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Ad-Hoc Query

2025.4 Role of the employer in the integration of employed TCNs

European Migration Network
Ad-hoc query

March, 2025

AD-HOC QUERY ON 2025.4 ROLE OF THE EMPLOYER IN THE INTEGRATION OF EMPLOYED TCNS

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Responses from: EMN NCP Austria, EMN NCP Belgium, EMN NCP Bulgaria, EMN NCP Croatia, EMN NCP Cyprus, EMN NCP Czech Republic, EMN NCP Estonia, EMN NCP Finland, EMN NCP France, EMN NCP Germany, EMN NCP Greece, EMN NCP Hungary, EMN NCP Italy, EMN NCP Latvia, EMN NCP Lithuania, EMN NCP Luxembourg, EMN NCP Netherlands, EMN NCP Poland, EMN NCP Portugal, EMN NCP Slovakia, EMN NCP Slovenia, EMN NCP Spain, EMN NCP Sweden **(23 in total)**

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BACKGROUND INFORMATION

The Slovenian Ministry of Labour, Family, Social Affairs and Equal Opportunities has commissioned a research about the extension of labour migration in Slovenia. The aim is not only in establishing the actual situation, but also to suggest the legislative measures which would ensure a rapid integration of the employed third-country national (TCN) in the host country, possibly with the collaboration of the employer. In many cases the collaboration of the employer is crucial for the integration of the employee, often by encouraging the employee to attend not only language courses but also civic integration courses.

In the amendment of the Labour Market Regulation Act, an obligation to pass a Slovenian language exam (level A1 CEFR) has been introduced for TCNs, who meet the conditions for obtaining the unemployment benefit, no later than 12 months after registering in the unemployment records. The integration of TCNs in Slovenia is based mainly on the TCN's language competences. However, there are courses available, which also provide basic

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information about history, culture and the constitutional system of Slovenia. For TCNs all language courses are free of charge.

The increase of the number of employed TCNs represents an increase in public expenditure for their integration (together with their family members). In order to manage this increase in public expenditure, Slovenia is studying the possibility that employers share the financial burden for the integration of TCNs. This is the reason why Slovenia is interested in obtaining information on national regulations and practices concerning the integration of the employed/self-employed TCNs in your Member State (MS).


WE WOULD LIKE TO ASK THE FOLLOWING QUESTIONS:

We would very much appreciate your responses by **20 February 2025**.

1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.
2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO
3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).
4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.
5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.
6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.

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RESPONSES

		Wider Dissemination?	
	EMN NCP Austria	Yes	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Austria, integration is understood as a process for society as a whole, its success depending on the participation of all people living in Austria and based on personal interaction. In particular, integration requires that immigrants actively participate in this process, seize the integration measures on offer and recognise and respect the fundamental values of a European democratic state. All public institutions at federal, provincial and municipal level must also contribute to a successful integration process by systematically offering integration measures within the scope of their responsibilities. Integration as a process for society as a whole requires a coordinated approach by the various public and civil society actors and requires an active contribution from every single person in Austria within the framework of their own possibilities (Art. 2 para. 1 Integration Act). In this sense, all public institutions are involved in the integration of third-country nationals.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>In Austria, third-country nationals who have been issued certain residence permits for the first time are obliged to fulfil Module 1 of the Integration Agreement. Module 1 is fulfilled, among other things, by taking</p>

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			<p>the integration exam. This exam includes content on language and values. The exam is to determine whether third-country nationals have in-depth elementary knowledge of the German language for communication and for reading and writing everyday texts at language level A2 according to the Common European Framework of Reference for Languages and knowledge of the fundamental values of the legal and social order of the Republic of Austria (Art. 9 para. 1 and Art. 11 para. 2 Integration Act). There are no special incentives from employers with regard to this legal obligation to fulfil the integration agreement.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>n/a</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>n/a</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No.</p>
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			<p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>In Austria, the exercise of a trade by third-country nationals requires the issue of a residence permit authorising the exercise of self-employed gainful employment for the legal exercise of this trade (Art. 14 para. 1 Trade, Commerce and Industry Regulation Act 1994).</p>
	<p>EMN NCP Belgium</p>	<p>Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Belgium, integration is the responsibility of the three language-based Communities (= governmental agencies).</p> <p>In the Flemish Community, integration falls under the responsibility of the Flemish Government (Agency for Internal Governance). The civic integration programme is organised by its Agency for Integration and Civic Integration (Agentschap Integratie en Inburgering), which works with local offices in the cities of Brussels (“Bon”), Ghent (“Amal”) and Antwerp (“Atlas”).</p> <p>In the French Community, integration falls under the responsibility of the Walloon Government for the Walloon Region, and of the Common Community Commission (COCOM) for the Brussels-Capital Region. The civic integration programme is organised by the Regional Integration Centres (Centres régionaux d’intégration) in Wallonia, and by the COCOM in the Brussels-Capital Region.</p>

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			<p>In the German-speaking Community, integration falls under the responsibility of the Government of the German-speaking Community. The civic integration programme is organised by the Red Cross. Parts of the integration programme will be given in collaboration with other actors (for example the public employment service for the modules on labour market integration, or language institutes for the language courses). Local actors, municipalities and civil society organisations have their own initiatives that contribute to the integration of third-country nationals.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>There is no direct participation of employers in the integration of their employees. However, employers are required to inform employees about their labour rights.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>N/A</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>No.</p>
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5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.

NO, such ex-ante obligation does not exist.

However, if accommodation is an integral part of the employment contract, the accommodation must comply with regional regulations and the obligation to provide 'decent' housing/accommodation. If the accommodation does not comply with these standards, the work permit may be revoked. In the Brussels-Capital region this is applicable on the basis of Article 2, §1, 1° of the decision of the Government of the Brussels-Capital Region of 16 May 2024, in the Flemish Region on the basis of art. 12, §1, 3° Decision of the Flemish Government of 7 December 2018, in the Walloon Region on the basis of Article 46,7° of the Walloon Government decision of 6 June 2024). The Articles mention that when the employer fails to comply with the legal and regulatory obligations concerning the employment of workers, the work permit may be revoked.

For seasonal workers, on the basis of Article 31§4 of the Decision of the Government of the Brussels-Capital Region of 16 May 2024 on economic migration, a permit for seasonal workers may be revoked if it established that the seasonal worker's accommodation does not meet the requirements of Article 16 of the Executive Cooperation Agreement of 6 December 2018, the authorisation to work as a seasonal worker shall be revoked. Without prejudice to paragraph 3, additional compensation shall be payable by the employer for the special damage suffered by the seasonal worker. The compensation amounts to the average monthly rent in the Brussels Capital Region for a flat or a house, multiplied by the number of months the seasonal worker stayed in the accommodation.

In the Flemish Region, the rules on housing quality are included in Book 3 of the 2021 Flemish Housing Code ('Vlaamse Codex Wonen') and in Book 3 of the Decision on the Flemish Housing Code of 2021 ('Besluit Codex Wonen'). These regulations provide generic rules on housing quality that apply to all housing, including TCNs. Technical regulations are set out in Annexes 4-6 BVCW with Annex 6 containing specific regulations for dwellings intended for seasonal workers, given their special situation. All housing quality enforcement procedures were also made applicable to dwellings intended for seasonal workers.

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6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.

EMN BE interpreted this question as meaning that a third-country national started a self-employed business. Please also note that access to work is a regional competence.

Flemish region: Yes, one must obtain a professional and residence permit. An application requires a detailed description of the project. More specifically, the activity must fit into one of these categories:

Activity with an economic added value;

Activity with an innovative added value;

Activity with sports-related, cultural or artistic added value.

The specific conditions can be found here, in English: [Categories, conditions and documents required for the application of your first professional card | Flanders.be](#).

Brussels-Capital Region: Yes, one must obtain a professional and residence permit. An application requires a detailed description of the project and the added value for the region. More specifically, in the case of setting up a business, the project must relate to a supply of goods or services not currently abundant in the Brussels Capital Region.

It must contribute to one or more of the following aspects of the economy and development:

the improvement of existing sales channels;

the improvement of the functioning of businesses or public or private institutions on the territory of the Region;


the innovation in the design and distribution of goods and services or in scientific research;

the sustainable creation of salaried jobs;

the expansion of the cultural offer or the promotion of culture;

the improvement of knowledge and promotion of sustainable development in the social, economic and environmental fields, as well as fundamental rights;


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			<p>the increase in attractiveness of the Brussels-Capital Region as a seat of international institutions.</p> <p>Walloon Region: Yes, one must obtain a professional and residence permit. An application requires a detailed description of the project, a CV, copies of diplomas, proof of the applicant's financial capacity, a market study, a financial plan, draft contracts business plan.</p> <p>The idea is that the region has the required information to analyse the social (i.e. social, cultural, artistic or sport-related) or economic (i.e. meeting an economic need, job creation, useful investment, economic spin-offs for companies located in Wallonia, export opportunities, innovative activity or specialization) added value of the project to the region.</p> <p>There are different modalities for starting a company, but the base line is that one needs a professional card if he/she administers the company and/or resides on the territory. For people who are already on the territory, rules vary, but a legal status is always required.</p> <p>For example, in the regions, some activities are exempted from a professional card if they have one of the following purposes and are restricted to a maximum of 90 days within a period of 180 days: business travelers in certain cases (visit professional partners, negotiate or conclude contracts, participate in conferences, etc.), journalists, artists, athletes.</p> <p>After that, the registration/legal status/need for a business plan are the competence of the federal government (Federal Public Service of Economy).</p> <p>German-speaking Community: Yes. The procedure is very similar to the one applied by the Walloon Region.</p>
	<p>EMN NCP Bulgaria</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p>

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			N/A
			2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO
			N/A
			3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).
			N/A
			4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.
			N/A
			5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.
			N/A

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			<p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>N/A</p>
	<p>EMN NCP Croatia</p>	<p>Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>Ministry of the Interior of the Republic of Croatia is responsible for the integration of beneficiaries of international protection. Ministry of Science Education and Youth is responsible for offering Croatian language programmes to BIPs, while ministry responsible for construction and housing offers accommodation to BIPs.</p> <p>Regarding the integration of other categories of TCN's, different ministries, including education, health and other, divide responsibilities. Ministry of Demography and Immigration is currently developing comprehensive interdepartmental approach to integration of all categories of TCN's.</p> <p>From other public authorities, most notable authority in integration of TCN's is Croatian Employment Service (CES) which offers a range of labour market policies aimed at both employers and jobseekers in Croatia. These policies encompass various forms of support, such as employment assistance, self-employment initiatives, internship and youth support, vouchers for education etc., which are subsidized by the CES. Third country nationals who are eligible to work in Croatia without the need for a work and residence permit may register with the Croatian Employment Service. By doing so, they become eligible for the aforementioned measures which then enhance their employability and facilitate their integration into the local labor market. Third country nationals working in Croatia on a work and residence permit are entitled to utilize a voucher for</p>


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			<p>a Croatian language learning course. These language courses are tailored to the specific sectors in which the individuals are employed, thus supporting their integration into their work environment. Workers engaged in highly qualified positions and regulated professions will have the opportunity to enhance their Croatian language skills through formal programs at advanced levels (up to level C1).</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>Yes. To enhance the integration of third-country national workers into the Croatian labor market, employers are encouraged to include these employees in language learning courses through voucher system. The voucher system facilitates Croatian language learning for workers from third countries in sectors and roles where some language knowledge is essential for effective job performance and communication with the colleagues, as well as for returnees from emigration and individuals under temporary protection. Information on activities and opportunities provided by CES is publicly shared and available on the CES websites.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>For programs designed to teach Croatian as a foreign language to foreign workers, a requirement for partial co-financing of educational costs has been established. The CES subsidizes part of the program fees through vouchers as follows: 50% for individuals employed by organizations with more than 250 employees, 60% for individuals employed by organizations with up to 250 employees and 70% for individuals employed by organizations with up to 50 employees.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the</p>
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			<p>employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>No. N/A</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>Employers have an obligation to provide accommodation to seasonal workers, as it is provided in Seasonal workers Directive. Measures regarding accommodation of TCN's with stay and work permits are being set in the Amendments Act to the Aliens act recently adopted by the Croatian Parliament, details of which will be set out in Regulation which will subsequently be developed by the Ministry of the Interior with consent of the ministries responsible for labour, health and spatial planning. This will apply to employers which provide or are mediators for providers of accommodation for TCN's with stay and work permits.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>Yes, TCNs need to obtain legal status in Croatia to register a company and use self-employment support from the CES. As previously mentioned, in order to apply for self-employment support, TCNs must be registered with the CES, and they can only complete this registration after obtaining legal status and right to work in Croatia. The applicant is required to develop a business plan that clearly demonstrates the viability of the business idea and submit it alongside the request for self-employment support. CES hosts monthly online workshops (conducted only in Croatian language) on self-employment support application, providing guidance on how to prepare an effective business plan.</p>
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	<p>EMN NCP Cyprus</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The Cyprus Government, and more specifically the Deputy Ministry of Migration and International Protection is the competent authority for “the preparation of a strategy for the integration of third-country nationals legally residing in the Republic and the coordination of the implementation of the necessary actions for its implementation, in collaboration with ministries, services and state authorities;”. (article 3 of the Establishment of the Deputy Ministry of Immigration and International Protection and Related Matters Law of 2024 (L. 23(I)/2024))</p> <p>Currently the Deputy Ministry of Migration and International Protection is in the process of drafting the Strategy Document that will lead to a subsequent National Action Plan to be implemented by various stakeholders after public consultation.</p> <p>Although numerous actions and projects regarding integration of third country nationals had been designed and implemented in the past by public authorities, local councils, NGOs authorities, however these were merely fragmented policy measures and actions regarding integration. Since the establishment of the Deputy Ministry of Migration in June 2024, the goal is to design a holistic migration policy, including integration, which will be in the Integration Strategy Document and the National Action Plan for Integration, expected to be officially introduced in 2026.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>N/A</p>

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			<p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>N/A</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>N/A</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>N/A</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>Yes. Third-country nationals need a legal status in Cyprus to be able to register a CY company. Currently in</p>
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			Cyprus, there is no precondition of presenting a business plan prior to registering a company.
	EMN NCP Czech Republic	Yes	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The most important tools for integration on the regional level is network of 18 Centres for Support of Integration of Foreigners („Integration Centres“) - https://www.integracnicentra.cz/?lang=en. First Integration Centres were launched in the year 2009 and since 2018 they serve in all 14 regions of the Czech Republic. Objective is to create opportunities for long-term, clearly structured and strategic support of integration. Integration Centres initiate, organize and carry out the activities supporting social, legal, lingual and cultural position of legally staying third-country nationals and since 2020 also EU citizens. Integration Centres mainly ensure information and consultancy activities in social and legal fields, organize courses of the Czech language, interpreting services, social-cultural courses, access to Internet and library, obligatory adaptation-integration course, regional platforms of stakeholders, monitoring and events with host society. Refugee Facilities Administration of Ministry of Interior runs 14 Integration Centres, while NGOs operate 4 others. The Ministry of the Interior also initiated the implementation of local integration projects of municipalities, which provide comprehensive integration measures. Such projects (68 in 2024), implemented by the municipalities, are responding to uncontrolled problems resulting from a sharp increase in the number of immigrants, dismissals of foreign workers, the creation of closed communities and growing tensions between immigrants and locals. Tailor-made projects are managed by municipalities and implemented mainly by local schools, kindergartens, NGOs, Integration Centres, parent centres, clubs and other partners. The Ministry of the Interior subsidizes these projects up to 95%. Every year a conference is organized by different municipality focused on the exchange of experiences from the projects and networking. The conference is always held under the auspices of the Minister of Interior.</p> <p>At last, but not at least, third-country nationals can use wide variety of services of NGOs.</p>


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			<p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>YES.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>Employers wishing to recruit employees from third countries in an accelerated process can participate in the Czech government's economic migration programmes. Employers participating in the programmes are then subject to above-standard conditions also in the area of integration measures. These obligations are meant to ensure that – alongside fulfilling administrative and financial criteria – employers actively support the integration of foreign workers into the Czech work environment and society.</p> <p>Although not every program has a separate “integration measure” requirement, each employer participating in the programme commits to collaborating with local/regional integration centres and designated specialists upon inclusion in the programme.</p> <p>One of the examples of a work programme with a higher level of involvement in the integration process is Project of labour migration from Indonesia.</p> <p>Within this project, employer must explicitly commit to:</p> <ul style="list-style-type: none">• Informing the foreign worker about available language courses,• Arranging (incl. paying) for mandatory integration/adaptation courses during working hours• Arranging interpreter/coordinator to look after workers at the workplace• In some cases, ensuring proper registration with local health services and support structures. <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the</p>
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			<p>employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>NO.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>Czech legislation requires the foreigner to arrange accommodation upon arrival in the Czech Republic. However, it does not specify whether the accommodation should be provided by the employer or whether the foreigner should arrange it by himself. Within the framework of work programmes, the employer usually provides accommodation in pre-arranged hostels.</p> <p>It also depends on the specific programme under which the workers arrive. For example, employers participating in the Project of labour migration from Indonesia are obliged to provide accommodation and continuously monitor its quality.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>NO.</p>
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 EMN NCP Estonia		Yes	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Estonia, there are several public authorities involved in the process of the integration of a TCN, the main one being the Integration Foundation which was established by the Republic of Estonia in 1998 and whose founders' rights are exercised by the Ministry of Culture. The mission of the Integration Foundation is to support the development of an integrated and cohesive society as a competence centre in the field, mainly offering various different language learning measures and cultural studies. They also carry out several projects in cooperation with different ministries and public authorities. Their activities are aimed at four main target groups: permanent residents of Estonia of other nationalities; new immigrants arriving in Estonia; compatriots living outside Estonia and people returning to Estonia. (https://www.integratsioon.ee/en) Among many other services, the Integration Foundation also offers students from different linguistic and cultural backgrounds living in Estonia the opportunity to take part in a public sector internship programme to encourage people with a mother tongue other than Estonian to work in public institutions and thereby develop the cultural diversity of Estonian public institutions.</p> <p>There is also cooperation on the local authority level – in 2020, under the auspices of the Ministry of Culture, a guide for local authorities “Overview of integration and adaptation services in Estonia” was prepared. By the beginning of 2022, LINDA, the online platform for adaptation and integration services, was completed, which provides access to various state support services and solutions to situations conducive to adaptation and integration.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>Yes, the Integration Foundation offers counselling and support in organising the Estonian language studies for employers. The foundation can be helpful for companies that employ people of other nationalities or are</p>

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			<p>planning to recruit foreign workers. They advise employers on introducing the possibilities of learning Estonian: what learning opportunities and forms of learning to use and prefer; methodological support to the employer within the company for conducting the Estonian language studies and group counselling at the request of the employer to its employees (involving partners if necessary). The foundation's consultants can also be involved in company briefings and information events where they can introduce the counselling service, and talk about what issues the consultant should be contacted.</p> <p>Since 01.06.2018, the Estonian Unemployment Insurance Fund provides training support for the employer to develop the Estonian language skills of employees.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>While the state offers support for the employers to develop the language skills of their employees, mostly in the context of the Ukrainian refugee crises, a number of companies have taken the initiative to organize the language learning themselves. They also often help their new foreign workers find and use the services they need to settle in Estonia.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>Yes, see previous answers.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the</p>
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			<p>labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>Yes, but only for short-term employment of an alien as a seasonal worker. The accommodation of an alien during the stay in Estonia shall be ensured in a dwelling or accommodation establishment which complies with the requirements established in the legislation. If the accommodation of a seasonal worker is organised by or through the employer, the cost of accommodation cannot be excessive or disproportionate compared to the one month's remuneration of the alien and the cost of accommodation cannot be deducted from the remuneration of the alien.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>No, Estonia is the first country to offer e-Residency. An e-resident is a foreigner, for whom, as a benefit, Estonia has created a digital identity and issued a digital identity card – an e-resident digi-ID, on the basis of the identification credentials of their own country of citizenship. E-residents can establish a company in Estonia over the Internet and remotely manage it while living abroad. E-Residency does not however provide tax residency, right of residence, or permission to enter Estonia or the European Union. Estonia also offers an Estonian Startup Visa (residence permit for start-up business) which helps non-EU founders to start and run their startup company in Estonia while also living here. Among other requirements, the start-up company must be positively evaluated by the expert committee or exempted from the obligation of evaluation.</p>
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+	EMN NCP Finland	Yes	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>Integration of immigrants requires close cooperation between administrative branches and levels of administration at national, regional and local level. Both the public sector and civil society actors are involved in the integration of immigrants.</p> <p>At the national level, the Ministry of Economic Affairs and Employment is responsible for the overall guidance and development of integration policy and public employment services.</p> <p>At the national level, KEHA Centre is responsible for monitoring and assessing the effectiveness and efficiency of integration and supports the skills and competence, development and coordination related to integration. At the regional level, ELY Centres (Centres for Economic Development, Transport and the Environment) are responsible for promotion of integration and good relations between population groups in regions</p> <p>At the local level, municipalities have general and coordination responsibility for planning and developing the integration of immigrants and integration customers and good relations between population groups. The responsibility for organising public employment services was transferred from the state employment and economic development offices to municipalities and municipal co-management areas on 1 January 2025. There are 45 employment areas. Municipalities must ensure that the planning and development of integration in the municipality is coordinated with the planning and development of services for which the wellbeing services county is responsible. In its planning, the municipality must take into account the national objectives for integration and the national objectives for the promotion of employment with regard to the integration customers.</p> <p>Administration of integration and the actors involved - Ministry of Economic Affairs and Employment</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p>
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			<p>Yes.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>The way employers participate in the integration of their employees varies. Employers may arrange services to help their employees settle in and integrate in Finland. Employers can offer different kinds of services that support settlement, and such services can also be purchased. Services may include language training, arranging housing, obtaining a tax card, residence permit and registration, opening a bank account etc. A spouse of a person moving to Finland for work may receive support for settling-in, integration, employment, and language studies, for example. The municipality, employment service or other organisations may be able to help. If a spouse registers as a jobseeker, their integration and employment will be promoted through employment services. Other spouses, such as parents caring for children at home, may also be offered integration services by the municipality, such as studies in Finnish or Swedish or civic orientation.”</p> <p>How can I support the integration of my employee? Integration</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee’s language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>No</p>
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			<p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>Yes. To work in Finland as an entrepreneur in Finland, a TCN needs a residence permit for an entrepreneur (or a start-up entrepreneur). Before a residence permit can be issued, entrepreneurs usually need to enter their business in the Trade Register maintained by the Finnish Patent and Registration Office. Residence permit application for an entrepreneur Maahanmuuttovirasto Alternatively, if a TCN resides legally in Finland and has a residence permit on any other ground (work, family, etc.) the TCN can register a company in the Trade Register and work as an entrepreneur.</p>
	<p>EMN NCP France</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The General Directorate for Foreign Nationals in France (Direction générale des étrangers en France, DGEF) supports the Ministry of the Interior in fulfilling responsibilities related to immigration, asylum, integration, and access to French nationality. Within the DGEF, the Directorate for Integration and Access to Nationality (Direction de l'intégration et de l'accès à la nationalité, DIAN) defines and implements France's integration policy for foreign nationals</p>

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			<p>obtaining a residence permit for the first time and seeking long-term settlement.</p> <p>This integration policy is defined through an interministerial approach, leveraging the expertise of various ministries, particularly the Ministry of Labour and Employment. To implement this policy at the local level, the DIAN relies on the network of the State's decentralised services (prefectures) and engages institutional, economic, and civil society stakeholders.</p> <p>At the territorial level, the implementation of the reception and integration policy is entrusted to prefects. Each year, they receive national guidelines on integration policy priorities for newly arrived foreign nationals, along with a budget allocation from Program 104 "Integration and Access to French Nationality". Prefects can rely on regional directorates for economy, employment, labor, and solidarity and their departmental branches to mobilize relevant local actors. These actions are implemented through regional or departmental calls for projects.</p> <p>The DGEF also relies on the French Office for Immigration and Integration (Office français de l'immigration et de l'intégration, OFII), responsible for welcoming and supporting foreign nationals authorized to reside on a long-term basis. The OFII plays a key role in the integration process, offering French language courses tailored to the needs of foreign nationals as well as civic training. It operates through a network of regional and subregional reception platforms, with around 30 locations across mainland France and overseas territories.</p> <p>Local authorities, through their various responsibilities, contribute to the integration of newly arrived foreign nationals. Thus, municipalities and intercommunal structures help ensure the successful settlement of newly arrived foreign nationals in their daily environment through various local initiatives, such as:</p> <ul style="list-style-type: none">Enrolling children in kindergarten and primary school;Applying for social housing;Requesting financial assistance from municipal or intercommunal social action centers. <p>Departmental councils also have responsibilities in the field of social action, including hosting social service offices, providing assistance to people with disabilities and offering home care services for elderly individuals.</p> <p>Finally, regional councils contribute to funding vocational training programs and, as such, can offer language training for professional purposes.</p> <p>Since 2019, the State has been able to sign territorial reception and integration contracts (Contrats territoriaux d'accueil et d'intégration, CTAI) with local authorities whose actions contribute to the integration</p>
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			<p>of newly arrived foreign nationals, in order to better coordinate initiatives and pool resources.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>YES.</p> <p>The integration of foreign nationals through employment is one of the five priority areas set by ministerial instruction of 26 March 2024, regarding the 2024 priorities for the integration of newly arrived foreign nationals.</p> <p>In this instruction addressed to departmental prefects, the Minister of the Interior emphasizes the key role of employers in this policy, particularly as part of their social responsibility. He stresses that proficiency in French and adherence to the principles and values of the Republic are essential for successful integration into French society, which also requires swift access to employment.</p> <p>The DIAN and the General Delegation for Employment and Vocational Training (Délégation générale à l'emploi et à la formation professionnelle, DGEFP) of the Ministry of Labour and Employment have been co-leading, since 6 March 2024, a national working group. This group brings together key representatives from business networks (employer representatives, professional federations, consular bodies, skills operators, and business clubs) and aims to encourage the commitment of economic stakeholders to the integration of newly arrived foreign nationals.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>The OFII integration programme for foreign nationals includes free language courses tailored to their level of proficiency.</p> <p>Article 23 of the law “to control immigration and improve integration” of 26 January 2024, amended Articles</p>
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			<p>L. 6321-1 and following of the French Labor Code, concerning the employer's general training obligations towards employees. Employers may now offer non-French-speaking employees language training as part of their skills development plan, aiming to help them reach at least A2 level of the Common European Framework of Reference for Languages (CEFRL).</p> <p>The training programmes undertaken by non-French-speaking employees who have signed the Republican Integration Contract (Contrat d'intégration républicaine, CIR), are now recognised as effective working time and entitle employees to continued remuneration by their employer for the duration of the training.</p> <p>The distribution of training hours throughout the employment contract period must be agreed upon by both employer and employee. If no agreement is reached, the training sessions cannot result in an absence exceeding 10% of the weekly working hours specified in the contract.</p> <p>If the employee has multiple employers (in the private sector), the training schedule will be organized either by the employer who initiated the training or by the employer chosen by the employee, provided they agree. Additionally, training schemes funded by the Ministry of Labour and Employment and implemented by the public employment service (France Travail) combine vocational training with job-specific language training. These schemes primarily address the needs of employers in sectors facing labour shortages, who commit to hiring participants from the start of the training process.</p> <p>The DIAN, in collaboration with the Ministry of Labour and Employment, has developed two informational brochures aimed at reassuring businesses about hiring newly arrived foreign nationals and refugees. These brochures provide employers with information on the legal framework, recruitment conditions, available schemes and support measures, particularly those related to job-oriented French language training.</p> <p>The creation of business networks, particularly the "Les entreprises s'engagent" network under the auspices of the Ministry of Labour and Employment, helps to promote and highlight corporate commitment to training and recruiting refugees.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p>
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			<p>NO. However, in accordance with the general rules on vocational training, companies with fewer than 50 employees may request financial compensation from competency operators. Additionally, for signatories of the Republican Integration Contract (Contrat d'intégration républicaine - CIR), the cost of language and civic training is covered by the State as part of the funding for the OFII training programmes.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>French legislation does not impose such an obligation except for seasonal workers. In accordance with Article 20 of Directive 2014/36/EU of the European Parliament and of the Council of 26 February 2014, which establishes the conditions of entry and residence of third-country nationals for the purpose of employment as seasonal workers, France "requires proof that the seasonal worker will have accommodation ensuring decent living conditions for the duration of their stay." A decree of 9 July 2024 transposed this European Union requirement. Employers of seasonal workers must now certify that their employee will have decent accommodation.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>YES (several situations are possible depending on the intended project)</p> <p>A TCN wishing to establish a company in France must register it with the National Business Register (Registre national des entreprises, RNE). Three situations must be distinguished:</p>
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			<p>-If the TCN resides outside France, they do not need to hold a residence document (visa or residence permit) to register their company with the RNE. Furthermore, while they are not required to present a business plan during the registration procedure, they must: Demonstrate their ability to carry out the intended activity (i.e., no criminal convictions or sanctions prohibiting the exercise of a commercial activity, possession of required diplomas for regulated professions, etc.); Provide documentation regarding the company's premises and the origin of business funds.</p> <p>-If the TCN resides outside France and wishes to settle in the country, they must first register their business under the conditions detailed above and then obtain a long-stay visa (VLS) or a long-stay visa equivalent to a residence permit (VLS-TS) authorizing them to engage in commercial, craft, or liberal activities. They may apply for: A VLS or VLS-TS with the mention "Entrepreneur/ Self-Employed", granted upon proof of the economic viability of the proposed activity, assessed notably based on a business plan; A VLS or VLS-TS with the mention "Talent – Project Sponsor" as a business creator, issued subject to obtaining prior certification from the Ministry of the Economy attesting to the real and serious nature of the business creation project; A VLS or VLS-TS with the mention "Talent – Project Sponsor" as an investor, requiring the submission of an investment plan and a commitment to creating jobs annually.</p> <p>-If the TCN already resides in France, they must, before registering their business under the conditions mentioned above, hold a valid residence permit or obtain a residence document authorizing commercial, craft, or liberal activities. This includes (except for Algerian nationals): A residence permit "Private and Family Life," "Beneficiary of Subsidiary Protection" or "Family Member of a Beneficiary of Subsidiary Protection," "Talent – Family Member," a resident card, or an EU long-term resident card, which does not require proof of economic viability for the business project; A residence permit "Entrepreneur – Self-Employed", a residence permit "Talent – Project Sponsor" as a business creator, or a residence permit "Talent – Project Sponsor" as an investor, which require proof of the business project's economic viability or, at minimum, the submission of an investment plan and a</p>
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			commitment to annual job creation (see detailed conditions above).
	EMN NCP Germany	Yes	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Germany, the integration of third-country nationals (TCNs) involves multiple public authorities. From the perspective of the Federal Office for Migration and Refugees (BAMF), integration efforts focus primarily on language acquisition and labor market access, in collaboration with:</p> <ol style="list-style-type: none"> 1. Federal Employment Agency (Bundesagentur für Arbeit): Coordinates with BAMF to align language and professional training with labor market needs. Refers TCNs to integration courses (IK) or vocational language courses (BSK), including the Job-BSK, which is tailored to specific professions. 2. Local Immigration Authorities (Ausländerbehörden): Oversee residence permits and refer TCNs to BAMF-funded integration and language programs. 3. Municipalities and Local Communities: Provide initial counseling, housing assistance, and social services. Support local implementation of BAMF-funded integration and vocational language courses. 4. Public Education and Training Institutes: Deliver BAMF-funded courses, including: Integration courses (language + orientation courses) Special integration courses like literacy-focused courses for targeted integration Vocational language courses (BSK) for professional language training Specialised BSK courses like Job-BSK (industry-specific), language courses for medical or specialist health care professionals, or courses for job trainees and many more A full overview of the integration and language programs of BAMF can be found here on the BAMF-website (in German).

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2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO

Yes.

3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).

From BAMF's perspective, employer participation in integration primarily relates to language courses. Other employer-supported integration measures, such as work preparation measures, fall under the responsibility of the Federal Employment Agency (Bundesagentur für Arbeit).

Regarding vocational language training in Germany, employers can contribute in various ways to the integration of third-country nationals (TCNs), such as paying a share of the language course costs. Also, employers can contribute to the implementation of special workplace language courses.

1. Employer Contributions to Vocational Language Courses (BSK):

The vocational language courses (Berufssprachkurse = BSK) are funded by the German Federal Ministry of Labor and Social Affairs (BMAS) and implemented by the Federal Office for Migration and Refugees (BAMF).

Participants with a taxable annual income exceeding €20,000 are required to pay a cost contribution of €2.56 per lesson (50% of the reimbursement rate).

Employers are encouraged to cover this cost contribution for their employees (§ 4 Abs. 5 DeuFöV).

2. Job-BSK: Tailored Workplace Language Support:

The Job-BSK is specifically designed for employed TCNs or TCNs in preparation for a specific job, focusing on sector-specific German language skills.

Close collaboration between employers and course providers is encouraged to ensure the curriculum aligns with workplace requirements.

Courses are often scheduled flexibly, allowing employees to attend without disrupting their work


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			<p>commitments.</p> <p>3. Additional Employer Support: Employers may offer flexible working hours to facilitate course attendance. Some companies provide in-house language training or mentorship programs to further support integration.</p> <p>To conclude, it can be said that the employers play a crucial role through financial contributions and active collaboration with course providers in equipping TCNs with the language skills necessary for professional success.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>Currently, there are no concrete measures in place with regard to such incentives.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p>
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			<p>Yes. For TCNs it is necessary to have a residence title for the self-employment in order to register a company in Germany. Among others, the following requirements have to be fulfilled:</p> <p>There is an economic interest or a regional need, the activity is expected to have positive effects on the economy and the funding is secured (e.g. financing plan, profit forecast). These can be proven by the viability of the underlying business idea (e.g. business plan and concept, company profile and marketing strategy), business experience of the applicant (curriculum vitae), effects on employment and education situation and contribution to innovation and research.</p> <p>The above mentioned requirements can be waived if the TNCs have successfully completed a course of study at a state or state-recognised university or comparable training institution in Germany or, as researchers, have a residence permit as a skilled worker with an academic degree, a residence permit for research, a residence permit for other employment, or an EU Blue Card, and the intended self-employment is related to the knowledge acquired in university education or to the activity as a researcher or scientist.</p> <p>The competent bodies for the planned business location, the competent trade and industry authorities, the representative bodies for public-sector professional groups and the competent authorities regulating admission to the profession concerned will be involved in examining the application.</p> <p>A residence title for self-employment in order to fund a company can also be granted for holders of a related scholarship which is granted under the following conditions:</p> <p>Holders must be a skilled professional in accordance with section 18 paragraph 3 of the Residence Act. In order to prepare for the founding of a company, a scholarship from a German business organisation or a German public body from public funds that secures a living must be granted. A confirmation letter from the scholarship provider must be submitted. The current list of scholarships is available on Global Certification and Advisory Center for International Founding Teams.</p> <p>The scholarship programmes relevant here regularly require the completion of a university degree. The residence permit to set up a business is also available to skilled workers with qualified vocational training, provided the scholarship provider's guidelines allow this.</p> <p>Further information can be gained on https://www.make-it-in-germany.com/en/working-in-germany/setting-up-business and on Wir Gründen in Deutschland.</p> <p>Furthermore, the Startup Portal provides helpful information and checklists about self-employment.</p>
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	<p>EMN NCP Greece</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Greece, the competent public (central) authority for issues of migration (including the issue of third-country nationals' integration) is the "Ministry of Migration and Asylum" (as described in the Presidential Decree 106/2020). Concerning especially the integration of third-country nationals, this falls under the competence of the "Deputy Minister responsible for integration". The Ministry of Migration and Asylum is responsible for formulating the National Strategy for Third-Country Nationals' Integration, which is a fundamental guiding document, implemented with the cooperation of institutions and services at central, regional, and local level. The most recent "National Strategy for the Social Integration of Applicants for and Beneficiaries of International Protection" was published back in November 2021. Within the Ministry of Migration and Asylum, the "Social Integration Directorate" is responsible for the planning, the implementation, and/or the monitoring of programmes and actions for the social integration of third-country nationals, always in connection with the "National Strategy for the Social Integration of Applicants for and Beneficiaries of International Protection".</p> <p>Moreover, integration programmes and actions are designed, implemented and/or monitored in cooperation with other (co)competent Ministries and public services (such as the Ministry of Labour and Social Affairs or the Ministry of Culture and the Public Employment Service) but also with self-government bodies, international organizations and the civil society bodies engaged in the field of integration. Indicatively, social integration programs and activities for third-country nationals addressing different aspects of life in Greece and running under the authority of the Ministry of Migration and Asylum (through the Social Integration Directorate and in collaboration with civic society entities, international organizations and local administration) are:</p> <ul style="list-style-type: none"> • Integration programs that relate to accommodation support. • Integration programs that help third-country nationals learn the Greek language and become familiar with Greek culture and civilization • Integration programs that provide professional training and enable access to the labour market.

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			<p>• Also, Community Centers of municipalities and Migrant Integration Centers (MICs) cater to the individual needs of third-country nationals by offering services in collaboration with the Directorate of Social Services of each local administration. MICs as well as Community Centers in each municipality connect third-country nationals with all social service programs offered in each municipality area.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>Yes</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>Through integration programs designed, implemented or/and monitored by the Social Integration Directorate, employers participate in the integration of their employees by the following ways:</p> <ul style="list-style-type: none">• Participating in events, such as career days, job fairs promoting access to the labor market.• Networking with all stakeholders involved (e.g. public organizations, tcns, local authorities, etc.).• Offering traineeships in their businesses. <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p>
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			<p>N/A</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>N/A</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>Beneficiaries of international protection, have the right to work either as an employee or self-employed (freelancer). They can also open their own business, having the same rights and obligations as Greek citizens. They acquire the right to work sixty (60) days from the date of filing their application for international protection and if are in possession of a valid International Protection Applicant Card. The necessary requirement to work is to have a Tax Identification Number and a Social Security Number. Also, a bank account. For legal migration, certain provisions are under law 5038, articles 97,98,99.</p>
	<p>EMN NCP Hungary</p>	<p>Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Hungary, integration policy is not a priority. Integration measures are mostly carried out by local municipalities and public institutions (eg. schools, social agencies).</p>

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			<p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>No.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>N/A</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>No</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No</p>
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			<p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>No.</p>
	<p>EMN NCP Italy</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Italy, many public authorities are involved in the integration process of TCNs. Each institution or authority has a specific role to ensure that the integration process is effective and sustainable. The main institutions or public authorities involved are:</p> <p>1. Ministry of Labour and Social Policies Manages national policies for the socio-economic integration of TCNs, particularly vulnerable groups and unaccompanied minors, using both national funds (e.g., the National Fund for Migration Policies) and European funds (e.g., the Asylum, Migration, and Integration Fund (AMIF) and the European Social Fund Plus (ESF+), which serve as an intermediate body). Promotes projects focused on labour market reintegration, career guidance, vocational training, and protection against labour exploitation.</p> <p>2. Ministry of the Interior Manages migration flows, issuing residence permits, and handling the reception system for asylum seekers, beneficiaries of international and humanitarian protection, and unaccompanied minors. This includes the Reception and Integration System (SAI), which provides housing and support to those in need. Manages asylum and security policies and coordinates measures to protect vulnerable migrants.</p> <p>3. Ministry of Foreign Affairs and International Cooperation Collaborates with migrants' countries of origin to promote international cooperation projects, including</p>

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			<p>vocational training and employment programs. Implements initiatives that facilitate the mobility and professional development of skilled employees. 4. Regional and Municipal Authorities implement integration policies at the local level. They manage the organization of social, healthcare, and training initiatives through which TCNs gain access. Municipalities manage local services for residents, accommodation centers, and organize cultural and social integration activities, including language courses and social inclusion programs. 5. Employment Centres Support TCNs in entering the labour market by providing career guidance, training courses, and job-matching services. Promote active labour policies, such as internships and incentives for companies that employ TCNs. 6. Educational Institutions play a key role in integrating migrant children and young people by offering Italian language courses and educational programs to facilitate school inclusion. ensure that migrants have access to quality education and are fully integrated into the Italian educational system. 7. Healthcare Institutions Local healthcare authorities (ASL) provide medical services to TCNs, including primary healthcare, psychological support, preventive care, and vaccination programs. guarantee that TCNs have access to essential healthcare services and are informed about their healthcare rights. These authorities and institutions, alongside social and economic stakeholders and civil society organizations, work together to guarantee a complete integration process. This process supports long-term social cohesion by including access to employment, education, social services, healthcare, and cultural participation.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>Yes. Three ministries - the Ministry of Labour and Social Policies, the Ministry of Education and Merit, and the Ministry of University and Research - have approved programs under Article 23 of Legislative Decree n. 286/1998, which establishes education, vocational training, and civic-linguistic activities in the countries of origin of employees. These programs may also be implemented in collaboration with regions, autonomous provinces, and other local authorities. Moreover, other collaborations may be established with national</p>
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			<p>organizations representing entrepreneurs, employers, and employees. Furthermore, collaborations with international bodies aim to facilitate the transfer of foreign employees to Italy and their integration into the country's productive sectors. Finally, institutions and associations that have been operating in the field of immigration for at least three years may also participate.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>In Italy, employers are not directly required by law to participate in the integration process of their employees. Regularly TCNs employees have equal rights compared to Italian citizens concerning social, civil, economic, and tax matters.</p> <p>However, employers play a crucial role in labour integration policies by actively participating in programs promoted by public entities (at central or local level) and private social organizations. These programs focus on job placement and skills development, with particular attention to vulnerable groups.</p> <p>The Ministry of Labour and Social Policies adopted the "Guidelines on the Procedures for Preparing and Evaluating Professional Training and Civic-Linguistic Programs for TCNs Residing Abroad"(Linee Guida dedicate alle modalità di predisposizione e valutazione dei programmi di formazione professionale e civico-linguistica rivolti a cittadini di paesi terzi residenti all'estero), which define the procedures for preparation and the evaluation criteria of the programs mentioned in response no. 2. Specifically, these guidelines define the range of entities that can promote training programs, either independently or in partnership.</p> <p>Moreover, employers are involved in initiatives for TCNs that promote professional integration and skills acquisition, such as pre-departure training programs and job placement initiatives. These programs are part of Italy's policies for attracting and integrating TCNs with professional experience in accordance with the Italian labour market. They are also supported by public funding, such as the Asylum, Migration, and Integration Fund (AMIF). These measures promote specialized training pathways, encouraging business participation to facilitate the socio-professional integration of TCNs, thereby contributing to a more inclusive and sustainable labour market development.</p>
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4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.


No. Currently, Italy does not provide specific incentives for employers who finance language or civic education courses for their employees, such as tax deductions. However, employers may participate in public or private programs that promote TCNs integration, even though such tax incentives are not currently a formal part of Italy's national policies.

5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.

Yes (partially). The Italian legislation establishes that entry procedures for employment purposes are subject to a direct request from employers. During the application submission phase, the employer is required to verify that the employee will have suitable accommodation that complies with current hygiene and health regulations. However, there are no specific instructions regarding the quality of the accommodation, nor any obligations for the employer to cover rental costs. The responsibility for paying for accommodation generally is on the employee. In accordance with the applicable labour and civil regulations in Italy, if the accommodation is provided by the employer, the employer is allowed to deduct the rent cost from the foreign employee's salary under the same conditions as for other employees.

6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to


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			<p>present a business plan prior to registering a company? Please explain.</p> <p>Yes, TCNs need a legal status in Italy to register a company. Specifically, they must have a valid residence permit that allows them to work, whether as an employee or a self-employed individual. It is not necessary to submit a business plan before registering the company. However, the fundamental requirement is that the TCN holds a valid residence permit that allows him to start business activities.</p>
	<p>EMN NCP Latvia</p>	<p>Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The Ministry of Culture of the Republic of Latvia is the leading state governing body that elaborates the state policy in the field of development of a cohesive and civically active society. Together with the Ministry of Culture, the Ministry of Education and Science (in matters of education), the Ministry of Welfare (in matters of employment and social inclusion), the Ministry of Economy (in matters of housing), and the Ministry of Health (in matters of health care) are also involved in the development of a cohesive and civically active society.</p> <p>Individual integration measures in the form of projects are also provided by the Society Integration Foundation, State Employment Agency and non-governmental organisations.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>No.</p> <p>There is no such target policy, however there is project based initiatives.</p> <p>State Employment Agency is organizing Latvian language courses, which are provided in Latvian, in several</p>

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			<p>levels of language proficiency (see the Proficiency Levels of Latvian Language). Latvian language courses are free of charge.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>As it was mentioned before, it is on project based and courses are free of charge. However once person has started attending the courses, he/she must attend them on a regular basis until their end, otherwise person have to repay for courses.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>N/a</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No.</p>
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			<p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>No.</p>
	<p>EMN NCP Lithuania</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The Ministry of Social Security and Labor is the main authority responsible for shaping foreign nationals' integration policy in Lithuania. As outlined in the Lithuanian Migration Policy Guidelines, it oversees employment policy, foreign nationals' access to work, social guarantees, social integration, and manages the Asylum, Migration, and Integration Fund.</p> <p>Until recently, the integration of TCNs has primarily referred to the integration of persons who have been granted asylum in Lithuania. The Ministry of Social Security and Labor coordinates and supervises the provision of integration support, working alongside key authorities such as the Ministry of Education, Science and Sports, which ensures access to education for asylum seekers through various programs, and the Employment Service, which oversees labor market integration, including employment services and active labor market measures.</p> <p>The Reception and Integration Agency plays a crucial role in the early stages of integration of persons who have been granted asylum by providing temporary accommodation and essential services such as psychological and legal consultations, health services, and social assistance. The agency administers integration funds, designs personalized integration plans, and ensures that refugees are prepared for the transition to long-term living arrangements in municipalities. It also coordinates with integration-implementing institutions and municipalities, facilitating effective handover of individual cases to ensure the</p>


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			<p>continuation of integration support. Municipalities further support integration by coordinating social support, health care, and education locally, while the Department of Social Services organizes training for staff and collaborates with other institutions to improve the overall integration process. Non-governmental organizations play a significant role, especially those that win public procurement contracts to provide support through curatorial services. Curators assist asylum seekers with practical integration tasks such as obtaining basic necessities, renting housing, distributing financial benefits, and arranging access to language classes, kindergartens, and schools. They offer continuous consultations, ensure visits to the Employment Service, and help complete necessary documents. Regarding the integration of relocated persons, Lithuania has developed specific mechanisms under the Law on the Relocation of Persons to the Republic of Lithuania. Relocated persons who receive relocation status are eligible for state-funded integration support, managed by the Reception and Integration Agency. This support includes monthly allowances for basic needs, a one-time settlement allowance, housing rental compensation, allowances for children’s educational expenses, as well as language training, legal aid, social services, health care, and employment-related support.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>No, there is no targeted policy to encourage employers to participate in the integration of their employees.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>N/A</p>
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			<p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>N/A</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No, the legislation of Lithuania does not impose a general requirement on employers to provide accommodation to TCNs entering the labor market. However, specific exceptions may apply in certain cases, such as in case of TCNs working in Lithuania under a seasonal work permit, where employers may be required to ensure suitable living conditions. According to Article 62¹ of the Law on the Legal Status of Foreigners, employers or TCNs themselves must provide or secure accommodation that meets the requirement of at least 7 square meters of living space per adult. If the TCN does not own property in Lithuania, they must reside in accommodation leased or used under an agreement lasting at least as long as the permit period, and this agreement must be registered with the Real Estate Register. When the employer provides or assists in finding the accommodation, the rental cost during the permit period must not exceed 30% of the TCN's net salary (after taxes and social security deductions), and rent cannot be automatically deducted from their wages. The State Labor Inspectorate monitors compliance with these requirements, ensuring that the accommodation meets legal standards and is appropriate for the duration of the TCN's employment.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to</p>
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			<p>present a business plan prior to registering a company? Please explain.</p> <p>Yes, TCNs need a legal status to register a company in Lithuania. They must have either a residence permit or legal grounds to stay in Lithuania, as defined under the Law on the Legal Status of Foreigners. TCNs typically need to provide identification documents, proof of legal stay, and comply with company registration procedures at the Registry of Legal Entities. Presenting a business plan is generally not a requirement for standard company registration.</p> <p>Section X¹ of the Law on the Legal Status of Foreigners regulates e-residency in Lithuania, which provides TCNs and non-residents with the ability to remotely access Lithuania’s administrative, public, and commercial digital services. Under Article 140², TCNs can apply for e-residency either through the Migration Department while in Lithuania legally or via external service providers from designated foreign countries. Once approved and registered in the Foreigners’ Register, e-residents are issued a digital identification and electronic signature tool, allowing them to establish and manage businesses online, sign contracts, and interact with public institutions without physical presence. E-residency may be granted for a period of three years. E-residents are not required to submit a business plan for company registration.</p>
	<p>EMN NCP Luxembourg</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>In Luxembourg, the integration of third country nationals (TCNs) and foreigners in general is regulated by the Law of 23 August 2023 on intercultural living together.</p> <p>“Intercultural living together” is a participative, dynamic and continuous process designed to enable everyone living or working in the Grand Duchy of Luxembourg to live, work and make decisions together. It is founded on mutual respect, tolerance, solidarity, social cohesion and the fight against racism and all forms of discrimination. It establishes diversity as an asset for the development of an intercultural society.</p> <p>The responsible authority is the Division of Living Together of the Ministry of Family, Solidarities, Living</p>


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			<p>together and Reception of Refugees.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>YES. In Luxembourg the only incentive that is provided is the linguistic leave. It is a special form of leave granted to employees of all nationalities who wish to learn Luxembourgish or to improve their knowledge of the language, so it does not apply specifically toTCNs.</p> <p>Employees who have been granted linguistic leave are entitled to compensatory benefits corresponding to their average hourly wage for each hour of leave. The benefit amount cannot exceed 4 times the social minimum wage per hour for unskilled workers. The compensatory benefit is paid by the employer. The State reimburses the employer 50% of the compensatory benefit and 50% of the employer's share of social security contributions.</p> <p>Self-employed workers, or individuals exercising a liberal profession, are entitled to compensatory benefits corresponding to 50 % of the reference amount calculated on the basis of the previous year's income used as the contribution base for pension insurance. The amount cannot exceed 4 times the social minimum wage for unskilled workers.</p> <p>Successful completion of the course is not necessarily a condition for obtaining language leave.</p> <p>The total duration of the linguistic leave is limited to 200 hours, which must be divided into 2 stages of 80 to 120 hours each for each beneficiary throughout their professional career. In order to benefit from the 2nd stage, it is compulsory to complete a course of training during the 1st stage, evidenced by a diploma or other certificate of achievement. For persons working on a part-time basis, the days of leave granted are calculated proportionally. Linguistic leave can be split up, the minimum duration of leave is 30 minutes per day.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the</p>
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			<p>language or civic courses).</p> <p>N/A. Regarding the Linguistic leave please see answer to Q.2.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>No.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>YES. It is possible to set up a company in Luxembourg as a foreigner (TCN, EEA and EU citizens).Nevertheless, it is important to note that non-EU nationals must add a few additional procedural requirements such as: Residence permit: TCNs must obtain a residence permit that includes authorization to engage in entrepreneurial activity. To do so, they must demonstrate that they have the knowledge, experience and</p>
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			<p>financial resources required for the business activity they intend to develop.</p> <p>Establishment permit: If the company needs an establishment permit, TCN entrepreneurs must submit an application, which includes additional requirements:</p> <p>Diplomas and certificates: depending on the type of activity to be carried out, diplomas or certificates may or may not be required. If they are required, TCN entrepreneurs will in some cases have to validate their diplomas.</p> <p>Criminal record: an extract from the criminal record not older than 6 months, issued by the state(s) in which the person has resided for the last 10 years, or, if this is not possible, a sworn statement.</p> <p>Declaration of bankruptcy: a declaration made under oath before a notary within the last 6 months. It provides information on any bankruptcy in which you have been involved in a personal capacity, as trustee or as a person in a position to influence significantly the management or administration of the company.</p>
	<p>EMN NCP Netherlands</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>There are multiple public authorities involved in the process of the integration of a TCN in the Netherlands.</p> <p>Ministry of Social Affairs and Employment</p> <p>The Directorate Society and Integration within the Ministry of Social Affairs and Employment is responsible for the integration of TCNs. Its goal is to contribute to a socially stable society where everyone, regardless of their background, can actively participate, contribute, and enjoy equal opportunities. The Directorate focuses on the implementation of the Civic Integration Act (Wet Inburgering, WI) 2021, as well as the continued development and management of the earlier systems (WI 2007 and WI 2013).</p> <p>It also manages relationships with key agencies, for example, the Education Implementation Service (DUO) which Integration Service Centre organizes and administers the integration exams for newcomers in the Netherlands. Furthermore, a key priority is ensuring a robust and effective civic integration system, which</p>

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			<p>includes developing and implementing a monitoring and evaluation plan to assess progress and make improvements where necessary.[1] Since 2024, the state secretary of the Ministry of Justice and Security is politically responsible for the integration of TCNs, although the Directorate Society and Integration is still a part of the Ministry of Social Affairs and Employment.[2]</p> <p>Employee Insurance Agency (UWV) When a TCN obtains for an unemployment benefit, UWV can provide support to the TCN such as offering language courses to increase the chances of finding a job.[3]</p> <p>Municipalities Municipalities play a central role in the integration process of TCNs in the Netherlands. They assess the educational needs of migrants and provide personalized learning pathways, including recommending appropriate educational institutions or training programs. Additionally, municipalities create individualized integration plans for newcomers, considering their unique background, skills, and circumstances. The government covers the costs for beneficiaries of international protection. However, TCNs who do not fall in this category are responsible for funding their own integration process.[4] There are several organisations that support municipalities in their task concerning the integration of TCNs, for example, the Dutch Council of Refugees (VluchtelingenWerk Nederland, VWN).</p> <p>Central Agency for the Reception of Asylum Seekers (Centraal orgaan Opvang Asielzoekers, COA) The COA offers various activities to help TCNs, specifically asylum seekers and beneficiaries of international protection (status holders), integrate into Dutch society. These activities are carried out in multiple ways. Asylum seekers with promising prospects of receiving a residence permit may begin their Dutch language lessons while still in the reception centre. Beneficiaries of international protection who still reside in the asylum centre are offered the Preparation for Civic Integration Programme, which offers Dutch language and culture lessons and an introduction to the labour market.</p> <p>Additionally, asylum seekers and beneficiaries of international protection receive support from their case managers through interviews. During these sessions, they prepare for their future and explore integration and participation options both within the reception centre and in the surrounding area. These options may</p>
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			<p>paid work, include volunteer work, on-the-job training programs, and initiatives focusing on integration and participation. Beneficiaries of international protection also explore available opportunities in the municipality where they will eventually reside.[5]</p> <p>[1] Ministry of Social Affairs and Employment, “Introductie dossier welkom bij het ministerie van Sociale Zaken en Werkgelegenheid Juni 2024”, p.25, file:///H:/Downloads/Introductiedossier+bewindspersonen+SZW.pdf, last accessed 4 February 2025.</p> <p>[2] Binnenlands bestuur, “Inburgering gaat van sociale zaken naar justitie”, https://www.binnenlandsbestuur.nl/sociaal/inburgering-gaat-van-sociale-zaken-naar-justitie, last accessed 17 February 2025.</p> <p>[3] UWV, “Opleiding”, https://www.uwv.nl/nl/opleiding, last accessed 11 February 2025.</p> <p>[4] Rijksoverheid, “Wet inburgering 2021”, https://www.rijksoverheid.nl/onderwerpen/inburgeren-in-nederland/nieuwe-wet-inburgering#:~:text=De%20gemeente%20gaat%20inburgeringsplichtige%20nieuwkomers,hand%20van%20een%20brede%20intake., last accessed 4 February 2025.</p> <p>[5] COA, “Integration and participation”, https://www.coa.nl/en/integration-and-participation, last accessed 4 February 2025.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>Yes, the Netherlands encourages the employers to participate in the integration of their employees. However, it is important to note that persons that come to the Netherlands to perform work and derive their right of residence from that work, are not subject to an integration obligation in the Netherlands.[1] Nevertheless, migrant workers can integrate voluntarily.</p> <p>[1] IND, “Residence permits work”, https://ind.nl/en/residence-permits/work, last accessed 17 February</p>
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			<p>2025.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>In 2018 the Ministry of Social Affairs and Employment launched the programme ‘Further Integration in the Labour Market’ (Verdere Integratie op de Arbeidsmarkt, VIA). The programme focuses on reducing the disadvantages on the labour market of people with a non-Western migration background and on creating equal opportunities for this group. It consists of eight pilots aimed at crucial moments in the careers of people with a migration background.[1]</p> <p>One of these pilots is regarding the theme learning and working. Within this theme, the approaches of the municipality of Utrecht, Liander, Nova College, and the pilot ‘Sustainable labour market on rails’ have been investigated. All, which offered learning and working programs to beneficiaries of international protection as potential employees in shortage sectors such as healthcare and technology.[2] These work-study programs, also known as dual programs, aim to help integrate TCNs (including beneficiaries of international protection) who can and want to work in the labour market. Throughout the program there is a continuous attention to language and intensive guidance of the employee. [3]</p> <p>Additionally, there are several pilots and initiatives throughout different regions in the Netherlands in which several stakeholders work together to help TCNs integrate. For example, in the northern provinces of Groningen and Drenthe, there is a project in which beneficiaries of international protection can learn the language, culture, and their job whilst working. In this project, there are several partners: the Ministry of Social Affairs and Employment, the Central Agency for the Reception of Asylum Seekers, employers, municipalities, schools, integration and volunteering organisations.[4]</p> <p>[1] Ministry of Social Affairs and Labour, “Programma Verdere Integratie op de Arbeidsmarkt”,</p>
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			<p>file:///H:/Downloads/Infographic%20VIA.pdf, last accessed 4 February 2025. [2] Rijksoverheid, "Eindrapporten thema Leren en Werken programma VIA", https://www.rijksoverheid.nl/documenten/publicaties/2021/06/25/eindrapporten-thema-leren-en-werken-programma-via, last accessed 4 February 2025. [3] Ministry of Social Affairs and Labour, "Programma Verdere Integratie op de Arbeidsmarkt", file:///H:/Downloads/Infographic%20VIA.pdf, last accessed 4 February 2025. [4] Input from a policy officer at the Central Agency for the Reception of Asylum Seekers, received 17 February 2025.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>No, the Netherlands does not provide any incentives for the employers who finance employee's language or civic courses.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>Yes. TCNs have the right to a safe and clean place to live when they come to the Netherlands for work. When the employer applies for a work permit, they are asked to provide information on, for example, the type of housing they will offer. They can also be asked to send a statement from the municipality stating that the housing is in good condition. The work permit may be refused if the employer does not provide suitable housing. Who pays the rent depends on the agreements made between the employer and the employee.[1]</p>
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[1] Article 9, paragraph 1, section d of the Aliens Employment Act.

6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.

No, TCNs do not need a legal status in the Netherlands to register a company at the Chamber of Commerce (Kamer van Koophandel, KvK). However, in order to work as a self-employed person as a TCN, a residence permit is required that allows this work to be performed.

They are required to apply for a provisional residence permit (MVV). Additionally, there are a few requirements they have to adhere to, under which:


Their work is of essential importance to the Dutch economy. They are registered in the Trade Register of the Chamber of Commerce (KvK). They meet the requirements to be able to practice their profession or start their business. This means that they are required to have all the necessary permits. They meet the income requirements. This must be evident from the business plan.[1]

In addition, knowledge workers such as foreigners with a national knowledge migrant residence permit may also perform work as a self-employed person. They are not required to get their business plan approved beforehand.[2]

[1] Immigration and Naturalisation Service, "Verblijfsvergunning zelfstandig ondernemer", <https://ind.nl/nl/verblijfsvergunningen/werken/verblijfsvergunning-zelfstandig-ondernemer>, last accessed 4 February 2025.

[2] IND, "Highly skilled migrant", <https://ind.nl/en/residence-permits/work/highly-skilled-migrant>, last accessed 17 February 2025.

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	<p>EMN NCP Poland</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>From the perspective of issues that are covered by the competences of Minister of Family, Labour and Social Affairs, main public authorities that are involved in the process of integration of foreigners are: municipal social services centers, Public Employment Services and Minister itself.</p> <p>In the area of social services, persons entitled to receive social assistance provided by the municipal social services centers – in addition to persons with Polish citizenship – are also foreigners who have their place of residence and stay in Poland, inter alia:</p> <p>who intend to perform or who perform work in the territory of the Republic of Poland on the basis of work permit and declaration on entrusting work to foreigner and work notification; on the basis of a “single permit”; on the basis of a residence permit for a long-term resident of the European Union; in connection with obtaining a refugee status or subsidiary protection in the Republic of Poland. In addition foreigners who obtained a refugee status or subsidiary protection in Poland can make use of assistance provided for up to 12 months as part of the so-called individual integration programme aimed at supporting the process of their integration.</p> <p>In the area of labour market services, mentioned above categories of foreigners, it should be noted that foreigners are granted full access to them. This includes access to benefits and services like, inter alia: assistance of a career counselor; Polish language courses and vocational training to supplement, acquire or update professional qualifications; internships; subsidy for setting up a business in case of making a decision to be self-employed; employment subsidised from the Labour Fund (e.g. as part of intervention work); a special programme containing specific elements to support employment; preparation of professional application documents with the support of a customer advisor; job placement: presentation of job offers, establishing contact with employers, referring to vacancies. Minister of Family, Labour and Social Affairs is authority responsible to coordinate public policy in the area of integrating foreigners, especially on the labour market. One of the major initiatives in this area concerns creating a network of Foreigner Integration Centers. The goal of Ministry is to create 49 such centers, which will operate in a "one-stop shop" model.</p>


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			<p>This means that in one place foreigners will have access to the largest possible number of services, which will significantly simplify the integration process. Taking advantage of the language course offer will be one of the most important elements distinguishing the centres.</p> <p>Minister also carries out numerous programmes aimed at facilitating integration process. These can be run under an umbrella of Foreigners Activation Programs, such as program named "Together We Can Do More". This program was envisioned for the years 2022-202. Its first edition was conducted in the years 2022-2023 and was aimed at promoting social and professional integration of foreigners. 112 projects were concluded, which were worth 102 mln PLN</p> <p>Minister activities also includes projects financed from European Social Fund+ with a purpose of (i) supporting Polish employers who hire foreigners, by helping them to optimise the recruitment process; (ii) standardizing of servicing foreigners by Public Employment Services and (iii) developing and applying of instruments providing comprehensive information on the rules of hiring process and employment in Poland.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>YES</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>Example of an activity which includes a participation of an employer are programs financed from National Training Fund. The Fund is administered by the Ministry of Family, Labour and Social Policy and is aimed at promoting lifelong learning of employers and employees as a measure to help prevent unemployment. Employer may apply for co-financing of training of his employees, including foreigners. Employer applying for funding support of the costs of lifelong learning, must make a contribution of 20% of the costs, while 80% will be financed by the Fund.</p>
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			<p>The Fund also can found employers activities aimed specifically at integrating foreigner workers that he employs (this issue is one of the priorities of the Fund).</p> <p>Since 2024, the Ministry of Family, Labour and Social Policy and Social Integration Department is involved in creating the foundations for the National Integration Network, including, above all, involvement in opening of 49 Foreigners' Integration Centers and trainings for their staff. It has been started among others with a series of meetings and talks with organizations that have been offering integration services in Poland for years, in order to network experts in this field on never seen before a national scale.</p> <p>In this context, the TENT Organization in cooperation with the Ministry of Family, Labour and Social Policy, the Care Organization and UNICEF is coordinating a project called Skills Alliance for Ukraine. The goal is that members of this initiative work together to equalize opportunities on the labour market among Ukrainian refugees living in Poland and encourage employers to open their structures for the migrants and refugees who live in Poland.</p> <p>Thus, the project aims to help the biggest employers and employers that suffer from particular severe labour shortages to obtain financing for vocational and language training and reach a wide range of foreign candidates with the promotion of their job offers.</p> <p>Therefore, the employers gain among others, solving recruitment problems through access to qualified candidates, financing the costs of vocational and language training from various funds, higher retention and team efficiency thanks to investment in employee development.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>Currently, draft acts concerning labour market institutions and access of foreigners to Polish labour are proceeded in the parliament. Their aim is to continue and further develop instruments aimed at integrating foreigners mentioned in the previous answers.</p>
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			<p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>N/A</p>
	<p>EMN NCP Portugal</p>	<p>Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The Institute for Employment and Professional Training (IEFP) is the national public employment service. Its mission is to promote the creation and quality of employment and combat unemployment, through the implementation of active employment policies, in particular professional training. (See https://www.iefp.pt/web/guest/home) In addition to the relationship with employers and job seekers, it promotes various responses that allow it to reach a wide range of citizens, in the different parts of the country. The IEFP offers responses by its own, such as through Employment Centres, but it also has a network of Professional Insertion Offices (GIP) promoted by public and private non-profit entities accredited to provide support to unemployed young people and adults on their journey to insertion or reintegration into the job market. Some of these GIPs are specialized in certain subjects, as is the case of the GIPs Immigrant</p>

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			<p>Network, which is the result of a partnership between the IEFP and the Agency for Integration, Migration and Asylum (AIMA). AIMA, recognizing the vulnerabilities or disadvantages that migrants may have in accessing the labour market, but also in order to match supply with demand, also has competencies in terms of employability and qualifications, which also translates into direct support services for citizens, as well as the organization of various activities that enable the professional integration of third country nationals. Some of AIMA's competencies in this matter are the following:</p> <ul style="list-style-type: none">• Coordinate and boost the offer of employment for foreign citizens and returning Portuguese, in close coordination with the IEFP;• Support and train migrants in creating their businesses, promoting immigrant entrepreneurship, together with business incubators and accelerators and the Institute of Support for Small and Medium Enterprises (IAPMEI), among others;• Promote simplification and migrants' access to institutions authorized to recognize academic, higher and non-higher education and professional qualifications;• Support migrant students, working in particular with public and private universities to support their reception and integration, as well as identifying higher education offers;• Promote clarification and information sessions on qualification and skills recognition together with other relevant competent authorities. <p>The IEFP launched the Integrar Program in 2024, which aims to promote the reception and integration of immigrant citizens, through an operating methodology that promotes the reinforcement of conditions for access to employment for immigrants from third countries registered with the IEFP and partnership work. The methodology focuses on the needs of migrants and on reducing obstacles to accessing the labour market. According to the migrant's individual profile, his/her needs and expectations, a set of actions can be developed:</p> <ul style="list-style-type: none">• Diagnosis and definition of a personal employment plan and an individual training plan;• Development of information sessions on topics that promote social and professional integration;• Participation in professional training: a) Portuguese Host Language (PLA) courses; b) Training to acquire skills that facilitate integration into society and the labour market; c) Training to acquire technical and professional skills;• Access to employment opportunities;• Participation in employment support measures. <p>Briefly, AIMA provides the following answers:</p> <ul style="list-style-type: none">• Customer service;• Contact with the business sector/employers;• Activities to promote employability, such as meeting sessions for employers and job seekers, information sessions, presentation of training courses, information on responses for learning the Portuguese language;• Informative sessions, inviting entities with competence in specific subjects;• Business Creation Support Courses and thematic workshops;• Mediation between migrants and the various relevant organisations on matters of employment, entrepreneurship or qualifications. <p>At the end</p>
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			<p>of 2024, the Integrar para o Turismo Program was launched, being AIMA a partner entity, alongside with Turismo de Portugal and the Confederation of Tourism of Portugal. This Program aims to develop training/employment programs for the reception, qualification and professional integration of migrants and beneficiaries of international protection in Portugal. (see https://business.turismodeportugal.pt/pt/Gerir/Capacitacao_Empresarial/Paginas/programa-integrar-turismo.aspx) Activities in the area of employability can also be promoted by various organisations, such as immigrant associations, municipalities, among others.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>The IEFP also provides a set of hiring support initiatives that encourage the professional integration of workers, even if they are not exclusive to nationals of third countries: • Hiring support; • Support for the return of emigrants; • Entrepreneurship; • Employment-Insertion; • Internships; • Geographic mobility; • Professional rehabilitation of people with disabilities. AIMA, in turn, often mediates between employers and job seekers, to clarify issues of diverse nature, as well as promoting information sessions aimed at employers, particularly about residence permits that enable a third-country national to work in Portugal. There have also been contacts from companies that want their employees to learn or improve their Portuguese language skills. Along with other entities (public schools and the Qualifica Centres Network), the IEFP promotes Portuguese Host Language (PLA) courses, which aim to respond to migrant's needs concerning Portuguese language learning. PLA courses are certified and aimed at citizens, aged 16 or over, whose native language is not Portuguese and/or who does not have basic, intermediate or advanced skills in Portuguese language according to the Common European Framework of Reference for Languages (CEFR). The courses that certify level A (A1 + A2) and level B (B1 + B2) have a maximum of 150 hours. At the request of companies, these courses can take place on company facilities, as long as they meet the necessary conditions for the training to take place and a minimum number of trainees, at no cost to the trainees or employers. Employers can also send their employees to the IEFP so that they can be integrated into PLA courses.</p>
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			<p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>Answered in the previous question.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>Considering the importance of Portuguese language learning in the integration process of migrant citizens and the need to guarantee a solid and wide-ranging national response in this area, AIMA has developed, in 2024, the first Strategic Plan for Learning Portuguese as a Foreign Language in coordination with several public organisations, including the IEFP. This Strategic Plan for the 2024-2027 timeframe, aims to ensure that learning the Portuguese language can be reached by all migrants, children, young people and adults, and that this learning is effective and transformative, becoming a decisive instrument for promoting integration. One of the Plan's measures (to be implemented in 2025) includes the development of incentive systems for employers who promote Portuguese language courses in the workplace or promote the enrolment and integration of their employees in external training programmes.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>There is no law that imposes an obligation to provide accommodation. However, the legal regime for the entry, stay, exit and removal of foreigners from national territory - Law 23/2007, of July 4 (article 56.º-D - states the following: "3 - Whenever the employer or user of the work or activity provides accommodation to the seasonal worker, whether paid or free of charge, they must ensure that it complies with current health and safety standards, and this must be subject of a written contract or clauses in the employment contract,</p>
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			<p>indicating the accommodation conditions. 4 - If the accommodation is provided by the employer or user of the work or activity, upon payment, an income proportional to the remuneration and conditions of the accommodation may be required, which cannot be automatically deducted from the remuneration received by the seasonal worker, nor be greater than 20% of it.”</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>Yes. A Portuguese tax identification number (NIF) is required.</p>
	<p>EMN NCP Slovakia</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The Ministry of Labour, Social Affairs and Family is the authority responsible for migrant integration governance in Slovakia. However, the actual implementation of integration measures is the result of a cross-sectional cooperation between several public institutions. The Management Committee for the Migration, Integration, and Inclusion of Foreigners is responsible for coordinating migration and integration policy implementation, and as of October 2022, for enacting other tasks of strategic importance and those resulting from crises. International organisations, employers representatives and local governments bodies are ad-hoc members of the Committee. The second cross-sectional body is the Interdepartmental Expert Commission for Labour Migration and Integration of Foreigners (MEKOMIC). It is the Ministry of Labour, Social Affairs, and Family of the Slovak Republic coordinating body for the migration and integration policy field and an advisory body to the Minister of Labour. The members are experts from central state administration bodies. If necessary, non-governmental organizations are also invited to the meetings. Specific integration policy measures are also implemented in cooperation with the non-governmental sector. In addition, local authorities provide social care, education and other types of support to all vulnerable</p>

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			<p>groups, including migrants. The 2014 Integration Strategy obliges them to develop local integration strategies. The document highlights the future crucial role of both local authorities and self-governing regions, and identifies better cooperation between all levels of governance as a key goal in the areas of data collection and support provision.</p> <p>Since the start of the war against Ukraine, local authorities have become more actively involved in integration and service provision to beneficiaries of temporary protection and migrants.</p> <p>Source: https://migrant-integration.ec.europa.eu/country-governance/governance-migrant-integration-slovakia_en#public-authorities</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>Yes.</p> <p>Within the framework of the Act No. 5/2004 Coll. on Employment Services, in order to facilitate access and integration through the labour market, the category of third-country nationals who have free access to the labour market is regulated, i.e. the employer may employ them without confirmation of the possibility of filling a vacant position, which corresponds to highly qualified employment, without confirmation on the possibility of filling a vacancy or a work permit.</p> <p>Active labour market measures include projects and programmes to support the integration of third country nationals that has been granted asylum or beneficiaries of temporary protection, with the aim of their social inclusion and integration through tools and services implemented by the Central Office of Labour, Social Affairs and Family or the Office of Labour, Social Affairs and Family.</p> <p>In order to facilitate the integration of Ukrainian nationals (beneficiaries of temporary protection) by improving their employability and providing counselling services in the field of labour market orientation and support in contact with potential employers, the national projects "Helping Beneficiaries of Temporary Protection" and "Helping Beneficiaries of Temporary Protection – Counselling" were implemented.</p>
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			<p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>The involvement of stakeholders, including employers, in supporting the integration of third country nationals, is supported through national projects, e.g. the national project "Helping Beneficiaries of Temporary Protection", through the measure Induction with the Employer, by providing financial contributions to the employer for mentored induction and to the beneficiary of temporary protection who, under the guidance of a mentor, has acquired the theoretical and practical skills necessary to perform the job.</p> <p>Through the ongoing national project "Integration of Third-Country Nationals, including Migrants", financial contributions are provided to self-governing regions, entities and non-governmental non-profit organizations that provide activities of long-term integration of third-country nationals, including migrants legally residing in the Slovak Republic. The financial contribution is intended for users for the activities of their employees who carry out activities supporting the long-term integration of the target group.</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>See response to question 2.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p>
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			<p>Yes. The legal obligation to provide adequate accommodation that meets the minimum requirements under a special regulation applies to a legal or natural person (informing organization) to whom third-country nationals are posted by an employer based in a Member State of the European Union as part of the provision of services provided by that employer. A document confirming the provision of accommodation that meets the minimum requirements under a special regulation is an attachment to the form (information card) that the informing organization sends to the Office of Labour, Social Affairs and Family no later than 7 working days from the beginning of the posting.</p> <p>A document confirming the provision of accommodation that meets the minimum requirements under a special regulation, at least for the expected duration of employment, is also attached to the application for a work permit for the purpose of seasonal employment in the case of a third-country national who is not subject to the visa requirement.</p> <p>If accommodation is provided by or through the employer: the employer may require the seasonal worker to pay rent, which must not be disproportionately high in relation to his net remuneration and the quality of the accommodation. Rent must not be automatically deducted from the wages of a seasonal worker; the employer provides the seasonal worker with a rental agreement or an equivalent document stating the conditions of accommodation; the employer will ensure that the accommodation meets the general health and safety standards that apply in the Slovak Republic.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>In the Slovak Republic in order for a TCN to register a company this company needs to have an authorized representative/managing director who is a Slovak citizen or a foreigner with legal status in the Slovak Republic. The owner can be a foreigner not necessarily having a legal status in Slovak Republic.</p>
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	<p>EMN NCP Slovenia</p>	<p align="center">Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>The authority responsible for integration of TCNs in the Republic of Slovenia is the Government Office for the Support and Integration of Migrants. Based on the Regulation on the provision of assistance for the integration of foreigners who are not citizens of the European Union, the authority is responsible for providing integration programs, which consist of language and civic courses (different levels). For eligible foreigners the courses are free of charge. The maximum duration of the course is 180 hours. Those who do not meet the minimum standards even after completing the course, can benefit from an additional 60 hours course.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>No. Slovenia so far does not encourage the employers to participate in the integration of their employees.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>N/A</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee’s language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p>
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			<p>Given that the number of foreign employees is increasing, the Republic of Slovenia is considering including employers in the integration process.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>According to The Employment, Self-Employment and Work of Foreigners Act, the employers are not obliged to ensure the accommodation for the employees. However, if they choose so, they must ensure compliance with the minimum housing and hygiene standards. The standards include the size of the room in relation to the number of people residing, utilities (such as electricity, water, toilet facilities), the quality of the equipment etc.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>As the legislation stands in the Republic of Slovenia, it is possible to register and to run the legal person (company) from abroad without obtaining a residence permit. This practice raises several concerns, especially in relation to inspections and law enforcement. What is more, legal persons established by TCNs usually employ their compatriots. Such practices are associated with social dumping as in most cases workers are paid the minimum wage. A TCN may become self-employed in the Republic of Slovenia after a period of legal residence of one year.</p>
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	EMN NCP Spain	Yes	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p> <p>According to Law 4/2000 of rights and freedoms of the foreigners in Spain and their social integration, in its article 2(3), “(all) public authorities shall promote the full integration of foreigners into Spanish society, within a framework of coexistence of diverse identities and cultures, with no other limit than respect for the Constitution and the law”. Moreover, “The General State Administration will cooperate with the Autonomous Communities, the Cities of Ceuta and Melilla and the City Councils to achieve the aims described in this article, within the framework of a multi-year strategic plan that will include among its objectives the integration of unaccompanied foreign minors. In any case, the General Administration of the State, the Autonomous Communities and the Town Councils will collaborate and coordinate their actions in this field taking as a reference their respective integration plans”.</p> <p>At the national level, the Spanish government recently approved the Strategic Framework on Citizenship and Inclusion, against Racism and Xenophobia (2023-2027). The Strategic Framework is a guide for comprehensive, voluntary and flexible action to inspire the public policies of national, regional and local authorities, as well as the actions of civil society and all actors who can contribute to the integration of people of foreign origin, with a focus on an intercultural model.</p> <p>At the regional and local level is where most competences on integration and inclusion are, therefore integration policies may vary greatly across the Spanish territory. In 2023, six Autonomous Communities in Spain has in force an action plan for integration and inclusion, while the rest of the Autonomous Communities and the two Autonomous Cities did not.</p> <p>Coordination between administrations occur mainly within the Migration Sectorial Conference (the Sectorial Conferences are multilateral cooperation bodies related to a specific sector of public activity. They are made up of the head of the competent Ministerial Department and all the departments of the Autonomous Communities responsible for the subject) and within the Forum for the Social Integration of immigrants (consultation, information and advisory body of the Government of Spain on the integration of immigrants)</p>


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			<p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>In general terms, NO. Promoting integration is competence of the public authorities. However, in the case of hiring at the country of origin, employers must guarantee the following conditions; among others (see Order ISM/1417/2023, of 29 december, regulating the collective management of hiring at the country of origin in 2024): the activity continued during the term of the requested authorization; the fulfillment of the contract and the conditions of work; the provision to the worker of adequate accommodation that meets the conditions set forth in the regulations in force, as well as in the health recommendations, and in any case, the habitability and adequate hygiene of the accommodation must be guaranteed.</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>N/A</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee's language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>Language courses for companies are considered a training action within the social security quotas. It is considered that this type of courses are key for the professional evolution of companies and the development of their workers. This is specified by Royal Decree 694/2017 developing Law 30/2015, of</p>
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			<p>September 9, which regulates the Vocational Training System for Employment in the labour field. Specifically, Article 11.1 reads as follows: “Companies will have an annual “training credit” that may be made effective by means of bonuses in the business contributions to the Social Security, whose amount will result from applying to the amount paid by the company during the previous year as vocational training fee, the percentage of bonus to be established in the General State Budget Law depending on the size of the companies, guaranteeing a minimum training credit for the amount determined in the aforementioned law.”</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>In general terms, NO, but YES in the case of recruitment in the country of origin. Royal Decree 1155/2024, establishes the conditions for the collective management of hiring at origin (Title VI). Additionally, each year an order is published for the management of recruitment in the country of origin, the last one being Order ISM/1417/2023, of December 29, which regulates the collective management of recruitment in the country of origin for 2024.</p> <p>This order establishes that “the following must be guaranteed as employer obligations: a) The provision of adequate accommodation for the worker that meets the conditions set forth in the regulations in force, as well as in the health recommendations, being guaranteed, in any case, the habitability and adequate hygiene of the accommodation. Compliance with this guarantee by the employer may be subject to certification and/or verification (...) In circular migration this accommodation must be provided during the term of the employment contract. In the case of the agricultural sector, the minimum conditions of the accommodation are set out in Annex IX. The provision of suitable accommodation for the worker shall be extended beyond the term of the contract in the event of force majeure. In these cases, the obligation will be extended until the end of the aforementioned causes.”</p>
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			<p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>It is worth noting that TCNs can register a company in Spain either as self-employed persons or through a limited liability/ public limited company or other options.</p> <p>Only TCNs who hold a residence and work permit to carry out a lucrative self-employed activity can register as self-employed and, consequently, register a company. A number of requirements must be fulfilled to obtain this permit, and a business plan may be required depending on the characteristics of the intended company.</p> <p>Non-resident TCNs without any legal status in Spain can also create a company. The only requirement is to hold a Spanish identity number to be able to interact with the Spanish administration which is not an authorization to legally reside in Spain though. When formally establishing the company, a representative residing in Spain will be needed.</p> <p>As for innovative entrepreneurial activities or those of special interest for Spain, registering a company would go under special regulations and it would be necessary to have a business plan and a legal status in Spain.</p> <p>Finally, holders of an authorization to follow an EQF Level 6 (or higher) programme in Spain who, after successfully completing their studies, wish to start a business project would need a legal status and, depending on the characteristics of the intended company, a business plan might be required as well.</p>
	<p>EMN NCP Sweden</p>	<p>Yes</p>	<p>1. 1. Which public authorities (such as governmental agencies, local communities, public institutes etc.) are involved in the process of the integration of a TCN in your MS? Please explain in what way.</p>

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			<p>There are no specific integration measures for labour migrants. Civic training for newly arrived immigrants is the responsibility of the municipalities (see inform on civic training). The Swedish Public Employment Service is responsible for the so called “Establishment program” (“etableringsprogrammet”). The programme provides support through activities and training for some recently arrived immigrants. The goal is to be able to learn Swedish, find a job and financially support yourself as quickly as possible.</p> <p>2. 2. Does your MS encourage the employers to participate in the integration of their employees? YES/NO</p> <p>NO</p> <p>3. 3. If the answer to Q2 is YES, please explain how they participate (e.g. the employers pay for the language or civic courses).</p> <p>NO</p> <p>4. 4. If you answer YES to Q2, does your Member State provide or is planning to introduce incentives for the employers who finance employee’s language or civic courses (e.g. tax deduction)? YES/NO. If you answer YES can you please describe the incentives.</p> <p>There are no initiatives to introduce incentives for the employers to work with integration. However, the Swedish Government has instructed eleven government agencies and actors to identify and address problems related to attracting and retaining high-skilled labour migrants. This includes efforts to make sure that workers and their family members quickly can enter Swedish society and that they choose to settle there. The Government has also a new integration goal in which it among others requires that those living</p>
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			<p>long term in Sweden make an effort to become part of the Swedish society, become self-sufficient, that they obtain Swedish language skills and understand how Sweden functions and respect the norms, rules and values.</p> <p>5. 5. Does the legislation of your MS require the employers to provide accommodation to TCNs entering the labour market ? YES/NO. If yes, please specify if there are any rules regarding the quality of the accommodation and who bears the costs of rent.</p> <p>No, the national legislation governing labour migration does not require the employer to provide housing for a new employee. Nor is there any requirement in Swedish legislation that a TCN who has been employed here and applies for a permit must have accommodation/accommodation arranged before entry.</p> <p>6. 6. Do TCNs need a legal status in your MS to register a company? YES/NO. If yes, are they required to present a business plan prior to registering a company? Please explain.</p> <p>If you are going to be in Sweden for longer than three months running your own business you must have a residence permit. The residence permit must already have been granted before you travel to Sweden. You can apply online from your home country or any other country outside Sweden where you live.</p> <p>To apply for a residence permit to run your own business, you must</p> <p>have a valid passport (if your passport is about to expire, you should extend it because you cannot get a permit for longer than your passport if valid)show that you have considerable experience in the industry and previous experience of running your own businessshow you have relevant knowledge in Swedish or English. If you have contact with, for example, many suppliers or customers in Sweden, you must have very good knowledge in Swedish.prove that you are the person who is running the company and has executive</p>
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			<p>responsibility for the business show that you have enough money of your own to provide for yourself and any family members, the equivalent of SEK 200,000 for you, SEK 100,000 for your accompanying wife/husband and SEK 50,000 for each accompanying child for a permit period of two years present plausible supporting documentation for your budget show that you have created customer contacts or a network in most cases pay a fee (application fees for residence permits). The Swedish Migration Agency will do a financial assessment of your business plans.</p>
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