



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



CZECH | REPUBLIC

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COMMON TEMPLATE

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

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

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 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

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.

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 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_integration_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_asydcfst] 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.

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

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 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

THE CONTRIBUTION OF THE CZECH REPUBLIC

INTRODUCTION

Basic definitions and abbreviations

State Integration Programme (hereinafter "SIP") – programme aimed at assistance for beneficiaries of international protection (in the form of asylum or subsidiary protection) in order to facilitate their integration into the society, especially in the field of housing, reducing language barriers and facilitating the access to the labour market.

Authorised person – person who has been granted international protection in the form of asylum or subsidiary protection and at the same time participates in the SIP.

General provider of integration services (hereinafter "provider") – legal person with the nationwide scope of authority whose task is to coordinate and also to offer integration services to authorised persons in cooperation with other entities (concerned ministries, municipalities, non-governmental organisations, churches, volunteers, employers and others). The provider secures integration services on the basis of concluded multi-year general contract with the Ministry of the Interior. The provider may provide particular services through a third party in the form of subcontract.

Subcontractor of integration services (hereinafter "subcontractor") – processes the individual integration plan and provides integration services for a fee. Activities of subcontractors are coordinated by general provider of integration services. It is possible to involve more than one subcontractor to provide the assistance with integration measures.

Individual integration plan (hereinafter "IP") – is the main document describing integration goals of the particular authorised person and the process of integration in the key areas of integration. IP is updated as needed during the duration of integration services. This period refers to 6–12 months.

Integration Asylum Centres (hereinafter Czech abbreviation "IAS") – provide temporary accommodation for the beneficiaries of international protection. IASs are established by the Ministry of the Interior and operated by the Refugees Facilities Administration.

Refugees Facilities Administration of the Ministry of the Interior (hereinafter Czech abbreviation "SUZ") – is the organization under the responsibility of the Ministry of the Interior. It is responsible for reception, accommodation and integration asylum centres.

The field of integration of beneficiaries of international protection is based on the **State Integration Programme**. The history of the programme goes back to 1993. Since the introduction of the programme, it has been already updated several times. The main goals remained the same though. SIP is a programme aimed at assistance for beneficiaries of international protection with their integration into the society, especially in the field of housing, reducing language barriers and facilitating the access to the labour market. It has been legally based in § 68 – 70 of Act No. 325/1999 Coll., on Asylum. Each beneficiary of international protection may apply for the programme on the basis of the application submitted after the positive decision on granting of international protection is made (time limit for the submission of the application for the programme is one year after being granted international protection). The participation in the programme is voluntary. However, once a person decides to participate in the programme, then he/she is obliged to adhere to the programme rules.

New concept of SIP and its aims

New concept of SIP was approved by the Government on November 20, 2015 under the number 954. Since January 1, 2016 it introduces changes to the system of Czech language courses, stay in the integration asylum centre and to the system of securing housing and integration of authorised persons at local and municipal levels. The integration programme is a follow-up to already existing assistance provided to authorised persons. It responds to the anticipated increase in number of authorised persons in the programme, i.e. to spontaneously incoming refugees and persons in the context of resettlement and relocation programmes. The programme aims to facilitate the integration of beneficiaries of international protection. It especially covers the area of Czech language courses, facilitation of the access to the labour market, assistance with housing, education and vocational training. It should be mentioned though, that the previous concept of SIP still applies and is thus in force in cases when the housing was provided by the end of 2015 (the commitment is valid for 3 years, i.e. at the latest by the end of 2018).

Process of integration

The process of integration consists of – in case of the majority of authorised persons – two phases, namely of their stay in the integration asylum centres of the Ministry of the Interior and of their subsequent settlement in the municipalities of the Czech Republic. It is important to note that the stay in the integration asylum centre is not compulsory and persons staying outside these centres – since being granted international protection – have the same rights regarding assistance provided in the framework of SIP as persons staying in the centres.

In the first phase, authorised persons have the opportunity to use the temporary accommodation in one of the integration asylum centres of the Ministry of the Interior, operated by the Refugee Facilities Administration. Beneficiaries of international

protection are provided there with following: initial adaptation to the life in the Czech Republic, intensive Czech language courses, help with the search for a permanent accommodation within the selected region of their own choice, assistance in finding a job, eventually they are supported to improve their skills in order to find a job.

The provider (or subcontractor) prepares an **individual integration plan** in cooperation with the authorised person, staff in IAS and other organizations. IP is the basic document describing the integration goals of the authorised person and the process of integration in the bellow-mentioned key areas of integration. IP is elaborated during a stay in the IAS. In case the authorised person does not stay in the IAS, the IP is then elaborated in cooperation with the authorised person as soon as possible after being granted international protection. IP is updated if necessary during the whole period during which integration services are provided.

Integration services are provided in the following **key areas**:

Housing

- Securing housing in the form of a lease (or accommodation) agreement if accommodation is connected with employment for the period of at least 1 year.
- The possibility of reimbursement of input costs: deposit, payment of first, alternatively second lease.
- Furnishing the flat with necessary basic equipment etc.

Employment (beneficiaries of international protection have free access to the labour market and are treated in the same way as citizens of the Czech Republic, assistance for 6 months):

- Registration at the Labour Office of the Czech Republic – assistance in applying for labour brokering.
- Assistance in finding a job using job vacancies.
- Assistance in finding and applying for vocational training.
- Individual action plans.

Education and reducing language barriers (assistance for 6 months):

- Free intensive Czech language courses (400 hours) organized by the Ministry of Education, Youth and Sports funded by the Ministry of the Interior.
- Integration of authorized persons into the educational system according to the current legal framework.
- Culture and democracy introductory course.

Social care (beneficiaries of international protection are treated in the same way as citizens of the Czech Republic, assistance for 6 months):

- Registration at the Labour Office of the Czech Republic.
- Access to the social welfare system – assistance with completing applications for the provision of social benefits under the Act No. 117/1995 Coll., on State Social Support, as amended and Act No. 111/2006 Coll., on Assistance in Material Need, as amended.

Health care (beneficiaries of international protection are treated in the same way as citizens of the Czech Republic, assistance for 6 months):

- Assistance in registration by health insurance companies.
- Assistance in registration with physicians.

Interpretation, legal and social assistance (assistance for 6 months)

The main sources of information were provided by the Ministry of the Interior, the Ministry of Education, Youth and Sports and the Ministry of Labour and Social Affairs.

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.

Information is provided 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.

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.

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

The status of beneficiaries of international protection and their residential status are regulated by the Act No. 325/1999 Coll., **on Asylum**, as amended. Integration measures are further regulated by the Government Resolution from November 20, 2015, on **State Integration Programme** for beneficiaries of international protection in 2016 and subsequent years. Persons who have been granted asylum or subsidiary protection have similar rights and obligations as citizens of the Czech Republic, only with a few exceptions, mainly related to the right to vote, holding certain public functions or to the opportunities to serve in the armed forces and the Army of the Czech Republic.

a) **Status of refugee** (granted asylum) is not time-restricted, in accordance with the Act No. 325/1999 Coll., on Asylum, as amended. This status – in terms of national law – is similar to the institute of permanent residence in the Czech Republic. Access to the labour market is possible under the same conditions as for Czech citizens. It is unlimited, including access to the register of job seekers. Access to the labour market is further regulated by the Act No. 326/1999 Coll., on Residence of Foreign Nationals in the Czech Republic, as amended, and Act No. 435/2004 Coll. on Employment, as amended.

b) Rights and obligations of **persons who have been granted subsidiary protection** are also regulated by the above-mentioned legislation. The status of subsidiary protection is time-restricted and is granted for a period of at least one year. The status may be further extended for the period of at least two years. According to § 53c of the Act on Asylum, a person who has been granted subsidiary protection is regarded as a person with permanent residence for the purpose of healthcare services and employment. Therefore, it has equally unlimited access to the labour market as persons who have been granted asylum.

c) The Asylum Act also regulates the national form of **protection on humanitarian grounds**. It is known as humanitarian asylum under § 14 of the Asylum Act. A person who has been granted protection of this type has the same legal status as persons with the refugee status, i.e. all rights as in point a) apply to him/her.

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.

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)	Duration of status is unlimited. Residence card issued for 10 years, may be extended.	1 year	Duration of status is unlimited. Residence card issued for 10 years, may be extended.	
Maximum duration (including renewals ¹⁷) residence permit in months/years (by law)	unlimited	The extension is possible at least for 2 further years if there is still risk of serious harm and thus the reasons for the withdrawal of subsidiary protection are not fulfilled.	unlimited	
Mean length of residence permit ¹⁸ in months/years (in practice)	N/A	N/A	N/A	
After how many years of authorised stay can an application for permanent residence be made?	After 5 years of continuous stay in the Czech Republic (§ 68 of the Act on Residence of Foreign Nationals).	After 5 years of continuous stay in the Czech Republic (§ 68 of the Act on Residence of Foreign Nationals).	After 5 years of continuous stay in the Czech Republic (§ 68 of the Act on Residence of Foreign Nationals).	In terms of national law the status of a refugee or a person who has been granted subsidiary protection is similar to the status of permanent residence in the Czech Republic.

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)

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments
What are the conditions for permanent residence?	<p>Requirement for application for permanent residence is regulated by § 70 of the Act on Residence of Foreign Nationals.</p> <ul style="list-style-type: none"> -personal form of application for a permanent residence permit, -photo, travel document, - proof of sufficient resources for the permanent residence in the territory, e.g. employer's confirmation of income, -proof of accommodation in the territory of the Czech Republic, -document proving required knowledge of Czech language (there are exceptions – this document is not required for example in cases of persons older than 60 years). 	<p>Requirement for application for permanent residence is regulated by § 70 of the Act on Residence of Foreign Nationals.</p> <ul style="list-style-type: none"> - personal form of application for a permanent residence permit, - photo, travel document, - proof of sufficient resources for the permanent residence in the territory, e.g. employer's confirmation of income, - proof of accommodation in the territory of the Czech Republic, -document proving required knowledge of Czech language (there are exceptions – this document is not required for example from persons older than 60 years). 	<p>Requirement for application for permanent residence is regulated by § 70 of the Act on Residence of Foreign Nationals.</p> <ul style="list-style-type: none"> - personal form of application for a permanent residence permit, - photo, travel document, - proof of sufficient resources providing for the permanent residence in the territory, e.g. employer's confirmation of income, - proof of accommodation in the territory of the Czech Republic, -document proving required knowledge of Czech language (there are exceptions – this document is not required for example from persons older than 60 years). 	<p>In terms of national law the status of a refugee or a person with granted subsidiary protection is similar to the status of permanent residence in the Czech Republic.</p>

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments
After how many years of authorised stay can an application for citizenship be made?	<p>Czech citizenship is regulated by the Act No. 186/2013 Coll., on the Citizenship of the Czech Republic.</p> <p>A person with the status of a recognized refugee (convention refugee) may apply for Czech citizenship after at least 5 years of residence in the Czech Republic.</p> <p>The Act states the condition of 5 years of permanent residence. The status of the convention refugee is equal to the permanent residence under the Act on Residence of Foreign Nationals.</p>	<p>A person with granted subsidiary protection may apply for citizenship after at least 10 years of legal residence in the Czech Republic, of which it is necessary to have a permanent residence permit in the territory for at least 5 years.</p>	<p>The same conditions as for recognized refugees apply to persons with granted humanitarian asylum.</p>	

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments
What are the conditions for citizenship?	<p>There is no legal claim for granting citizenship.</p> <p>Besides above-mentioned period of residence, a person – in order to be eligible for granting Czech citizenship – has to be integrated into the Czech society especially in areas of family, work and social life.</p> <p>A person also must not present a threat for national security.</p> <p>A person also has to prove sufficient knowledge of Czech language and of cultural and social environment of the Czech Republic.</p> <p>The applicant must also prove his/her income and must not be a burden for the social system of the Czech Republic (only under exceptional circumstances).</p>	<p>There is no legal claim for granting citizenship.</p> <p>Besides above-mentioned period of residence, a person – in order to be eligible for granting Czech citizenship – has to be integrated into the Czech society especially in areas of family, work and social life .</p> <p>A person also must not present a threat for national security.</p> <p>A person also has to prove sufficient knowledge of Czech language and of cultural and social environment of the Czech Republic.</p> <p>The applicant must also prove his/her income and must not be a burden for the social system of the Czech Republic (only under exceptional circumstances).</p>	<p>There is no legal claim for granting citizenship.</p> <p>Besides above-mentioned period of residence, a person – in order to be eligible for granting Czech citizenship - has to be integrated into the Czech society especially in areas of family, work and social life.</p> <p>A person also must not present a threat for national security.</p> <p>A person also has to prove sufficient knowledge of Czech language and of cultural and social environment of the Czech Republic.</p> <p>The applicant must also prove his/her income and must not be a burden for the social system of the Czech Republic (only under exceptional circumstances).</p>	

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.

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	Persons with the status of refugee have unlimited access to the labour market (as Czech citizens in this regard)	Beneficiaries of subsidiary protection have unlimited access to the labour market (as Czech citizens in this regard)	Persons with the status of humanitarian refugee have unlimited access to the labour market (as Czech citizens in this regard)	
Conditions for labour market access that apply in practice ²⁰	In practice, other conditions are not applied than those in national legislation.	In practice, other conditions are not applied than those in national legislation.	In practice, other conditions are not applied than those in national legislation.	
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	Due to unrestricted access to the labour market, the conditions for entering the labour market of persons who have been granted asylum are more convenient compared to third-country nationals who hold a long-term visa or residence permit.	Due to unrestricted access to the labour market, the conditions for entering the labour market of persons who have been granted asylum are more convenient compared to third-country nationals who hold a long-term visa or residence permit.	Due to unrestricted access to the labour market, the conditions for entering the labour market of persons who have been granted asylum are more convenient compared to third-country nationals who hold a long-term visa or residence permit.	

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.

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?)

²¹ MISSOC (2012), "Cross-cutting introduction to guaranteed minimum resources", available at: http://www.missoc.org/MISSOC/INFORMATIONBASE/COMPARATIVETABLES/CROSSCUTTINGINTRO/Introduction_Table_11.pdf

After being granted international protection (in the form of asylum or subsidiary protection), a foreign national has the opportunity to apply for the State Integration Programme. From January 1, 2016 SIP is regulated by the Government Resolution issued on November 20, 2015, No. 954, on State Integration Programme for beneficiaries of international protection (who were granted international protection in 2016 and in following years). It is legally based in § 68–70 of the Act No. 325/1999 Coll., on Asylum.

The programme focuses on assistance to persons who have been granted international protection in the form of asylum or subsidiary protection with their integration into the society (it is not generally intended for all third-country nationals). The participation in the programme is voluntary. SIP focuses on three main areas: providing housing, removing language barriers by offering Czech language courses and assistance with entering the labour market.

Housing

The Department for Asylum and Migration Policy of the Ministry of the Interior is the competent body in the area of housing for beneficiaries of international protection. As for provision of housing, the department closely works with municipalities, regions and non-governmental organisations.

If the authorised person does not have his/her own housing after being granted international protection, he/she can apply for accommodation in an **integration asylum centre** operated by the Refugee Facilities Administration of the Ministry of the Interior for a period of 12 months with the possibility of extension for max. 18 months. The cost of accommodation in IAS is covered by the authorised person.

In case of individual housing, following assistance to authorised persons is provided:

- Securing housing in the form of a lease or accommodation agreement if accommodation is linked to employment for the period of at least 1 year.
- The possibility of reimbursement of input costs: deposit, payment of first, alternatively second lease.
- Furnishing the flat with basic equipment etc.

The cost for individual housing is covered by the authorised person.

SIP also funds the stay of beneficiaries of international protection in facilities of social services in case health conditions or retirement age of such person prevent self-housing and thus this person requires assistance in specialized facilities.

Employment (beneficiaries of international protection have free access to the labour market and are treated in the same way as citizens of the Czech Republic, assistance for 6 months):

- Registration at the Labour Office of the Czech Republic – assistance in applying for job brokering.

- Assistance in finding a job using job vacancies.
- Assistance in finding and applying for vocational training.
- Individual action plans.

Education and reducing language barriers (assistance for 6 months):

- Free intensive Czech language courses (400 hours) organized by the Ministry of Education, Youth and Sports and funded by the Ministry of the Interior.
- Integration of authorized persons into the educational system according to the current legal framework.
- Culture and democracy introductory course.

Social care (beneficiaries of international protection are treated in the same way as citizens of the Czech Republic, assistance for 6 months):

- Registration at the Labour Office of the Czech Republic.
- Access to the social welfare system – assistance in completing applications for social benefits under the Act No. 117/1995 Coll., on State Social Support, as amended and Act No. 111/2006 Coll., on Assistance in Material Need, as amended.

Health care (beneficiaries of international protection are treated in the same way as citizens of the Czech Republic, assistance for 6 months):

- Assistance in registration by health insurance companies.
- Assistance in registration with physicians.

Interpretation, legal and social assistance (assistance for 6 months).

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 the 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 the 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?

SIP is implemented in the framework of interdepartmental cooperation under coordination of the Ministry of the Interior with the active participation especially of the Ministry of Labour and Social Affairs, the Ministry of Education, Youth and Sports, Ministry of Finance and the Ministry of Health. Competences of individual ministries are determined by the Asylum Act and the relevant government resolution. The area of housing is guaranteed by the Ministry of the Interior, the area of labour market and employment by the Ministry of Labour and Social Affairs and the area of Czech language courses, compulsory education and of further education of children and the youth by the Ministry of Education, Youth and Sports.

According to the SIP, the Ministry of the Interior selects – on the basis of multi-year contract – the so-called **general provider of integration services**. This legal person provides integration services with nationwide scope of authority and coordinates and provides integration services to authorised persons in collaboration with other entities, which are mainly concerned ministries, municipalities, non-governmental organisations, churches, volunteers, employers and others. General provider of integration services can provide various services through a third party in the form of a subcontract.

Subcontractor of integration services elaborates an individual integration plan and provides integration services for a fee. The subcontractor receives funding from the Ministry of the Interior in order to provide the services according to the relevant individual integration plan of the authorised person. Its activity is coordinated by the general provider of integration services. More than one subcontractor may be involved in the integration process of the authorised person.

Other entities involved in the implementation of SIP include regions, the capital city of Prague, employers, communities and non-governmental organisations. Municipalities assist in the integration of authorised persons in the areas of housing, employment and social participation. They also offer activities in which participants of SIP may take part within the municipality.

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.

Together with the Ministry of the Interior, the provider and SUZ, also other non-governmental organisations are involved in the process of implementation of SIP – namely Counselling Centre for Integration, Association of Citizens dealing with emigrants, Caritas of the Czech Republic, Diaconia of the Evangelical Church of Czech Brethren, Organization for Aid to Refugees, Centre for Integration of Foreigners, Association for Integration and Migration or the InBáze Berkat, o.s. etc.

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?**

The Ministry of the Interior which coordinates and supervises the State Integration Programme is the main actor in the area of assistance to beneficiaries of international protection.

Integration services designated for authorised persons are coordinated and ensured by the **general provider of integration services** with nationwide scope of authority in collaboration with other entities, mainly concerned ministries, municipalities, non-governmental organizations, churches, volunteers, employers etc. General provider of integration services can arrange individual services through a subcontract via a third party. Individual measures are then performed by different actors at national and local levels, see above.

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.

section 3

SUPPORT MEASURES TO ACCESS THE LABOUR MARKET

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

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.

The Ministry of Education, Youth and Sports is the competent body in the area of provision of Czech language courses for beneficiaries of international protection. It concludes a multi-year framework contract with the provider of a 400 hours **Czech language course** which is free of charge. Czech language courses are funded by the Ministry of the Interior on the basis of SIP. The courses are organised in the IAS or outside of its premises.

The course of 400 hours is free of charge, of group or individual type and takes about 6–12 months. It is finished with a final exam. The final examination certificate is issued at the end of the course.

Lessons are organized for all age groups (children, adults, seniors) and for vulnerable groups (the lessons may be adapted to the people with disabilities) in all open IAS centres and outside of their premises.

Participants are divided into particular groups according to their individual learning needs, including their level of Czech language, mother tongue and also individual preferences in connection to the organization and the content of lessons.

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.

Since 2016, authorised persons may attend the **culture and democracy introductory course** during which they can gain basic knowledge of history, civilization and culture of the Czech Republic. The course of 20 lessons is organised in the IAS as well as outside of its premises. The authorised person may attend it after completing the Czech language course.

Other specialized orientation courses for beneficiaries of international protection are not offered. The assistance with adaption to the life in the Czech Republic takes place on an individual basis, no matter if they stay in IAS, i.e. in the accommodation facility for beneficiaries of international protection, or if they are accommodated outside these centres.

If authorised persons stay in the IAS, the assistance is provided by trained social workers in cooperation with local non-governmental organisations based on the agreement with the general provider of integration services. These organizations also assist to the persons accommodated outside the IAS.

The main aim of the assistance of social worker is the counselling in various areas of living. These individual consultations focus on information regarding the social system, access to the labour market and education and other individual assistance as needed (e.g. help with registration at health insurance companies, also registration with general practitioners/dentists, respectively a subsequent visit for the purpose of medical examination).

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).

Their aim is to help beneficiaries of international protection to become more independent and integrated into the Czech society, to practice common life situations, to inform them about the system of education, health care, social welfare, labour market, economy, tourism etc. Beneficiaries of international protection are also familiarized with their rights and obligations which are based on their legal status. This legal status is similar to the status of Czech citizenship.

Education

*NB: For education, only information on support to the target groups that has a **specific focus on access to education that has a direct link to employment** is provided, for example, by providing support for the development of higher level (non-vocational) skills. It is not reported 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.

Special support in education – with the direct link to the chosen employment – is provided only in the form counselling. There are several support measures available for beneficiaries of international protections at elementary schools which are beyond the scope of the study.

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.

The Ministry of Labour and Social Affairs is responsible for the assistance in entering the labour market. Job-search assistance is provided by labour offices, alternatively by

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.

non-governmental organizations and registered employment agencies (after agreement with the general provider of integration services).

Vocational training and other consulting and motivational programmes for authorised unemployed persons are provided under the **active employment policy measures** implemented by the Labour Office of the Czech Republic.

The Labour Office of the Czech Republic can offer **retraining** if this is essential for the job seeker's future employment. The content and scope of retraining depend on the qualifications, health, abilities and experience of the person that is to be retrained in the form of new theoretical knowledge and practical skills as part of the job seeker's further professional education. The Labour Office of the Czech Republic pays the retraining costs on the job seeker's behalf and can give her/him a contribution for the necessary retraining-related costs. By agreement with the labour office, retraining may also be performed at the employer's premises with a view to her/ his employees' further employment. Employers may receive full or partial compensation for retraining-related costs.

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.

In the Czech Republic **recognition of foreign higher education of beneficiaries of international protection** is treated by the Act No. 111/1998 Coll. on Higher Education Institutions and on Amendment to Other Acts. According to this legislation beneficiaries of international protection are treated in the same way as Czech citizens. For the recognition of foreign higher education in the Czech Republic may apply any graduate. In the process of recognition the permanent address, nationality or temporary address of the applicant are not decisive while making the final decision of recognition. According to the Act No. 111/1998 Coll. on Higher Education Institutions and on Amendment to Other Acts beneficiaries of international protection may replace missing document necessary for the recognition process by a personal statement.

The same process is applied for the **recognition of professional qualification** as regards non-regulated professions. It is not applied in case of the so-called regulated professions and regulated professional activities (recognition of professional

qualifications for the purposes of practising a profession affect cca 360 professions and professional activities in the Czech Republic, in whose case legislation regulates the conditions for entry to these professions and professional activities and the conditions for their practice).

The process of recognition for beneficiaries of international protection is free of charge.

Counselling services

NB: Information is provided 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.

Beneficiaries of international protection are – within their own **integration plan** – continuously provided with **interpretation, legal and social counselling**. The assistance is offered by the general provider of integration services, subcontractors or social workers of SUZ in IAS, in order to facilitate and accelerate their integration into the Czech society and to familiarize them with their rights and obligations and to facilitate their contact with authorities and also to find suitable housing and employment.

Social assistance is provided by registering at the Labour Office and by applying for social benefits.

Healthcare assistance relates to the help with registration at health insurance companies, general practitioners and dentists.

Job-search assistance is provided by labour offices and general provider of integration services or subcontractor. At the request of beneficiaries of international protection, the labour office issues a certificate of inclusion into the register of job seekers, which is necessary for example for health insurance company or when applying for benefits in material needs in a situation when there is no income from employment (assistance in material need consists of allowance for living, supplement for housing and extraordinary immediate assistance). Applicants can also take advantage of an **individual action**

plan. It is always elaborated if the person is registered as a jobseeker for more than 5 months. The job seeker is then obliged to cooperate in elaborating of this plan, it's updating and assessment. He/she must also fulfil the set conditions. Information about IAP is provided to job seekers already when applying for assistance in searching job or subsequently at the group information meeting organised by the labour office. The job seeker is informed about the IAP through "Basic information for job seekers", which is being handed at the first meeting at the Labour Office of the Czech Republic.

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

Assistance in securing housing

The Ministry of the Interior is the competent body in the field of securing housing for beneficiaries of international protection. For this purpose the Department for Asylum and Migration Policy closely cooperates with the general provider of integration services, municipalities, regions and non-governmental organizations.

In case the authorised person does not have his/her own housing after being granted international protection, he/she could apply for accommodation in an **integration asylum centre**, operated by the Refugee Facilities Administration of the Ministry of the Interior. In these centres, separate housing units for authorised persons are available, where they are required to pay the rent and service charges. The duration of stay in IAS is up to 12 months, in exceptional and well justified cases it may be extended to 18 months. Currently, there are four centres available in the Czech Republic: Jaroměř–Josefov, Ústí nad Labem–Předlice, Brno–Židenice and Havířov. However, the inclusion into the State Integration Programme does not mean that the person is automatically entitled to this accommodation.

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.

In case of **private housing outside the IAS**, the authorised person is entitled within his/her individual integrational programme to take advantage of further support which is provided in cooperation with the general provider of integration services, such as:

- Securing housing in the form of a lease or accommodation agreement if the accommodation is linked to employment for the period of at least 1 year.
- The possibility of reimbursement of input costs: deposit, payment of first, alternatively second lease.
- Furnishing the flat with basic equipment etc.

The cost of accommodation outside the IAS premises is covered by the person.

SIP also takes into account cases when health conditions (or retirement age) of beneficiaries of international protection prevents these persons from living on their own. As a result, people who need specialized assistance are entitled to living in facilities providing social care services. The stay in such facilities is covered by the state budget and is not time-restricted.

Until 2018, measures from previous State Integration Programme will be continuously implemented. Within the previous SIP it was possible for a beneficiary of international protection to stay in the so called **integration flat** (flat designated for beneficiaries of international protection which was funded by the state). The flat could be owned by municipalities, natural or legal person. The municipality has repeatedly provided payment of a net rent from the state funds (excluding payments for related services) or its part in the determined amount to the lessor of the flat (the owner of the flat or a tenant on the basis of a written consent of the owner). The amount of the subsidy for the net rent was determined according to the number of authorised persons in the family. The authorised person was required to secure rental housing on his/her own. Based on the decision of the Minister of the Interior, the municipality has concluded with the lessor of the flat and with the authorized person a contract on payment of a net rent or its part. At the same time, the state has contributed to the development of municipal infrastructure. **This only applies to persons who have entered the SIP before 2016.**

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.

State social support and assistance in material need

Persons who have been granted asylum or subsidiary protection are entitled to take part in the Social Security system in the similar way as citizens of the Czech Republic. **State social support benefits** (child benefit, parental benefit, housing allowance, birth allowance, etc.) are paid to authorised persons by the local labour office.

If the foreign national gets into difficult financial and social situation, he/she may contact social department of the authorized local office at the place of his/her residence. This office pays out **benefits for persons in material need** (allowance for living, supplement for housing, extraordinary immediate assistance). The submission of the application cannot be denied. When applying for benefits in material need in a situation when the person who has been granted international protection has no income from employment, a certificate of inclusion in the register of job seekers issued by the labour office has to be submitted.

- **Allowance for living** is a basic benefit in material need that solves insufficient income of a person/family.
- **The supplement for housing** solves the situation of a lack of income in order to cover justified housing costs.
- **The extraordinary immediate assistance** is provided to persons who do not meet the conditions of material poverty, but who ends up in situations which require an immediately solution.

Insufficient income is one of the condition under which a person is considered as a person in material need. It is not the only condition though. The decisive factor is that the person does not have – from objective reasons (high or low age, health, child care, etc.) – the possibility to increase income by his/her own efforts. A proactive approach of this person is required to solve the difficult social situation.

According to the individual integration plan, the assistance in applying for social benefits is provided by the general provider of integration services.

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).

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.

Q14. 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 (including beneficiaries of humanitarian protection)					Beneficiaries of subsidiary protection				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Total number granted protection*	125	108	49	96	82	104	261	149	256	294
Total number employed (including self-employment)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number overqualified in their position	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total number unemployed ²⁸ see below										
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

* Source: Ministry of the Interior

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)

	2010	August 2010– –July 2011	August 2011– –July 2012	August 2012– –July 2013	August 2013– –July 2014
Total number unemployed ^{30**}					
beneficiaries of international protection (including humanitarian protection)	N/A	190	95	71	114

** Source: Ministry of the Labour and Social Affairs

Q15. 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

Information is not available.

³⁰ Also referred to as job-seekers in certain Member States.

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.

Q16. 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)

Beneficiaries of international protection have free access to the labour market (they are treated in the same way as citizens of the Czech Republic). While entering the labour market of the Czech Republic, authorized persons are provided with assistance from the side of general provider of integration services (or subcontractor), as well as from labour offices. Main measures for beneficiaries of international protection regarding their access to the labour market include:

- Assistance in applying for employment brokering at the Labour Office of the Czech Republic.
- Assistance in finding a job using job vacancies.
- Assistance in finding and applying for vocational training.
- Individual action plans.

The lack of knowledge of the environment of the Czech Republic might be a barrier when entering the labour market. For this reason, beneficiaries of international protection may, since being granted international protection, take advantage of legal and social counselling provided by the Ministry of the Interior, Refugee Facilities Administration and non-governmental organizations. The main aim is to facilitate and accelerate their integration into the Czech society and to become familiarized with their rights and obligations, also to facilitate contacts with authorities and find suitable accommodation and job. Beneficiaries of international protection have the opportunity to attend a culture and democracy introductory course.

Language barriers indisputably represent another obstacle. The knowledge of Czech language is often a crucial condition to find a job in the Czech Republic. Therefore, beneficiaries of international protection have the possibility to attend free language courses in the extent of 400 hours.

Q17. 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 Czech Republic supports the integration of beneficiaries of international protection in accordance with the State Integration Programme. It includes a number of measures that are supposed to facilitate their full integration into the society. It focuses particularly on the housing area, removing language barriers and assistance in entering the labour market. As the current State Integration Programme is being implemented only from the beginning of 2016, there are no data available to evaluate to what extent the support measures are being accessed. The previous programme valid in 2015 was accessed by 70 % of all eligible beneficiaries of international protection.

A new concept of SIP introduces more flexible system of assistance for beneficiaries of international protection. The support measures are more focused on individual needs of authorised persons or families thanks to the elaboration of an individual integration plan.

It is possible to **secure housing** in the form of a lease or accommodation agreement if the accommodation is connected with employment for the period of at least 1 year. Authorised persons may ask for reimbursement of input costs, such as deposit, payment of first, alternatively second lease or for furnishing the flat with basic equipment.

To **access the labour market** authorised persons may ask for the assistance in registration at the labour office, in applying for employment brokering, in finding a job using job vacancies, in finding vocational training etc. The individual action plan is elaborated by the labour office.

Beneficiaries of international protection may also attend a free intensive **Czech language course** in order to learn Czech and **culture and democracy introductory course** where they can gain basic knowledge of history, civilization and culture of the Czech Republic.

Another support measures include the assistance in accessing the social welfare system, assistance in registration by the health insurance companies, assistance in registration with physicians, providing interpreting, legal and social assistance.

Q18. 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.

All measures under the State Integration Program are intended specifically for beneficiaries of international protection. However, these persons can use a number of other integration measures intended for all foreigners from third-countries according to the Concept of Integration of Foreign Nationals in the Czech Republic³¹.

Q19. 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

Measures of the State Integration Program are intended for people of all three groups without differences.

Q20. 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 evaluation of success rate of integration measures from the position of the access to the labour market is not available. Measures within the State Integration Programme are set in the way which makes the access of beneficiaries of international protection to the labour market as simple as only possible.

³¹ The Concept of Integration of Foreign Nationals in the Czech Republic is a strategic policy document adopted by the Resolution of Government on January 18, 2016 under the number 26.

Low unemployment rate combined with a high demand for labour force in specified areas (such as agriculture and industry) can be regarded as an advantage. Moreover, some sectors are even dependent on foreign labour force. Even though an unemployment rate of beneficiaries of international protection is higher than of Czech citizens, the majority of beneficiaries of international protection have a job. Integration into the Czech society and finding a job is facilitated by contacts with already established foreign communities (especially Ukrainian, Vietnamese, and Mongolian).

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

Q21. 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	Yes	Yes	Yes	Yes	In terms of national law, the status of a refugee or a person who has been granted subsidiary protection is similar to the status of person with permanent residence in the Czech Republic.

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 work permit	No	No	No	No	Beneficiaries of international protection have free access to the labour market.
Do restrictions in time apply? (Duration)	Yes	No	Yes (1 year)	No	
Do restrictions to a specific employer apply?	Yes	Yes	Yes	Yes	Yes. For some positions – for example in armed and security forces of the Czech Republic (as these persons do not have Czech citizenship).
Do restrictions to a specific employment sector apply?	Yes	Yes	Yes	Yes	Yes. For some positions – for example in armed and security forces of the Czech Republic (as these persons do not have Czech citizenship).
Is preference to be given to nationals and EU citizens (in general or in relation to specific jobs, if so which?)	Yes	No	No	No	
Other? (add rows if applicable)					

Q22. 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 protection³²

	Refugee	Beneficiaries of subsidiary protection	Persons granted humanitarian status	Comments
Education ³³	N/A	N/A	N/A	There is no specific support measure for beneficiaries of international protection. There are several support measures available for beneficiaries of international protections at elementary schools which are beyond the scope of the study.
Language courses	Yes	Yes	Yes	
Orientation courses	Yes	Yes	Yes	culture and democracy introductory course.
Vocational education and training	Yes	Yes	Yes	
Counselling	Yes	Yes	Yes	
Recognition of qualifications	Yes	Yes	Yes	
Guaranteed minimum resources	Yes	Yes	Yes	
Housing support/ access to social housing	Yes	Yes	Yes	
Other (add rows if necessary)				

³² This means access to all beneficiaries under the protection status.

³³ 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. It is not reported on education more generally. The focus is on education for those of employment age that might lead towards employment.

Q23. 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 measures³⁴

Employment-related support measure	Authority that carries executive responsibility	Authority that carries financial responsibility	Comments
Education	Ministry of Education, Youth and Sports	Ministry of the Interior	
Language courses	Ministry of Education, Youth and Sports	Ministry of the Interior	
Orientation courses	SUZ, general provider of integration services	Ministry of the Interior	
Vocational education and training	Ministry of Labour and Social Affairs, general provider of integration services	Ministry of the Interior	
Counselling	SUZ, general provider of integration services	Ministry of the Interior	
Recognition of qualifications	The Department of Education of regional office, office of rector of the university in case of academic recognition.	N/A	
Guaranteed minimum resources	Ministry of Labour and Social Affairs	Ministry of Labour and Social Affairs	
Housing	Ministry of the Interior of the Czech Republic, regional authorities, municipal authorities	Ministry of the Interior	
Other			

³⁴ 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.

Q25. With reference to Section 3, please complete the table below concerning statistics on access to employment-related support measures

Table 7 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	N/A	N/A	N/A	N/A	N/A	
Total number accessing language courses	N/A	72 in IAS 115 out of IAS	46 in IAS 168 out of IAS	63 in IAS 267 out of IAS	274 out of IAS	To all groups.
Total number accessing orientation courses	N/A	N/A	N/A	N/A	N/A	
Total number accessing vocational education and training	N/A	N/A	N/A	N/A	N/A	
Total number making use of procedures for the recognition of qualifications	N/A	N/A	N/A	N/A	N/A	
Total number provided minimum guaranteed resources	N/A	N/A	N/A	N/A	N/A	
Total number accessing counselling services	N/A	N/A	N/A	N/A	N/A	
Total number accessing housing	194	257	293	299	320	To all groups.

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