



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

Common Template of EMN Focussed Study 2015

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

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

1 STUDY AIMS AND RATIONALE

1.1 STUDY AIMS

The overall aim of the study is to inform the target audience (e.g. practitioners, policy officers and decision-makers at both EU and national level including academic researchers and the general public), the Commission and the European Asylum Support Office (EASO) on the application of integration support measures for beneficiaries of international/humanitarian protection in relation to labour market access and participation, identifying existing policies and good practices.

More specifically the Study aims to:

- ★ Review the legal and policy framework concerning labour market access to refugees, beneficiaries of subsidiary and humanitarian protection, reviewing in particular the existence and occurrence of legal/practical obstacles to access employment for these groups;
- ★ Examine which employment-related support measures Member States offer to refugees, beneficiaries of subsidiary and humanitarian protection, investigating the extent to which these can and are being accessed by the target group;
- ★ Examine the availability of *tailored* employment-related support measures to beneficiaries of international and humanitarian protection (i.e. special provisions/programmes which are different from those available to third-country nationals legally residing in the Member State territory);
- ★ Examine whether and to what extent Member States grant similar rights and benefits regarding labour market access and employment-related support measures to refugees and to beneficiaries of subsidiary and humanitarian protection, identifying any differences in the treatment of the statuses as well as overall differences between refugees and beneficiaries of subsidiary and humanitarian protection on the one hand and legally residing third-country nationals on the other
- ★ To the extent possible, seek to identify good practices concerning Member States' policies on labour market access/participation and the provision of employment-related support measures to refugees, beneficiaries of subsidiary and humanitarian protection

It is important to note that the Study focuses on mapping Member States' different practices and identifying, to the extent possible, which policies/programmes related to labour market access and participation work well. The Study does not aim to "measure" labour market integration of refugees and beneficiaries of subsidiary and humanitarian protection in different Member States (e.g. identifying successes and failures).

1.2 RATIONALE

Integration of third-country nationals is one of the key challenges the EU and Member States currently face. The integration of third-country nationals is often a difficult process, but when achieved, offers many advantages to both the third-country national as well as the host Member State and the EU in general. According to UNHCR, integration policy which allows all newcomers, including refugees, to become economically productive has the potential to lead to self-reliance, dignity, and social interaction and is beneficial to individuals and the receiving society¹. Getting integration right is therefore key to both a successful EU and to an effective protection system for beneficiaries of international protection in the EU². The new EU Agenda on Migration³ launched by the European Commission in May 2015 rehearses this argument, as it states that "the reality is that across Europe, there are serious doubts about whether our migration policy is equal to [...] the need to integrate migrants in our societies, or to the economic demands of a Europe in demographic decline." Integration, effective integration, of those foreigners who are to stay in the medium- or long-term in the EU is crucial.

At EU level, within the broader framework of integration, most focus has to date been placed on migrant integration rather than the integration of beneficiaries of international protection. Similarly, at national level, refugee integration

1 A New Beginning, Refugee Integration in Europe, UNHCR, September 2013

2 Idem

3 A European Agenda on Migration, COM (2015) 240 Final, 13.05.2015, pg. 2. http://ec.europa.eu/dgs/home-affairs/what-we-do/policies/european-agenda-migration/background-information/docs/communication_on_the_european_agenda_on_migration_en.pdf

is also often mainstreamed in third country nationals' immigration policies. The focus to date on migrant integration reflects the larger numbers of first residence permits issued in contrast to the number of applications for international protection. However, in view of the growing number of asylum seekers in combination with a higher recognition rate, the integration of beneficiaries of international protection has become increasingly important, especially in the current political climate.

From the perspective of refugees, labour market access and participation is one of the key concerns in terms of integration. A 2013 UNHCR Study pointed out that, when asked "What makes you feel integrated?", most refugees responded "to have a job". The right to employment and employment-related support measures is laid down in Art. 26 of the recast Qualification Directive (Directive 2011/95/EU⁴). In practice, securing access to the labour market has proven difficult in view of the specific circumstances of some beneficiaries of international protection. Practical obstacles include, among others, limited language proficiency, poor health, lack of documentation proving qualifications and past experience, lack of social/business networks, housing instability, discrimination, and lengthy asylum processes. The UNHCR Study emphasises the refugees' desire to work and not to be dependent on welfare payments. Having a job was described by respondents as: fostering feelings of pride, because of the ability to provide for oneself/one's family and to contribute to the wider society; facilitating acceptance by the receiving population; as well as supporting them with other dimensions of integration to which employment is closely linked, such as housing, socio-cultural integration, education etc.

Labour market integration is not only essential to refugees, but also to receiving societies. From a government perspective, labour market participation of refugees reduces the costs to the welfare system, and ultimately the cost of the asylum system. Furthermore, within a context of ageing populations and the rise of structural labour market shortages across the EU5, Member States face the challenge of making optimal use of the labour force present on its territory.

The added-value of this Study lies in the objective to understand what labour market integration measures are available to beneficiaries of international and humanitarian protection in each Member State and which measures have proven to work for the different status groups. Beyond (minimum) rights laid down in the recast Qualification Directive⁶, Member States have a large margin of manoeuvre and as a result their legal frameworks and practices on integration of beneficiaries of international protection may differ significantly. Consequently, there is a need to better understand Member States' (different) national legal frameworks and practices in relation to the integration of beneficiaries of international protection. Ultimately, this could lead to a more tailored toolbox for EU Member States to explore in their pursuit of greater economic and social integration of the nearly 1.8 million refugees in the EU⁷. The Study is timely as it is aligned with the transposition of the Qualification Directive and will feed into the upcoming evaluation of the recast Qualification Directive foreseen for 2016.

4 DIRECTIVE 2011/95/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL, of 13 December 2011 on standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and for the content of the protection granted (recast).

5 As is testified by the activities of the EMN, which in response to information needs identified by Commission services, embarked in 2014/2015 on a follow-up study of the 2011 "Satisfying Labour Demand through Migration". The 2015 Study was titled: "Determining labour shortages and the need for labour migration for third countries in the EU". http://ec.europa.eu/dgs/home-affairs/what-we-do/networks/european_migration_network/reports/studies/results/economic-migration/index_en.htm.

6 Whilst Ireland and the United Kingdom were bound by Directive 2004/83/EC, they are not bound by the recast Directive 2011/95/EU

7 UNHCR (2015), UNHCR Global Trends: Forced displacement in 2014, Geneva: UNHCR, pg. 10. See <http://www.unhcr.org/556725e69.html>

2 SCOPE OF THE STUDY

2.1 SCOPE OF THE TARGET GROUP: "BENEFICIARIES OF INTERNATIONAL/ HUMANITARIAN PROTECTION"

The Study focuses on integration measures for *beneficiaries of international protection*; i.e. those granted international protection status, either as a refugee or a beneficiary of subsidiary protection as stipulated in the Qualification Directive and its recast. Persons granted *humanitarian protection status in the framework of an asylum procedure due to obligations under international refugee or human rights instruments* are also included⁸. However, other third-country nationals granted first residence permits or alternative statuses (e.g. tolerated stay⁹) are beyond the scope of this Study. The focus of the target group is thus limited to all persons whose asylum application had a positive outcome.

Moreover, whilst recognising that the integration pathway starts before a status is granted, integration policies and practices targeting *applicants* for international protection are excluded from the scope of this Study¹⁰. The inclusion of both applicants for international protection as well as beneficiaries of international protection does not allow for a sufficiently focused Study as their situation is different in terms of nature, aims, obligations and rights. It is therefore considered best not to include both target groups within the same Study.

2.2 SCOPE OF 'INTEGRATION MEASURES'

Integration is a multi-faceted process, with many dimensions. Integration is largely influenced by **integration support measures provided by the host state**. Integration support measures are wide-ranging and can relate to e.g. language courses; orientation courses; education; labour market access and participation; access to procedures for recognition of qualifications; accommodation; health; social benefits, etc¹¹.

In the realms of this Focussed Study it is not possible to consider all topics under all dimensions of integration. Rather, the Study will focus on the **integration dimension of "labour market access and participation"** in view of the reasons as set out under the rationale. Although the primary focus is on labour market access and participation, the Study indirectly also covers other integration support measures that the State provides which are closely linked to and specifically support labour market access and participation, namely:

- ★ Orientation courses;
- ★ Language courses;
- ★ Counselling;
- ★ Access to housing
- ★ Education;
- ★ Vocational education and training (VET);
- ★ Recognition of qualifications (support with);
- ★ Guaranteed minimum resources;

For further explanation on the scope/understanding of these support measures, please see section 7 below on definitions as well as the related questions in the Template. Note also that the focus of the Study is on retrieving how Member States (i.e. governments) organise the provision of these different support measures. The aim is to review what employment-related support measures refugees, beneficiaries of subsidiary and humanitarian protection are

⁸ See Eurostat definition of "authorisation to stay for humanitarian reasons" which stipulates: "a person covered by a decision granting authorisation to stay for humanitarian reasons under national law concerning international protection by administrative or judicial bodies. It includes persons who are not eligible for international protection as currently defined in the Qualifications Directive (Directive 2011/95/EU) but are nonetheless protected against removal under the obligations that are imposed on all Member States by international refugee or human rights instruments or on the basis of principles flowing from such instruments. [...]persons granted a permission to stay for humanitarian reasons but who have not previously applied for international protection are not included under this concept."

⁹ See for example the EMN Study on Non-EU Harmonised Protection Statuses.

¹⁰ It must be noted however that the EMN may conduct work on this in the following year(s), subject to the approval of the EMN Steering Board.

¹¹ See Chapter VII, content of international protection, Articles 20-35 recast Qualification Directive.

entitled to as laid down in national law and/or policy. Any support measures provided by NGO's without any (financial) involvement of the government are therefore beyond the scope of this Study.

Furthermore, whilst the Study will collect information on the legal and policy framework for access by the target groups to integration and support measures (whilst avoiding the duplication of information collected by EASO in its 2014 questionnaire in this theme) it will primarily focus on collecting information on the *practical implementation* of such measures, including the collection of examples of best and good practices.

3 EU LEGAL AND POLICY CONTEXT

3.1 LEGAL AND POLICY CONTEXT CONCERNING THE INTEGRATION OF *MIGRANTS*

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

Despite the limited legal competence for a common agenda on integration, the development of a series of policy documents gradually established an EU framework on integration. Such policy documents generally do not differentiate between migrant integration and refugee integration. As a result, refugee integration is therefore often mainstreamed in general migrant integration policies.

Relevant policy documents concerning migrant integration include:

- ★ the **2002 Council Conclusions on integration of third country nationals** setting out a first framework for action on integration;
- ★ the **2003 Commission Communication** on “**Immigration, integration and employment**” which was the first EU policy document outlining the situation on integration within the EU;
- ★ - the **2004 Common Basic Principles for Immigrant Integration Policy**
- ★ the **2005 Common Agenda for Integration** which aimed to implement the Common Basic Principles for Immigrant Integration Policy;
- ★ the **2010 Commission Communication** entitled ‘**Europe 2020, a strategy for smart, sustainable and inclusive growth**’ emphasised the need for establishing a new agenda for migrant integration in order to enable them to take full advantage of their potential;
- ★ the **2010 Zaragoza Declaration** requested the Commission to undertake a pilot study to examine common integration indicators and to report on the availability and quality of the data needed;
- ★ the **2011 European Agenda for the Integration of Third Country Nationals** outlined the actions required in order to increase the integration of migrants, and the necessity for these to be conducted both at local and national level.

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

3.2 LEGAL AND POLICY CONTEXT CONCERNING THE INTEGRATION OF BENEFICIARIES OF INTERNATIONAL PROTECTION

Most of the EU policy documents as set out above do not specifically address refugee integration, and specific recommendations for the integration of refugees are scarce.

Nonetheless, some policy documents did acknowledge the specific needs of refugees in terms of integration. This was already proclaimed in one of the earliest documents adopted, namely the 2003 European Commission Communication on Integration which called for “addressing the needs of refugees and beneficiaries of international protection through specific programmes and measures to empower refugees”. Subsequently, however, none of the following policy documents addressed refugee integration in particular. It is only in 2009 under the Stockholm Programme that Member States agreed to specifically focus on the recognition of the specific situation and integration support needs of refugees, and on data collection and analysis of refugees’ integration. The 2011 Agenda for the integration of non-EU migrants subsequently also referred to actions targeting especially vulnerable groups of migrants (including refugees).

4 PRIMARY QUESTIONS TO BE ADDRESSED

- ★ To what extent do implementation of legal/administrative/practical requirements result in obstacles to refugees and persons granted subsidiary and other forms of humanitarian protection entering the labour market?;
- ★ How do Member States' labour market integration policies aim to address the needs of refugees and persons granted subsidiary and other forms of humanitarian protection? To what extent can employment-related support measures be accessed by these groups?;
- ★ To what extent do Member States offer employment-related support measures that are tailored to the specific situation of refugees and persons granted subsidiary and other forms of humanitarian protection? I.e. What special provisions / programmes are in place to support refugees and beneficiaries of subsidiary and humanitarian protection in accessing the labour market which are *different* from the provision in place for third-country nationals legally residing on the territory of Member States?;
- ★ Do any differences exist in the treatment of refugees and persons granted subsidiary and other forms of humanitarian protection with regard to labour market access and employment-related support measures? Do any differences exist between treatment of, on the one hand, refugees, beneficiaries of subsidiary and humanitarian protection and, on the other hand, legally residing third-country nationals in general?
- ★ Can any good practices be identified concerning Member States' policies on labour market access/participation and the provision of employment-related support measures to refugees and persons granted subsidiary and other forms of humanitarian protection?

5 RELEVANT INFORMATION SOURCES AND LITERATURE

Below is an overview of relevant information sources and literature, sub-divided between relevant studies, websites and EMN outputs.

RELEVANT STUDIES

- ★ European Parliament study, 'Comparative Study on the best practices for the integration of resettled refugees in the EU Member States' (2013): [http://www.europarl.europa.eu/RegData/etudes/etudes/join/2013/474393/IPOL-LIBE_ET\(2013\)474393_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/etudes/join/2013/474393/IPOL-LIBE_ET(2013)474393_EN.pdf)

This Study examines the question of the integration of resettled refugees in Europe, by analysing the policy framework for resettlement and refugee integration and the practices at the national and the European level. The study is illustrated with examples from various Member States. Drawing from existing guidelines and global recommendations on integration and resettlement, the study underlines good practices and challenges and puts forward proposals to improve national resettlement programmes and to promote a better resettlement policy in Europe.
- ★ UNHCR, 'A new beginning: Refugee Integration in Europe' (2013): <http://www.unhcr.org/52403d389.html>

The aim of this study is to review trends in the development of policy areas relevant to integration, to highlight already-used measurable integration indicators and the methods of evaluating integration, and to highlight factors that influence integration outcomes for refugees.
- ★ UNHCR note on Integration of Refugees in the European Union (2007): <http://www.refworld.org/pdfid/463b24d52.pdf>
- ★ Refugee Resettlement in the EU: Between Shared Standards and Diversity in Legal and Policy Frames (2013): <http://www.migrationpolicycentre.eu/docs/Know-Reset-RR-2013-03.pdf>

The report presents and compares frameworks and policies relating to refugee resettlement in EU Member States. The time-frame of the report is from 2003 to 2013. It is based on the research conducted for the Know Reset Project and extensively uses the interviews with different stakeholders involved in refugee resettlement in the EU, which make valuable contribution to the understanding of Member States' options and policies in the domain of refugee resettlement.
- ★ The joint EU/Eurostat report, "Indicators of Immigrant Integration" (2011)

The report identifies how harmonized data sources can provide adequate data on migrants' populations.
- ★ OECD/European Union (2015), Indicators of Immigrant Integration 2015: Settling In, OECD Publishing, Paris
This document contains some data on refugees, with regard to health.
- ★ The report from Bijl and Verweij, "Measuring and monitoring integration in Europe" (2012)

This report describes the impacts of the integration situation on refugees' integration, due to their vulnerability and often unstable personal situation.
- ★ Study on Practices of Integration of Third-Country Nationals at Local and Regional Level in the European Union (2013): http://cor.europa.eu/en/documentation/studies/Documents/survey_integration_3rd_country_nationals/survey_in_tegration_3rd_country_nationals.pdf

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

- ★ *Madeline Garlick, Strengthening Refugee Protection and Meeting Challenges: The European Union's Next Steps on Asylum (2014):* <http://www.migrationpolicy.org/research/strengthening-refugee-protection-and-meeting-challenges-european-unions-next-steps-asylum>
This policy brief identifies the main issues that should be included in the strategic guidelines on asylum, and emphasises the need for a strong basis for future action.
- ★ *Immigration Integration in time of austerity (2011):* <http://www.migrationpolicy.org/research/TCM-immigrant-integration-europe-time-austerity>
This report presents a diversity of findings with regard to governments responses to immigrant integration organization, financing, and programming across Europe.
- ★ *Commission Staff Working Paper Annual Report 2010 on Immigration and Asylum (implementation of the European Pact on Asylum and Immigration and the Stockholm Programme):* http://ec.europa.eu/dgs/home-affairs/what-is-new/news/pdf/1_autre_document_travail_service_part1_v2_620_en.pdf
This paper summarises the main actions taken in 2010 at both EU and Member State level for each of the commitments made in the European Pact on Immigration and Asylum and the relevant asylum and migration objectives in the Stockholm Programme and its accompanying Action Plan. The reporting period is from 1st January 2010 to 31st December 2010.
- ★ *Center for the study of democracy, Integrating Refugee and Asylum-seeking Children in the Educational Systems of EU Member States (2012):* http://www.csd.bg/fileadmin/user_upload/INTEGRACE_handbook.pdf
This Handbook presents the research instruments and findings developed within the project "Integrating Refugee and Asylum-seeking Children in the Educational Systems of EU Member States: Evaluation and Promotion of Current Best Practices" – INTEGRACE. The research encompasses twenty-six EU Member States participating in the European Refugee Fund, as well as Denmark, Norway, and four Western Balkan states (Serbia, Montenegro, Croatia and Bosnia and Herzegovina). The country reports' main focus is on illustrating successful practices in the educational integration of refugee and asylum-seeking children (RASC).
- ★ *Refugee Integration And The Use Of Indicators: Evidence From Central Europe (2013):* http://www.migpolgroup.com/wp_mpg/wp-content/uploads/2013/12/Refugee_Integration_and_the_use_of_indicators_evidence_from_central_europe_CONFERENCE-VERSION.pdf
This report was commissioned by UNHCR, Regional Representation for Central Europe (RRCE) and was financially supported by the European Refugee Fund. The report is part of the "Refugee Integration: Capacity and Evaluation" project, co-funded by the European Union through the European Refugee Fund - Community Actions 2011 and UNHCR. The project began on 1 August 2012 and was implemented by the UNHCR's RRCE. The project was carried out in Bulgaria, Poland, Romania, and Slovakia in partnership with the following organizations: Migration Policy Group (Belgium); State Agency for Refugees/the Integration Centre for Refugees (Bulgaria); Ministry of Labour and Social Policy (Poland); General Inspectorate of Immigration (Romania); Ministry of Labour, Family and Social Affairs (Slovakia).
- ★ *The labour market integration of resettled refugees, Eleanor Ott, UNHCR Policy Development and Evaluation Service, November 2013.*
- ★ *Migration, employment and labour market integration policies in the European Union (2011): IOM, Independent Network of Labour Migration and Integration Experts (Recast Qualification Directive (Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011)*

WEBSITES

- ★ *Refugee Fund website:* http://ec.europa.eu/dgs/home-affairs/financing/fundings/migration-asylum-borders/refugee-fund/index_en.htm
- ★ *Asylum, Migration and Integration Fund website:* http://ec.europa.eu/dgs/home-affairs/financing/fundings/migration-asylum-borders/asylum-migration-integration-fund/index_en.htm

- ★ Integration section of the European Council on Refugees and Exiles: <http://www.ecre.org/topics/areas-of-work/integration.html> (<http://www.ecre.org/>)
- ★ UNHCR Integration Evaluation tools: <http://www.unhcr-centraleurope.org/en/what-we-do/promoting-integration/integration-evaluation-tool.html> and <http://www.unhcr-centraleurope.org/en/what-we-do/promoting-integration.html>

EMN STUDIES, INFORMS AND AD-HOC QUERIES

There following EMN outputs are potentially relevant to this Study:

- ★ EMN Study 2014: Migrant access to social security and healthcare: policies and practice
- ★ *EMN Study 2014: The organisation of reception facilities for asylum seekers in the different Member States*

The following list of (recent) EMN Ad-Hoc Queries is also relevant:

- ★ Ad hoc query on monitoring integration with follow-up questions on integration policies, IE EMN NCP. Compilation will be circulated week of 22-26 June
- ★ 2015.687, Acquisition of nationality in a Member State by third-country nationals, ES EMN NCP
- ★ 2015.686, Provisions and acts on integration of foreigners, AT EMN NCP
- ★ 2015.657, Educational projects of immigrants, GR EMN NCP
- ★ 2015.645, Asylum seekers integration to labour market, EE EMN NCP
- ★ 2014.630, Research on migrants' perceptions of security and trust in authorities, FI EMN NCP
- ★ 2014.611, Providing social aid for beneficiaries of temporary residence, LU EMN NCP
- ★ 2014.589, Financing language and civics courses of foreign nationals, LU EMN NCP
- ★ 2013.497, Immigrant Integration Plans, PT EMN NCP
- ★ 2013.454, Migrants' Access to Benefits and Public Services, UK EMN NCP
- ★ 2013.453, Integration Agreements, IT EMN NCP
- ★ 2012.412, Programmes for the Linguistic Integration of Immigrants, DE EMN NCP

6 AVAILABLE STATISTICS

EUROSTAT

Positive first instance decisions on applications by type of protection status granted (i.e. refugee status, subsidiary protection, humanitarian reasons) and by citizenship, age and sex [migr_asydcfsta] for the years 2010–2014

Positive final decisions on applications by type of protection status granted (i.e. refugee status, subsidiary protection, humanitarian reasons) and by citizenship, age and sex [migr_asydcfina] for the years 2010–2014

NATIONAL LEVEL

Activity rate (to measure labour market participation)

Employment rate

Unemployment rate

Long-term unemployment rate

Self-employment rate

Over-qualification rate Etc.

For all of the above: disaggregated by sex, age, and if possible, country of origin

With regard to accessing employment-related support measures, the Template will ask Member States to provide the total number of beneficiaries who are enrolled in educational programmes, making use of counselling services, making use of procedures to recognise qualifications etc.

7 DEFINITIONS

The following key terms are used in the Common Template. The definitions are taken from the EMN Glossary v3.0¹² unless specified otherwise in footnotes.

Support measures to access to housing: in the context of this Study, support measures for access to housing include those measures that facilitate finding accommodation for those who cannot find it themselves. This could include social housing, state funded housing in the private sector, provision of financial resources to access housing etc.

Asylum: A form of protection given by a State on its territory, based on the principle of non-refoulement and internationally or nationally recognised refugee rights and which is granted to a person who is unable to seek protection in their country of citizenship and / or residence, in particular for fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion.

Asylum seeker: In the global context, a person who seeks safety from persecution or serious harm in a country other than their own and awaits a decision on the application for refugee status under relevant international and national instruments. In the EU context, a person who has made an application for protection under the Geneva Convention in respect of which a final decision has not yet been taken.

Applicant for international protection: means a third-country national or a stateless person who has made an application for international protection in respect of which a final decision has not yet been taken

Application for asylum: An application made by a foreigner or a stateless person which can be understood as a request for protection under the Geneva Convention of 1951 or national refugee law.

Application for international protection: A request made by a third-country national or a stateless person for protection from a Member State, who can be understood to seek refugee status or subsidiary protection status, and who does not explicitly request another kind of protection, outside the scope of Directive 2011/95/EU, that can be applied for separately.

Beneficiary of international protection: means a person who has been granted refugee status or subsidiary protection status

Counselling: in the context of this Study, counselling is understood as different types of counselling in order to specifically support refugees, beneficiaries of subsidiary and humanitarian protection to access employment. This could include counselling for trauma as well as other specific problems relating to the status of refugees, beneficiaries of subsidiary and humanitarian protection where this may present a barrier, but could also include counselling to assist in job readiness preparation and support.

Geneva Convention: means the Convention relating to the Status of Refugees done at Geneva on 28 July 1951, as amended by the New York Protocol of 31 January 1967

Guaranteed minimum resources refers to benefits provided to people with insufficient resources. It includes support for destitute and vulnerable persons to help alleviate poverty or assist in difficult situations (Source: ESSPROS Manual, 2008 Edition, Eurostat).

Durable solutions: Any means by which the situation of refugees can be satisfactorily and permanently resolved to enable them to live normal lives.

Education: education in the context of this Study refers to education that has a direct link to employment, for example, by providing support for the development of higher-level (non-vocational) skills.

Employed persons are persons aged 15 year and over (16 and over in ES, IT, UK and SE (1995-2001); 15-74 years in DK, EE, HU, LV, FI and SE (from 2001 onwards); 16-74 in IS and NO), who during the reference week performed work, even for just one hour a week, for pay, profit or family gain, or, who were not at work but had a job or business from which they were temporarily absent because of, e.g., illness, holidays, industrial dispute or education and training. (Source: Eurostat)

Humanitarian protection: a person covered by a decision granting authorisation to stay for humanitarian reasons under national law concerning international protection by administrative or judicial bodies. It includes persons who are

¹² Available at: http://ec.europa.eu/dgs/home-affairs/what-we-do/networks/european_migration_network/docs/emn-glossary-en-version.pdf

not eligible for international protection as currently defined in the Qualifications Directive ([Directive 2011/95/EU](#)) but are nonetheless protected against removal under the obligations that are imposed on all Member States by international refugee or human rights instruments or on the basis of principles flowing from such instruments. [...] persons granted a permission to stay for humanitarian reasons but who have not previously applied for international protection are not included under this concept.”

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

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

International protection: In the global context, the actions by the international community on the basis of international law, aimed at protecting the fundamental rights of a specific category of persons outside their countries of origin, who lack the national protection of their own countries. In the EU context, protection that encompasses refugee status and subsidiary protection status.

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

Refugee: In the global context, either a person who, owing to a well-founded fear of persecution for reasons of race, religion, nationality, political opinion or membership of a particular social group, is outside the country of nationality and is unable or, owing to such fear, is unwilling to avail themselves of the protection of that country, or a stateless person, who, being outside of the country of former habitual residence for the same reasons as mentioned before, is unable or, owing to such fear, unwilling to return to it. In the EU context, either a third-country national who, owing to a well-founded fear of persecution for reasons of race, religion, nationality, political opinion or membership of a particular social group, is outside the country of nationality and is unable or, owing to such fear, is unwilling to avail themselves of the protection of that country, or a stateless person, who, being outside of the country of former habitual residence for the same reasons as mentioned above, is unable or, owing to such fear, unwilling to return to it, and to whom Art. 12 (Exclusion) of Directive 2011/95/EU does not apply.

Refugee status: The recognition by a Member State of a third-country national or stateless person as a refugee.

Residence permit: means any permit or authorisation issued by the authorities of a Member State in the form provided for under that State’s law, allowing a third-country national or stateless person to reside on its territory

Self-employed persons are persons who are the sole or joint owner of an unincorporated enterprise (one that has not been incorporated i.e. formed into a legal corporation) in which he/she works, **unless** they are also in paid employment which is their main activity (in that case, they are considered to be employees). Self-employed people also include unpaid family workers; outworkers (who work outside the usual workplace, such as at home); and workers engaged in production done entirely for their own final use or own capital formation, either individually or collectively. (Source: Eurostat)

Subsidiary protection status: recognition by a Member State of a third-country national or a stateless person as a person eligible for subsidiary protection;

Person eligible for subsidiary protection: a third-country national or a stateless person who does not qualify as a refugee but in respect of whom substantial grounds have been shown for believing that the person concerned, if returned to his or her country of origin, or in the case of a stateless person, to his or her country of former habitual residence, would face a real risk of suffering serious harm and is unable or, owing to such risk, unwilling to avail himself or herself of the protection of that country;

Unemployed persons are persons aged 15-74 (in ES, IT, SE (1995-2000), UK, IS and NO: 16-74), who were without work during the reference week, but currently available for work, or who were either actively seeking work in the past four weeks or who had already found a job to start within the next three months. (Source: Eurostat)

United Nations High Commissioner for Refugees: The refugee agency of the United Nations (UN) mandated to lead and coordinate international action to protect refugees and resolve refugee problems worldwide, and to safeguard the rights and well-being of refugees.

Vocational education and training (VET)¹³: Education and training which aims to equip people with knowledge, know-how, skills and/or competences required in particular occupations or more broadly on the labour market.

¹³ CEDEFOP Terminology of European Education and Training Policy Second Edition 2014

8 ADVISORY GROUP

For the purpose of providing support to EMN NCPs while undertaking this focussed study and for developing the Synthesis Report, an “Advisory Group” has been established. The members of the Advisory Group for this study, in addition to COM and EMN Service Provider (ICF International), are AT, BE, CZ, DE, IE, LU, and UK EMN NCPs. EMN NCPs are thus invited to send any requests for clarification or further information on the study to the following “Advisory Group” members:

- ★ COM: Vincent.Catot@ec.europa.eu and Magnus.OVILIUS@ec.europa.eu
- ★ EMN Service Provider (ICF International): emn@ghkint.com
- ★ AT EMN NCP: SKOPPENBERG@iom.int
- ★ BE EMN NCP: Peter.vancostenoble@ibz.fgov.be
- ★ CZ EMN NCP: kristyna.karadzsova@mvcr.cz / martina.kamenicka@mvcr.cz / petr.novak@mvcr.cz
- ★ DE EMN NCP: Dr.andreas.mueller@bamf.bund.de
- ★ IE EMN NCP: EMN.Ireland@esri.ie; Emma.quinn@esri.ie and Egle.Gusciute@esri.ie
- ★ LU EMN NCP: david.petry@uni.lu
- ★ UK EMN NCP: emn@homeoffice.gsi.gov.uk / Katharine.Beaney@homeoffice.gsi.gov.uk / Carolyne.Tah@homeoffice.gsi.gov.uk

EASO has also been contacted and has cooperated in the development of the Study specifications. The Study builds on information already collected by EASO on Member States’ national legislation in relation to documentation and residence, employment, general, in-kind and financial benefits available specifically in the context of international protection, family reunification, and naturalisation.

9 TIMETABLE

The following implementation timetable has been agreed for the Study:

Date	Action
5 th August 2015	Circulation Draft Final Common Template
11 th August 2015	Submission NCPs comments
13 th August	Finalisation and launch of the Common Template
Mid-August to end November	Preparation of National Reports
30 th November	Submission National Reports
End of December 2016	Presentation draft Synthesis Report
January 2016	<u>Finalisation</u> of the Synthesis Report and of National Contributions for publication

10 TEMPLATE FOR NATIONAL CONTRIBUTIONS

The template outlines the information that should be included in the National Contributions to this focussed study. The indicative number of pages to be covered by each section is provided in the guidance note. For national contributions, the total number of pages should **not exceed 25 pages**, excluding the questions and the statistical annex. A limit of **25** pages will apply to the final version of the Synthesis Report, in order to ensure that it remains concise and accessible.

EMN FOCUSSED STUDY 2015

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

Top-line "Factsheet" (National Contribution)

National contribution (one page only)

Overview of the National Contribution – introducing the study and drawing out key facts and figures from across all sections of the Focussed Study, with a particular emphasis on elements that will be of relevance to (national) policymakers.

The present study of the European Migration Network discusses the possibilities of integration of beneficiaries of international protection (refugee status and subsidiary protection) into the labour market in Lithuania. In Lithuania, humanitarian protection is not granted, hence the possibilities of integration of such persons into the labour market are not discussed in this study.

According to data of the Migration Department, asylum in Lithuania is granted annually from 95 (the smallest number was recorded in 2011, with respect to the period of 2010-2014) to 177 (the largest number was recorded in 2014, with respect to the period of 2010-2014) persons who apply for asylum for the first time. The majority of them are beneficiaries of subsidiary protection (during the period of 2010-2014, refugee status was granted to a total of 60 persons).

Based on data of the Refugees Reception Centre, out of all beneficiaries of international protection recorded during the period of 2010-2014, that is, 645 persons who were granted asylum, 94 persons were employed, which accounts approximately for 15 per cent of all the persons. It is complicated to determine how many persons actually remain in Lithuania, because some of them reside and are employed in other Member States, but return to Lithuania in order to renew residence permits.

Although the persons who have been granted refugee status and subsidiary protection are issued different residence permits in Lithuania, the two groups of persons are exempt from the obligation to obtain a work permit and have equal access to the labour market.

The legal acts governing integration apply only to the persons who have been granted asylum (refugee status and subsidiary protection) and do not apply to other third-country nationals. Therefore, a certain system of integration of the aliens who have been granted asylum has been created and involves, on an equal footing, both the persons who have been granted refugee status and those who have been granted subsidiary protection. It is important to note that in response to the fact that Lithuania plans to transfer 1 105 refugees from Italy and Greece (including 70 persons to be transferred from third countries), on 18 November 2015 the legal act regulating the integration of the persons who have been granted asylum in Lithuania was amended to shorten the duration of support for integration and to reduce the rates of one-time settling-in allowances and monthly allowances.

The persons who have been granted asylum are usually employed as metalworkers, welders, electric loader drivers, also with wood processing enterprises, in the construction sector, with catering enterprises, etc. The working skills and qualifications of the refugees arriving in Lithuania often do not conform to the country's demand for labour, thus they work in lower skilled

occupations than they worked in their country of origin. They often cannot work in their own occupation due to lack of knowledge of the language. Other refugees have basic, secondary or incomplete basic/secondary education (for example, Afghans), in such cases they enrol in studies at adult education centres, night schools and later either do unskilled work or benefit from vocational training opportunities.

It should be noted that there have not been developed any special training/upskilling programmes which would be tailored to the persons interacting with the aliens who have been granted asylum.

Support measures for integration. The study discusses specific support measures for integration and their implementation in Lithuania:

Teaching of the state language. The Refugees Reception Centre, which provides the persons who have been granted asylum with accommodation at the initial stage of integration, organises intensive Lithuanian language courses. The authority implementing integration also organises teaching of the state language in the territory of a municipality. The state language teaching course includes 190 hours of instruction at the Refugees Reception Centre and 190 hours – in municipalities. Upon completion of the course, an alien holds an examination for State Language Knowledge Qualification Category I.

Orientation courses are organised at the Refugees Reception Centre.

Education. There have not been developed any educational programmes which would have a direct link to employment.

Vocational training. One of the measures intended for integration of the aliens who have been granted asylum into the labour market is upskilling through changing their current profession or acquiring a new one. Lithuania is implementing the projects financed with funds of the European Union, hence this is a temporary support measure.

Recognition of qualifications. Legal acts do not provide for the recognition of qualifications as a support measure for integration; it is carried out in respect of the persons who have been granted asylum in accordance with the general procedure just as in respect of any other alien.

Counselling. The Refugees Reception Centre provides basic social, health care and legal aid services.

Provision with residential premises. The Refugees Reception Centre provides the aliens who have been granted asylum with accommodation for a period of up to 3 months. Following the integration stage at the Refugees Reception Centre, support for integration is further provided in a municipality for a period of 12 months. The persons who have been granted asylum must find residential premises themselves with the support provided by the authority implementing integration. When the aliens settle in the municipality, a one-time settling-in allowance is paid to purchase the basic furniture and household items, if necessary – to cover the expenses of his travel and luggage transport to the place of residence.

Social guarantees. The aliens who have been granted asylum are paid a monthly allowance. They also receive the following benefits: a lump-sum birth grant, a funeral allowance upon the death of an alien, a child benefit for a child who is under 7 years of age and does not attend a pre-school education institution, payment for pre-school education of pre-school age children, an allowance to purchase basic school supplies for school-age children

[Executive Summary \(Synthesis Report\)](#)

Synthesis Report

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

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

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

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

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

- Persons granted humanitarian protection status in the framework of an asylum procedure due to obligations under international refugee or human rights instruments¹⁴.

Thus, third-country nationals granted alternative statuses (e.g. tolerated stay for medical reasons, illness, disability etc.¹⁵) are beyond the scope of this Study.

Q1 Please provide a brief overview of the legal and policy framework and practices concerning residence rights and labour market access rights granted to refugees, beneficiaries of subsidiary and humanitarian protection, linking the (type of) residence permit granted to labour market access rights¹⁶. Please distinguish and highlight any differences between the type of residence permit and accompanying labour market access rights between those granted to: a) refugees; b) beneficiaries of subsidiary protection, and; c) persons granted humanitarian protection

Grounds for the issue of residence permits are stipulated by the Law of the Republic of Lithuania on the Legal Status of Aliens (Official Gazette, No 73-2539, 2004; the version of the Law in force as of 1 December 2015). The persons who have been granted refugee status are issued a permanent residence permit in the Republic of Lithuania (Article 53(1)(7) of the Law) valid for a period of five years (Article 53(4) of the Law). Beneficiaries of subsidiary protection are issued a temporary residence permit in the Republic of Lithuania (Article 40(1)(9) of the Law) valid for a period of two years (Article 48(2) of the Law). The persons who have been granted refugee status and subsidiary protection are exempt from the obligation to obtain a work permit (points 1 and 3 of Article 58 of the Law). In Lithuania, humanitarian protection is not granted.

Conclusion. The persons who have been granted refugee status and subsidiary protection are issued different residence permits in Lithuania, however both groups of persons are exempt from the obligation to obtain a work permit and have equal access to the labour market.

¹⁴ See Eurostat definition of "authorisation to stay for humanitarian reasons" which stipulates: "a person covered by a decision granting authorisation to stay for humanitarian reasons under national law concerning international protection by administrative or judicial bodies. It includes persons who are not eligible for international protection as currently defined in the Qualifications Directive (Directive 2011/95/EU) but are nonetheless protected against removal under the obligations that are imposed on all Member States by international refugee or human rights instruments or on the basis of principles flowing from such instruments. [...] persons granted a permission to stay for humanitarian reasons but who have not previously applied for international protection are not included under this concept."

¹⁵ See for example the EMN Study on Non-EU Harmonised Protection Statuses.

¹⁶ Please only report on the labour market access rights linked to first residence permits and renewals – see Art. 24 recast Qualification Directive (excluding permanent residence and citizenship permits).

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

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

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

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments
Minimum duration of residence permit (by law)	5 years	2 years	-	-
Maximum duration (including renewals ¹⁷) residence permit in months/years (by law)	Unspecified	Unspecified	-	Law does not stipulate maximum duration of residence permits, including number of renewals of residence permits.
Mean length of residence permit ¹⁸ in months/years (in practice)	N/a	N/a	-	Statistical data provided by the Migration Department in migration yearbooks do not allow for determining the mean length of a residence permit, as the statistical data provide figures referring to temporary residence permits and permanent residence permits issued annually.
After how many years of authorised stay can an application	A person who has been granted refugee status receives a	5 years	-	A person who has been granted refugee status receives a

17 Including possible renewal (but excluding permanent residence permits and permits granted after application for citizenship)

18 First residence permit including possible renewal (excluding permanent residence permits and permits granted after application for citizenship)

for permanent residence be made?	permanent residence permit straight away.			permanent residence permit straight away. A beneficiary of subsidiary protection may apply for the issue of a permanent residence permit after having uninterruptedly resided in the Republic of Lithuania for five years.
What are the conditions for permanent residence?	A person who has been granted refugee status receives a permanent residence permit straight away and, when renewing the permit every five years, is reissued a permanent residence permit.	A beneficiary of subsidiary protection must have uninterruptedly resided in the Republic of Lithuania for the last five years, passed examinations in the state language and the basic principles of the Constitution of the Republic of Lithuania.	-	Conditions: 1) Uninterrupted residence in Lithuania for five years, 2) Passing of the examination in the Lithuanian language, 3) Passing of the examination in the basic principles of the Constitution.
After how many years of authorised stay can an application for citizenship be made?	10 years. If a person enters into a marriage with a citizen of the Republic of Lithuania – 7 years.	10 years. If a person enters into a marriage with a citizen of the Republic of Lithuania – 7 years.	-	-
What are the conditions for citizenship?	A person must have lawfully resided in Lithuania for an uninterrupted period of ten years, have legal means of subsistence, have passed examinations in the state language and the basic principles of the Constitution of the Republic of Lithuania.	A person must have lawfully resided in Lithuania for an uninterrupted period of ten years, have legal means of subsistence, have passed examinations in the state language and the basic principles of the Constitution of the Republic of Lithuania, submit	-	In practice, a person who has been granted refugee status usually is not subject to two conditions: to submit a certificate confirming that he has not been punished by a custodial sentence for a premeditated crime, to express his will in writing

		<p>a certificate issued by the country of origin and confirming that he has not been punished by a custodial sentence for a premeditated crime, express his will in writing to renounce his current citizenship after he is granted citizenship of the Republic of Lithuania.</p>		<p>to renounce his current citizenship after he is granted citizenship of the Republic of Lithuania.</p>
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Q3. Please set out in the table below any conditions that apply to access the labour market (as laid down in national legislation or practice), highlighting any differences with regard to conditions that apply to refugees, beneficiaries of subsidiary and humanitarian protection.

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

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

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments / summary of main differences amongst the categories (if any)
Conditions for labour market access laid down in national legislation ¹⁹	No conditions laid down in legislation	No conditions laid down in legislation	-	Persons in possession of a temporary residence permit may take up employment without restrictions (do not need a work permit).
Conditions for labour market access that apply in practice ²⁰	No conditions apply in practice.	No conditions apply in practice.	-	No conditions apply in practice.
Main differences in conditions (as set out in legislation or in practice) concerning labour market access when compared with other third-country nationals legally residing on the territory	Third-country nationals wishing to work in the Republic of Lithuania must obtain a work permit (issued for a period of up to two years) or a decision on conformity to needs of the labour market of the	Third-country nationals wishing to work in the Republic of Lithuania must obtain a work permit (issued for a period of up to two years) or a decision on conformity to needs of the labour market of the	-	The second and third columns of this table indicate the main differences in conditions encountered by the aliens who intend to work in Lithuania under work permits. On the other hand, the aliens in

¹⁹ This can for example include the requirement to be in possession of a residence permit/work permit, or restrictions can apply in time (duration), to a specific employer, or employment sector, preference being given to EU citizens in general or for specific jobs, other?

²⁰ Even if no specific conditions are laid down in legislation, certain conditions may still apply in practice. These could be similar to the examples given for the conditions as laid down in legislation in footnote 14 above. If these apply in practice, but are not laid down in national legislation, please describe these in this row.

	<p>Republic of Lithuania. An alien must be remunerated in the same amount as a citizen of Lithuania performing the same work. Moreover, upon taking up employment the alien may not change the employer for the purposes of employment with which the work permit has been issued.</p>	<p>Republic of Lithuania. An alien must be remunerated in the same amount as a citizen of Lithuania performing the same work. Moreover, upon taking up employment the alien may not change the employer for the purposes of employment with which the work permit has been issued.</p>		<p>possession of residence permits under which they are exempt from the obligation to obtain a work permit (for example, a residence permit by virtue of family reunification) are not subject to any additional conditions for access to the labour market either in legislation or in practice.</p>
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Section 2: Labour market integration policy and its organisation

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

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

- What the main components of your labour market integration policy are (e.g. orientation/language courses, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling, access to housing etc. Any other?)
- For each component briefly describe the sub-elements, if necessary: For example, the concepts "orientation courses", "education", "counselling", "access to housing" are broad; within the delineation of the focus of the Study (please refer back to the definitions section) please describe what activities they cover. Also, in relation to guaranteed minimum resources, please list the benefits and/or programmes available in your Member State under the MISSOC category²¹ "guaranteed minimum resources".
- Whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection or more generic to all third-country nationals legally residing on your Member State's territory. If it is specifically tailored to refugees and beneficiaries of subsidiary and humanitarian protection could you briefly explain why this is the case? E.g. what are the reasons based upon which your government decided to specifically tailor policy to refugees, beneficiaries of subsidiary and humanitarian protection? (e.g. because their specific needs are acknowledged and it is considered important to address these by specific measures tailored to their situation?)

In Lithuania, the issues of integration of the aliens who have been granted asylum (refugee status and subsidiary protection) are regulated by the Description of the Procedure for Providing Lithuanian State Support for Integration of Aliens who Have Been Granted Asylum in the Republic of Lithuania approved by the Minister of Social Security and Labour of the Republic of Lithuania Order No A1-238 of 21 October 2004 (the latest amendments approved by Order No A1-668 of 18 November 2015) (the Description of the Integration Procedure). The Description of the Integration Procedure applies only to the persons who have been granted asylum (refugee status and subsidiary protection) and does not apply to other third-country nationals. Although there exist no explanatory documents to the Description of the Integration Procedure, it can be claimed that the adoption of the implementing legal act intended specifically for the integration of the persons who have been granted asylum has been determined by the awareness and recognition of their extraordinary situation and special needs. The integration of the persons who have been granted asylum may be implemented using funds of international organisations, structural funds of the European Union, natural and legal persons of the Republic of Lithuania, humanitarian aid foundations, and non-governmental organisations.

This section presents a description of support measures for integration as provided in the Description of the Integration Procedure. Other sections of the study present shortcomings and challenges of the implementation of the measures in practice.

The Description of the Integration Procedure (point 4) provides for the following areas of integration support:

- 1) teaching of the state language,*
- 2) education,*
- 3) employment,*
- 4) provision with residential premises,*

²¹ MISSOC (2012), "Cross-cutting introduction to guaranteed minimum resources", available at: <http://www.missoc.org/MISSOC/INFORMATIONBASE/COMPARATIVETABLES/CROSSCUTTINGINTRO/Introduction Table 11.pdf>

5) social security,

6) health care,

7) provision of the public with information concerning integration of aliens.

In order to integrate the aliens who have been granted asylum into the labour market, the authorities implementing integration provide for the following measures: the aliens are familiarised with the Lithuanian labour market, their potential is identified, upskilling is conducted through changing the current profession or acquiring a new profession, information and, if necessary, assistance are made available in starting up one's own business, assistance is provided in taking up employment under employment contracts. An alien who has been granted asylum and who requires state support in taking up employment is registered with a local labour exchange.

Vocational training. *One of the measures designed to integrate the aliens who have been granted asylum into the labour market is upskilling through changing the current profession or acquiring a new profession. If necessary, the authority implementing integration, upon agreeing with the Refugees Reception Centre, enters into an agreement with a local labour exchange on the implementation of employment measures according to an individual plan for an alien's integration into the labour market. Vocational training can be carried out under specifically tailored individual programmes.*

Teaching of the state language. *The Refugees Reception Centre, which provides the aliens who have been granted asylum with accommodation at the initial stage of integration, organises intensive Lithuanian language courses corresponding to Level A1 of the Council of Europe's Framework of Reference for Languages. The authority implementing integration (an NGO or a municipal body) organises within the territory of a municipality a state language teaching programme meeting requirements for Level A2 of the Council of Europe's Framework of Reference for Languages and State Language Knowledge Qualification Category I. The state language teaching course consists of 190 hours of instruction. Upon completing the course, an alien holds an examination for State Language Knowledge Qualification Category I. Where the alien fails the examination for valid reasons (mental health disorder, incapacity to learn, etc.), up to 100 hours of instruction can be additionally assigned and the examination is repeated.*

Provision with residential premises. *The Refugees Reception Centre provides the aliens who have been granted asylum with accommodation for a period of up to three months with the possibility of extension for up to four months if, for objective reasons, the person has failed to prepare for integration in a municipality (the amendment entered into force on 18 November 2015. The provisions previously in force stipulated that the person who has been granted asylum is provided with accommodation at the Refugees Reception Centre for a period of up to eight months). Following the integration stage at the Refugees Reception Centre, support for integration is further provided in a municipality for a period of 12 months. Aliens are accommodated in the territory of municipalities within 15 days from the signing of an agreement on the provision of support for integration with the authority implementing integration (the amendment entered into force on 18 November 2015. The provisions previously in force stipulated that the aliens who have been granted asylum are accommodated in the territory of municipalities within 60 days from the signing of an agreement on the provision of support for integration with the authority implementing integration). In respect of **vulnerable persons** – unaccompanied minors, pregnant women, victims of torture, persons with mental disorders, persons with health disorders resulting in a long-term disability or in the cases when a person's access to education, involvement and action is reduced due to an illness, trauma, injury, health disorders, whether congenital or acquired in childhood, or the harmful impact of environmental factors and such a person is in need of permanent care, pensioners, single parents raising minor children, families with minor children – the commission may extend the duration of the integration period, but for no longer than the period of validity of the residence permit in the Republic of Lithuania issued to them (according to provisions in force until 18 November 2015, the total duration of the integration period at the Centre and in the territory of a municipality may not exceed 60 months, this provision has not been retained). The persons who have been granted asylum must find residential premises themselves with the support provided by the authority implementing integration. Upon settling in the municipality, aliens are*

paid a one-time settling-in allowance in the amount of EUR 204 (for adults) to purchase the basic furniture and household items, if necessary – to cover the expenses of his travel and luggage transport to the place of residence. The ceiling for a one-time settling-in allowance has also been set – a family cannot be allocated an allowance in the amount exceeding EUR 612 (these amendments are effective as 18 November 2015. Previously, adults were given a one-time settling-in allowance in the amount of EUR 456, the ceiling for a one-time settling-in allowance per family was EUR 1 140).

Social security. *The aliens who have been granted asylum are paid a monthly allowance. For a period of up to six months, a single person is paid EUR 204, a two-person family – EUR 306, a three-person family – EUR 408. If there are more than three persons in a family, every other person is additionally paid a monthly allowance in the amount of 51 EUR for a period of up to six months. Starting from the seventh month, a single person is paid a monthly allowance in the amount of EUR 102, a two-person family – EUR 153, a three-person family – EUR 204. If there are more than three persons in a family, every other person is additionally paid a monthly allowance in the amount of EUR 25.5 starting from the seventh month. The ceiling for the monthly allowance has also been set – regardless of the number of family members, a family can receive for its daily needs up to EUR 510 (these rates are effective as of 18 November 2015. Previously, a single person was paid a monthly allowance in the amount of EUR 265.2, a two-person family – EUR 326.4, a three-person family – EUR 489.6. If there were more than three persons in a family, every other person was additionally paid EUR 61.2 per month). In addition, the following benefits are allocated: a lump-sum birth grant, a funeral allowance upon the death of an alien, a child benefit for a child who is under 7 years of age and does not attend a pre-school education institution, payment for pre-school education of pre-school age children, an allowance to purchase basic school supplies for school-age children.*

Other support measures:

Orientation courses *are organised at the Refugees Reception Centre.*

Creation of new jobs. *New jobs may be created to employ the aliens who have been granted asylum. Funds for the creation of new jobs are allocated from the funds allocated for integration support by concluding an agreement with the employer. A decision on the creation of a new job is adopted by the director of the Refugees Reception Centre on the recommendation of the commission.*

Support for business. *A person starting up his own business may be given from the funds allocated for integration one-time support to obtain a business certificate, to purchase or rent work tools.*

Recognition of qualifications *is carried out in respect of the persons who have been granted asylum in accordance with the general procedure just as in respect of any other alien (the Description of the Integration Procedure does not provide for the recognition of qualifications as a support measure for integration).*

Counselling. *The Refugees Reception Centre provides basic social, health care and legal aid services.*

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Have you set out the main components/support measures of labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection?	<input checked="" type="checkbox"/>
Have you described the sub-elements of each component/support measure where necessary (at a minimum in relation to orientation courses, education, vocational education and training, counselling, and	<input checked="" type="checkbox"/>

guaranteed minimum resources)?	
Have you indicated whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection, or to TCNs in general?	☑
If the policy is/is not specific, have you explained why this is the case?	☑

Section 2.2: Organisation of employment-related support measures

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

Q5a. Please describe your Member State's overall organisational approach with regard to labour market integration policy²² to refugees, beneficiaries of subsidiary and humanitarian protection: who are the main state actors responsible for the provision of support measures? At what level is it implemented (national, regional, local) and does your Member State involve any third parties (international organisations/NGOs/other) and if so for what actions and based on what agreement? *E.g. has your Member States concluded any contract/(cooperation) agreement with aforementioned partners (if so which) to implement employment-related support measures and to facilitate access to the labour market?*

The following institutions participate in the integration of the aliens who have been granted asylum:

- 1) The Ministry of Social Security and Labour of the Republic of Lithuania coordinates and supervises the provision of Lithuanian state support for integration of the aliens who have been granted asylum in the Republic of Lithuania, analyses the social processes related to the integration of the aliens who have been granted asylum and drafts proposals regarding improvement of legislation in order to ensure effective provision of support for integration (national level),*
- 2) The Social Services Monitoring Department under the Ministry of Social Security and Labour of the Republic of Lithuania, in ensuring the provision of support for integration, assesses and analyses integration processes in relation to the aliens who have been granted asylum, organises research in these processes and exercises monitoring of the provision of integration support, organises training and upskilling of the staff of municipalities and non-governmental organisations, other institutions and bodies working in the area of integration of the aliens who have been granted asylum and exchanges good practices with foreign countries, cooperates with the Migration Department under the Ministry of the Interior, the State Border Guard Service under the Ministry of the Interior, the Foreigners' Registration Centre and other state institutions on the issues falling within their remit (national level),*
- 3) Refugees Reception Centre (national level),*
- 4) Authorities implementing integration – NGOs or municipal bodies (municipal level).*

The main role is assigned to the Refugees Reception Centre. The Description of the Integration

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

Procedure provides for the following functions of the Refugees Reception Centre:

- 1) provides with accommodation at the Centre the aliens who have been granted asylum and unaccompanied minor aliens until their transfer to places of the implementation of integration in the territory of municipalities or until the cessation of support for integration, if social integration is implemented at the Centre;*
- 2) provides to the aliens who have been granted asylum and unaccompanied minor aliens basic educational, social and health care services;*
- 3) ensures the provision of legal services to the unaccompanied minor aliens and the aliens who have been granted asylum during their stay at the Centre;*
- 4) organises and implements the social integration of the aliens who have been granted asylum at the Centre and in the territories of municipalities, administers the funds allocated for this purpose, concludes agreements with the aliens who have been granted asylum on the provision of support for integration and with the authorities implementing integration on the provision of support for the integration of the aliens who have been granted asylum and is in charge of the allocation of funds for integration;*
- 5) controls whether the authorities implementing integration which have entered into agreements on the provision of support for the integration of the aliens who have been granted asylum comply with the terms and conditions of the agreements;*
- 6) submits proposals to the Ministry of Social Security and Labour regarding the need for state budget funds for integration support and the improvement of legislation on the issues of the integration of the aliens who have been granted asylum;*
- 7) takes decisions on the allocation of support for integration in the territory of municipalities and payment of the benefits provided for in the Description of the Procedure;*
- 8) ensures the entry and provision of information on the implementation of support measures for the integration of the aliens who have been granted asylum and the use of the funds allocated for integration and the storage of such data in the database of the Refugees Administration Information System and controls the accurate and timely recording of the data by the authorities implementing integration;*
- 9) analyses the effectiveness of the implementation of measures of social integration of the aliens who have been granted asylum at the centre and in the territory of municipalities;*
- 10) submits on a periodic basis to the Ministry of Social Security and Labour or a body authorised by it reports on progress in implementing social integration of the aliens who have been granted asylum and the use of funds allocated for integration support;*
- 11) exchanges experience with foreign countries in implementing the provision of support at integration centres for the purposes of social integration of the aliens who have been granted asylum;*
- 12) provides the public with information on the aliens who have been granted asylum with a view to preventing their isolation and society's xenophobia and promoting tolerance;*
- 13) cooperates with the Ministry of Education and Science of the Republic of Lithuania, the Ministry of Health of the Republic of Lithuania, the Migration Department under the Ministry of the Interior of the Republic of Lithuania, the State Border Guard Service under the Ministry of the Interior of the Republic of Lithuania, the Foreigners' Registration Centre, the Lithuanian Labour Exchange under the Ministry of Social Security and Labour, local police authorities, municipal child's rights protection divisions, other state and municipal institutions, bodies and organisations, the International Organization for Migration, and non-governmental organisations on the issues falling within its remit;*
- 14) collects information on the level of education, qualifications and competencies of the aliens who have been granted asylum and submits the initial information to the Ministry of Education and*

Science of the Republic of Lithuania after the end of a quarter by the 15th day of the first month of the next quarter.

NGOs or municipal bodies participate in the implementation of integration in municipalities under agreements concluded with them. The Description of the Integration Procedure provides that the NGOs or municipal bodies:

- 1) are entitled to participate in the process of integration of an alien who has been granted asylum from the beginning of his integration at the Centre;*
- 2) conclude an agreement with an alien who has been granted asylum or with his family in the format approved by the director of the Centre and indicating the rights and duties of the parties to the agreement, their liability and the term of validity of the agreement;*
- 3) submit reports to the Centre, record data on the implementation of integration and the use of funds in the database of the Refugees Administration Information System;*
- 4) upon assessing the progress of integration, submit proposals and conclusions to the Centre regarding the prolongation, reduction, suspension, resumption or termination of integration support.*

Information on the results achieved in respect of the integration of each person who has been granted asylum is entered in the Refugees Administration Information System (RAIS), which must be updated on a monthly basis by the authority implementing integration.

Q5b. Please indicate whether the provision of the different support measures²³ to recipients is in any way centrally coordinated? (i.e. is there one body that coordinates access to the different measures or alternatively do the different authorities structurally exchange information between each other etc.?)

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

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

At the national level, the integration process is coordinated by the Refugees Reception Centre, which organises and implements the social integration of the aliens who have been granted asylum at the Centre and in territories of municipalities, administers the funds allocated for this purpose, enters into agreements with the aliens who have been granted asylum on the provision of support for integration and with the authorities implementing integration on the provision of support for the integration of the aliens who have been granted asylum, is responsible for the allocation of funds for integration and controls whether the authorities implementing integration, upon concluding the agreements for the provision of support for the integration of the aliens who have been granted asylum, comply with terms of the agreements.

Section 3: Support measures to access the labour market

This section explores in more detail employment-related support measures that aim to advance labour market integration for refugees, and beneficiaries of subsidiary and humanitarian protection. The support measures include: language courses, orientation courses, education, vocational training, recognition of qualifications, guaranteed minimum resources, counselling,

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

and access to housing. It will explore how your Member State applies various support measures to enhance access to employment for the target groups identified, the organisational approach for the support measure, the implementation of the support measure as well as good practices in the provision of support measures. More specifically, for each of the main components of your labour market integration policy, you are requested to briefly indicate:

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

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

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

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

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

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

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

Language courses

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

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

The Refugees Reception Centre, which provides the aliens who have been granted asylum with accommodation at the initial stage of integration, organises intensive Lithuanian language courses corresponding to Level A1 of the Council of Europe's Framework of Reference for Languages. The authority implementing integration (an NGO or a municipal body) organises within the territory of a municipality a state language teaching programme meeting requirements for Level A2 of the Council of Europe's Framework of Reference for Languages and State Language Knowledge Qualification Category I. The state language teaching course consists of 190 hours of instruction at the Refugees Reception Centre and 190 hours of instruction in the municipality. Upon completing the course, an alien holds an examination for State Language Knowledge Qualification Category I. Where the alien fails the examination for valid reasons (mental health disorder, incapacity to learn, etc.), up to 100 hours of instruction

can be additionally assigned and the examination is repeated. Funds for the teaching of the state language are allocated from the state budget and are administered by the Refugees Reception Centre. State language courses are conducted in small groups.

Obstacles. Due to the fact that the aliens who have been granted asylum differ in terms of their age, nationality and background, the teaching of the state language would be more effective if it was personalised and tailored to a specific person according to his individual capacities and the language which he speaks. The language is currently taught from Lithuanian textbooks by communicating in the Russian or English language, which creates difficulties for aliens who do not speak either of these two languages. A very small amount of funds is allocated for the teaching of the Lithuanian language: 1 hour – EUR 2.90, making it difficult to organise individually tailored courses which would correspond to every person's capacities and level of knowledge and to hire competent teachers speaking the refugees' mother tongue (the courses are most often conducted by social workers rather than qualified teachers). Teaching material is often outdated, no use is made of modern technologies. In addition, the courses are not centralised, which does not ensure continuity following a person's departure from the Refugees Reception Centre to a municipality.

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

Orientation courses

Q7. In relation to orientation courses²⁴, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

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

Orientation courses and personal competency development courses are organised both by the Refugees Reception Centre (in cooperation with the Labour Exchange) and non-governmental

²⁴ Orientation courses typically provide factual information about the country of destination but may also aim to foster positive attitudes for successful adaptation in the long run. These could include opportunities for migrants to gain (and practice) the necessary skills needed to facilitate their integration and to develop helpful attitudes including pro-activity, self-sufficiency and resourcefulness (knowing how to find the information they are seeking); skills include knowing how to conduct oneself in certain situations, time management and goal-setting, as well as being able to navigate complex systems including banking, social, health and emergency services, transportation etc. (Source: IOM Best Practices IOM's migrant training and pre-departure orientation programmes).

organisations implementing integration in a municipality (with EU funds).

The persons who have been granted asylum and reside in Rukla fill out at Jonava labour exchange office the questionnaires allowing an alien to decide what profession to choose or what training programmes it would be appropriate to participate in. The Refugees Reception Centre organises 120-hour orientation courses. Lithuanian Red Cross Society organised 80-hour per year individual orientation courses. These courses were part of a project financed by the European Refugee Fund.

Obstacles. *There has not been developed an effective employment scheme which would allow for an adequate and personalised assessment of the capacities of the persons who have been granted asylum to integrate into the Lithuanian labour market from the very moment of their arrival at the Refugees Reception Centre. The measures undertaken presently are of a temporary nature and do not focus on the achievement of specific objectives.*

Good practices. *The orientation counselling organised by non-governmental organisations within the framework of the implementation of EU projects allows for an assessment of a person's personality traits and his potential, provides knowledge of self-cognition and self-development. Such sessions help to understand and realise one's aspirations and desires, to understand what profession is suitable and why. Testing and counselling are provided by a professional psychologist.*

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

Education

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

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

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

<i>The Description of the Integration Procedure does not provide for any educational programmes that have a direct link to employment.</i>	
Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: ☑
Organisational approach of your government	☑
Description of the implementation in practice and authorities/actors involved	-
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	-
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	-
Description of obstacles (if any)	-
Identification of good practices (if any)	-

Vocational education and training

Q9. In relation to vocational education and training²⁵, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

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

<p><i>The Description of the Integration Procedure provides for one of the measures designed to integrate the aliens who have been granted asylum into the labour market, namely, upskilling through changing the current profession or acquiring a new profession. If necessary, the authority implementing integration, upon agreeing with the Refugees Reception Centre, enters into an agreement with a local labour exchange on the implementation of employment measures according to an individual plan for an alien's integration into the labour market. Vocational training can be carried out under specifically tailored individual programmes.</i></p> <p><i>In practice, vocational training courses for the persons who have been granted asylum, while they were accommodated at the Refugees Reception Centre or resided in a municipality, used to be organised by the Refugees Reception Centre and the Lithuanian Red Cross Society with funds of the European Refugee Fund. The refugees wishing to participate in vocational training programmes had to have a basic level of education and the motivation to learn the offered profession. Aliens used to be selected on the basis of filled-out questionnaires. According to the financial and implementation framework of the Asylum, migration and integration fund, starting from 2016 no funding will be allocated for the organisation of such programmes, however it is planned that starting from 2016 refugees will be able to learn a profession through the Labour Exchange and will also have a possibility to participate in subsidised employment programmes. Until now, refugees did not have a possibility to learn a profession through the Labour Exchange due to the requirement for the employer to employ a person upon completion of a course. If the employer refused to employ the person, it would be necessary to pay for the course.</i></p> <p>Obstacles. <i>Vocational training courses are conducted in the Lithuanian language. Over a short period of integration, refugees do not manage to learn the language well, hence they face</i></p>

²⁵ Vocational education and training aims to equip people with knowledge, know-how, skills and/or competences required in particular occupations or more broadly on the labour market.

difficulties in learning a profession.

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

Procedures for the recognition of qualifications

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

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

The Centre for Quality Assessment in Higher Education cooperates with the Refugees Reception Centre in Rukla, informs the staff of the Centre regarding competent authorities for the recognition of documents and the recognition procedure at the Centre for Quality Assessment in Higher Education; prepares information kits for the persons who have been granted asylum with regards to the filing out of an application for the recognition of documents, provides information about the submission of documents and procedures. If necessary, the Centre for Quality Assessment in Higher Education provides advice to the Refugees Reception Centre regarding persons' education level and competent authorities and the submission of documents.

If a person who has been granted asylum is in possession of a document confirming his education/qualifications, an assessment of the available documents is performed:

- Document evidencing secondary education, higher education diploma: acquired education/qualifications are endorsed in accordance with the standard procedure by the Centre for Quality Assessment in Higher Education.*
- Conformity of a part of a higher education study programme is assessed by a higher education institution.*
- Qualifications awarded by a vocational training institution – formal procedures for the purposes of recognition are not organised.*

In the absence of documents evidencing education, the procedure of restoration of professional competence documents is initiated (the procedure is highly expensive, and the possibility of financing it during integration is currently being considered): the Centre for Quality Assessment in Higher Education draws up an education restorative document. In the course of the

procedure, the person concerned provides information, the Centre for Quality Assessment in Higher Education collects information about the country's education system, awarded qualifications, etc., compares data, analyses, organises interviews with experts in order to determine whether the person was able to acquire the education or qualifications indicated by him; organises an assessment of formal and informal competencies (organised by an accredited body and implemented by a vocational training body) (in practice, the verification takes 1-1.5 days).

Obstacles. *Assessment of education/qualifications is not provided for as a support measure for integration, thus all expenses are borne by a person who has been granted asylum. In addition, aliens usually do not bring/are not in possession of documents evidencing their education, which further complicates their possibilities of performing a self-assessment of their education/qualifications.*

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

Counselling services

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

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

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

The persons who have been granted asylum, while being accommodated at the Refugees Reception Centre, are provided with information and counselling by social workers of the Refugees Reception Centre, leaflets are distributed among newly arrived aliens regarding the services provided to them, their rights and duties. Moreover, legal counselling is provided (financed with EU funds).

The social workers and lawyers of the authorities implementing integration in a municipality (lawyers' services are paid for with EU funds, the State does not allocate resources for

counselling within the framework of the integration programme) advise the persons who have been granted asylum on issues of employment, organise information meetings with potential employers, labour exchange representatives and personal competency development professionals, help to search for a job by browsing through vacancy notices on the Internet and in the press or by referring to the Labour Exchange or other employment agencies, if necessary act as intermediaries and interpreters.

Obstacles. *Difficulties arise with respect to the lack of knowledge of foreign languages among the staff of the Refugees Reception Centre and the shortage of interpreters, lack of attention to psychological problems of the persons who have been granted asylum. The Refugees Reception Centre is located in a remote area, and the nearest city in which a person can take up employment is 15 km away from the Centre. Food and basic needs allowances while being accommodated at the Refugees Reception Centre are very low – EUR 71.2 per month, the majority of persons who have been granted asylum cannot afford to bear travel expenses, thus in practice they can only find a job upon moving to another city. Due to the fact that, under the previous regulation, most of the persons who have been granted asylum were subject to an institutional regime for a long time (for up to eight months), they lose their working skills, feel being isolated from society and face material deprivation, which reduces their self-confidence, as a result of which they may lose their current skills and feel ‘unprepared’ for taking up a job.*

Good practices. *A procedure is currently being drawn up to provide for interpretation during counselling sessions and access to psychological counselling while being accommodated at the Refugees Reception Centre. As of 18 November 2015, the duration of the provision of accommodation at the Refugees Reception Centre has changed and has been shortened to three months, which means that having found a job and housing in another city, a person can leave the Refugees Reception Centre and begin integration in a municipality earlier.*

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

[Access to housing](#)

Q12. In relation to access to housing²⁶, please describe whether refugees, beneficiaries of subsidiary and humanitarian protection are entitled to receive help from the government with regard to access to housing, and how it is implemented in practice. Please describe the organisation and implementation of the support measure, including the procedure to access the

²⁶ Support measures for access to housing include those measures that facilitate finding accommodation for those who cannot find it themselves. This could include social housing, state funded housing in the private sector, provision of financial resources to access housing etc.

support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

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

The Refugees Reception Centre provides the aliens who have been granted asylum with accommodation for a period of up to three months with the possibility of extension for up to four months if, for objective reasons, the person has failed to prepare for integration in a municipality (the amendment is effective as of 18 November 2015. The provisions previously in force stipulate that the person who has been granted asylum is provided with accommodation at the Refugees Reception Centre for a period of up to eight months). Following the integration stage at the Refugees Reception Centre, support for integration is further provided in a municipality for a period of 12 months. Aliens are accommodated in the territory of municipalities within 15 days from the signing of an agreement on the provision of support for integration with the authority implementing integration (the amendment is effective as of 18 November 2015. The provisions previously in force stipulate that the aliens who have been granted asylum are accommodated in the territory of municipalities within 60 days from the signing of an agreement on the provision of support for integration with the authority implementing integration). In respect of vulnerable persons – unaccompanied minors, pregnant women, victims of torture, persons with mental disorders, persons with health disorders resulting in a long-term disability or in the cases when a person's access to education, involvement and action is reduced due to an illness, trauma, injury, health disorders, whether congenital or acquired in childhood, or the harmful impact of environmental factors and such a person is in need of permanent care, pensioners, single parents raising minor children, families with minor children – the commission may extend the duration of the integration period, but for no longer than the period of validity of the residence permit in the Republic of Lithuania issued to them (according to provisions in force until 18 November 2015, the total duration of the integration period in the Centre and in the territory of a municipality may not exceed 60 months, this provision has not been retained). The persons who have been granted asylum must find residential premises themselves with the support provided by the authority implementing integration. Upon settling in a municipality, aliens are paid a one-time settling-in allowance in the amount of EUR 204 (for adults) to purchase the basic furniture and household items, if necessary – to cover the expenses of their travel and luggage transport to the place of residence (this amendment is effective as of 18 November 2015. Previously, adults were paid a one-time settling-in allowance in the amount of EUR 456). A one-time settling-in allowance allocated to a family may not exceed EUR 612 (these amendments are effective as of 18 November 2015. Previously, the ceiling for a one-time settling-in allowance per family was EUR 1 140).

Obstacles. *It would be cheaper to rent housing away from big cities, however in the province it is difficult to find a job, thus refugees prefer big cities or smaller towns near the big cities (for example, Jonava, Elektrėnai). Reduction of monthly allowance rates and introduction of the provision that starting from the seventh month they will be reduced by half would render the rent of housing impossible for a person who has been granted asylum and who is unemployed, as he will not have sufficient funds. In addition, difficulties in renting housing arise also due to society's attitudes, such as xenophobia and discrimination. Owners of flats do not want to rent the flats to aliens, Muslims or representatives of other races and even if they do they do not want to allow an alien to declare the place of residence, which gives rise to difficulties in obtaining other services. The persons who have been granted asylum have a possibility to join the general waiting list for social housing, though they do not enjoy any privileges in obtaining it.*

Over the past 15 years, a family residing in Jonava has received social housing. A person who has been granted asylum has taken a loan from a bank and purchased his own property.

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

Guaranteed minimum resources

Q13. In relation to guaranteed minimum resources²⁷, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

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

Aliens who have been granted asylum are paid a monthly allowance. Single persons accommodated at the Refugees Reception Centre are paid EUR 71.40, family members are each paid EUR 61.20 EUR per month. As regards aliens residing in municipalities for a period of up to six months, a single person is paid EUR 204, a two-person family – EUR 306, a three-person family – EUR 408. If there are more than three persons in a family, every other person is additionally paid a monthly allowance in the amount of 51 EUR for a period of up to six months. Starting from the seventh month, a single person is allocated an allowance in the amount of EUR 102, a two-person family – EUR 153, a three-person family – EUR 204. If there are more than three persons in a family, every other person is additionally paid a monthly allowance in the amount of EUR 25.5 starting from the seventh month. The ceiling for the monthly allowance has also been set – regardless of the number of family members, a family can receive for its daily needs up to EUR 510 (such monthly allowance rates are effective as of 18 November 2015. Previously, a single person was allocated a monthly allowance in the amount of EUR 265.2, a two-person family – EUR 326.4, a three-person family – EUR 489.6. If there were more than three persons in a family, every other person was additionally paid EUR 61.2 per month). In addition, the following benefits are allocated: a lump-sum birth grant, a funeral allowance upon the death of an alien, a child benefit for a child who is under 7 years of age and does not attend a pre-school education institution, payment for pre-school education of pre-school age children, an allowance to purchase basic school supplies for school-age children.

Allowances are paid to the persons accommodated at the Refugees Reception Centre by the Refugees Reception Centre and to those participating in integration in a municipality – by the authority implementing integration.

²⁷ Refers to benefits provided to people with insufficient resources. It includes support for destitute and vulnerable persons to help alleviate poverty or assist in difficult situations (Source: ESSPROS Manual, 2008 Edition, Eurostat).

Vulnerable groups of the aliens who have been granted asylum, namely, pregnant women, victims of torture, persons with mental and health disorders resulting in impaired access to education, pensioners, single parents raising minor children, families with minor children, are given a possibility to extend the duration of the integration period, thus also the period of payment of a monthly allowance, however, in such a case the monthly allowance is paid in the same amount as from the seventh month. This regulation came into force on 18 November 2015. The previous regulation provided for the gradual reduction of the allowance in each year (in the second year - 80%, in the third year - 70%, in the fourth year - 60%, in the fifth year - 50%) and an opportunity for the vulnerable groups to extend the period of integration for another five years.

According to the new regulation, **for a period of six months a person will receive an increased allowance, starting from the seventh month – the allowance will be reduced by half, and after the lapse of 12 months the allowance will not be paid**, because it is believed that in this way, persons will be encouraged to more promptly find a job and to support themselves. Third-country nationals are not paid any monthly allowances as a support measure for integration.

Obstacles. Even with the previous regulation still in force, the integration programme was criticised for small payments. Provision of meals at the Refugees Reception Centre was not organised centrally, thus the amount of EUR 71.2 per month as allocated for the purchase of food was not sufficient for aliens to feed themselves and to satisfy other basic needs. In the cases when the persons who have been granted asylum resided in a city, the monthly allowances paid to them barely sufficed for the rent of housing. Following changes in regulation resulting in the reduction of the allowance rates by half starting from the seventh month, regardless of whether a person has actually managed to find a job, the persons who have been granted asylum will face particular difficulty trying to survive and will be pushed towards the poverty line. The persons who have been granted asylum often do not have sufficient funds for public transport, which makes it difficult for them to take part in activities useful for them, training, job search, etc.

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

Section 4: Labour market participation

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

Q35. Please complete the table below concerning the number of refugees, beneficiaries of subsidiary and humanitarian protection that are employed/unemployed/inactive. Please provide the stock: i.e. the total number on 31 December of every year. If the exact data are not available, an indicative percentage or number can be provided in *Italic*.

Table 3 Statistics on labour market participation

	Refugees					Beneficiaries of subsidiary protection					Beneficiaries of humanitarian protection				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Total number granted protection	1	7	13	15	24	110	88	111	123	153	-	-	-	-	-
Total number of beneficiaries of international/humanitarian protection residing in the MS	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-
Total number employed (including self-employment)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	31	13	18	15	17	-	-	-	-	-
Total number overqualified in their position	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	14	6	11	14	13	-	-	-	-	-

	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)										
Total number unemployed ²⁸	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	(included in the number of beneficiaries of subsidiary protection)	32	23	44	42	52	-	-	-	-	-
Total number of inactive persons ²⁹	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	-	-	-	-	-

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

The table presents statistics on the persons who have been granted refugee status and subsidiary protection based on data of the website of the Migration Department www.migracija.lt (<<http://www.migracija.lt/index.php?1932636468>>). Other data of the table have been provided by the Refugees Reception Centre.

In the table, the figures presented in segments on beneficiaries of subsidiary protection include also refugees, because the Refugees Reception Centre does not identify separately how many refugees and beneficiaries of subsidiary protection participate in the labour market.

It is complicated to determine how many persons remain to reside in Lithuania, because some of them reside and work in other Member States, but

28 Also referred to as job-seekers in certain Member States.

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

return to Lithuania in order to renew residence permits.

The Refugees Reception Centre has neither provided statistics referred to in the last segment.

Taking up employment. The persons who have been granted asylum are usually employed as metalworkers, welders, electric loader drivers, also with wood processing enterprises, in the construction sector, with catering enterprises, etc. The working skills and qualifications of the refugees arriving in Lithuania often do not conform to the country's demand for labour, thus they work in lower skilled occupations than they worked in their country of origin. They often cannot work in their occupation due to lack of knowledge of the language (for example, there are currently two Ukrainian chemists, who cannot work in their occupation, as they do not speak the Lithuanian language, hence they are employed in a factory as unskilled workers). Another part of the refugees arrive holding basic, secondary or incomplete basic/secondary education (for example, Afghans), in such cases they enrol in studies at adult education centres, night schools and later either do unskilled work or benefit from vocational training opportunities.

Section 5: Conclusions

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

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

The persons who have been granted refugee status are issued a permanent residence permit in the Republic of Lithuania valid for a period of five years. Beneficiaries of subsidiary protection are issued a temporary residence permit in the Republic of Lithuania valid for two years. The persons who have been granted refugee status and subsidiary protection are exempt from the obligation to obtain a work permit and enjoy equal access to the labour market. In Lithuania, humanitarian protection is not granted, and such persons are not issued a residence permit.

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

The Description of the Integration Procedure (point 4) provides for the following areas of support for integration:

- 1) teaching of the state language,*
- 2) education,*
- 3) employment,*
- 4) provision with residential premises,*
- 5) social security,*
- 6) health care,*
- 7) provision of the public with information concerning integration of aliens.*

Regardless of the fact that the Description of the Integration Procedure provides for a sufficient number of employment-related support measures, they are either not applied in practice or apply to a very limited extent, therefore the objectives of integration into the labour market are rarely achieved. A review of the key obstacles arising from the application of each of the measures is provided below.

Teaching of the state language. Due to the fact that the aliens who have been granted asylum differ in terms of their age, nationality and background, the teaching of the state language would be more effective if it was personalised and tailored to a specific person according to his individual capacities and the language which he speaks. The language is currently taught from Lithuanian textbooks by communicating in the Russian or English language, which creates difficulties for aliens who do not speak either of these two languages. A very small amount of funds is allocated for the teaching of the Lithuanian language: 1 hour – EUR 2.90, making it difficult to organise individually tailored courses which would correspond to every person's capacities and level of knowledge and to hire competent teachers speaking the refugees' mother tongue. In addition, courses are not centralised, which does not ensure continuity following a person's departure from the Refugees Reception Centre to a municipality.

Orientation courses. There has so far not been developed an employment scheme which would permit adequate and individually tailored assessment of the capacity of the persons who have been granted asylum to access the Lithuanian labour market from the very moment of their

arrival at the Refugees Reception Centre.

The Description of the Integration Procedure does not provide for educational programmes which would have a direct link to employment.

Vocational training. *Vocational training courses are conducted in the Lithuanian language. Over a short period of integration, refugees do not manage to learn the language well, hence they face difficulties in learning a profession. In addition, vocational training was the project activity financed with EU funds. Upon completion of the implementation of the projects, such a support measure was not available to persons at all.*

Recognition of qualifications. *Assessment of education/qualifications is not provided for as a support measure for integration, thus all expenses are borne by a person who has been granted asylum. In addition, aliens usually do not bring/are not in possession of documents evidencing their education, which further complicates their possibilities of performing a self-assessment of their education/qualifications.*

Counselling. *Difficulties arise with respect to the lack of knowledge of foreign languages among the staff of the Refugees Reception Centre and the shortage of interpreters, unresolved psychological problems of the persons who have been granted asylum. The Refugees Reception Centre is located in a remote area, and the nearest city in which a person can take up employment is 15 km away from the Centre. Food and basic needs allowances while being accommodated at the Refugees Reception Centre are very low – EUR 71.2 per month, the majority of persons who have been granted asylum cannot afford to bear travel expenses, thus in practice they can only find a job upon moving to another city. Due to the fact that, under the previous regulation, most of the persons who have been granted asylum were subject to an institutional regime for a long time (for up to eight months), they lose their working skills, feel being isolated from society and face material deprivation, which reduces their self-confidence, as a result of which they may lose their current skills and feel 'unprepared' for taking up a job.*

Accommodation. *It would be cheaper to rent housing away from big cities, however in the province it is difficult to find a job, thus refugees prefer big cities or smaller towns near the big cities (for example, Jonava, Elektrėnai). Reduction of monthly allowance rates and introduction of the provision that starting from the seventh month they will be reduced by half would render the rent of housing impossible for a person who has been granted asylum and who is unemployed, as he will not have sufficient funds. In addition, difficulties in renting housing arise also due to society's attitudes, such as xenophobia and discrimination. Owners of flats do not want to rent the flats to aliens, Muslims or representatives of other races and even if they do they do not want to allow an alien to declare the place of residence, which gives rise to difficulties in obtaining other services. The persons who have been granted asylum have a possibility to join the general waiting list for social housing, though they do not enjoy any privileges in obtaining it.*

Social guarantees. *Even with the previous regulation still in force, the integration programme was criticised for small payments. Provision of meals at the Refugees Reception Centre was not organised centrally, thus the amount of EUR 71.2 per month as allocated for the purchase of food was not sufficient for aliens to feed themselves and to satisfy other basic needs. In the cases when the persons who have been granted asylum resided in a city, the monthly allowances paid to them barely sufficed for the rent of housing. Following changes in regulation resulting in the reduction of the allowance rates by half starting from the seventh month, regardless of whether a person has actually managed to find a job, the persons who have been granted asylum will face particular difficulty trying to survive and will be pushed towards the poverty line. The persons who have been granted asylum often do not have sufficient funds for public transport, which makes it difficult for them to take part in activities useful for them, training, job search, etc.*

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

In Lithuania, the issues of the integration of the aliens who have been granted asylum (refugee status and subsidiary protection) are regulated by the Description of the Procedure for Providing Lithuanian State Support for Integration of Aliens who Have Been Granted Asylum in the Republic of Lithuania as approved by Minister of Social Security and Labour of the Republic of Lithuania Order No A1-238 of 21 October 2004 (the latest amendments approved by Order No A1-668 of 18 November 2015) (the Description of the Integration Procedure). The Description of the Integration Procedure, just as all mentioned support measures for integration, applies exclusively to the persons who have been granted asylum (refugee status and subsidiary protection) and does not apply to other third-country nationals. There have not been adopted any legal acts regulating the integration of third-country nationals in Lithuania, especially their integration into the labour market.

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

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

Persons who have been granted refugee status and subsidiary protection are exempt from the obligation to obtain a work permit and enjoy equal access to the labour market. In Lithuania, humanitarian protection is not granted.

Third-country nationals wishing to work in the Republic of Lithuania must obtain a work permit (issued for a period of up to two years) or a decision on conformity to needs of the labour market of the Republic of Lithuania. An alien must be remunerated in the same amount as a citizen of Lithuania performing the same work. Moreover, upon taking up employment the alien may not change the employer for the purposes of employment with which the work permit has been issued. The aliens residing under the residence permits which exempt them from the obligation to obtain a work permit (such as a residence permit by virtue of family reunification), no additional conditions for access to the labour market have been specified either in legislation, or in practice.

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

The following can be considered as good practices in the provision of integration support measures:

Orientation. The orientation counselling organised by non-governmental organisations within the framework of the implementation of EU projects allows for an assessment of a person's personality traits and his potential, provides knowledge of self-cognition and self-development. Such sessions help to understand and realise one's aspirations and desires, to understand what profession is suitable and why. Testing and counselling are provided by a professional psychologist. The counselling sessions involving individual interaction with a person who has been granted asylum with a particular focus on his/her situation have proved to be the most effective.

Counselling. A procedure is currently being drawn up to provide for interpretation during counselling sessions and access to psychological counselling while being accommodated at the Refugees Reception Centre.

Accommodation. As of 18 November 2015, the duration of the provision of accommodation at the Refugees Reception Centre has changed and has been shortened to three months, which means

that having found a job and housing in another city, a person can leave the Refugees Reception Centre and begin integration in a municipality earlier. Over the past 15 years, a family residing in Jonava has received social housing. A person who has been granted asylum has taken a loan from a bank and purchased his own property.

Coordinators. *In municipalities, the persons or families who have been granted asylum are assigned coordinators, who help them to solve various issues: search for housing, taking up of employment, etc.*

Section 6: Additional information to ensure comparability

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

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

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

Table 4 Conditions to access the labour market

Conditions/restrictions	Applies to all TCNs in: 1) legislation? 2) practice?	Applies to Refugees in: 1) legislation? 2) practice?	Applies to beneficiaries of subsidiary protection in: 1) legislation? 2) practice?	Applies to persons granted humanitarian protection in: 1) legislation? 2) practice?	Comments
Possession of a residence permit	1) Yes 2) Yes	1) Yes 2) Yes	1) Yes 2) Yes	-	Replies presented in the first segment relate only to migrant workers, i.e. those who enter for work under work permits.
Possession of a work permit	1) Yes 2) Yes	1) No 2) No	1) No 2) No	-	
Do restrictions in time apply? (Duration)	1) Yes 2) Yes	1) No 2) No	1) No 2) No	-	Work permits are issued to TCNs for a period of two years.
Do restrictions to a specific employer apply?	1) Yes 2) Yes	1) No 2) No	1) No 2) No	-	

Do restrictions to a specific employment sector apply?	1) No 2) No	1) No 2) No	1) No 2) No	-	
Is preference to be given to nationals and EU citizens (in general or in relation to specific jobs, if so which?)	1) Yes 2) Yes	1) No 2) No	1) No 2) No	-	The employer wishing to employ a TCN must publish a notice of a vacancy with the Labour Exchange and may employ the alien only if no candidates are found either in Lithuania or in the EU within one month.
Other? (add rows if applicable)	-	-	-	-	-

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

Table 5 Eligibility for employment-related support measures for the categories of refugees, beneficiaries of subsidiary and humanitarian protection³⁰

	Refugee	Beneficiaries of subsidiary protection	Persons granted humanitarian status	Comments
Education ³¹	No	No	-	Beneficiaries of subsidiary protection may enrol in studies in accordance with the general procedure, just as any alien. They do not enjoy any privileges. The aliens having refugee status and beneficiaries of subsidiary protection

³⁰ This means access to all beneficiaries under the protection status.

³¹ Education as described under Q8: education with a specific focus on access to education that has a **direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on education more generally. The focus is on education for those of employment age that might lead towards employment.

				<p>may, upon receiving a permanent residence permit after five years, apply for free educational programmes under the same conditions as Lithuanian citizens.</p> <p>However, there are no educational programmes which would target employment as a support measure for integration.</p>
Language courses	Yes	Yes	-	
Orientation courses	Yes	Yes	-	
Vocational education and training	Yes	Yes	-	
Counselling	Yes	Yes	-	
Recognition of qualifications	Yes	Yes	-	<p>Recognition of qualifications is neither provided for as a support measure for integration, however this prevents neither a person from referring nor the Refugees Reception Centre or the authority implementing integration from assisting the person in referring to the Centre for Quality Assessment in Higher Education.</p>
Guaranteed minimum resources	Yes	Yes	-	

Housing support/access to social housing	Yes	Yes	-	
Other (add rows if necessary)	-	-		

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

Table 6 Authorities responsible (executive and financial) for the provision of employment-related support measures³²

Employment-related support measure	Authority that carries executive responsibility	Authority that carries financial responsibility	Comments
Education	Ministry of Education and Labour of the Republic of Lithuania	Person who has been granted asylum	Lithuanian legislation does not provide for educational programmes as a support measure for integration in respect of the persons who have been granted asylum. A person who has been granted asylum, just as any alien, may enrol in studies using his own resources; no exceptions are applicable to him. The aliens having refugee status and beneficiaries of subsidiary protection may, upon receiving a permanent residence permit after five years, apply for free educational programmes on the same conditions as Lithuanian citizens.
Language courses	Refugees Reception Centre /authority implementing integration	Refugees Reception Centre	State language courses at the Refugees Reception Centre are organised by the Refugees Reception Centre, in a municipality – by the authority implementing integration.
Orientation courses	Refugees Reception Centre /authority implementing integration	Refugees Reception Centre	Orientation classes, personal competency development classes are organised both by the Refugees Reception Centre (in cooperation with the Labour Exchange) and non-governmental organisations implementing integration in a municipality (with EU funds, rather than with funds allocated by the State).
Vocational education and training	Refugees Reception Centre /authority implementing integration Labour exchange	Refugees Reception Centre	It is planned that starting from 2016, the aliens who have been granted asylum, both those accommodated at the Refugee Reception Centre and those residing in municipalities, will be able to register with the Labour Exchange and to take part in the vocational training courses offered by it. Until 2016, the Refugees Reception Centre and the Lithuanian Red Cross Society organised vocational training

³² Please specify the authorities/organisations/institutions responsible. This can also include NGO's. Note however that the table and the Study in general focus on government-related support measures, i.e. how the government organises itself to provide the support. NGO's/third parties can be involved if outsourced by the government.

			courses within the framework of the projects financed by the European Refugee Fund.
Counselling	Refugees Reception Centre /authority implementing integration	Refugees Reception Centre	Social counselling is provided both at the Refugees Reception Centre by social workers and in a municipality by the authority implementing integration. Legal counselling is provided at the Refugees Reception Centre (with EU funds), the authority implementing integration does not receive funds from the State for legal counselling, thus legal counselling is usually included in projects financed with EU funds.
Recognition of qualifications	Centre for Quality Assessment in Higher Education	Person who has been granted asylum	A person who has been granted asylum must himself pay for services of the Centre for Quality Assessment in Higher Education. The measure is not provided for as a support measure for integration.
Guaranteed minimum resources	Refugees Reception Centre /authority implementing integration	Refugees Reception Centre	Allowances are paid to persons accommodated at the Refugees Reception Centre by the Refugees Reception Centre, to those residing in a municipality – by the authority implementing integration.
Housing	Refugees Reception Centre /authority implementing integration	Refugees Reception Centre	Persons are accommodated at the Refugees Reception Centre at the initial integration stage. In municipalities, an authority implementing integration assists in finding housing, while the person has to pay from his monthly allowance for the rent of housing and utilities.
Other	-	-	-

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

Table 7 Conditions to access employment-related support measures

	Education	Language courses	Orientation courses	Vocational education and training	Counselling	Recognition of qualifications	Guaranteed minimum resources	Housing	Comments*
Having a residence permit	N/A	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	This table presents data exclusively on refugees and beneficiaries of subsidiary protection. In Lithuania, humanitarian protection is not granted, and there has not been developed a common integration scheme applicable to all third-country nationals.
Having a work permit	N/A	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	Residence permit constitutes a basis for the provision of all support measures for integration, a work permit is not required.
Having identity documents	N/A	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Yes (Ref, SP)	Provision of all support measures for integration commences upon a person’s arrival at the Refugees Reception Centre, if he is already in possession of a residence permit in

										Lithuania, thus the person is required to be in possession of an identity document so that he could receive support measures.
Having a domicile	N/A	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	Every alien must declare his place of residence within seven days from the date of issue of his residence permit. Thus, the alien is under a general obligation to declare the place of residence, however in order to receive a support measure for integration the requirement to submit a declaration of place of residence does not apply.
Language competency	N/A	No (Ref, SP)	No (Ref, SP)	Yes (Ref, SP)	No (Ref, SP)	Language competency may be required when enrolling at a higher education institution or entering a vocational training course. All other support measures are provided to a person irrespectively of his competency in the Lithuanian language (usually through mediation of another person from the same country of origin or with the help of an				

									interpreter).
Specific qualifications/diplomas required	N/A	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	Yes (Ref, SP)	No (Ref, SP)	No (Ref, SP)	Persons who have been granted asylum may be required to provide endorsement of qualifications/diploma when enrolling in studies or when submitting documents to the Centre for Quality Assessment in Higher Education for endorsement of qualifications/ education.
Sufficient financial resources	N/A	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)	Yes (Ref, SP)	No (Ref, SP)	Yes (Ref, SP)	Persons who have been granted asylum need to have sufficient financial resources in order to study at higher education institutions. They must pay themselves for qualifications/education endorsement. Following changes in the procedure effective as of 18 November 2015, aliens must have sufficient financial resources for housing rent, as the housing allowance granted to them does not suffice.
Eligibility for loans	N/A	No (Ref, SP)	No (Ref, SP)	No (Ref, SP)					

Etc. (add rows if applicable)	N/A	-	-	-	-	-	-	-	-
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* Please also indicate if conditions equally apply to all beneficiaries of international/humanitarian protection, all third-country nationals, nationals of the MS.

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

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

	Refugees, beneficiaries of subsidiary protection and humanitarian protection					Please specify to which groups the figures refer to
	2010	2011	2012	2013	2014	
Total number of beneficiaries accessing education	4	4	4	5	4	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection and who were studying at higher education institutions, as Lithuania does not implement any educational programmes which are applicable to the persons who have been granted asylum and assist in job readiness preparation. In Lithuania, humanitarian protection is not granted.
Total number accessing language courses	117	64	79	63	57	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection. In Lithuania, humanitarian protection is not granted.
Total number accessing orientation courses	43	32	46	51	52	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection. In Lithuania, humanitarian protection is not granted.
Total number accessing vocational education and training	22	14	17	22	22	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection. In Lithuania, humanitarian protection is not granted. Vocational training courses were organised with funds of the European Refugee Fund.
Total number making	0	0	0	0	0	According to data of the Refugees Reception Centre, the Refugees Reception

use of procedures for the recognition of qualifications						Centre did not participate in procedures for the recognition of qualifications.
Total number provided minimum guaranteed resources	217	109	222	170	267	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection. In Lithuania, humanitarian protection is not granted.
Total number accessing counselling services	132	64	81	117	163	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection. In Lithuania, humanitarian protection is not granted.
Total number accessing housing	217	109	222	170	267	The figures provided by the Refugees Reception Centre cover the persons who have been granted refugee status and subsidiary protection. In Lithuania, humanitarian protection is not granted.

