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The integration of applicants for international protection in the labour market

Common Template for EMN Study 2022

Final Version, 9 August 2022

Subject: The integration of applicants for international protection in the labour market

Action: EMN NCPs are invited to submit their completed contributions by 25 November 2022.

If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF) at emn@icf.com.

1. BACKGROUND AND RATIONALE FOR THE STUDY

This study focuses on the integration of applicants for international protection in the labour market.

As stated in the EU Action plan on Integration and Inclusion 2021-2027 "The EU's work on integration and inclusion is underpinned by a shared set of principles and values, which should also guide the work of EU Member States when they design, implement or review their strategies for integration."¹ Research has shown that labour market integration is one of the key elements of migrant integration and successful participation in society. For many migrants, building a new life entails the important aspect of finding appropriate work in the host country, because it is related to their economic independence, health and overall wellbeing.²

¹ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, Action plan on Integration and Inclusion 2021-2027, COM(2020) 758 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0758&from=EN>, last accessed on 28 July 2022.

² Dustmann, C., Fasani, F., Frattini, T., Minale, L., Schönberg, U., Sunde, U., and Trigari, A. 'On the economics and politics of refugee migration' (2017), *Economic Policy*, 32, p. 497. de Vroome, T., and van Tubergen, F. 'The employment experience of refugees in the Netherlands' (2010), 44, p. 376. Ager, A., and Strang, A. 'Understanding integration: A conceptual framework' (2008), *Journal of Refugee Studies*, 21, p.166.

In the EU, access to the labour market is a shared competence, regulated for different groups under various legislative acts. For applicants of international protection access to the labour market is regulated under Reception Conditions Directive Recast (2013/33/EU).³ The idea of allowing access to the labour market for the applicants of international protection is connected with the aim of promoting the self-sufficiency of applicants even whilst their applications are being processed. This contributes also to having better prospects for eventual integration of those who will ultimately be granted protection.⁴

Hence, access to the labour market with an aim to increase applicants' self-reliance and possible integration prospects is regulated in EU Member States by the Reception Conditions Directive Recast (2013/33/EU) currently in force. However, in terms of practical implementation, EU Member States have considerable flexibility in deciding whether to allow this access once the nine months deadline set as a maximum in the Reception Conditions Directive Recast (2013/33/EU) is reached, directly after the application is lodged, or sometime in between. Although almost all EU Member States give applicants access to the labour market during the asylum procedure, the period after which access to employment is granted, varies considerably from one Member State to another.⁵

EU Member States experienced an unprecedented influx of incoming applicants for international protection in the period of 2014-2016,⁶ which, in addition to immense pressure on the asylum systems, also led to changes in the integration programmes and activities offered to applicants for international protection. According to the results of a study carried out by the European Migration Network (EMN) in 2018,⁷ one of the main areas where the changes were detected was access to the labour market, with the study reporting on different measures taken after 2015 to improve such access for applicants of international protection. For example, Belgium reduced the waiting period between the lodging of the application for international protection and access to the labour market from six to four months, while Latvia reduced this period from nine to six months. In Germany, the Integration Act of 6 August 2016 foresaw the creation of 100 000 work opportunities for applicants for international protection

³ Directive 2013/33/EU of the European Parliament and of the Council of 26 June 2013 laying down standards for the reception of applicants for international protection (recast) OJ L 180, 29.6.2013, p. 96–116.

⁴ Recital 23 in the Directive 2013/33/EU.

⁵ Please see the results of relevant past ad hoc queries on that topic:

European Migration Network, 'Ad-Hoc Query on Residence permit and labour market needs'. Requested by COM on 11 December 2020. Link: https://ec.europa.eu/home-affairs/system/files/2021-02/202075_residence_permit_and_labour_market_needs_en.pdf

European Migration Network, 'Ad-Hoc Query on access of international protection applicants to the labour market', Requested by LU EMN NCP on 19th July 2016. Link: https://ec.europa.eu/home-affairs/system/files/2020-09/2016.1091b_lu_access_of_international_protection_applicants_to_the_labour_market.pdf

European Migration Network, 'Ad-Hoc Query on access to the labour market for asylum seekers', Requested by AT EMN NCP on 23rd January 2015. Compilation produced on 3rd June 2015. Link: https://ec.europa.eu/home-affairs/system/files/2020-09/654_emn_ahq_access_to_the_labour_market_for_asylum_seekers_wider_dissemination.pdf

European Migration Network, 'Ad-Hoc Query on the rules of access to labour market for asylum seekers'. Requested by FR EMN NCP on 25th October 2010. Compilation produced on 10th December 2010. Link: https://ec.europa.eu/home-affairs/system/files/2020-09/269_emn_ad-hoc_query_rules_of_access_to_labour_market_for_asylum_seekers_25oct2010_wider_disseminat_en.pdf

⁶ Overall figures of Eurostat show a total of 431 095 first time asylum applicants in 2013 and 626 960 in 2014 in the European Union. In 2015 and 2016 more than 1.2 million first time applicants for international protection were registered.

⁷ European Migration Network, 'Changing Influx of Asylum Seekers 2014-2016', 2018, https://ec.europa.eu/home-affairs/system/files/2020-09/00_eu_changing_influx_study_synthesis_final_en.pdf, last accessed on 28 July 2022.

to bridge the long waiting period of several months between the lodging of a claim and the decision on the status. Austria and Sweden focussed on better matching of qualifications with employment and, alongside Belgium, introduced measures for a swifter recognition of applicants' qualifications. Belgium offered an alternative to the recognition of a diploma to the applicants for international protection. Namely, they introduced a trajectory which could include, depending on the profession / field of study, participation in a limited number of courses on a related master discipline, attending one or more seminars, practical training sessions, or authoring a paper. With the aim of better matching applicants' qualifications with available jobs, Sweden introduced a fast-track scheme. Finally, Finland piloted a prepaid debit card, to which the employer could transfer the salary, to overcome the obstacle posed by the fact that applicants for international protection were not allowed to open a bank account. Although, the above-mentioned study brought out several changes EU Member States carried out in the period of 2014-2016, an in-depth study for the more recent years is needed to examine further the laws, policies and practices (measures) of the EMN Member and Observer Countries and developments when it comes to the integration in the labour market of applicants for international protection.

As noted above, the first point of divergence between the EU Member States is *when* labour market access is granted. Further issues relate to variations in the laws, policies and measures which guarantee that this access, when granted, is *effective*.

Under the expression 'effective access', there are several questions that need to be looked at. As the practical implementation of access to the labour market is under national laws, questions arise about whether EMN Member and Observer Countries,⁸ for example, use labour market tests, and what kind of impact they have in practice. Another basis for divergence comes from the rights that applicants in different EU Member States are entitled to when accessing the labour market and whether they are guaranteed equal treatment with nationals of the Member State or similar to as other third-country nationals who are working in the European Union (EU) (for example under the Single Permit Directive⁹ or the Seasonal Workers Directive).¹⁰ Another issue which allows divergences between the EMN Member and Observer Countries and would need to be explored further, is whether applicants for international protection are excluded from some specific labour market sectors and, if so, if this is limited in time (for example in some cases for certain seasonal sectors). Another question would be on the rights of the applicants in different EU Member States as regards the length of employment permits and hence, contract duration, equal treatment for freedom of association and affiliation, education and vocational training, the recognition of professional qualifications (including formal qualifications that cannot be documented) and diplomas and social security.

⁸ The European Migration Network (EMN) is a Europe-wide network consisting of [National Contact Points \(NCPs\)](https://home-affairs.ec.europa.eu/networks/european-migration-network-emn/emn-members_en) in the EMN Member and Observer Countries providing information on migration and asylum. EMN Member Countries: AT, BE, BG, HR, CY, CZ, EE, FI, FR, DE, EL, HU, IE, IT, LV, LT, LU, MT, NL, PL, PT, RO, SI, SE. EMN Observer Countries: NO, GE, MD, UA. For more information, please see: https://home-affairs.ec.europa.eu/networks/european-migration-network-emn/emn-members_en, last accessed 14 July 2022.

⁹ Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State OJ L 343, 23.12.2011, p. 1–9.

¹⁰ Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014 on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers OJ L 94, 28.3.2014, p. 375–390.

Access to the labour market for the applicants of international protection would need to be in full compliance with labour market standards (such as a minimum wage, working conditions), which should also help to avoid distortions in the labour market. Research suggests that differences between EU Member States' rules on access to the labour market may also create incentives for secondary movements of asylum seekers.¹¹

While several EU Member States do not apply any specific restrictions¹² with regard to the applicants' access to the labour market but as integration measures vary, it is important to have an up-to-date and clearer overview of the ways the integration to the labour market is currently provided and facilitated by the EMN Member and Observer Countries.

In a study carried out by the EMN and published in 2019, which explored the labour market integration of third-country nationals in the EU Member States, the following most common obstacles were identified:¹³

- The accreditation of job qualifications/assessment of skills of those arriving from outside the EU;
- Tackling discrimination within recruitment processes and;
- Managing varying levels of language skills in integration measures.

These difficulties were found to be more pronounced when dealing with migrant women or vulnerable groups.¹⁴ It is likely that similar difficulties can come into play when it comes to ensuring effective access to the labour market for applicants of international protection.

The integration of applicants for international protection in the labour market is a topic that has also emerged in the context of discussions on the 2016 Reception Conditions Directive Recast proposal¹⁵ as one where laws and practices differ from one EU Member State to another. In a briefing¹⁶ by the European Parliamentary Research Service (labour market integration of asylum-seekers and refugees) it was brought

¹¹ European Migration Network, 'EMN Policy brief on migrant's movements through the Mediterranean, 2016, <https://emnbelgium.be/publication/migrants-movements-through-mediterranean-emn-policy-brief-update>. See also: Advisory Committee on Migration Affairs, 'Advisory report: Increasing onward migration of asylum seekers in the EU', 2019, <https://www.adviescommissievoorvreemdelingenzaken.nl/publicaties/publicaties/2019/11/05/increasing-onward-migration-of-asylum-seekers-in-the-eu>, European Parliament, 'Secondary movements of asylum-seekers in the EU asylum system', 2017, [https://www.europarl.europa.eu/RegData/etudes/BRIE/2017/608728/EPRS_BRI\(2017\)608728_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2017/608728/EPRS_BRI(2017)608728_EN.pdf), Brekke J.P., Brochmann G., 'Stuck in Transit: Secondary Migration of Asylum Seekers in Europe, National Differences, and the Dublin Regulation', (2015), *Journal of Refugee Studies*, 28 (2), p. 145.

¹² Proposal for a Directive of the European Parliament and of the Council laying down standards for the reception of applicants for international protection (recast) COM(2016) 465 final 2016/0222 (COD) <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52016PC0465&from=EN>

¹³ European Migration Network, 'EMN Study on Labour Market Integration of Third-Country Nationals in EU Member States', 2019, https://home-affairs.ec.europa.eu/news/emn-study-labour-market-integration-third-country-nationals-eu-member-states-2019-02-14_en, last accessed on 04 August 2022.

¹⁴ This is also confirmed by other studies for example European Commission and Joint Research Centre, 'Gaps in the EU Labour Market Participation Rates: an intersectional assessment of the role of gender and migrant status', 2020, [https://publications.jrc.ec.europa.eu/repository/handle/JRC121425;EMN_Study_on_Integration_of_Migrant_Women_in_the_EU:_Policies_and_Measures_\(to_be_published_in_June_2022\)](https://publications.jrc.ec.europa.eu/repository/handle/JRC121425;EMN_Study_on_Integration_of_Migrant_Women_in_the_EU:_Policies_and_Measures_(to_be_published_in_June_2022))

¹⁵ Proposal for a Directive of the European Parliament and of the Council laying down standards for the reception of applicants for international protection (recast) COM(2016) 465 final 2016/0222 (COD) <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52016PC0465&from=EN> (Reception Conditions Directive Recast).

¹⁶ European Parliament, 'Briefing on the labour market integration of asylum-seekers and refugees', 2022, https://www.europarl.europa.eu/RegData/etudes/BRIE/2021/690651/EPRS_BRI%282021%29690651_EN.pdf, last accessed on 04 August 2022.

out that although national asylum rules have become more harmonised when it comes to access to the labour market to the applicants of international protection since 2013, differences in the approach to granting access persist across the EU¹⁷.

Against this backdrop, the study aims to research and compare EMN Member and Observer Countries' laws, policies and practices (measures) regarding the labour market integration of applicants for international protection in the period January 2017-June 2022.

2. STUDY AIMS AND OBJECTIVES

The overall aim of the study is to inform the target audience (e.g. practitioners, policy officers, decision makers at both EU and national level, including the European Commission and the European Union Agency for Asylum (EUAA), academic researchers, civil society organisations and the general public) on the labour market access of applicants for international protection, identifying existing laws, policies and measures regarding the labour market integration of applicants, good practices and challenges in the period of January 2017- June 2022.

The study's main objectives are:

- To map current national legal and policy frameworks in the EMN Member and Observer Countries as regards providing access to the labour market for international protection applicants.¹⁸
- To map current national measures¹⁹ in the EMN Member and Observer Countries as regards supporting effective access to the labour market for international protection applicants, and potential obstacles that hinder access.
- To identify the key actors, including where relevant on the local and regional level in the EMN Member and Observer Countries, responsible/involved in the design and implementation of support measures aimed at facilitating the labour market integration of international protection applicants.
- To provide examples of good practices and challenges from EMN Member and Observer Countries on the measures adopted at national level, but also, where applicable, at the regional or local levels, to facilitate access to the labour market for applicants of international protection.

¹⁷ European Migration Network: 'Ad-Hoc Query on Residence permits, borders and working conditions - Gaps in information', Requested by COM on 11 December 2020, https://www.emn.lt/uploads/Products/product_1833/202076_residence_permits_borders_and_working_conditions_gaps_in_information.pdf ; 'Ad-Hoc Query on residence permits and labour market needs' from 11 December 2020 (not published); Ad-Hoc Query on Labour market integration policies aimed at third-country nationals – update', Requested by Adolfo Sommarribas on 10 May 2020, https://www.emnnetherlands.nl/sites/default/files/2020-10/%5bWIDER%20COMPILATION%5d%20labour_market_integration_policies_aimed_at_third-country_nationals_-_update.pdf ; 'Ad-Hoc Query 2019.5 on Right to work for asylum seekers', Requested by Simon Woollaccott on 16 January 2019, <https://www.emnnetherlands.nl/sites/default/files/2019-09/2019%205%20Right%20to%20work%20for%20asylum%20seekers.pdf> .

¹⁸ Taking into account what is foreseen in the Article 15 of the Reception Conditions Directive Recast (2013/33/EU).

¹⁹ EMN definition of 'measures' includes systematic initiatives (multi-year / long term), projects (ad-hoc) and legislative (structural) measures that are used to implement the integration policies (including those funded by governments but implemented by NGOs on behalf of the governments).

3. SCOPE OF THE STUDY

This study addresses third country nationals that have applied for international protection in the EMN Member and Observer Countries and would benefit from the access to the labour market in the meaning of Article 15 of the Directive Reception Conditions Directive Recast (2013/33/EU) currently in force in the EU or in the meaning of any other equivalent national act that regulates access to the labour market for the international protection applicants.

The reporting period for this study ranges from 2017 to 2022, depending on the area of analysis (i.e. data, policies, laws, measures):

- Data: 2017–June 2022
- Policies/laws: As of August/September/October 2022
- Measures: As of August/September/October 2022

This period covers years after the high migration flows seen in 2015-2016 and after the Reception Conditions Directive Recast proposal by the European Commission. In addition, this period will give an overview of the most recent changes in the EMN Member and Observer Countries' laws, policies and practices as regards facilitating access to the labour market.

This study will present and compare laws, policies and measures for labour market integration for applicants of international protection in EMN Member and Observer Countries, discuss relevant evidence on the ways integration to the labour market is provided and draw good practices and challenges.

4. METHODOLOGY

This study is based on national reports prepared by the EMN National Contact Points (NCPs).

The identification of a measure as a "good practice" in the context of this study will draw inspiration from the European Website on Integration, where a good practice is defined as a measure that is "effective, efficient, sustainable and/or transferable, and that reliably lead[s] to a desired result". The selection of the measure should be made by an expert working in the field (e.g. policy-maker; service provider; civil society organisation; migrant organisations) or based on studies or evaluations.²⁰

In the context of this study the terms 'laws, policies and measures' are defined as follows:

- 'Laws' regulate the legislative framework providing the access to the labour market of the applicants for international protection.
- 'Policies' refer to targeted integration strategies and action plans but also broader policy instruments relevant to the integration in the labour market.
- 'Measures' refer to systematic initiatives (multi-year / long term), projects (ad-hoc) and legislative (structural) measures that are used to implement the (labour market) integration policies (This includes for example loans that are granted to applicants of international protection for starting a business. This includes also

²⁰ European Commission, 'European Website on Integration – What are 'good practices'?', 2014, https://ec.europa.eu/migrant-integration/page/what-are-good-practices_en , last accessed 04 August 2022.

those measures funded by governments but implemented by NGOs on behalf of the governments).

5. EU LEGAL AND POLICY CONTEXT

According to article 78 the Treaty of the Functioning of the EU (EUTF)²¹ the EU shall develop a common policy on asylum, subsidiary protection and temporary protection with a view to offering appropriate status to any third-country national requiring international protection and ensuring compliance with the principle of *non-refoulement*. This policy must be in accordance with the Geneva Convention of 28 July 1951 and the Protocol of 31 January 1967 relating to the status of refugees, and other relevant treaties. According to the second paragraph of the same article, the European Parliament and the Council, acting in accordance with the ordinary legislative procedure, shall adopt measures for a common European asylum system comprising standards concerning the conditions for the reception of applicants for asylum or subsidiary protection. With this aim in mind and in order to promote the self-sufficiency of applicants and to limit wide discrepancies between EU Member States, the Reception Conditions Directive Recast (2013/33/EU)²² provides for rules on the applicants' access to the labour market. According to article 2 of the Reception Conditions Directive EU Member States shall decide the conditions for granting access to the labour market for the applicant, in accordance with their national law, while ensuring that applicants have effective access to the labour market.

According to article 15 in the current Reception Conditions Directive Recast (2013/33/EU) EU Member States shall ensure that applicants have access to the labour market no later than nine months from the date when the application for international protection was lodged, if a first instance decision by the competent authority has not been taken and the delay cannot be attributed to the applicant.

According to the Reception Conditions Directive Recast (2013/33/EU) article 15(2), EU Member States shall decide the conditions for granting access to the labour market for the applicant, in accordance with their national law, while ensuring that applicants have *effective access* to the labour market. When it comes to ensuring access to the labour market to the applicants of international protection, for reasons of labour market policies, EU Member States may give priority to EU citizens and nationals of State parties to the Agreement on the European Economic Area (EAA), and to legally resident third-country nationals. According to Article 15(3) of the same Directive access to the labour market for applicants of international protection shall not be withdrawn during appeals procedures, where an appeal against a negative decision in a regular procedure has suspensive effect, until such time as a negative decision on the appeal is notified.

In the Reception Condition Directive Recast proposal COM(2016) 465 final, the European Commission has proposed to further reduce the time-limit for access to the labour market from no later than nine months to no later than six months from the lodging of the application. In the same proposal, EU Member States were also encouraged to grant access to the labour market no later than three months from the lodging of the application where the application is likely to be well-founded.

Other relevant policy instruments include:

²¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:12012E/TXT&from=EN>

²² Directive 2013/33/EU of the European Parliament and of the Council of 26 June 2013 laying down standards for the reception of applicants for international protection (recast) OJ L 180, 29.6.2013

- The Pact on Migration and Asylum,²³ that was proposed by the European Commission on 23 September 2020, but which also includes proposals by the Commission from 2016. With the Pact, the Commission is proposing a fresh start on migration, bringing together policy in the areas of migration, asylum, integration and border management. From 2016, among others a proposal for the Reception Conditions Directive Recast (2013/33/EU) was kept, which regulates the access to the labour market.
- EU Action plan on Integration and Inclusion 2021-2027²⁴ promotes an integrated approach to migrants' inclusion and aims to create close synergies with existing and upcoming EU strategies to foster equality and social cohesion to ensure everyone is fully included and participates in European societies.
- EU Anti-racism Action Plan 2020-2025,²⁵ which was published on 18 September 2020 by the European Commission to step up action against racism in the EU.

6. PRIMARY QUESTIONS TO BE ADDRESSED BY THE STUDY

The study seeks to address four primary questions:

- What does the available data /research tell about the situation of international protection applicants in the labour markets of EMN Member and Observer Countries?
- To what extent are international protection applicants specifically addressed in national integration policies with regard to labour market integration in EMN Member and Observer Countries (e.g. strategies, action plans and government programmes)?
- How is access to employment and self-employment for applicants of international protection regulated in the EMN Member and Observer Countries?
- To what extent /and what kind of targeted labour market integration measures are available in the EMN Member and Observer Countries, specifically addressing applicants of international protection, and what has been identified as good practices/challenges in this area?

7. RELEVANT SOURCES AND LITERATURE

EMN STUDIES AND INFORMS

- European Migration Network and OECD, 'Skills mobility partnerships: exploring innovative approaches to labour migration', Inform, 2022, https://ec.europa.eu/home-affairs/system/files/2022-03/2022_March_Joint_EMN-OECD_Inform_Skills_Mobility_Partnerships.EN_.pdf

²³ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions on a New Pact on Migration and Asylum, COM/2020/609 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0609>.

²⁴ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Action plan on Integration and Inclusion 2021-2027, COM/2020/758 final, [EUR-Lex - 52020DC0758 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0758).

²⁵ European Commission, EU Anti-racism Action Plan 2020-2025, [EU Anti-racism Action Plan 2020-2025 | European Commission \(europa.eu\)](https://ec.europa.eu/anti-racism/), last accessed on 04 August 2022.

- European Migration Network, 'Labour market integration of third-country nationals in EU Member States' Synthesis report, 2019, https://ec.europa.eu/home-affairs/system/files/2019-02/00_eu_labour_market_integration_final_en.pdf
- European Migration Network, 'Social benefits and rights for beneficiaries of international protection', Inform, 2018, https://ec.europa.eu/home-affairs/system/files/2020-09/00_eu_social_benefits_inform_en.pdf
- European Migration Network, 'Changing Influx of Asylum Seekers 2014-2016', Synthesis Report, 2018, https://ec.europa.eu/home-affairs/system/files/2020-09/00_eu_changing_influx_study_synthesis_final_en.pdf
- European Migration Network, 'Integration of beneficiaries of international/humanitarian protection into the labour market: policies and good practices', Synthesis Report, 2015, https://ec.europa.eu/migrant-integration/sites/default/files/2016-09/emn-studies-00_integration_of_beneficiaries_of_international_protection_eu_2015_en_final.pdf

AHQs:

- Ad-Hoc Query on Residence permit and labour market needs. Requested by COM on 11 December 2020. Link: https://ec.europa.eu/home-affairs/system/files/2021-02/202075_residence_permit_and_labour_market_needs_en.pdf
- Ad-Hoc Query on access of international protection applicants to the labour market Requested by LU EMN NCP on 19th July 2016. Link: https://ec.europa.eu/home-affairs/system/files/2020-09/2016.1091b_lu_access_of_international_protection_applicants_to_the_labour_market.pdf
- Ad-Hoc Query on access to the labour market for asylum seekers Requested by AT EMN NCP on 23rd January 2015. Compilation produced on 3rd June 2015. Link: https://ec.europa.eu/home-affairs/system/files/2020-09/654_emn_ahq_access_to_the_labour_market_for_asylum_seekers_wider_dissemination.pdf
- Ad-Hoc Query on The rules of access to labour market for asylum seekers Requested by FR EMN NCP on 25th October 2010. Compilation produced on 10th December 2010. Link: https://ec.europa.eu/home-affairs/system/files/2020-09/269_emn_ad-hoc_query_rules_of_access_to_labour_market_for_asylum_seekers_25oct2010_wider_dissemination_en.pdf

8. AVAILABLE STATISTICS

- Eurostat - Asylum applicants by type of applicant, citizenship, age and sex - annual aggregated data (rounded) (migr_asyappctza)
- National statistics, applications/grants/refusals of the applications to access the labour market/self-employment as well as the employment rates of applicants for international protection, if available (see Q3)

9. DEFINITIONS

The following key terms are used in the common template. The definitions are taken from the EMN Asylum and Migration Glossary,²⁶ unless specified otherwise in footnotes.

- **Access to procedures for recognition of qualifications:** In the EU migration context, conditions and requirements governing the admission to procedures for recognition of professional diplomas, certificates and other evidence of formal qualifications for third-country nationals (legally resident third-country nationals, beneficiaries of international protection) in EU Member States in accordance with the relevant national procedures.
- **Access to employment (also referred to in the study as labour market):** In the EU migration context, authorization of third-country nationals (legally resident migrants, beneficiaries and applicants for international protection to engage in employed or self-employed activities in EU Member States subject to the rules generally applicable to the profession and public service, as well as employment and working conditions.
- **Applicant for international protection:** 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.
- **Integration:** In the EU context, a dynamic, two-way process of mutual accommodation by all immigrants and residents of EU Member States.
- **Integration indicators:** Benchmarks used to measure the integration of migrants in specific policy areas, such as employment, education, social inclusion and active citizenship.

10. ADVISORY GROUP

A core AG, consisting of four NCPs, COM and the Service Provider has been established to follow the development of the common template very closely and provide dedicated input and support.

- COM
- ICF/ EMN Service Provider
- AT NCP
- IE NCP
- IT NCP
- CY NCP
- ME NCP (Observer Country)

The following third parties will be invited to contribute to this study:

- European Union Agency for Asylum (EUAA)
- European Union Agency for Fundamental Rights (FRA)

²⁶ EMN Asylum and Migration Glossary, https://home-affairs.ec.europa.eu/networks/european-migration-network-emn/emn-asylum-and-migration-glossary_en, last accessed on 04 August 2022.

- European Commission’s Joint Research Centre (JRC)
 - European Integration Network (EIN)
 - Organisation for Economic Co-operation and Development (OECD)
- European Network of Public Employment Services (PES Network)

11. TIMETABLE

The following tentative timetable has been proposed for the Study going forward:

Date	Action
Study specifications	
12 May 2022	Circulation of the first draft to the AG for written feedback (one-week deadline for review)
30 May 2022	First AG meeting and discussions on the written feedback
01 June 2022	Circulation of the second draft to the AG (one-week deadline for review)
20 June 2022	Second AG meeting and discussions on the written feedback
27 June 2022	Circulation of the third draft to the AG and study lead (three days for review)
11 July 2022	Circulation of the final draft to NCPs (two weeks deadline for review)
08 Aug 2022	Launch of the study
National reports TBC	
25 Nov 2022	Submission of national reports by EMN NCPs
Drafting of study	
09 Dec 2022	Draft of the study to COM and AG members (one-week deadline for review)
16 Dec 2022	Deadline for comments
7 Jan 2023	Circulation of the first draft to all NCPs (two-weeks deadline for review)
23 Jan 2023	Deadline for comments
3 Feb 2023	Circulation of the second draft to COM and all NCPs (two-weeks deadline for review)
17 Feb 2023	Deadline for comments
3 March 2023	Circulation of the third (final) draft SR to COM and all NCPs (two-weeks deadline for review)
17 March 2023	Deadline for comments
31 April 2023	Publication

12. TEMPLATE FOR NATIONAL CONTRIBUTIONS

Common Template of EMN Study 2022

The integration of applicants for international protection in the labour market

NATIONAL CONTRIBUTION FROM CYPRUS*²⁷

Disclaimer: The following information has been provided primarily for the purpose of contributing to this EMN Study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member Country.

Top-line factsheet [max. 1 page]

The top-line factsheet will serve as an overview of the **national contribution** introducing the study and drawing out key facts and figures from across all sections, with a particular emphasis on elements that will be of relevance to (national) policy-makers. Please add any innovative or visual presentation that can carry through into the study as possible infographics and visual elements.

Please provide a concise summary of the main findings of Sections 1-5:

Section 1: Integration of applicants for international protection - data and debates

This section aims to provide an overview of the main trends with regard to international protection applicants, as well as present information on public debates (if any).

- Q1. Please provide an overview of the main trends (number of all applications for international protection, age, sex, citizenship) in working-age²⁸ international protection applicants,²⁹ in your country in the period January 2017-June 2022 as extracted from Eurostat and included in the statistical Annex.

²⁷ Replace highlighted text with your **Member Country** name here.

²⁸ Covering all international protection applicants aged 14 years old and beyond, as per Eurostat's age ranges.

²⁹ The files shared with NCPs also present data on first time international protection applicants. This information is available for NCPs' reference and information. The analysis, however, should focus on **all** working-age asylum applicants.

As of January 2022, there has been an evident increase on the overall number of asylum applicants in Cyprus. Following the data provided, an overall number of 9375 first time applicants have applied for international protection for the months January- May 2022 (June 2022 statistics have not been available as per the day of provision of the data). The majority of the applicants registered at the requested reporting period, are 7305 men as opposed to 2035 women and 25 reported as unknown. As per the age range, 7555 applicants of international protection belong to the age group of 18-34 years old consisting the majority of the population per age in total, whilst 1400 applicants are 35-64 years old. Nigerian nationals are the majority of the applicants (1725 in total for the reporting period) followed by nationals from the Democratic Republic of Congo (1720 in total). In addition, Syrian nationals are consisting the third biggest group of applicants for international protection in the country (1110 in total for the reporting period).

Q2. Is the labour market situation³⁰ of international protection applicants monitored with official data (gathered by the authorities and reliable)? If so, please provide an overview in terms of indicators that are used in your country, focus on specific groups, data collection intervals etc.

No

Q3. Are statistics available on applications/grants/refusals of the applications to access the labour market/self-employment as well as the employment rates of applicants for international protection? Yes/No

If yes, then please provide the totals per year in the period 2017-2022.

The only available data, provided by Department of Labour, is that until 30/09/2022 there were 5.895 approved employment contracts for applicants of international protection.

Q4. What are the main public and policy debates regarding applicants for international protection's labour market integration (e.g. time frame for access, opportunities and challenges)?

Applicants of international protection can cover the needs in specific labour market sectors and occupation only where no Cypriots or EU citizens are available to work or implement the requested tasks.

The sectors that applicants of international protection are allowed to work, one month after their application, are defined by the Minister of Labour. Currently they do not cover the hotel industry, and during summer 2022 there was a request by the hotel owners to be able to employ asylum seekers, in order to cover their needs in personnel.

Section 2: Integration policies in the EMN Member and Observer Countries

This part of the study describes the Member Country's organisational approach towards labour-market integration policy and analyses how applicants of international protection are addressed in national labour market integration policies for third-country nationals.

³⁰ For example: participation rates/unemployment rates of applicants for international protection.

- Q5. Does your state have a specific policy/ strategy to support the labour market integration of third-country nationals? Yes/No^{31 32} Yes
- a. if yes, does it encompass applicants of international protection? Yes/No
Yes
 - i. if yes, please provide a brief outline of the strategy / policy in place in your country to integrate applicants of international protection into the labour market.
The Public Employment Services (PES) of the Department of Labour offer all job seekers who have access to the labour market, without any discrimination, assistance in finding employment, through registration, job search services and placement services, which include vocational guidance, counseling and referrals to training programmes and job vacancies. Beneficiaries of **International** protection have immediate access to employment upon the date they are granted the aforesaid status. In particular there are no restrictions regarding their employment in specific sectors or occupations of the labor market. Asylum seekers have access to specific sectors of employment regulated by a ministerial order. The range of these sectors has been expanded in 2021.
 - ii. if no, please answer question 5b below
 - b. if no, how is the labour market integration of applicants for international protection addressed? Is there a mainstreaming labour market integration approach applicable? Yes/No
 - i. if no, please provide a reason, if available, and describe briefly how international protection applicants are treated in practice with regard to labour market integration.
- Q6. Have there been any major changes in the strategy/policy to support the labour market integration of third-country nationals within the temporal scope of the study (January 2017 – June 2022)? Yes/No No
- a. If yes, please explain briefly the content, including what was the driver and objective for these changes?
- Q7. Are specific governance structures in place to support the labour market integration of international protection applicants? If yes, please provide an organigram or overview of the institutional framework for developing and implementing relevant strategy/policies/measures on the labour market integration of applicants for international protection. No. The only competent authority is the Ministry of Labour
- a. describe the key stakeholders and their role (government departments, public authorities, trade unions, employers' associations, NGOs, others?)
 - b. indicate the responsibilities of the different key actors, noting whether their role is specific to international protection applicants or more general.
- Include national / regional /local structures where relevant.*

Section 3: Accessing the labour market (employment and self-employment)

³¹ Please note that measures aimed at supporting labour market integration of applicants are discussed in section 4.

³² Please note that regional/local level strategies/policies should be reported only if national is not available.

This part of the study describes how applicants of international protection can access the Member and Observer Countries' labour markets as well as enter self-employment.

Section 3.1. Procedures for accessing the labour market

- Q8. Please describe the procedure required to enter the labour market/self-employment for an applicant for international protection in your state.
- Does your state regulate differently access to employment or self-employment?
 - Please provide in your response an overview of the applicable legal framework and make a clear distinction between what is prescribed in laws, policy documents and practice.

Beneficiaries of **International** protection have full access to employment. Asylum seekers have access to specific employment sectors. Applicants may find employment on their own or through the Public Employment Services. Asylum seekers have access to specific sectors of employment regulated by a ministerial order.

Section 3.1.1. Employment (If the access is regulated differently for employment and self-employment)

- Q9. What is the minimum period from lodging an application for international protection after which an applicant has access to the labour market?³³
Asylum Seekers have access to the labour market one month after the date of the submission of their application for international protection. Beneficiaries of **International** protection have immediate access to employment upon the date they are granted the aforesaid status.
- Q10. Please describe the reasoning related to the minimum period of accessing the labour market and conditions of access to the labour market/self-employment.
- Q11. Is the right to access the labour market automatic after a specified period?
Yes/No Yes
- Q12. What kind of documents are necessary in order to access the labour market?³⁴
In order to be registered at the Public Employment Services, beneficiaries of International protection have to provide a Residence Permit and asylum seekers have to provide an Aliens Registration Certificate, with their unique ID Number, issued by Civil Registry and Migration Department, and the Confirmation Letter, issued by the Asylum Service, upon the submission of their application.
- Q13. Is a work permit or another type of administrative application/decision necessary for accessing the labour market? Yes/No Yes
- if yes, please specify:
 - who is required to submit the application, the applicant/employer/jointly by both? The employer is required to submit an application. The employer has also the option to submit first a declaration of temporary employment, immediately start employ the asylum seeker and the submit the required application.

³³ According to the Reception Conditions Directive Recast (2013/33/EU) article 15(1) Member States shall ensure that applicants have access to the labour market no later than 9 months from the date when the application for international protection was lodged if a first instance decision by the competent authority has not been taken and the delay cannot be attributed to the applicant.

³⁴ According to Reception Conditions Directive Recast (2013/33/EU) article 6, Member States shall ensure applicants have a document that proves they are applicant.

- ii. which authority is responsible for granting access to the labour market? The Department of Labour is the body responsible for granting access to the labour market.
- iii. what are the criteria for obtaining the work permit? An approved contract of employment is needed.
- iv. what is the average duration of the procedure to grant access to the labour market? If applicable, please also add any official time limits according to law/policy. **The employers can employ applicants for international protection immediately by submitting a declaration of temporary employment.**

Section 3.1.2. Self-employment (if the access is regulated differently for employment and self-employment)

Q14. Is self-employment of international protection applicants permitted in your state? Yes/No No

- a. if yes:
 - i. what is the minimum period from lodging an international protection application after which an applicant has access to self-employment?
 - ii. which authority is responsible for granting access to self-employment?

Section 3.2. Conditions and limitations in accessing the labour market

Please provide a reference to the legal base (where relevant, linking it to what is described in Q8, if applicable, and make a clear distinction between what is prescribed in laws, policy guidance and practice).

Q15. If applicable, please describe the period of validity and conditions of the authorisation to access the labour market/self-employment. International protection applicants have access to the labour market as described above as long as their status is in effect.

Q16. Is the authorisation limited to certain employment sectors or occupations? In other words, are applicants for international protection excluded from some labour market sectors or from certain occupations? Yes/No.

If yes, from which ones? Yes, beneficiaries of **International** protection have no limitation regarding their access to the labour market. Asylum Seekers have access to the labour market only in the following sectors and occupations according to the relevant Decree of the Minister of Labour and Social Insurance:

A/A	ECONOMY ACTIVITY	OCCUPATION
1.	Agricultural-Animal Husbandry – Fishery Animal Shelters and Animal Hotels	Agricultural Workers Livestock Workers/Poultry Farming Workers Fishery Labourers Aquaculture workers Animal Carers

2.	Manufacturing	<p>Forage Production Labourers</p> <p>Bakery/ Dairy night shift Labourers</p> <p>Freight Handlers</p> <p>Poultry Slaughterhouse night shift Labourers</p>
3.	Waste Management	<p>Drainage and Waste Processing Labourers</p> <p>Garbage and Trash Collection and Processing Labourers</p> <p>Recycling Labourers</p> <p>Offal Processing Labourers</p>
4.	Trade- Repairs	<p>Gas Station and Car Wash Labourers</p> <p>Freight Handlers</p> <p>Fish Shop Labourers</p> <p>Assistant Car Painters and Assistant Panel Beaters</p>
5.	Services	<p>Building and Outdoor Cleaners</p> <p>Distributors of Advertising and Informative Material</p> <p>Food Delivery</p> <p>Garden Cleaning Labourers</p> <p>Freight Handlers</p> <p>Labourers in Pests Control Services</p>
6.	Restaurant and Hotel Industry	<p>Kitchen Assistants, Kitchen Cleaners</p> <p>Food Delivery</p>
7.	Others Activities	<p>Laundry Labourers</p>

Q17. Is employment restricted to a single employer? Yes

Q18. If applicable, please describe the conditions and procedures of the renewal of the authorisation to access the labour market. Are they the same for all

employment sectors and occupations? **Renewal is automatic provided that they retain the applicant status.**

- Q19. Does your Member Country give priority to EU and EEA citizens (Art. 15/2 clause 2 of the Reception Conditions Directive Recast (2013/33/EU)) and to other legally resident third-country nationals in accessing the labour market? Yes/No
 a. if yes, please specify how priority is given in law/policy and in practice (labour market test, minimum share of employment by EU/EEA nationals, occupations lists etc.)? No
- Q20. Are there any other limitations in place, either in law or in specific measures relating to applicants of international protection for accessing labour market / self-employment? No

Section 4: Support measures to enhance labour market integration and self-employment

This part of the study looks at examples of labour market integration measures targeting applicants of international protection.

Please indicate (where applicable) in the table below the main policy or legislative measures,³⁵ and their rationale and aims, that make up your policy / strategy (according to answer to Q5 above) to support the labour market integration/self-employment of applicants for international protection, by integration area. Please focus on measures that specifically aim at facilitating labour market access for the international protection applicants.³⁶

Area/component	Overview of the main measures Please describe the rationale, scope and aim under each area.	Stakeholders Please describe the stakeholders involved, where applicable at state, regional and local level (public authorities, trade unions, employers' associations, NGOs, others?)	Target group Please indicate whether the measures address applicants for international protection in general or particular categories of applicants for international protection (e.g. women or minors of working age)?
1. Language acquisition			
2. Vocational education and training (including reskilling schemes)			

³⁵ Please make sure legislative and policy actions are distinguished from each other.

³⁶ Thereby, please focus on: either (1) specific measures tailoring international protection applicants or (2) general measures that also include international protection applicants (in those cases where specific measures are not available/relevant).

Area/component	Overview of the main measures Please describe the rationale, scope and aim under each area.	Stakeholders Please describe the stakeholders involved, where applicable at state, regional and local level (public authorities, trade unions, employers' associations, NGOs, others?)	Target group Please indicate whether the measures address applicants for international protection in general or particular categories of applicants for international protection (e.g. women or minors of working age)?
3. Civic integration courses			
4. Support for recognition of diplomas, certificates and other evidence of formal qualifications including those formal qualifications that cannot be documented (lost or destroyed in the context of existing procedures for recognition of foreign qualifications) Please note in the overview column if the procedure is a general one or specific to international protection applicants.			
5. Skill assessments to validate prior (non-accredited) learning and experience			
6. Information and counselling (labour market orientation, tailored advice, other)	The Public Employment Services (PES) of the Department of Labour, offer all job seekers -with no discrimination- who have access to the labour market, assistance in finding employment, through registration,		

Area/component	Overview of the main measures Please describe the rationale, scope and aim under each area.	Stakeholders Please describe the stakeholders involved, where applicable at state, regional and local level (public authorities, trade unions, employers' associations, NGOs, others?)	Target group Please indicate whether the measures address applicants for international protection in general or particular categories of applicants for international protection (e.g. women or minors of working age)?
	job search services and placement services, which include vocational guidance, counselling and referrals to training programmes and job vacancies.		
7. Incentive measures for employers (e.g. tax reductions, labour matching services, recruitment support)			
8. Support for self-employment (for example preferential taxation and social security contributions, administrative support with establishing a company etc, business plan development, other). Please note in the overview column if the support differs from the regular support to self-employment available to national population, EU citizens or other third-country nationals.			
9. Indirect support (e.g. childcare, transport)			

Section 5: Good practices and challenges

What integration support programmes, projects, legislative or other practical initiatives are available that specifically facilitate effective access to the labour market for applicants of international protection and have been identified by experts as a “good practice” in accordance with the definition provided in paragraph 3 “Scope of the study”? Please provide up to three examples (see the templates below and please adjust accordingly).

Measure 1	
Overview	
Name	<i>Please insert name of the measure here.</i>
Type	<i>Choose from drop down menu here</i>
Area	<i>Choose from drop down menu here</i>
Access	Please describe who has access to the measure, i.e. all applicants for international protection or particular categories
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only applicants for international protection) <input type="checkbox"/> Mainstream labour market integration measure (for all) If the measures is for all, please describe how applicants for international protection benefit
Coverage	<i>Choose an item.</i> <i>If “other”, please add further information here</i>
Link	<i>Please provide hyperlink to source/project here, if available</i>
Source and justification	Please indicate the source/who proposed the practice as good and explain why the measure is considered a “good practice” (see Section Methodology).
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <ul style="list-style-type: none"> a) <i>Elaborate in brief on the conditions and process of accessing the measure for applicants for international protection</i> b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i> c) <i>If applicable, indicate if the measure is different from the regular support available to national population, EU citizens or third country nationals?</i> d) <i>Are there any reasons for to be excluded/to lose access to the measure? If so, which ones?</i> <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 10px;"></div>	

M1.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member Country, need for integration, changes in integration policies)?*
- c) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)?*
- d) *Key activities*

M1.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sector etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities?*
- c) *How and by whom is it promoted?*

M1.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

Measure 2	
Overview	
Name	<i>Please insert name of the measure here.</i>
Type	<i>Choose from drop down menu here</i>
Area	<i>Choose from drop down menu here</i>
Access	Please describe who has access to the measure, i.e. all applicants for international protection or particular categories
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only applicants for international protection) <input type="checkbox"/> Mainstream labour market integration measure (for all)

	If the measures is for all, please describe how applicants for international protection benefit
Coverage	<i>Choose an item. If "other", please add further information here</i>
Link	<i>Please provide hyperlink to source/project here, if available</i>
Source and justification	Please indicate the source/who proposed the practice as good and explain why the measure is considered a "good practice" (see Section Methodology).
Description	
<p>M2.Q1. Please describe how third-country nationals can access the measure, notably:</p> <ul style="list-style-type: none"> a) <i>Elaborate in brief on the conditions and process of accessing the measure for applicants for international protection</i> b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i> c) <i>If applicable, indicate if the measure is different from the regular support available to national population, EU citizens or third country nationals?</i> d) <i>Are there any reasons for to be excluded/to lose access to the measure? If so, which ones?</i> <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 10px;"></div> <p>M2.Q2. Please describe briefly the context in which the measure has started:</p> <ul style="list-style-type: none"> a) <i>When was the measure introduced and what was/is its duration?</i> b) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member Country, need for integration, changes in integration policies)?</i> c) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)?</i> d) <i>Key activities</i> <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 10px;"></div> <p>M2.Q3. Please briefly describe the implementation modalities, notably:</p> <ul style="list-style-type: none"> a) <i>By whom is it implemented (agency, government institution, NGOs, private sector etc.), and what are the coordination structures?</i> b) <i>If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities?</i> c) <i>How and by whom is it promoted?</i> <div style="border: 1px solid black; height: 20px; width: 100%; margin-top: 10px;"></div> <p>M2.Q4. Please briefly describe the impact of the measure and notably:</p> <ul style="list-style-type: none"> a) <i>Did it meet the anticipated objectives? YES/NO/Partly</i> b) <i>What are the main outcomes</i> 	

<p>c) <i>Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)</i></p> <p>d) <i>Challenges during implementation and remedies applied</i></p> <p>e) <i>Likelihood of continuation of the measure. If discontinued, please explain why</i></p>

Measure 3	
Overview	
Name	<i>Please insert name of the measure here.</i>
Type	<i>Choose from drop down menu here</i>
Area	<i>Choose from drop down menu here</i>
Access	Please describe who has access to the measure, i.e. all applicants for international protection or particular categories
Target group	<input type="checkbox"/> Tailor-made labour market integration measure (only applicants for international protection) <input type="checkbox"/> Mainstream labour market integration measure (for all) If the measure is for all, please describe how applicants for international protection benefit
Coverage	<i>Choose an item.</i> <i>If "other", please add further information here</i>
Link	<i>Please provide hyperlink to source/project here, if available</i>
Source and justification	Please indicate the source/who proposed the practice as good and explain why the measure is considered a "good practice" (see Section Methodology).
Description	
<p>M3.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) <i>Elaborate in brief on the conditions and process of accessing the measure for applicants for international protection</i></p> <p>b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>c) <i>If applicable, indicate if the measure is different from the regular support available to national population, EU citizens or third country nationals?</i></p> <p>d) <i>Are there any reasons for to be excluded/to lose access to the measure? If so, which ones?</i></p>	

M3.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member Country, need for integration, changes in integration policies)?*
- c) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)?*
- d) *Key activities*

M3.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sector etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities?*
- c) *How and by whom is it promoted?*

M3.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

Q20. Are there any specific protocols, synergies between agencies/institutions to support labour market integration of international protection applicants that have been identified as good practices?

Q21. What kind of challenges have been identified in your country when it comes to access to the labour market by applicants for international protection? Please provide a distinction³⁷ between legislative challenges and challenges in practice and specify how those challenges have been identified.

³⁷ Where applicable

Section 6: Conclusions

This part of the study compiles the main findings from sections 1-5.

Q22. Please synthesise the findings of your national report by drawing conclusions from your responses:

- a) What are the main trends with regard to the situation of international protection applicants in the context of labour market integration and what are the main debates regarding their labour market integration identified in your country (Section 1)?

In Cyprus, applicants of international protection are eligible to work in certain fields and categories. Until the 30 September 2022, 5895 employment contracts have been approved by the competent authority. Although there are certain working categories where applicants of international protection have the opportunity to seek for a vacancy, priority is given to Cypriots and/ or EU citizens to fulfil those job positions. This can somehow restrict the access to applicants of international protection and limit the options. However, this never happens, as asylum seekers are employed in sectors, where there is no interest by EU/CY citizens.

- b) If at all and to what extent are international protection applicants specifically addressed in national integration policies with regard labour market integration (Section 2)? What are the key characteristics of the national integration policies for promoting labour market participation for the applicants of international protection (Section 2) and how is the access to employment and self-employment for applicants of international protection regulated/supported (Section 3)

Although international protection applicants have access in specific sectors of employment while the decision on their status is pending, the opportunities for finding a job corresponding to their skills and knowledge, are expanded when the decision on their status is finalised. Upon receiving their status, applicants of international protection have access to the local labour market without any discriminatory restrictions. The Public Employment Services of the Department of Labour, provide to all residents legally residing in Cyprus, equal opportunities to seek a job vacancy, participate in vocational trainings and other training programmes. All the above are considered as motives for integration to the local labour market. Access to employment for applicants of international protection is limited in specific employment sectors as already mentioned. These sectors are regulated by a ministerial order. Interested persons, may find employment on their own or through the Public Employment Services. However, self-employment is not permitted for applicants of international protection in Cyprus.

- c) To what extent are targeted measures to support labour market participation available in your country, specifically addressing applicants for international protection (Section 4) and what has been identified as challenges as well as good practice in this area (Section 5)?

Targeted measures such as the access to the labour market via the support of the Public Employment Services of the Department of Labour, are specifically addressing applicants for international protection providing adequate information and counselling. Vocational guidance, counselling and referrals to training programs and job vacancies, are all considered as measures to support labour market participation.

Annex: Eurostat statistics

Eurostat Data for each EU Member State will be extracted centrally by the Service Provider and an Excel-Sheet prepared for each country and shared with the NCPs.

The Statistical Annex consists of the following:

Annex 1.1: Eurostat data asylum and first time asylum applicants
[[MIGR_ASYAPPCTZA](#); [MIGR_ASYAPPCTZM](#)]