



## **EMN Ad-Hoc Query on on social innovations in the field of employment and self-employment of migrants**

Requested by Kristina BEHUNOVA on 17th July 2017

### **Integration**

Responses from Austria, Belgium, Croatia, Czech Republic, Estonia, Finland, France, Germany, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Slovak Republic, Sweden, United Kingdom, Norway (20 in total)

#### *Disclaimer:*

*The following responses have been provided primarily for the purpose of information exchange among EMN NCPs in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN NCPs' Member State.*

### **Background information:**

In October 2017, the Slovak Republic plans to organize a “Forum on Integration”. It is also going to focus on social innovations helping migrants and refugees to enter the labour market. The Forum shall be composed of experts from the state administration, local level, non-governmental organizations, migrant representatives, social innovators from private companies, civil society, educational institutions, social companies, employers, etc.

Social innovations are understood as strategies, concepts, ideas and activities, which support and enhance the operation of society in a given field. The Forum on Integration shall focus on facilitation of employment and self-employment of target groups.

### **Questions**

1. Does your (Member) State have or know of any social innovations in the field of employment and self-employment of migrants?
2. If yes, can you provide brief details on how they operate? Please provide a link to the text, preferably in English. If there are too many examples in your Member State, could you please point out some of them (with a link to the text, preferably in English) which can be considered as good practice or could you provide a link to a database associating these innovations?
3. If no, do you know if any similar measures to enhance practice of social innovations in the field of employment and self-employment of migrants are being prepared?

### **Responses**

	<b>Country</b>	<b>Wider Dissemination</b>	<b>Response</b>
	Austria	Yes	<b>1.</b> In Austria, there are numerous private initiatives that particularly try to establish contacts between companies and beneficiaries of international protection. These activities try to find jobs for this particular group of persons. In addition, there are various offers targeted at business founders and young entrepreneurs. However, this target group is not limited to migrants. Also the Project "Mentoring for Migrants" should be mentioned here. This Project specifically supports migrants and People with a Migration Background with labour market Integration in the form of mentoring-partnerships. Migrants have been a target group with the Public Employment Service (PES) since 2010. Annual labour market goals specify the actions to be taken all

over Austria. Migrants who are registered with the PES are eligible for the same benefits and support measures as natives who are registered. Apart from counseling, wage subsidies or qualification courses, German language courses have been a constant in promoting integration into the labour market for migrants and refugees.

[https://www.sozialministerium.at/cms/siteEN/attachments/5/0/6/CH3839/CMS1460463746073/basic\\_information\\_report\\_reporting\\_year\\_2013\\_2014.pdf](https://www.sozialministerium.at/cms/siteEN/attachments/5/0/6/CH3839/CMS1460463746073/basic_information_report_reporting_year_2013_2014.pdf) Source: Federal Ministry of the Interior.

2. In 2016 the PES spent around € 514 million on active labour market policy for migrants. 155,419 persons with a migrant background have been included in those measures. Self-employment is encouraged for those who have experience/skills in the field and business ideas which are viable in Austria. Apart from active labour market measures helping with establishing a business, there also is a microcredit programme. It has been established in 2010 by the Federal Ministry for Labour. It is intended to encourage people to establish, continue to operate, expand and take over very small independent businesses in Austria, no matter in which sector; improve the financial situation of micro-businesses in Austria; and provide direct support to this target group. The microcredit programme constitutes an important supplement to existing labour market policies which promote entry into self-employment and, as a consequence, the creation and retention of additional jobs. Since January 2013, four Contact points for persons with foreign qualifications have been established throughout Austria (funded by the federal ministry). The contact points in Vienna, Linz, Graz and Innsbruck offer advice on the recognition and assessment of qualifications obtained abroad. Regular consulting days also take place in Feldkirch, Klagenfurt, Salzburg, St. Pölten and Wiener Neustadt.

<https://www.sozialministerium.at/cms/siteEN/attachments/9/5/6/CH3839/CMS1459338882688/contact-points-for-persons-with-foreign-qualifications.pdf> Recent Innovations: · The Labour Market Integration Law introduced the so called compulsory integration year. It consists of a modular set of active labour market measures which are provided by the PES and range from competence checks, German language courses and job application training to work training. · The Service Employment Cheque is a means of payment and pay for people working in private households – provided the pay plus holiday pay and pro-rata special payments does not exceed the monthly minor employment threshold (€ 425.70 in 2017). Since spring 2017 asylum seekers have been included and can be employed via the service employment cheque.

<http://www.vaeb.at/cdscontent/load?contentid=10008.604318&version=1493377771> · Caritas (an NGO) has been independently (and without funding from the Federal Ministry) operating Magdas Hotel since 2015. It

			<p>offers employment and training for refugees <a href="https://www.magdas-hotel.at/en/hotel/10-reasons/">https://www.magdas-hotel.at/en/hotel/10-reasons/</a> Source: Federal Ministry of the Interior.</p> <p><b>3.</b> N/A. Source: Federal Ministry of the Interior.</p>
	Belgium	No	
	Croatia	Yes	<p><b>1.</b> In Croatia, mainly NGO sector is moving forward the development of the social enterprises for the employment of migrants. There is no particular input provided by the Government in this area so far.</p> <p><b>2.</b> N/A</p> <p><b>3.</b> According to our current knowledge - no.</p>
	Czech Republic	Yes	<p><b>1.</b> Yes.</p> <p><b>2.</b> a) Creation of a new position at certain offices working with migrants called intercultural/integration workers aiming to facilitate communication between an office and its foreign client and promoting the services offered by the office. There are nowadays two projects, which are (along with its other measures, i.e. education of officials or interactive map of life situations connected with labour market) aiming at this target. The first one is being implemented as a pilot at several regional branches of the Labour Offices from early 2016. The task of the integration worker is personalized and specialized counselling for migrants-clients of the Labour Office. The second one has just been approved and will be implemented at Brno Municipality from September 2017. The task of intercultural workers is providing assistance services to foreigners and employees of the bureau in contact with each other. b) Mapping of processes and tools in the field of integration of foreigners at the local level, evaluation of their effectiveness, development of methodology, manual and database of the verified measures, evaluation and formulation of recommendations for relevant actors (which probably may include measures promoting migrant access to the labour market). The project has just been approved and will be implemented in cooperation with NGO, university and several municipalities from September 2017. All these projects are funded by ESF.</p>

			3. N/A
	Estonia	Yes	<p><b>1.</b> In Estonia, all foreign nationals, who are registered as jobseekers, are entitled to receive the same labour market services through the Estonian Unemployment Insurance Fund ('Eesti Töötukassa') as the citizens of Estonia. TCNs may register as jobseekers if they are residing in Estonia either permanently, on the basis of a temporary residence permit, have received refugee status or temporary/subsidiary international protection or are applying for asylum (under the conditions provided by law). These services include counselling, work trials and placements, mobility benefits, training, business start-up subsidies and several other services for job-seekers. In September 2017, the Estonian Unemployment Insurance Fund will also launch a new initiative 'My First Job in Estonia' intended solely for the beneficiaries of international protection (BIPs). The Welcoming Programme, a set of free trainings aimed at foreign nationals to facilitate their integration, has a thematic module on work and entrepreneurship as well. Alongside state-provided services, two NGOs involved with offering support person services to the BIPs - Estonian Refugee Council and Johannes Mihkelson Centre - are planning to introduce new services and activities directed at job seekers by the end of 2017, but the exact nature of these services is unclear at this stage.</p> <p><b>2.</b> A list of labour market services offered by the Estonian Unemployment Insurance Fund and their description may be found on this website: <a href="https://www.tootukassa.ee/eng/content/services">https://www.tootukassa.ee/eng/content/services</a>. Information about, who qualifies as a jobseeker is available here: <a href="https://www.tootukassa.ee/eng/content/looking-job/registration-jobseeker">https://www.tootukassa.ee/eng/content/looking-job/registration-jobseeker</a>. One such scheme is business start-up subsidy. It is financial aid to support self-employment. The subsidy (up to 4,474 euros) is offered to a jobseeker, who is older than 18, has completed business training; or has vocational or higher education in economics or experience in business. More information about the scheme, the application process and requirements may be found here: <a href="https://www.tootukassa.ee/eng/content/services/business-start-subsidy">https://www.tootukassa.ee/eng/content/services/business-start-subsidy</a>). Other notable schemes include work trial, offering an opportunity to try out a job before entering into an employment contract (<a href="https://www.tootukassa.ee/eng/content/services/work-trial">https://www.tootukassa.ee/eng/content/services/work-trial</a>), and work placement, offering the opportunity to improve professional knowledge, skills and to get paid job experience (<a href="https://www.tootukassa.ee/eng/content/services/work-placement">https://www.tootukassa.ee/eng/content/services/work-placement</a>). There is no online description of 'My First Job in Estonia' available yet, but the scheme will entail wage subsidies (up to 50% of related labour costs per calendar month) for employers for 12 months as of the commencement of employment by a BIP. Employers will also receive additional funding to provide workplace mentoring over the first 4 months to a BIP.</p>

			<p>Moreover, fees up to €2,500 euros related to language courses, translating services and/or qualification assessment and recognition procedures will be compensated for the employer as well. Information about the work and entrepreneurship module of the Welcoming Programme is available here:  <a href="https://www.settleinestonia.ee/mod/page/view.php?id=117">https://www.settleinestonia.ee/mod/page/view.php?id=117</a>.</p> <p><b>3. N/A</b></p>
+	Finland	Yes	<p><b>1. Yes, please see response to the next question.</b></p> <p><b>2. Finland has a number of initiatives, which aim at different groups of migrants, asylum seekers, international students etc. Please find some examples below. Startup refugees <a href="https://startuprefugees.com/">https://startuprefugees.com/</a> Startup Refugees is a network reaching throughout Finland aiming at engaging the mental potential of asylum seekers and to combine it with the zeal of Finnish entrepreneurship and give the 100-year-old Finland a new boost through new innovations. Startup Refugees is a community of 350 businesses and organisations supporting business and employment opportunities for asylum seekers. In 2016, Startup Refugees piloted a model for rapid integration into society, in which the professional potential of these future Finns is identified and tapped into while they are still living at reception centres. In 2017, the project will be scaled up and introduced throughout the coun Recommend a refugee <a href="http://www.recommendarefugee.com/">http://www.recommendarefugee.com/</a> “Recommend a Refugee” is web-based programme, which aims to help asylum seekers find their way into working life. The Recommend a Refugee service aims to introduce employers to potential workers. Recommend a Refugee was developed in Finland and the Netherlands. In Finland it is run by the Finnish Red Cross in cooperation with Swedish-language newspaper Hufvudstadsbladet and Helsinki-based marketing and public relations firm SEK. Talent Tampere <a href="https://talent tampere.fi/">https://talent tampere.fi/</a> Regional cooperation in the Tampere region with the aim of linking international tal-ents with businesses. EntryPoint <a href="http://come2.fi/92-champions-and-compelling-stories-from-entrypoint-2016/">http://come2.fi/92-champions-and-compelling-stories-from-entrypoint-2016/</a> EntryPoint Mentoring Programme is a cross-cultural mentoring partnership between Finnish professionals and international degree students at higher education institu-tions in Finland. Succesful Multicultural Company - campaign <a href="http://come2.fi/successful-multicultural-company/information-on-the-campaign/">http://come2.fi/successful-multicultural-company/information-on-the-campaign/</a> The Successful Multicultural Company campaign is to recognize organizations that have succeeded in multiculturalism and who have embraced the diverse workforce. Through recognizing and bringing up positive experiences the Successful Multicul-tural Company advocates for multicultural working</b></p>

			<p>communities and employers. The aim is also to recognize the benefits of multiculturalism and diverse workforce and encourage employers and companies to expand their multicultural management skills.</p> <p>3. N/a</p>
	France	Yes	<p>1. Yes</p> <p>2. Main provisions of the law on foreigners' rights of 7 March 2016 were enforced on 1st November 2016. The main objectives of this law are to improve the reception and integration of foreign newcomers wishing to settle permanently in France and to attract talents and knowledge. Regarding integration, it establishes a personalized pathway of 5 years based on an interview which assesses the needs of the applicant and on civic and language training courses. A note of 27th February enables to apply at department level the three-year framework arrangement (2016-2019) of 24th November 2016 between the State, the French Office for Immigration and Integration (OFII) and the French national employment agency in favour of vocational integration. This applies to first-time arrivals who hold a residence permit, wish to settle permanently in France and have signed the Republican Integration Contract (CIR), which was created through the law of 7th March 2016. This arrangement aims to improve the original cooperation launched in 2010 to facilitate the access to work by implementing an individual and adapted process and increasing complementarity of service offering and expertise. Indeed, the goal of this new arrangement is to make the economic sphere more accessible to all the foreign national newcomers, including refugees. A professional integration pathway for the beneficiaries of international protection has been implemented in June on an experimental basis for a period of eight months. This programme, signed by the ministries of Interior, Employment and Housing, "Pôle Emploi" (national employment agency) and the French Office for Immigration and Integration (OFII), covers 1,000 beneficiaries of international protection and includes accommodation, catering, social and professional support, job workshops and graduating training offers in the framework of the establishment of a career plan. (source: <a href="http://www.cohesion-territoires.gouv.fr/IMG/pdf/2017.05.03_accord_cadre_national.pdf">http://www.cohesion-territoires.gouv.fr/IMG/pdf/2017.05.03_accord_cadre_national.pdf</a> in French) Besides, the AFPA (the Association pour la Formation Professionnelle des Adultes), which is a public institution, developed in October 2016, a Programme called "Pilot": Insertion by housing, orientation Work ("Programme d'Insertion par le Logement, l'Orientation et le Travail"). This project concerns 200 migrants from Calais and aims to bring refugees back to independence and employment. It includes French language courses, qualifying training for jobs in tension, especially in logistics, masonry, painting, industry</p>

			<p>and an internship in one partner company. With an insertion rate of 94%, the Pilot programme will be extended. In September, 1,000 refugees throughout France will integrate the “HOPE programme” (Hébergement-Orientation- Parcours vers l'Emploi). This new programme will include accommodation and catering services, job presentations, assistance in developing a career plan and social support. ( source: <a href="https://www.afpa.fr/actualites/programme-pilot-79-refugies-diplomes">https://www.afpa.fr/actualites/programme-pilot-79-refugies-diplomes</a> in French)</p> <p><b>3.</b> N/A</p>
	Germany	Yes	<p><b>1.</b> There is no information readily available on this topic. A variety of measures have been implemented on the federal, regional or local level. However, the number of these measures and projects obstructs any review of these measures as well as a qualification, which measures can be considered as particularly innovative.</p> <p><b>2.</b> n/a</p> <p><b>3.</b> Please review the answer to question one. The sheer number of projects prevents a central overview and evaluation.</p>
	Hungary	Yes	<p><b>1.</b> No, there are no social innovations in the field of employment and self-employment of migrants in Hungary. There are general projects (co-funded by AMIF) which help migrants integrate into the labour market.</p> <p><b>2.</b> N/A</p> <p><b>3.</b> No.</p>
	Ireland	Yes	<p><b>1.</b> Yes.</p> <p><b>2.</b> Ireland has launched projects under different Government and EU funding initiatives (AMIF/ESF/National/Community), promoting social innovations in the field of employment and self-employment of migrants. The following examples of projects are run on behalf of the Office for the Promotion for Migrant Integration (OPMI) of the Department of Justice and Equality and is funded under</p>

several schemes: Asylum, Migration and Integration Fund (75% AMIF/25% Self-funded); European Social Fund (50% ESF/50% National); and National Funding. Some examples of ESF funded projects: The EPIC programme (Employment of People in Immigrant Communities) has run since 2008. EPIC promotes active inclusion, equal opportunities and active participation to improve employability and integration of migrants. It supports disadvantaged and vulnerable migrants, including those distant from the labour market, to raise their skills and actively help them to find employment and employment related training opportunities including work placements and mentoring. <http://www.bitc.ie/business-action-programmes/business-action-on-employment/are-you-a-jobseeker/> The MAP programme (Migrant Access Programme) will empower unemployed migrants by assessing their needs and providing them with a “Toolkit” to outline their career future in the Irish Labour Market (ILM). MAP will provide 6 week intense training courses combining one to one interactions in their own language with tailored workshops to create and upskill their capability to efficiently accessing the labour market. Training will focus on needs assessment, job readiness (English level, computer and CV training, interview skills, etc.) MAP will also offer one-day information sessions to migrants nationwide to introduce them to the Irish Labour Market.

<https://www.newcommunities.ie/services2/migrant-access-programme-.html> Cultúr - JUMP programme consists of the following activities: Accredited Cambridge Business English Courses (3 levels); Career Planning Workshop; Work Place Experience Preparation courses; Work place Experience in Irish Context: One to One Coaching and Mentoring & referral to other services; and Work Place rights workshops. <http://cultur.ie/integration-education-employment-migrants-programme/> Some examples of National funded projects: Fáilte Isteach is a NGO project to provide free conversational English classes for migrants by local volunteers. <http://www.thirdageireland.ie/failte-isteach> Mendicity Institution’s Employment and Integration project. It aims to facilitate a path to independent living for vulnerable migrants. It provides complex assistance that allows for access to employment, training, welfare supports, detox, and medical services. The service runs through English, Polish, Romanian, Lithuanian and Russian. <http://www.mendicity.org/projects/employment-project/> State-funded Education and Training Boards (ETBs) operate at the regional level. ETBs provide orientation courses and language training for programme refugees. Education and Training Boards are also a mainstream provider of vocational training.

**3.** Ireland’s efforts to enhance social innovations in the field of employment and self-employment of migrants will take place in the broader context of efforts to promote the integration of migrants. This work is guided by a new Migrant Integration Strategy – A Blueprint for the Future 2017 - 2020, which was launched by the Government last February. The Strategy adopts a Whole-of-Government approach that seeks to build on

			<p>existing good practice and provide additional supports where needed. It contains a broad range of initiatives in areas such as access to citizenship and public services; education; employment; political participation, and more. Its implementation is overseen by a cross-sectoral committee, involving the relevant public authorities. Some of our key civil society organisations working in the area of integration also have a voice.</p> <p><a href="http://www.integration.ie/website/omi/omiwebv6.nsf/page/JWKY-AJEE6A1021139-en/\$File/Migrant_Integration_Strategy_English.pdf">http://www.integration.ie/website/omi/omiwebv6.nsf/page/JWKY-AJEE6A1021139-en/\$File/Migrant_Integration_Strategy_English.pdf</a> Some specific aims of the Strategy in relation the employment of migrants include:</p> <ul style="list-style-type: none"> <li>• The inclusion of a target of 1% for the employment of EEA migrants and people from minority ethnic communities in the civil service (in most cases civil service employment is not open to non-EEA nationals). This issue is important in terms of beginning the process of making the civil service representative of the broader population.</li> <li>• the inclusion of a language component in education and training programmes for unemployed migrants with poor English proficiency</li> <li>• Initiatives to ensure that migrant needs in relation to skills acquisition and labour market activation are addressed.</li> </ul>
	Italy	Yes	<p><b>1.</b> In Italy, social innovation is mainly pushed forward by NGOs, social enterprises and private entities. There are some initiatives in the field of employment and self-employment of migrants that have been conceived and launched over the recent years but they are still at the local level and no significant input has been provided by the Government in this area.</p> <p><b>2.</b> NA</p> <p><b>3.</b> One relevant initiative in the field of employment of migrants has been launched and pursued by the Ministry of Labor and Social Policies in Italy. The “INSIDE” initiative aims at helping refugees and beneficiaries of international protection in finding a traineeship opportunity and entering the job market thanks to the support of job centers and temp agencies. It is an innovative projects that matches jobs demand and offer while reinforcing migrants’ skills. For more information <a href="http://www.integrazionemigranti.gov.it/en/latest-news/highlights/Pages/inside.aspx">http://www.integrazionemigranti.gov.it/en/latest-news/highlights/Pages/inside.aspx</a></p>
	Latvia	Yes	<p><b>1.</b> On 1 January 2016, the State Employment Agency (hereinafter - SEA) started a two-year project “The labour market integration of refugees and persons, who have been granted alternative status in Latvia”, supported by the European Social Fund. The aim of the project is to promote a sustainable integration of</p>

			<p>refugees and persons, who have been granted alternatives status (subsidiary protection) into the labour market and their inclusion into the society.</p> <p><b>2.</b> Latvian language training and providing information on the labour market have been priority measures to promote employment of refugees. The SEA has also implemented a targeted and pro-active approach through individual counselling and profiling with a view to assessing skills of refugees. The project includes the following activities: - Introductory courses “Work opportunities in Latvia” for asylum seekers; the lectures have been held for 151 asylum seekers in 6 languages. - Individual consultations to asylum seekers on job opportunities in Latvia. Since February 2017, the SEA has also provided individual consultations to asylum seekers about work opportunities in Latvia at the Accommodation Centre for Asylum Seekers “Mucenieki” once per week. - Information materials on employment opportunities and the SEA’s services; - Support services for job search and developing skills (informal education activities, including Latvian language training; subsidized work places for employees; vocational training programmes; community work schemes). The SEA provides the opportunity to participate in three language courses during one year period, receiving additional financial support in the amount of 5 EUR for a training day. Each language level within language courses without intermediary language has been divided into two sublevels, ensuring a more gradual language acquisition. A new measure combining Latvian language acquisition and employment is also being developed. Until the end of July 2017, 82 refugees and persons, who have been granted alternative status in Latvia, have been registered at the SEA (unemployed or job seekers) (39 are registered at the end of July). 15 persons have found a job with the SEA’s assistance, 12 of them are working (mainly in professions where Latvian language use is limited, e.g. in a supermarket, a storehouse, a non-governmental organisation, a medical institution, etc.). The number of persons from this group registered with the SEA and employed is gradually increasing. Information for refugees on SEA services is available in English at <a href="http://www.nva.gov.lv/index.php?cid=320&amp;mid=448">http://www.nva.gov.lv/index.php?cid=320&amp;mid=448</a>.</p> <p><b>3.</b> -</p>
	Lithuania	Yes	<p><b>1.</b> Lithuania does not have social innovative programmes in the field of employment and self-employment of migrants.</p> <p><b>2.</b> N/A</p>

			3. To our best knowledge - no.
	Luxembourg	Yes	<p><b>1.</b> Yes. There are several initiatives in the private sector in order to facilitate the access of the labour market. International protection applicants and beneficiaries of international protection One example is the “Connections” project implemented by ASTI (Association for the support of migrant workers) with the financial support of the Mateneen project of the “Oeuvre nationale de secours Grand Duchesse Charlotte” (“Oeuvre”) aims to prepare the refugees for the Luxembourg labour market. The main objectives are 1) the creation of links between the international protection applicants and the beneficiaries of international protection (refugee and subsidiary protection status), the Luxembourg companies and the labour market; 2) sensibilisation of those refugees to normal life in Luxembourg society, to the requirements of the Luxembourg labour market and 3) the mobilisation of economic stakeholders in order to facilitate the access to the labour market of IPAs and beneficiaries of international protections. The Oeuvre financially supported a new project that specifically targets IPAs. “Work and integration portfolio” by Reech eng Hand (Archevêché) encourages IPAs to make positive use of the time required for the examination of asylum applications by creating personal folders (individual’s formal qualifications but also their uncertified skills). On the basis of the individuals’ profile, the aim is to offer them meetings and internships with business people operating in Luxembourg to discuss the work situation and whether their skill sets match the requirements in Luxembourg. Together with the trade union LCGB (Lëtzebuerger Chrëschtliche Gewerkschaftsbond - Luxembourgish Christian trade union), the project will also offer asylum seekers the chance to gather information on the reality of the job market in Luxembourg, both general and relating to specific domains. Third-country nationals in general INSITU Jobs: This project that is managed by CLAE asbl, and financed with AMIF funding. It proposed to third-country migrants and beneficiaries of international protection to dispose of a help scheme to access the labour market. Beneficiaries of international protection and residents in general "Sleeves Up" is a project of Touchpoints asbl that enables Luxembourg’s newcomers to transform their talents into a means of self-employment through training courses, individualized mentoring, and personalized follow-up. The Oeuvres financially support this project.</p> <p><b>2.</b> The Connections project works based on an evaluation of the candidate’s competences and professional background. According to this evaluation they have the possibility to pass by three different stages: • 14 information sessions about Luxembourg, its history, its functioning and its institutions; • 6 pre-employment training workshops done with the participation of the HR staff of large corporations; • A non-remunerated</p>

			<p>trainee placement, of 240 hours in a maximum period of six months, with an evaluation of competences based on the ROME codes (Répertoire opérationnel des métiers de l'emploi) used by the Administration for the Development of Employment (ADEM). Each stage allows the individual to receive a certificate of participation validated by the Ministry of National Education if the participant has assisted at least to 70% of the proposed activities. Work and integration portfolio (See answer to question 1). The INSITU Jobs project proposed of personalized interviews for the elaboration of the professional project of the applicant (skills assessment, help to draft a Curriculum Vitae or motivation letters, valorization of the professional experience of the applicant, help for the recognition of diplomas, to provide administrative information and guidance in regards to the relevant stakeholders). The personalized interviews are conducted in several languages: French, Portuguese, English, Serbo-Croatian and Arabic. "Sleeves Up" : • Training workshops prepare participants for creating their own businesses. Subjects include the basics of Luxembourg's economy, the business "pitch," determinations of commercial viability, financing, administrative procedures, tax issues, and marketing. Though "Sleeves Up" provides its own approach, each participant learns to identify and integrate diverse resources already in place. • Individualized mentoring and follow-up to help participants develop their ideas, overcome obstacles to implementation, and obtain relevant assistance. • An optional internship for participants who completed "Sleeves Up" training workshops and desires placement in a company with similar activities as his/her project. <a href="http://www.sleevesup.lu/">http://www.sleevesup.lu/</a></p> <p><b>3.</b> N/A.</p>
	Malta	Yes	<p><b>1.</b> Yes, the Maltese Government has different social innovations in the field of employment and self-employment of migrants. These include employment-related opportunities and upskilling measures for better integration of Third Country Nationals.</p> <p><b>2.</b> Labour market integration and the acquisition of basic skills is the foundation for further learning and the gateway to employment and social inclusion. It also contributes to becoming part of the host country's social and economic life. Against this background, Jobsplus, the Maltese Public Employment Service, offers a number of services to all those who want to access the labour market, including migrants and third country nationals. Jobsplus offers labour market related information and advice for individual jobseekers including career guidance and information on learning opportunities. Third-country nationals can access these services according to their 'qualification status'. In addition, a resource on living and working in Malta is available for</p>

			<p>third country nationals, which is available in nine different languages. Third country nationals are also entitled to participate in employment-related education opportunities, which include short courses, traineeships, work exposure, as well as trade testing. Such initiatives cover a variety of skills, such as employability and life skills, as well as manual skills and career-specific courses. Jobplus offers English and Maltese language courses of varying levels for those registering for employment as well as other interested parties. Some of these courses are compulsory for registrants to further increase employability as well as aid in the integration process. Moreover, in May 2017, Jobplus set up the Job Brokerage Scheme which aims to regulate employment and working conditions for migrant workers, whereby employers in need of short term casual labour may request in person or by e-mail the service of migrant jobseekers. Jobplus will identify potential jobseekers and inform them of this opportunity. These employment-related education and training opportunities aim to further increase employability and aid in the integration process by equipping participants with necessary skills to help make daily and working life run more smoothly. These opportunities are also aimed at strengthening communication and social well-being. The link where one can find further information is <a href="https://jobsplus.gov.mt/">https://jobsplus.gov.mt/</a></p> <p>3. N/A.</p>
	Netherlands	Yes	<p>1. Previously, the strategy of the Dutch government was to focus on strengthening the skill set of migrants. However, research of the Netherlands Institute for Social Research, has showed that the deprivation in education of people with a migration background compared to people without a migration background, is getting smaller. This, however, does not translate into a higher labour market participation of people with a migration background. Therefore, the Ministry of Social Affairs has started with a different approach: making the labour market more accessible by reducing prejudices and discrimination. The Ministry of Social Affairs and Employment is working – in addition to enforcement and awareness by employers – on new ways to counteract discrimination and negative image formation during the recruitment and selection of new employees. In addition, we are aware of a project of IOM called Skills2Work: <a href="http://www.iom-nederland.nl/en/integration/skills2work">http://www.iom-nederland.nl/en/integration/skills2work</a></p> <p>2. Discrimination is mainly pre-entry a problem. If someone has found a job, discrimination plays a smaller role. [1] The same goes for internships. Young people with a migration background have to apply more often in order to get an internship, but once they have an internship, they often get the offer to stay.[2]</p>

			<p>Discrimination is not always a conscious process. Employers want to select on the basis of quality, but, sometimes, due to imperfections during the recruitment and selection process, room for prejudices comes up. Employers often have little time for the selection of the candidates and look for signals of capacity. Moreover, employers are risk-avoiding in recruiting and selecting new personnel. This means that employers are mainly looking at work experience they recognize and a fitting education.[3] The lack of information or information that is less recognizable for an employer is often assessed negatively. Suited candidates with a deviated profile, for example people with a different ethnical background, can therefore be rejected during the first selection. Or, as the Netherlands Institute for Social Research, has stated: the choice for indigenous Dutch is seen as a ‘safe choice’, or as a choice with the least risks. [4] The core of the approach of the Ministry of Social Affairs is therefore to encourage employers to have, previous to the selection procedure, as much objective knowledge as possible. The Ministry is working on three types of activities: 1) To get acquainted by orientating activities 2) To get acquainted by introduction to employers by a trusted person (for example an intermediary) 3) To get acquainted by a more information on bringing in skills in the selection process.</p> <p><b>3. N/A</b></p>
	Slovak Republic	Yes	<p><b>1. No.</b></p> <p><b>2. N/A</b></p> <p><b>3. Yes.</b> The Slovak Republic is currently trying to find out and enhance the system of exchanging the best practice of social innovations in the field of employment and self-employment of migrants.</p>
	Sweden	Yes	<p><b>1. Yes.</b> The term "social innovation" is somewhat difficult to define, but in Sweden, several initiatives have been developed to facilitate the integration of newly arrived migrants with regard to employment. Some of these initiatives have been developed at local (municipality) or regional level, but there are also measures that were initiated at national level, or financed by the central government. The Swedish EMN NCP cannot provide a full picture of all initiatives, especially not regarding local and regional ones, but two examples are given below.</p>

			<p><b>2.</b> 1) Since 2015, the Swedish Government, the social partners and the Public Employment Service have been working to establish “fast tracks” to labour market entry of newly arrived beneficiaries of protection. The aim is to create more rapid ways into the labour market for newly arrived immigrants with education or skills in shortage occupations. To pave the way for these fast tracks, the social partners have been given the opportunity to apply for funds for promotion and development measures. Currently, there are fast tracks into roughly 20 professions. For more information, please see <a href="http://www.government.se/articles/2015/12/fast-track---a-quicker-introduction-of-newly-arrived-immigrants/">http://www.government.se/articles/2015/12/fast-track---a-quicker-introduction-of-newly-arrived-immigrants/</a>. 2) The Swedish Public Employment Service has developed the online portal "jobskills". Jobskills is a new digital tool, which asylum seekers can use to document and explain (in their own languages) their competencies and to describe previous work experiences. Both informal work experiences and experiences that are proven by formal diplomas or certificates can be described. The jobskills toll can even translate competence profiles to Swedish, and the users can make their profiles visible for employers. The tool also shows what a migrant can do to be able to start working in a certain profession, e.g. obtain a formal recognition of a foreign qualification or apply for complementary education. For more information, please see <a href="https://jobskills.se/">https://jobskills.se/</a>. The tool is available in several languages. 3) In the Budget Bill for 2017, the Swedish Government directed more funds to new initiatives for early language learning and mapping of skills and experiences among asylum seekers. The allocated funds can be used by civil society organisations, or in some cases by municipalities, to offer various integration-related activities.</p> <p><b>3.</b> n/a</p>
	United Kingdom	Yes	<p><b>1.</b> No.</p> <p><b>2.</b> N/A</p> <p><b>3.</b> The focus of the UK has been to reduce economic migration and focus it on those who already have job offers.</p>
	Norway	Yes	<p><b>1.</b> Given that Norway traditionally has not had a minimum wage legislation, it has been left to the employers' and workers' organisations to negotiate minimum wages within the respective collective agreements. To combat 'social dumping', i.e. inferior working conditions and remunerations, a legislation has been introduced</p>

			<p>making it possible to make such negotiated minimum or standard agreements the general, legal norm for all workers in clearly defined labour markets, also for workers and employers that are not members of the organisations party to the agreements. This legislation applies to all workers, but the main motivation for the new legislation has been a strong influx of migrant workers to certain Norwegian labour markets, under the 'free movements' provisions of the EEA agreement to which Norway is a party. In cooperation with the Norwegian Labour and Welfare Agency (NAV) and the municipalities the Directorate of Integration and Diversity (IMDi) sponsors initiatives designed to mobilise recognised refugees and other immigrants for the labour market, and monitors the performance of supported initiatives. Examples (in Norwegian) of such initiatives can be found on <a href="http://www.dn.no/grunder/2016/04/25/2154/SoCentral/-det-m-vre-lov--tjene-penger-p--gjre-verden-bedre">http://www.dn.no/grunder/2016/04/25/2154/SoCentral/-det-m-vre-lov--tjene-penger-p--gjre-verden-bedre</a> and <a href="http://www.agrianalyse.no/file=4057">http://www.agrianalyse.no/file=4057</a> . No important modifications have been made to the regulations for granting work permits to third-country citizens during the last decade.</p>
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**2.** The web-site [http://www.arbeidstilsynet.no/fakta.html?tid=240096#Who\\_do\\_the\\_regulations\\_apply\\_to?](http://www.arbeidstilsynet.no/fakta.html?tid=240096#Who_do_the_regulations_apply_to?) provides details on the scope of the regulations currently (August 2017) in force on the general application of collective agreements. In 2015 a comprehensive report was published (in Norwegian) on the experiences with the measures that had been in force, see <https://static1.squarespace.com/static/576280dd6b8f5b9b197512ef/t/57bbbed4115d5dbc1c5338eac/1471933773511/SFL+R2-2015+Virkninger+av+allmenngj%C3%B8ring.pdf> . The research institutions that prepared the report may be contacted for further and up-dated information.

**3.** No.