regardless of their gender, sexual orientation, race, nationality, language, origin, social status, faith, intention to have a child/children, marital and family status, age, convictions or views, political affiliation, or circumstances unrelated to the employees’ professional qualities, freedom of association, free collective bargaining and the right to take collective action.

Lithuanian labour legislation provide the same rights for migrants and measures to defend their rights as for the local workers.

- The rights granted by the provisions of the labour law in accordance with the procedure established by Labour Code and other laws shall be defended in labour dispute settlement bodies and courts.

Both local workers and migrants workers can refer to the labour disputes committees if their rights are violated. Labour disputes on rights shall be heard by the Labour Disputes Committee and the court. A labour dispute on rights related to strikes or lockouts shall be heard directly at court, other labour disputes on rights – in the Labour Disputes Committee.

Labour Disputes Committee is a mandatory pre-trial dispute settlement body specialized in individual labour disputes on rights. An individual labour dispute on rights shall mean a disagreement between the employee or other participants of employment relationships, on the one hand, and the employer, on the other hand, arising from the entry into, amendment, performance or termination of the employment contract, as well as regarding failure to comply or improper compliance with labour law provisions in the employment relationships of the employee and the employer. Parties to labour disputes may include former employers, persons who were willing to conclude employment contracts where that has been refused, as well as persons entitled to an employee’s wage or to other employment-related payments.

Labour Disputes Committees shall be permanent and operating under the territorial offices of the State Labour Inspectorate. A participant in employment relationships who believes that another subject of labour law has violated his rights as a result of failure to comply or improper compliance with labour law provisions or mutual agreements, shall apply to the Labour Disputes Committee with an application to hear the labour dispute on rights within three months and, in case of unlawful suspension, unlawful dismissal from work and in case of breaches of the collective agreement – within one month from the time when he found out or ought to have found out about the violation of his rights. The Labour Disputes Committee shall consider the application not later than within
one month after the day of receipt of the application. The time limit for hearing the application may be extended, but not more than for one month, by a reasoned decision of the Chairperson of the Labour Disputes Committee. If a party to a labour dispute disagrees with a decision of the Labour Disputes Committee or if the Labour Disputes Committee refuses to renew the exceeded time limit to apply to the Labour Disputes Committee with an application to resolve a labour dispute over law, the party to the labour dispute shall have the right to submit a claim for the hearing of the labour dispute on rights at court within one month after the day of adoption of the decision by the Labour Disputes Committee in accordance with the provisions of the Code of Civil Procedure of the Republic of Lithuania.

- The execution of the provisions of Labour Code and other provisions of the labour law, in accordance with the competence established by legislative acts, shall be controlled and the prevention of their infringements shall be executed by the State Labour Inspectorate under the Ministry of Social Security and Labour of the Republic of Lithuania and other institutions.

Labour inspectors perform prevention of violations of provisions of laws regulating occupational safety and health, labour relations as well as the prevention of accidents at work and occupational diseases in enterprises, by controlling the compliance with these provisions of laws and by providing consultations to employees, their representatives, trade unions, employers, occupational safety and health services and committees in enterprises, as well as carrying out their educational mission of the public within the framework of their competence. Furthermore, the State Labour Inspectorate is actively encouraging and striving at the consolidation of relations between employers and employees and their organisations, based on the social dialogue and collective agreements.

The State Labour Inspectorate is assigned to carry out the control of undeclared work, illegal work as well as to coordinate activities of institutions carrying out control of undeclared work, illegal work in accordance with the procedure established by the Government of the Republic of Lithuania. The State Labour Inspectorate controls compliance with the provisions of the Labour Code, among them - related with employment contracts, remuneration, organisation of working and rest time, as well as the enforcement of relevant resolutions of the Government of the Republic of Lithuania and orders of the Ministry of Social Security and Labour.


Lithuania has also ratified Council of Europe European Social Charter.

<table>
<thead>
<tr>
<th>6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training,</th>
<th>In the Foreigners’ integration centres persons granted asylum and legally residing third-country nationals in Lithuania can receive these services:</th>
</tr>
</thead>
<tbody>
<tr>
<td>one month after the day of receipt of the application. The time limit for hearing the application may be extended, but not more than for one month, by a reasoned decision of the Chairperson of the Labour Disputes Committee. If a party to a labour dispute disagrees with a decision of the Labour Disputes Committee or if the Labour Disputes Committee refuses to renew the exceeded time limit to apply to the Labour Disputes Committee with an application to resolve a labour dispute over law, the party to the labour dispute shall have the right to submit a claim for the hearing of the labour dispute on rights at court within one month after the day of adoption of the decision by the Labour Disputes Committee in accordance with the provisions of the Code of Civil Procedure of the Republic of Lithuania.</td>
<td>1. Lithuanian language courses 2. Trainings of basics of the Constitution of the Republic of Lithuania 3. Cultural orientation courses 4. Psychological counselling</td>
</tr>
<tr>
<td>Language courses and cultural orientation?</td>
<td></td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>5. Legal counselling</td>
<td></td>
</tr>
<tr>
<td>6. Vocational counselling</td>
<td></td>
</tr>
<tr>
<td>7. Activities with the local communities</td>
<td></td>
</tr>
<tr>
<td>8. Consultations on various issues of living in Lithuania</td>
<td></td>
</tr>
</tbody>
</table>

Asylum seekers and persons granted asylum are provided by Lithuanian language and cultural orientation courses as well as vocational counselling at the early stage of integration while staying at the Refugee Reception Centre.

**Recognition of foreign qualifications**

The foreign qualification recognition procedure is applied for establishing the corresponding level of qualifications provided in Lithuania. Recognition is necessary in order to study or become employed. Nevertheless, recognition does not guarantee enrolment in studies or employment. Higher education institutions and employers may set specific or additional requirements.

Academic recognition of foreign qualifications in Lithuania depends on the level of the gained qualification and the purpose of recognition, in Lithuania it is carried out by several institutions: Centre for Quality Assessment in Higher Education (SKVC), www.skvc.lt, Higher Education Institutions, authorized by the Ministry of Education and Science, The Research Council of Lithuania, www.lmt.lt.

When performing the recognition of professional qualifications it is important to evaluate not only the gained qualification, but also whether the person’s knowledge, professional skills and abilities are sufficient to start working in the country of destination.

In a case of regulated profession, an institution authorized by the Government of the Republic of Lithuania carries out the professional recognition of foreign qualification. The Ministry of Economy coordinates recognition of the regulated professional qualifications in the Republic of Lithuania. The list of regulated professions and authorised institutions can be found at www.profesijos.lt.

In a case of non-regulated profession, an employer makes a decision on professional recognition of qualification. Applicant should directly address his potential employer, who will decide on the suitability of person’s professional qualification.

If an assessment of applicant’s competences is necessary it can be carried out by competence assessment institutions: accredited social partners or other institutions authorized to assess a person’s professional competence.

**Lithuanian language teaching**

Every general education school that has pupils who do not speak Lithuanian organises an intensive additional Lithuanian language-teaching course for them (in bridge classes, groups or by integrating pupils in classes, providing individual assistance). Children attend this extra course for a year or less and study other subjects together with their peers.

Lithuanian language courses for adult migrants are available. The courses are offered by various education providers such as universities (Vilnius University Department of Lithuanian Studies, Lithuanian University of Educational Sciences, Vytautas Magnus University), language schools and centres, NGOs and freelance teachers.
In most cases, the cultural orientation is an integral part of the language courses, but in some cases socio-cultural orientation is provided as a separate course.

Vocational education

Vocational education institutions offer the choice of nearly 400 different vocational education programmes. Pupils from the age of 14 are eligible for vocational studies. These studies usually take one to three years to complete. The form of an apprenticeship is also offered, and in this case, the profession is studied directly at the employer’s enterprise. In order to enrol, pupils should address the chosen vocational education institution. Studies at public institutions are free of charge.

Adult migrants can take part in continuing education and training programs to obtain an additional qualification. These programs, lasting from 2 weeks to a year (depending on the difficulty), are designed for adult persons to obtain a different qualification (to requalify) and are oriented into the demands of the labour market.

7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.

The Ministry of Social Security and Labour and its subsidiary bodies cooperate with relevant institutions of Ukraine, Moldova, Georgia and Azerbaijan to exchange Lithuania's best experience in the fields of labour, social and youth policy in accordance with signed cooperation agreements. Activities are carried out in accordance with the topics presented by the partners, which are of interest to them. In recent years, we experienced more active cooperation with earlier mentioned countries.

We have no special programmes aiming to facilitated access of migrants to national labour market.

8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.

For successful economic integration of migrants more financial resources, comprehensive policy on integration and coordination of activities of different institutions that work with migrants are needed.
# MOLDOVA

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

- **Law # 200** of 16.07.2010 on the Regime of Foreigners in the Republic of Moldova

  An immigrant worker shall be granted right to temporary residence in the Republic of Moldova based on application of his/her employer and a decision of the authorised body in the sphere of regulation of labour migration,

- **Law # 274** of 27.12.2017 on Integration of Foreigners in the Republic of Moldova:

  Access to the labour market

  (1) Refugees and persons granted humanitarian protection shall have access to the labour market, to the system of insurance against unemployment, to measures for prevention of unemployment and employment promotion on the same conditions as set by law for citizens of the Republic of Moldova.

  (2) The Ministry of Labour, Social Security and Family, shall apply necessary measures - operating through employment agencies - for adaptation of the services provided to specific needs of beneficiaries of integration programs, including:

    a) organisation of professional training programs by territorial employment agencies;
    b) participation in streamlining relations between beneficiaries of integration programs and their potential employers;
    c) ensuring registration of job seekers - beneficiaries of integration programs;
    d) identification of vacant jobs and ensuring provision of information on them to beneficiaries of integration programs;
    e) identification of appropriate methods for communication with foreigners who were granted international protection or asylum in the Republic of Moldova and apply to services for integration at the labour market - in cooperation with the competent body on foreigners' matters;
    f) provision of unemployment benefits under conditions stipulated by Art. 30 of Law on the Population Employment and Social Protection of Job Seekers.

  (3) Refugees and persons granted humanitarian protection may use professional orientation and training services that are offered by other organisations operating in the sphere.

  (4) Persons incorporated into an integration program cannot reject jobs offered to them without a good reason.

- **Decree # 736** of 10.06.2016 on Approval of the Action Plan for 2016-2020 for Implementation of the National Strategy in the Sphere of Migration and Asylum for 2011-2020

2. Please describe existing legal provisions regulating conditions

- **Law # 180** of 10.07.2008 on Labour Migration:

  - Conditions of labour immigration to the Republic of Moldova;
of establishment of small and micro business by migrants.

- Procedures of temporary employments of citizens of the Republic of Moldova abroad;
- Issuance of licenses for activities of mediation in employment of citizens of the Republic of Moldova abroad;
- Rights and duties of private agencies and emigrant workers;
- Mandatory conditions of an individual labour contract;
- Mandatory conditions of a cooperation agreement between foreign mediators/employers and private employment agencies on employment of citizens of the Republic of Moldova abroad.

**Law # 845 of 03.01.1992 on Business Activities and Enterprises:**

Business operators may include:

- any citizen of the Republic of Moldova who is not disqualified, according to procedures stipulated by this Law and other legislative acts;
- any foreign national or a stateless person, according to the due legislation;
- a group of citizens and stateless persons (partners) - as a collective business operator;
- any legal entities or physical persons, according to their main aims and the due legislation.

The state and local public authorities are business operators of a special type. Business management functions of state (municipal) facilities are performed by facility managers according to contracts concluded with them.

Foreign nationals and stateless persons who are engaged into business activities at the territory of the Republic of Moldova, have equal rights with citizens of the Republic of Moldova unless otherwise is stipulated by the due legislation.

3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic

In 2015, the number of foreigners of employable age reached 19,216 persons or 88.0% of all foreigners who resided in the Republic of Moldova.

<table>
<thead>
<tr>
<th>Type / aims</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>leader / founder with foreign investments</td>
<td>319</td>
<td>304</td>
<td>268</td>
</tr>
<tr>
<td>leader / founder without investments</td>
<td>29</td>
<td>21</td>
<td>80</td>
</tr>
</tbody>
</table>
The share of immigrants in the labour force (by gender and residence), 2005-2010

<table>
<thead>
<tr>
<th>Spheres of employment</th>
<th>Migrant worker</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>trade, hotels and restaurants</td>
<td>1012</td>
<td>16.38</td>
<td>12.69</td>
<td>13.02</td>
<td>11.95</td>
<td>11.84</td>
<td>11.76</td>
</tr>
<tr>
<td>industry</td>
<td>876</td>
<td>31.5</td>
<td>28.6</td>
<td>30.3</td>
<td>27.5</td>
<td>24.6</td>
<td>25.6</td>
</tr>
<tr>
<td>transport and telecommunications</td>
<td>704</td>
<td>27.7</td>
<td>22.8</td>
<td>24.4</td>
<td>23.8</td>
<td>21.8</td>
<td>23.3</td>
</tr>
<tr>
<td>construction</td>
<td></td>
<td>19.1</td>
<td>14.8</td>
<td>15.5</td>
<td>14.6</td>
<td>19.9</td>
<td>20.7</td>
</tr>
<tr>
<td>education, public health, social security</td>
<td></td>
<td>16.3</td>
<td>12.6</td>
<td>13.0</td>
<td>11.9</td>
<td>11.8</td>
<td>11.7</td>
</tr>
<tr>
<td>agriculture</td>
<td></td>
<td>38.7</td>
<td>31.5</td>
<td>30.3</td>
<td>27.5</td>
<td>24.6</td>
<td>25.2</td>
</tr>
<tr>
<td>workplace functions/positions:</td>
<td></td>
<td>25.5</td>
<td>28.6</td>
<td>30.3</td>
<td>27.5</td>
<td>21.8</td>
<td>23.3</td>
</tr>
<tr>
<td>directors</td>
<td></td>
<td>1.5</td>
<td>1.4</td>
<td>1.5</td>
<td>1.4</td>
<td>1.3</td>
<td>1.4</td>
</tr>
</tbody>
</table>

**Spheres of employment:**
- trade, hotels and restaurants - 25.5%
- industry - 24.7%
- transport and telecommunications - 9.5%
- construction - 7.8%
- other activity spheres - 23.7%
- education, public health, social security - 7.1%
- agriculture - 1.5%

**workplace functions/positions:**
- directors - 34.6%
4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

**Law # 274 of 27.12.2017 on Integration of Foreigners in the Republic of Moldova:**
- Foreigners, who were granted international protection or asylum in the Republic of Moldova and who have low self-support capacity due to objective circumstances outside their control, shall enjoy the right for equal and full access to the labour market, equally with citizens of the Republic of Moldova, according to the due legislation.
- Access of foreigners to the labour market (except certain categories) is facilitated by provision of information on demand at the labour market, by provision of mediation services, by provision of professional orientation and training services, by provision of other services in the sphere of employment according to the due legislation.

5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights?

**Law # 180 of 10.07.2008 on Labour Migration, Article 24.** State control and supervision.

In their spheres of competence, the National Agency, the Labour Inspectorate, the competent body on foreigners matters, and the licensing body shall fulfil functions of state supervision and control of compliance with the due labour migration legislation.

For purposes of application of provisions of this Law, the above bodies shall have the following specific duties:
of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a)</td>
<td>the competent body on foreigners matters shall control elimination of illegal labour of foreigners at the territory of the Republic of Moldova;</td>
</tr>
<tr>
<td>b)</td>
<td>the Labour Inspectorate shall ensure control of compliance with conditions of individual labour contracts of immigrant workers;</td>
</tr>
<tr>
<td>c)</td>
<td>the licensing body, jointly with the National Agency, shall ensure control of compliance with licensing conditions.</td>
</tr>
</tbody>
</table>

Inspection results shall be documented as a protocol, in duplicate, one copy shall be issued to the economic actor while the other copy shall be stored in the National Agency.

If cases of non-compliance of a license holder with the due legislation and licensing conditions are identified, the control body shall inform the licensing body on them and submit supporting documents.

The Government shall maintain exchange of information and interact with trade unions and patronages for protection of rights of migrant workers.

The Law also stipulates mandatory conditions of individual labour contracts, presuming protection of migrants.

**Conventions / agreements with participation of the Republic of Moldova:**

Currently, the Republic of Moldova ratified 41 ILO conventions that regulate labour migration and the whole labour market.

- ILO Convention # 105 on Abolition of Forced Labour (New York, 25.06.1957), in force for RM since 10.03.1994;
- ILO Convention # 81 concerning Labour Inspection in Industry and Commerce (Geneva, 11.07.1947), in force for RM since 12.08.1997;
- European Convention on Legal Status of Migrant Workers (Strasbourg, 24.11.1977), in force for RM since 01.10.2006;
- European Convention on Social Security;
- ILO Convention # 97 on Migration for Employment (revised), 1949

**Agreements in the sphere of labour migration:**

Signed agreements:

The Russian Federation - Agreement on Cooperation in the Sphere of Labour Migration and Social Protection of Migrant Workers (Moscow, 15.04.1994), in force for RM since 11.08.1995

Ukraine, Belarus, Azerbaijan, Italy, Israel, Turkey, Latvia, Germany (Memorandum on mobility of medical workers);
| 6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation? | **Law # 274** of 27.12.2017 on Integration of Foreigners in the Republic of Moldova:  
- Professional orientation and training services shall be provided to a foreigner in response to his/her application submitted to the National Employment Agency or submitted to the competent body on foreigners matters and later transferred to the Agency  
- The Ministry of Education shall develop mechanisms of recognition or equalising professional skills and qualifications of foreigners certified in countries of origin and shall ensure registration of foreigners who applied for access to the labour market.  
- Foreigners with temporary residence permits for employment purposes shall use integration measures, language training and health care services according to their individual labour contracts with employers. (Employers are responsible for integration of labour migrants.). |

| 7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples. | **The Office for Diaspora Matters**  
- An inter-agency working group for coordination with diaspora was established and operates;  
- Jointly with NEXUS MOLDOVA Project, 4 regional centres were established and operate for provision of information, consultations and support in addressing different migration-related problems;  
- Several economic, social and cultural programs were implemented jointly with diaspora and for diaspora;  
- Organisation of Moldova - Italy investment forum with participation of about 10 Italian investors from Rome, Padua and Venice;  
- Organisation of the first Diaspora Economic Forum;  
- Campaigns "Nobody is Alone on the Earth", "I Bring Europe Home", etc. were implemented jointly with diaspora associations.  

**Mobility Partnership Project**  
- Establishment, equipment and operations of 3 regional information centres on migration and employment matters, establishment, equipment and operations of the Call Centre; |
| Equipment and improvement of the information system of the National Agency, "Labour Migration Registration" information system was developed as a part of "Migration and Asylum Integrated Information System";  
- Facilitation of negotiations and signature of 3 agreements in the sphere of labour migration and social insurance;  
- Organisation and holding of seminars and conferences in the sphere of migration and employment, improvement of cooperation with employers and social partners;  
- Facilitation of "Job fairs", development of the labour market forecast. |

8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.

| Main difficulties:  
- Monitoring of activities of economic agents and private employment agencies to combat irregular migration / illicit legalisation of foreigners in the Republic of Moldova;  
- Updating methodologies for on-site detection of irregular migrants;  
- Development of systems for analysis of risks associated with migration and asylum (equipment, software, databases, analytical tools, etc.) for competent bodies in the sphere. |

---

**SLOVAKIA**

1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?

| The fundamental legislative framework governing employment conditions of third country nationals, as well as conditions for employment permit issuance is the Act No. 5/2004 Coll. on Employment Services and on amendments and supplements of certain acts, as amended (further as “Act on Employment Services).  
In accordance with this act, an employer may employ a third country national within the territory of the Slovak Republic when meeting the prescribed conditions and if the third country national:  
- Is a holder of the EU Blue card;  
- Has been granted a temporary residence permit for the purpose of employment on the basis of a confirmation of a possibility to take up a job;  
- Has been granted employment permit and temporary residence permit for the purpose of employment, unless the Act No. 404/2011 Coll. on the Stay of Aliens does not specify otherwise;  
- Has been granted employment permit and temporary residence permit for the purpose of reunification of family;  
- Has been granted employment permit and temporary residence permit of a third country national who has been granted the long-term residence in the European Union member state status, unless the Act No. 404/2011 Coll. on the Stay of Aliens does not specify otherwise;  
- Does not have to submit confirmation of a possibility to take up a job, which corresponds to a highly qualified employment, confirmation of a possibility to take up a job and employment permit. |

Due to the socio-economic changes and the labour market situation, the Slovak Republic focuses on employment of migrants from third countries according to the needs of the national economy, putting emphasis on employment of highly qualified migrants who can increase the total competitiveness of Slovakia, especially migrants skilled in science and research, students, business leaders, while also focusing on Slovak citizens living abroad. Another group is represented by migrants with adequate qualifications covering the present needs of the labour market.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

Slovakia, as Member of the EU, OECD and World Trade Organization (WTO) is maintaining a very liberal regime for the establishment of companies in Slovakia. As Member of the EU, the Slovak Republic is the contracting party of deep and comprehensive free trade agreements (DCFTAs) with Ukraine, Moldova and Georgia and also contracting party of many free trade agreements and Economic Partnership Agreements (EPAs), e.g. with East African Community, CARIFORUM, West Africa, Central Africa, Eastern and Southern Africa, East African Community, South African Development Community and Pacific countries which provide even more liberalisation. The EU and the Slovak Republic recognizes development aspects of developing countries and least developed countries (LDCs) and therefore the EPAs agreements are asymmetric in commitments, which means that commitments of the EU/Slovakia are more liberal than the commitments of the other parties. At the same time, the EU and Slovakia, within the WTO, has contributed to the so-called "LDCs services waiver", which means preferential market access for service providers from LDCs. As for the development aid, the EU and the Slovak Republic pay important attention also to the provision of technical assistance and capacity building in the developing countries and in the least developed countries. The EU is the biggest provider of technical assistance and capacity building in these countries.

3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

| Number of TCNs with valid work permits as of 31 October 2017: 7618 (women – 1576). |
| Seven most demanded sectors: |
| C - Industrial production | 2543 |
| F - Construction | 362 |
| G - Wholesale and retail trade | 362 |
| H - Transport and storage | 2030 |
| M - Professional, scientific, technical activities | 389 |
| N - Administrative Services | 529 |
| Q - Health and social assistance | 423 |

| Number of TCNs with registered information cards as of 31 October 2017: 12491 (women – 3366) |
| Seven most demanded sectors: |

Number of EU nationals with registered information cards as of 31 October 2017: 27762 (women – 6401)

Seven most demanded sectors:

<table>
<thead>
<tr>
<th>Sector</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>A - Agriculture</td>
<td>645</td>
</tr>
<tr>
<td>C - Industrial production</td>
<td>4395</td>
</tr>
<tr>
<td>F - Construction</td>
<td>2018</td>
</tr>
<tr>
<td>G - Wholesale and retail trade</td>
<td>2259</td>
</tr>
<tr>
<td>H - Transport and storage</td>
<td>5014</td>
</tr>
<tr>
<td>M - Professional, scientific, technical activities</td>
<td>4253</td>
</tr>
<tr>
<td>N - Administrative Services</td>
<td>3774</td>
</tr>
</tbody>
</table>

4. Does your country implement any specific programmes designed for facilitating access/attraction of migrants to national labour markets? Please provide examples.

A legislative change focused on pro-integration intention of third country nationals occurred in 2013. As of May 1, 2013, (amendment of the Act on Employment Services) when a third country national enters the Slovak labour market, they do not need to have an employment permit if they are a third country national who has been granted a supplementary protection and

- Has had their tolerated stay prolonged due to the fact that they are a victim of a crime related to trafficking in persons;
- Has been granted a tolerated residence due to respecting their private and family life;
- Has been granted a tolerated residence due to illegal employment in especially exploitative work conditions and if their presence is necessary for the purpose of criminal proceedings.

The aim of the specified legislative change is to enable certain groups of third country nationals reach economic independence, professional pursuance, development of skills and abilities and socio-cultural integration within the Slovak Republic faster.
In order to facilitate the integration of third country nationals into a new society by labour market participation, the Act on Employment Services has widened the category of third country nationals who do not need an employment permit as of January 1, 2014 (Act No. 495/2013 Coll. amending Act 480/2002 Coll. on Asylum).

As of January 1, 2016, another amendment of the Act on Employment Services extended the period for which the confirmation of a possibility to take up a job is issued, while also extending the period for which an employment permit for third country nationals is issued, if such an extension is in compliance with an international treaty by which the Slovak Republic is bound, or if reciprocity between the Slovak Republic and a third country is ensured. The period in question has been extended from two up to maximum of five years.

Due to the lack of qualified workforce in certain professions, just like in other V4 countries, a simplification of employment conditions for third country nationals is proposed (by proposals of the following MPs: Ján Podmanický, Martin Glváč, Lubomír Petrák, concerning an amendment of the Act on Employment Services, number of Parliamentary press 779, submitted to the National Council of the Slovak Republic on November 10, 2017), more specifically for

- Jobs where the lack of workforce persist – the list of such jobs shall be established by a tripartite commission and it would be published and annually updated on the official web page of the Central Office of Labour, Social Affairs and Family;
- Districts with a documented unemployment rate lower than 5%.

By meeting the above specified conditions, it is proposed that:

- The obligation of an employer to report unoccupied jobs will be abolished (at present, it has to be done 15 to 30 days prior to the permit or confirmation submission);
- An introduction of a maximum period during which the Bureau of Border and Alien Police has to issue temporary residence permit, including single permit (30 workdays), note: issuance of a temporary residence permit occurs within administrative procedures and it cannot be skipped due to the fact that in accordance with the relevant directive an alien has the right to request a remedy if the permit is not granted;

Note: Following the transposition of the Directive of the European Parliament and of the Council on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State, as of January 1, 2014, the so-called single permits are issued by the Bureau of Border and Alien Police. At present, almost all requests are solved by the single permit, the “original” employment permit is issued only in certain cases (e.g. seasonal employment, posting of foreigners directly form a third country). Making the process itself faster depends on the Bureau of Border and Alien Police.

- Introduction of a maximum number of foreigners that can be employed by a given employer, more specifically 30% of the total number of the employer’s employees;
- At the same time, a shortening of the period for reporting unoccupied jobs for the purpose of a single permit (from 30
5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?

The fundamental legislative framework related to the prevention of work exploitation of foreigners is the Act No. 311/2001 Coll. Labour Code which in its Article 5 paragraph 1 specifies that Labour-law relations between employees carrying out work within the territory of the Slovak Republic and a foreign employer, as well as relations between foreigners and stateless persons working within the territory of the Slovak Republic and employers seated within the territory of the Slovak Republic, are governed by this act, unless legislation on international private law specifies otherwise.

Inspection related to compliance with labour-law legislation are carried out by state labour inspection in accordance with the Act No. 125/2006 Coll. on Labour Inspection, represented by the Ministry of Labour, Social Affairs and Family of the Slovak Republic, the National Labour Inspectorate and labour inspectorates.

Adherence to the principle of equal treatment is governed by the Antidiscrimination Act (Act No. 365/2004 Coll. on Equal Treatment). Provision of independent legal assistance related to discrimination and equal treatment is the Slovak National Centre for Human Rights, which is an independent legal entity in accordance with the act.

In the field of legal and social assistance, education support and requalification of foreigners, provision of Slovak language courses, as well as cultural and social orientation for foreigners in the Slovak Republic, assistance is provided by the Migration Information Centre of the International Organisation for Migration.

The Slovak Republic is a member state of the International Labour Organisation. It is bound by 69 ILO conventions at present; however, none of them is directly focused on the right of foreigners in labour-law relations.

The Slovak Republic is a member state of the Council of Europe and is bound by the European Social Charter (revised). It is also a member of the UN and is bound by the UN Covenant of Civil and Political Rights and International Pact on Economic, Social and Cultural Rights.

In the field of bilateral agreements, the Slovak Republic has concluded a Protocol on Cooperation between the Ministry of Labour, Social Affairs and Family of the Slovak Republic and the Ministry of Labour, Employment, Veteran and Social Policy of the Republic of Serbia. The cooperation focuses especially on employment, with the aim of combatting illegal employment.

6. Please provide information on conditions existing in your country for recognition of skills and

With regard to the provision of employment services, the Act on Employment Services stipulates equal legal position for third country nationals who have been provided international protection as the citizens of the Slovak Republic and other EU member states have, more specifically in Section 32 paragraph 9 which governs local affiliation of an office of labour, social affairs and family for the
| qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation? | purpose of placing a third country national who has been granted an asylum, who has been provided with supplementary protection or temporary shelter, to the register of jobseekers.

Regarding to the recognition of the skills and qualifications of migrants, the current version of the Act on Lifelong Learning do not distinguish migrants from Slovak citizens and it is valid that the application for the examination for the professional competence check can be accompanied by an officially certified copy of the certificate of the accredited educational program, which leads to the partial or full qualification or the employer's attestation of at least 5 years of experience in the relevant field.

Access to the further vocational training and to accredited courses for adults over the age of 18 leading to qualifications is free to migrants. The system is currently set up so that educational institutions providing further education work in different regions according to the needs of the labour market.

Courses, as well as examinations for the verification of professional competence, are carried out in the state language, and as they are carried out by private educational institutions, they are charged. However, if a migrant is registered with the local employment office as a job seeker, he / she may be entitled to reimbursement of at least part of the costs by means of initiatives such as REPAS. Slovak languages courses work through the Languages schools.

For the third-country migrants who come to the Slovak Republic as asylum seekers was created the educational program "Slovak as a foreign language" - Intensive course of Slovak language Slovak realities for adult. The education program consisted of Slovak language teaching (4 lessons per day) and Slovak realities (2 lessons per day) and was intended for adult category of participants.

The third-country migrants who come to the Slovak Republic as asylum seekers have access to the language course free of charge while they are in reception centres.

7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.

| 7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples. | No. |
### UKRAINE

#### 1. Please describe the policy and legislative framework existing in your country regulating access of migrants to national labour market. Has your country adopted legal acts/provisions and programmes/action plans on measures to be taken by state and non-state actors regarding the economic integration of migrants?


Foreigners and stateless persons who stay legally in Ukraine, refugees and persons in need of subsidiary protection have the same rights and duties as citizens of Ukraine, except in cases stipulated by the Constitution of Ukraine, laws of Ukraine and international agreements approved for mandatory application (ratified) by the Verkhovna Rada of Ukraine.

According to Law of Ukraine on the Population Employment, foreigners and stateless persons who reside permanently in Ukraine, who are recognised as refugees in Ukraine, who were granted asylum in Ukraine, who were recognised as persons in need of subsidiary protection, who were granted temporary protection, as well as the ones who were granted permits for immigration to Ukraine, enjoy the same employment rights on the same grounds and according to the same procedures as set for citizens of Ukraine.

Foreigners and stateless persons, who entered Ukraine for employment for certain periods of time, shall be hired by employers based on permits for use of labour of foreigners and stateless persons, which were issued according to procedures provided for by this Law.

16.03.2007 - Ukraine ratified the European Convention on Legal Status of Migrant Workers (Law of Ukraine # 755-V).

05.11.2015 - Law of Ukraine on External Labour Migration (Law # 761-VIII).

The Strategy of State Migration Policy of Ukraine up to 2025 (the Action Plan for the Strategy Implementation was developed and is to be approved in December 2017/January 2018) stipulates the following:

---

8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.

It is possible to state that the main challenges related to successful economic integration of migrants are the overcoming the language barrier and acknowledgment of skills and qualifications.
- enhancement of the level of cooperation with migrants in the course of their integration process, including by means of establishment of consultative/expert councils with their participation, involvement into development of legislative acts, state programs on integration and immigration matters, etc.;
- continuation of integration support of vulnerable categories of migrants (e.g. victims of human trafficking, unaccompanied minors, and the elderly);
- organisation of study of the state language by migrants;
- development of adaptation programs for migrants' children in the education system of Ukraine;
- education and awareness raising actions for promotion of tolerance climate in the society and the culture of inter-ethnic relations, for combating racism and xenophobia;
- a clear delineation of powers with simultaneous coordination of actions of SMSU, the Ministry of Social Policy, other governmental bodies in the sphere of migration;
- review and submission of relevant amendments, ensuring due implementation of the Action Plan for Integration of Refugees and Persons in Need of Subsidiary Protection into the Ukrainian Society up to 2020;
- ensuring objective mass media coverage of issues of integration of refugees and persons in need of subsidiary protection;
- development of tailored programs for durable integration solutions for refugees and persons in need of subsidiary protection.

2. Please describe existing legal provisions regulating conditions of establishment of small and micro business by migrants.

According to the due legislation of Ukraine, foreigners and stateless persons who reside permanently in Ukraine, who are recognised as refugees in Ukraine, who were granted asylum in Ukraine, who were recognised as persons in need of subsidiary protection, who were granted temporary protection, as well as the ones who were granted permits for immigration to Ukraine, enjoy the same rights for establishment of small and micro-businesses as citizens of Ukraine.

3. Please provide available statistics on migrants involved in national economy (if available disaggregated by: sex; age; type of economic activity (employed/self-employed); sector of economy). Has your country conducted recently any researches to assess implemented policy on economic integration of migrants and its effectiveness?

In 2017, (by November 1) the State Migration Service of Ukraine issued 3159 temporary residence permits to foreigners and stateless persons who entered Ukraine for employment purposes.

Within the same period of this year, 3175 temporary residence permits were extended for foreigners and stateless persons who entered Ukraine for employment and reside in Ukraine.

No research studies were conducted to assess the policy on economic integration of migrants and its effectiveness.

4. Does your country implement any specific programmes designed for facilitating access/attraction

12.04.2017 - the Action Plan for Ensuring Social Reintegration of Labour Migrants and their Family Members was approved (by Order # 257-r of the Cabinet of Ministers of Ukraine).
of migrants to national labour markets? Please provide examples.

<table>
<thead>
<tr>
<th>5. Please describe legal and institutional mechanisms existing in your country to prevent labour rights abuse and exploitation of migrants. Is your country a party to international treaties protecting labour and social rights of migrants (Conventions of ILO, Council of Europe, CIS, bilateral agreements)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>The due legislation of Ukraine on the population employment matters was amended to grant rights to employers, allowing them to get and extend - free of charge - permits for using labour of persons whose applications for recognition as refugees or persons in need of subsidiary protection were decided upon (decisions were made to process relevant documents). 05.11.2015 - Ukraine adopted Law on External Labour Migration (Law # 761-VIII) that regulates rights and social safeguards of labour migrants and their family members, as well as issues of state control and liabilities for non-compliance with the labour migration legislation. 12.04.2017 - the Action Plan for Ensuring Social Reintegration of Labour Migrants and their Family Members was approved (by Order # 257-r of the Cabinet of Ministers of Ukraine). Ukraine is a party of the Agreement on Cooperation in the Sphere of Labour Migration and Social Protection of Migrant Workers (since 13.03.1992) and the Protocol to the Agreement that regulates cross-border migration processes in the framework of CIS (since 16.03.2007). Ukraine ratified the Convention on Legal Status and Migrant Workers and their Family Members of CIS Member States (since 21.12.2011) and the Agreement on Guarantees of Pension Support Rights of Nationals of CIS Member States (since 13.03.1992). Now, Ukraine has 14 bilateral agreements on foreign employment matters, 8 bilateral agreements on social support of labour migrants (including pension insurance matters) and 9 bilateral agreements on pension benefits for migrants.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>6. Please provide information on conditions existing in your country for recognition of skills and qualifications of migrants. Do migrants in your country have access to vocational training, language courses and cultural orientation?</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ministry of Education and Science of Ukraine (MES) deals with recognition of documents on education, academic degrees and credentials. The legislative framework: the Constitution of Ukraine (articles 24, 26); the Convention on Recognition of Qualifications Concerning Higher Education in the European Region (Lisbon, 11.04.1997 - ratified on 03.12.1999); the Convention on Recognition of Studies, Diplomas and Degrees Concerning Higher Education in the States Belonging to the Europe Region (Paris, 21.12.1979 - ratified on 11.01.82); the Convention Abolishing the Requirement of Legalisation for Foreign Public Documents (Hague, 05.10.1961 - acceded by Ukraine on 10.01.2002); MFA Order # 113 of 04.06.2002 on Approval of the Instruction on the Procedure for Consular Legalisation of Public Documents in Ukraine and Abroad; MES Order on Some Issues of Recognition of Foreign Education Documents in Ukraine (Order # 504 of 05.05.2015); Procedures of Recognition of Higher Education Degrees Awarded by Foreign Higher Education Facilities (MES Order # 504 of 05.05.2015); Procedures of Recognition of Documents on Secondary and Secondary Professional Education Issued by Education Facilities of Other Countries in Ukraine (MES Order # 504 of 05.05.2015). Bilateral agreements on mutual recognition and equivalence of documents on education and academic degrees: with Azerbaijan (24.03.1997), Belarus (06.02.1998), Bulgaria (27.06.2001), Armenia (01.03.2001), Vietnam (04.11.2004), Guinea (17.09.2004), Georgia</td>
</tr>
</tbody>
</table>
Terms and conditions for recognition of skills (informal professional education) of migrants.

The Ministry of Social Policy develops a system for recognition of qualifications/skills acquired by informal professional education in blue-collar occupations. A person, who managed to master an occupation through informal education, self-education and practical work experience, can confirm his/her qualification and be issued a standard document on professional qualification.

Procedures of certifying results of informal professional education in blue-collar occupations were approved by Decree # 340 of the Cabinet of Ministers of Ukraine of 15.05.2013.

Qualifications/skills may be recognized for citizens of Ukraine, foreigners and stateless persons who reside permanently in Ukraine, who are recognized as refugees in Ukraine, who were granted asylum in Ukraine, who were recognised as persons in need of subsidiary protection, who were granted temporary protection, as well as the ones who were granted permits for immigration to Ukraine.

At the contemporary stage, necessary legislative acts were adopted for introduction and efficient functioning of the system of recognition of results of informal education.

Qualifications on results of informal education are recognized by relevant authorised entities - the list of entities authorised to recognise qualifications acquired by informal education was approved by Order # 256 of the Ministry of Social Policy of 16.03.2016.

The list of blue-collar occupations subject to recognition of results of informal professional education was approved by Order # 886 of the Ministry of Social Policy of 23.12.2013. A person whose qualification was recognised, is issued relevant informal professional education recognition documents (issuance procedures and formats of these documents are approved by Order # 477 of the Ministry of Social Policy of 17.07.2014).

Conditions for recognition of qualifications of migrants.

Competent bodies: 1) higher education facilities; 2) MES - for purposes of employment of a document holder and/or continuation of his/her education at the territory of Ukraine.

Procedures of recognition of documents:
1) checking authenticity of a document and relevant supplements;
2) confirmation of status of the education facility and/or the education program completed that issued the document;
3) evaluation of qualification or terms/duration of studies specified in the document and identification of equivalent education/professional degrees in Ukraine, academic and/or professional rights.
Procedures of recognition of documents issued by education facilities listed in the Academic Ranking of World Universities (ARWU) or according to the Rating (as pertains to specific disciplines) include: 1) checking authenticity of a document and relevant supplements; 2) evaluation of qualification according to the document and identification of equivalence.

Evaluation of qualification and identification of equivalence are conducted by one of the following ways:
1) in the case of documents issued by education facilities listed in the Academic Ranking of World Universities (ARWU), as well as documents issued in countries - members of the Organisation for Economic Cooperation and Development (OECD) and other countries that adopted national qualification frameworks - by means of intercomparison of international and national qualification frameworks;
2) in the case of documents issued by countries that signed relevant international agreements with Ukraine;
3) in the case of documents issued by other countries or in cases when agreements between countries of issuance and Ukraine do not define equivalence between education or professional degrees awarded in parties of such agreements - by means of comparative analysis of contents of education courses (curricula) to identify equivalence of qualifications specified by the documents to relevant higher education or professional degrees of Ukraine;
4) if a document was issued on completion of education courses with contents similar to contents of education courses of another document holder whose document was already recognised by a competent body, its comparative analysis should be conducted on the base of education courses with the earlier recognized qualification.

Existence of an agreement between Ukraine and a country of issuance of a document by its education facility, does not exclude the need to be granted an official decision on its recognition by a competent body.

Based on evaluation conclusions, the competent body should make one of the following decisions: to recognise the document or to refuse recognition of the document with issuance of a certificate of recognition of the document or a notification on refusal to recognise the document (to be sent to the applicant) referring to grounds for the decision made.

Decisions on refusal should be made if documents:
1) are issued by education facilities that are not officially recognised by state education systems; the same is true for relevant subsidiaries;
2) do not contain information that documents holders were awarded higher education degrees, professional specialisation/professional retraining;
3) were illegitimately issued by education facilities of other countries;
4) are not genuine ones;
5) were issued after completion of education courses with duration less than one academic year;
6) were issued after completion of education courses with the overall number of accumulated education credits of the European Credit Transfer and Accumulation System (ECTS) under 30 (or equivalent number of academic hours);
7) do not meet officially approved document formats;
8) were issued after completion of education courses that cannot be compared with any higher education degree, professional specialisation or field of study (specialisation, qualification) in the education system of Ukraine;
9) are not recognised in countries of operation of education facilities;
10) do not provide full information on contents of education courses;
11) were issued based on non-genuine documents on previous education or issued based on documents on previous education that did not grant their holders any academic rights.

A recognition certificate is valid in combination with the original document and is valid for indefinite time. A certificate issued by MES is accepted by all Ukrainian education facilities, enterprises, bodies and organisations of any ownership form.

Language courses are conducted on the base of post-graduation education institutes.

<table>
<thead>
<tr>
<th>7. Does your country cooperate with countries of origin/destination of migrants as well as with civil society and diaspora in designing and implementing programmes in the field of facilitated access of migrants to national labour market and their integration? If yes, do these programmes cover also the pre-departure stage of migration? Please provide examples.</th>
</tr>
</thead>
</table>
| Yes. Currently, Ukraine has 14 bilateral agreements on employment abroad, 8 bilateral agreements on social support of labour migrants (Poland, Lithuania, Spain, Estonia, Latvia, Slovakia, the Czech Republic, Bulgaria), that cover pension insurance issues and 9 bilateral agreements on pension benefits for migrants (Lithuania, Spain, Estonia, Latvia, Slovakia, the Czech Republic, Bulgaria, Portugal, Poland).
Cooperation was organised with NGOs - UNHCR implementing partners - that provide social support to asylum seekers, refugees and persons in need of subsidiary protection. |

<table>
<thead>
<tr>
<th>8. Please indicate the main challenges related to successful economic integration of migrants experienced by your country in the process of developing and implementing relevant policies and programmes.</th>
</tr>
</thead>
<tbody>
<tr>
<td>It is necessary to improve the system of recognition of migrants' skills and qualifications for their successful economic integration in Ukraine.</td>
</tr>
</tbody>
</table>