

2018

STUDY LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS



The European Migration Network (EMN) is an initiative of the European Commission. The EMN has been established via Council Decision 2008/38/EC and is cofinancially supported by the European Union.

Its objective is to meet the information needs of EU institutions and of Member States' authorities and institutions by providing up-to-date, objective, reliable and comparable information on migration and asylum, with a view to supporting policymaking in the European Union in these areas. The EMN also serves to provide the general public with such information.

To that end, the EMN has a network of National Contact Points (NCPs).

The Spanish NCP is composed by experts from the Ministry of Labour, Migration and Social Security, Ministry of the Interior, Ministry of Foreign Affairs, European Union and Cooperation, Ministry of Justice and the General Prosecutor's Office. It is coordinated by the Deputy General Directorate for Legal Affairs of the Directorate General for Migrations, General Secretariat for Immigration and Emigration, Secretariat of State for Migrations

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CASE STUDY OF THE MSR-2018

Labour market integration of third-country nationals

TOP-LINE “FACTSHEET”

One of the most characteristic elements of the Spanish migration model has been the intensity with which, from the year 2000, Spain has become a destination country (and not just a country of origin). Since the start of this century, the number of migrants residing in Spain has increased fivefold.

In Spain, the number of foreign persons has risen from 4,677,059 in January 2014 (10.06% of the total) to 4,663,726 in July 2018 (9.98%). Among third-country nationals, 2,372,383 were born outside of Spain in 2014 (93.30% of the total) and 2,726,033 in July 2018 (92.15%).

However, despite the intensity and speed of the migration phenomenon, there has not been great social tension and an acceptable level of social cohesion has been maintained.

Specifically, the direct relationship usually predicated between the increase of unemployment rates (as occurred during the years of the economic crises, which more intensely affected economic sectors of intensive labour with a medium and low qualification profile) and increase of negative attitudes toward the migration phenomenon has not occurred in Spain. As a result (unlike other nearby countries) negative discourse toward migration and toward the collective of foreign persons residing in Spain has not been generalised, establishing it as “an island of tolerance” (El País, 2nd of July 2015).

Additionally, in general, the foreign population is integrated into Spanish society. This is observed, for example, in the high percentage of long duration residence (84.1% of the total residence authorisations) and the high access to Spanish nationality due to residence. 1,350,759 nationalities were granted for this reason between 2001 and 2017. During 2017, the largest number of authorisations corresponded to Morocco (22% of the total), followed by Ecuador, Colombia and Bolivia. Nationals from Ecuador, Morocco and Colombia make up 52% of the total nationalities granted due to residence since 2008. Along with this, various studies such as “Strategic priorities for Spanish foreign action with regard to migration”¹ and “Growing up in Spain. The integration of the children of immigrants”², support this statement.

Despite this, analysis of the integration of foreign persons in Spain presents significant challenges, especially with regard to the labour market, established as the main space or area of integration.

¹ **Carmen González Enríquez.** Head researcher of Demographics and International Migration, Real Instituto Elcano. July 2014. Available at: <http://www.realinstitutoelcano.org/wps/wcm/connect/69b2dc0044c08d9fb24bf2710ba601cd/EEE20-2014-GonzalezEnriquez-prioridades-estrategicas-accion-exterior-espanola-migraciones.pdf?MOD=AJPERES&CACHEID=69b2dc0044c08d9fb24bf2710ba601cd>

²Available at: http://obrasocial.lacaixa.es/deployedfiles/obrasocial/Estaticos/pdf/Estudios_sociales/vol38_es.pdf

Thus, third-country nationals face higher rates of unemployment and temporality than Spanish workers and those from other States of the Union. There are 9.9% more unemployed people from third countries than the average of Spanish workers. In turn, people born outside of the European Union have temporary contracts more often than people born in Spain.

If employment is analysed, workers from third countries are more represented in the agriculture and construction sector. They are near the average of the general population in the services sector and are underrepresented in the industrial sector. The greater concentration in medium or low qualification sectors faces a constantly developing labour market which requires new skills and more training, with the improvement of employability of this collective playing a key role in active employment policies.

Nevertheless, overqualification also affects the foreign population to a greater extent.

Finally, learning of the language plays a key role in integration (in general, and also specifically in the scope of integration in the labour market).

In order to address these challenges and achieve greater and better integration of foreign persons in society as well as in the labour market, integration has traditionally been one of the key points of the Spanish migration policy based around the principle of equality which governs, for example, the recognition of rights and access to public services, also in active employment policies.

At present, the integration policy (as part of the migration policy) is attributed to the Ministry of Labour, Migration and Social Security, which in its latest restructuring, has consolidated migration, as well as the role of integration. The State Secretary for Migration has a General Secretariat for Immigration and Emigration as well as two Directorates General, one of which, the Directorate General for Integration and Humanitarian Assistance, is directly allocated competence for integration.

Along with the competences for integration at the state level, the social and economic integration of the immigrant population involves a set of exercised assistance and social competences in the context of the autonomous State, at other levels: autonomous communities and local entities. The action of all of these must be considered appropriately to guarantee proper integration. The announcement of restoring the State Fund for Integration will allow funds to be raised to carry out integration actions by the autonomous communities.

In the scope, for example, of integration in the labour market, active employment policies largely depend on the autonomous communities which define them through their employment plans. It must be noted that foreign persons may participate in the active employment policies in two ways: as workers, in equal conditions with Spanish workers; but also, in certain cases, as an especially vulnerable person in the case of that vulnerability existing and having been established in a programme specifically aimed at the migrant collective. In recent years, these specific programmes have been decreasing.

The announced Strategic Plan for integration will be a good instrument for improving integration in the labour market, and establishing, in a coordinated way, an integration strategy adapted to the new economic and social context of Spain.

1 Part I: General and labour market integration policies

1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

2014		2015		2016		2017	
Total (nacionales de fuera de la UE)	164.517	Total (nacionales de fuera de la UE)	183.827	Total (nacionales de fuera de la UE)	235.860	Total (nacionales de fuera de la UE)	314.535
Marruecos	19.994	Marruecos	23.831	Marruecos	29.712	Marruecos	39.841
China	9.410	Venezuela	10.529	Colombia	22.594	Colombia	34.106
Colombia	8.451	China	10.134	Venezuela	18.507	Venezuela	31.598
Rusia	8.208	Colombia	9.368	Honduras	10.895	Honduras	18.282
Rep. Dominicana	7.675	Ucrania	8.849	China	10.215	Perú	13.875
Venezuela	7.199	Honduras	7.632	Brasil	9.715	Brasil	12.503
Honduras	5.681	Brasil	7.086	Rep. Dominicana	8.058	China	11.424
Ucrania	5.680	Rusia	7.042	Perú	7.954	Rep. Dominicana	9.284
Brasil	5.644	Rep. Dominicana	6.705	Paraguay	7.169	Ecuador	8.844
Pakistán	5.311	Estados Unidos	5.626	Ucrania	6.876	Argentina	8.783
Resto de países	81.264	Resto de países	87.025	Resto de países	104.165	Resto de países	125.995

Fuente: Estadística de Migraciones. INE

Extranjeros con tarjeta de residencia en vigor según edad. Datos a 31 de diciembre de 2013 y 2018,

Datos a 31 de diciembre de 2013			
Total (nacionales de fuera de la UE)	De 0 a 15 años	De 16 a 64 años	65 años y más
2.652.141	472.486	2.111.975	67.680
	17,8%	79,6%	2,6%

Datos a 31 de diciembre de 2018			
Total (nacionales de fuera de la UE)	De 0 a 15 años	De 16 a 64 años	65 años y más
2.654.292	427.810	2.117.410	109.072
	16,1%	79,8%	4,1%

Fuente: Estadística de extranjeros con certificado de registro o tarjeta de residencia en vigor. OPI Ministerio de Trabajo, Migraciones y Seguridad Social

Causes of migration: growing importance of family reasons

According to data³ published by Eurostat on the flow of residence permits granted for the first time, it can be seen that the composition has not varied significantly in the last 4 years. The **family reason** represents over half of the total of all first residence authorisations granted. From 2014 to 2017, the flow of first residence authorisations granted to third-country nationals for this reason has varied between 53% and 55%.

The second reason for third-country nationals acquiring a first residence authorisation is for **work or paid activities**. From 2014 to 2017, there has been a reduction of 5 percentage points, from 23% to 18%, reached in 2016 and maintained in 2017. This reduction is related with the evolution of the Spanish migration model (with greater importance of family reasons) as well as the needs of the labour market.

The reason of **studies** is in third place, with percentages which have barely varied. It must be highlighted that 21% of these authorisations have a duration of over 12 months.

³ Throughout this report, nationals from Iceland, Liechtenstein, Norway and the Swiss Confederation have not been included

Finally, there is the “Other” category, which among various reasons includes: foreign persons with authorisations for residence only, unaccompanied minors, humanitarian reasons, refugee status and subsidiary protection, etc.

— Autorizaciones de residencia concedidas por primera vez según motivo de concesión. Serie 2014-2017

	2014	2015	2016	2017
Total	187.037	191.328	209.854	229.278
Motivos familiares	54%	53%	55%	55%
Estudios	16%	17%	17%	17%
Actividades remuneradas	23%	21%	18%	18%
Otros	8%	8%	10%	10%

Fuente: Eurostat

The flow of authorisations granted

The authorisations of foreign legal status in Spain may be temporary or long duration. Among the temporary, different migration categories are distinguished: non-lucrative, family reunification, work (employed by others, self-employed or other) and exceptional circumstances (settlement and humanitarian reasons).

With regard to the flow statistics, of the 566,013 residence authorisations approved in Spain in 2016 (last year with data published at the time of creating the study), 321,729 correspond to the general regime, amounting to 56.84% of the total. Among these, a total of 195,648 temporary and 126,081 long duration (39.18%) residence authorisations were granted.

In 2016 there were 12% fewer temporary residence authorisations granted than in 2014. Among these, there were reductions in non-lucrative authorisations (10%), work authorisations (12%) and authorisations for exceptional circumstances (17%).

There was a reduction in temporary work authorisations for workers working for others (28%) and an increase in those for self-employed workers (5%) between 2014 and 2016. Other types of authorisation increased by 63%.

Temporary work authorisations

	Total	Working for others	Self-employed	Other authorisations
2014	116,092	105,362	4,309	6,421
2016	90,939	75,925	4,531	10,483
Variation	-22%	-28%	5%	63%

Source: OPI

There was a 12% increase in authorisations for humanitarian reasons between 2014 and 2016, due to humanitarian and other reasons, while those granted for settlement reasons fell by 19%.

Authorisations for exceptional circumstances

	Total	Settlement	Humanitarian and other reasons
2014	42.111	38,839	3,272
2016	35.028	31,370	3,658
Variation	-17%	-19%	12%

Source: OPI

In the stock statistics for the studied period, it is observed that the contingent of third-country nationals has fallen by 6.19%. However, individuals with long-term authorisations have increased by 5.43%.

Among the people who have a temporary residence authorisation, the increase of those with an initial authorisation (29.22% more) and those with authorisations for humanitarian reasons (42.65% more) must be highlighted.

Number of general regime authorisations

	Total General Regime	Temporary residence					Long duration residence	
		Initial	Change of administrative situation	Exceptional circumstances		First renewal		Second renewal
				Settlement	Humanitarian and other reasons			
Dec-17	2,113,120	97,325	68,463	29,514	6,211	108,458	24,810	1,778,339
Dec-13	2,252,450	75,320	130,420	44,022	4,354	140,431	171,116	1,686,787
Variation	-139,330	22,005	-61,957	-14,508	1,857	-31,973	-146,306	91,552
Variation %	-6.19%	29.22%	-47.51%	-32.96%	42.65%	-22.77%	-85.50%	5.43%

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

Occupation by sectors

According to data from the Labour Force Survey published by the National Statistics Institute, 75% of third-country nationals work in the service sector. Additionally, the sectors of agriculture, construction and industry are about 10% each.

— **Nacionales de terceros países ocupados según sector económico. 2014-2017**

	2014	2015	2016	2017
Agricultura	8%	8%	9%	10%
Industria	8%	8%	8%	9%
Construcción	6%	6%	8%	7%
Servicios	79%	77%	75%	75%

Fuente: Encuesta de Población Activa. INE (Medio de los cuatro trimestres)

The service sector is the most feminised, with a percentage of 58%, while in the other sectors, women are a minority.

— **Nacionales de terceros países ocupados según sector económico y sexo. 2017**

	Hombres	Mujeres
Total	53%	47%
Agricultura	84%	16%
Industria	80%	20%
Construcción	99%	1%
Servicios	42%	58%

Fuente: Encuesta de Población Activa. INE (Medio de los cuatro trimestres)

Employment rate

Furthermore, the employment rate of foreign persons (55%) in 2017⁴ was 7 percentage points above the employment rate corresponding to Spanish people (48%). Considering the nationality of foreign persons, the employment rate of third-country nationals is 55%, this being 1 percentage point less than that corresponding to EU nationals.

The increase of the employment rate of foreign persons who are third-country nationals has increased by 8 percentage points since 2014, from 47% to 55% in 2017. During the studied period, the employment rate of foreign persons has always been above the employment rate of nationals.

— **Tasa de empleo según nacionalidad. 2014-2017**

	2014	2015	2016	2017
Total	45%	46%	48%	49%
Españoles	45%	46%	47%	48%
Extranjeros	48%	51%	53%	55%
Extranjeros de la UE	50%	52%	54%	56%
Extranjeros fuera de la UE	47%	51%	53%	55%

Fuente: Encuesta de Población Activa. INE (Medio de los cuatro trimestres)

Finally, the distribution by sex indicates that the employment rate of men reached 63% in 2017, 15 points above the employment rate of women. In the last four years, the employment rate of men has increased 12 percentage points, significantly differentiating itself from the increase of employment rate registered for women, of just 4 percentage points.

⁴ Percentage employment of population 16 years and old (average of the four quarters)

— **Tasa de empleo de nacionales de terceros países según sexo. 2014-2017**

	2014	2015	2016	2017
Ambos sexos	47%	51%	53%	55%
Hombres	51%	55%	60%	63%
Mujeres	44%	46%	46%	48%

Fuente: Encuesta de Población Activa. INE (Media de los cuatro trimestres)

Unemployment rate

Unemployment during the studied years has fallen for nationals and for third-country nationals, although the unemployment rate is greater for the latter. Nevertheless, between 2014 and 2017, the difference between the unemployment rates of both groups has fallen by 30%, which at the end of 2017 was 9.9%.

By sex, through the time series a change is observed. While the unemployment rate among third-country nationals was 3.3 percentage points lower than that of men in 2014, at the end of 2017 it was 3.1 points greater.

People in unemployment by nationality

	Third-country nationals			Nationals	Total
	Men	Women	Total		
2014	39.0	35.7	37.4	23.2	24.6
2015	34.2	32.8	33.6	21.0	22.2
2016	27.8	30.7	29.1	18.8	19.7
2017	24.8	27.9	26.3	16.4	17.3

Source: INE

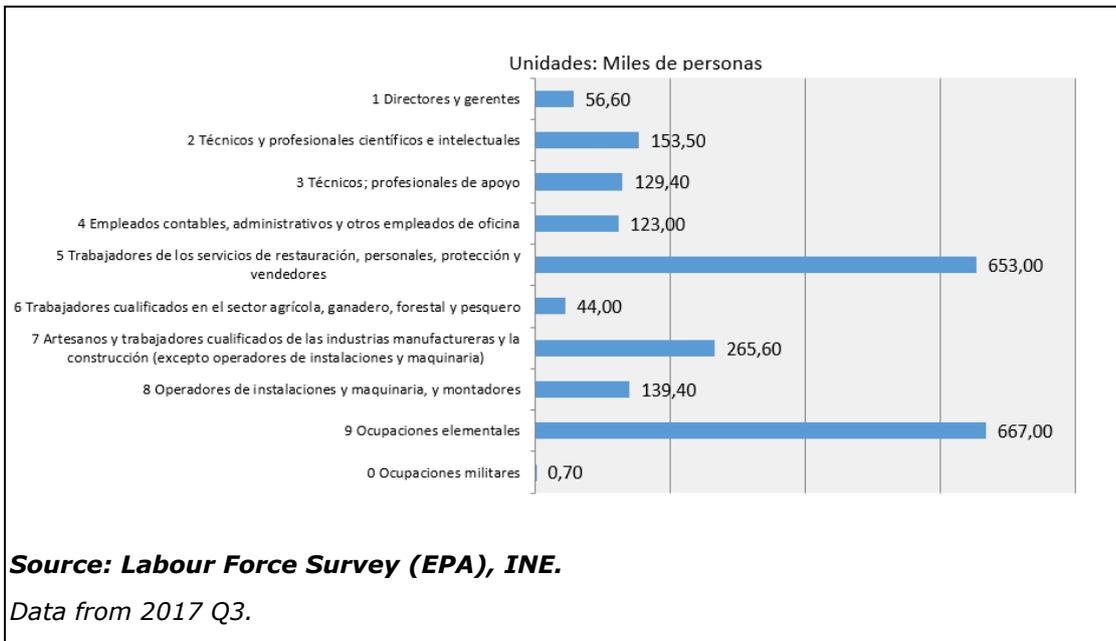
Another characteristic of the Spanish labour market, the temporality rate, also affects people born outside of the European Union to a greater extent. The trend has grown during the period of study, from 34.2% in 2014 to 38.5% in 2017. This trend is parallel to the labour market as a whole, although through the series, a disparity of around 15% is observed.

Temporality rate by place of birth

	2014	2015	2016	2017
Non-EU	34.2	35	37	38.5
EU (not Spain)	33.4	31.2	31.7	33.8
Total	19.6	20.7	21.5	22.1

Source: EUROSTAT

Occupation by professions



c) What are the main integration challenges your Member State focuses on? Describe briefly.

The main challenge is improving the employability of third-country nationals. They were mainly employed in sectors of medium and low qualification before the crisis. It is necessary for them to acquire and develop new skills and capacities currently required by the labour market. The active employment policies are coordinated as a key tool for addressing this challenge.

Additionally, combatting irregularity and the actions carried out to avoid it allow a foreign person integrated in society to renew their residence and work authorisation despite not complying with all renewal requirements (mainly, not complying with the minimum contribution period due to having lost their job).

Language barriers must also be mentioned as a challenge. The number of migrants from Latin America, with which Spain shares a language, has traditionally been very significant. Nevertheless, today foreign persons are a more heterogenous collective which includes a large number of people from other countries of North Africa (especially Morocco), and to a lesser extent, China, which does present language barriers.

Q2. Is the term “integration” defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

Integration has been one of the vectors of the Spanish migration policy. In fact, one of the main regulations configuring the migration regulatory framework is precisely qualified as the Law on rights and freedoms of foreign persons in Spain and their social integration (Organic Law 4/2000).

Additionally, the recently approved ministerial structure has strengthened the migration policy. Thus, the word “migration” has been expressly returned to the name of the Ministry of Labour, Migration and Social Security. Within this ministry, the State Secretary for Migration is in charge of coordinating the Spanish migration policy, also having a General Secretariat for Immigration and Emigration and, within this, two Directorates General. One of them, the Directorate General for Integration and Humanitarian Assistance, is directly charged with the coordination and implementation of the integration policy.

Despite this, the term “*integration*” is not specifically defined in legislation on foreign persons or other current documents on integration policies⁵. The law instead refers to the framework and measures and procedures which intend to achieve the integration of immigrants, as set out in the following text. In any case, the documents on national integration policy assume the common principles of the EU, among them, the aforementioned two-way process between the receiving society and the immigrants themselves.

Article 2 ter. Integration of immigrants of Organic Law 4/2000:

“1. The public powers will promote the full integration of foreign persons in Spanish society, in a context of coexistence of diverse identities and cultures with no limitation other than respect for the Constitution and the Law.

2. Public administrations will incorporate the objective of the integration between immigrants and the receiving society in a transversal manner to all policies and public services, promoting the economic, social, cultural and political participation of immigrants in the terms set out in the Constitution, in the Autonomy Statutes and in other laws, in conditions of equality of treatment. Particularly, they will procure, through training actions, knowledge and respect for constitutional and statutory values of Spain, the values of the European Union, as well as human rights, public freedoms, democracy, tolerance and equality between women and men, and carry out specific measures for encouraging incorporation into the educational system, guaranteeing in all cases schooling at the obligatory age, learning of all official languages and access to employment as essential factors for integration.”

As can be seen, the law, in the coordination of this framework and measures through which it intends to guarantee the integration of immigrants, expressly refers in article 2.ter of Organic Law 4/2000 to employment as an essential factor for integration.

Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study?

No. The last specific strategic document on integration was approved for the 2011-2014 period (Strategic Plan for Citizenship and Integration).

However, the new government, aware of the importance of adequately coordinating an integration policy which adequately responds to the new challenges and reality of migration, is working on the creation of a Strategic Plan for Integration.

If NO, do you have a mainstream integration approach?

The policy for integration of immigrants is based on the principle of “*mainstreaming*”, set out in section 2 of article 2 above: “*Public administrations will incorporate the objective of the integration between immigrants and the receiving society in a transversal manner to all policies and public services, promoting the economic, social, cultural and political participation of immigrants*”.

The objective is not to create public services parallel to those of the national population, but to normalise their use by immigrants, adapting some of their characteristics to the specifications derived from the circumstances of this collective (e.g. mediators, translators, training of professionals in intercultural aspects, etc.).

⁵ Although no valid document expressly defines the notion of definition, the Strategic Plan for Citizenship and Integration 2011-2014 includes a sort of definition of integration: “*Social integration, understood as a two-way process of mutual adaptation and accommodation, which affects all citizens, both Spanish and those of foreign origin, is a multidimensional and complex process which poses political and practical challenges which should be faced. This concept contrasts with the idea that “integration” is solely the responsibility of minorities.*”

Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals, etc.)?

Below, the main measures implemented for the integration of third-country nationals are set out.

- a) Comprehensive reception programmes. These have the objective of attending to basic needs and support for the insertion of immigrants in situations of social vulnerability or at risk of social exclusion: women, young people, minors, elderly people, illiterate or disabled people and victims of torture, human trafficking and smuggling or with special adaptation difficulties.
- b) Active employment policies. In accordance with Royal Legislative Decree 3/2015 of the 23rd of October, approving the rewritten text of the Employment Law, defines the active employment policies as the set of services and programmes for orientation, employment and professional training for employment in the labour market aimed at improving the possibilities of accessing employment, working for others or self-employment, maintenance of employment and professional promotion of employed persons and promotion of entrepreneurial spirit and the social economy. These are some of the main instruments for improving the employability of immigrants.
- c) Prevention of irregularity. These actions are instrumentalised through the report on integration efforts, issued by the Autonomous Communities. It involves trying to prevent people integrated in the receiving society not being able to renew their residence authorisations due to not being able to certify compliance with some requirements. Particularly important, in recent years, has been avoiding this irregularity arising due to lack of compliance with the minimum contribution periods due to losing jobs.
- d) Integration through institutional participation. The potential participation of foreign citizens in municipal elections in Spain contributes to encouraging their inclusion and social integration in Spanish society. Additionally, the coordination of participation channels in the configuration of public policies, takes on greater importance each day. In Spain, the Forum for Social Integration of Immigrants groups the main associations and is a channel for participation in the configuration of the migration policy. Work with the diaspora in the destination society is key.
- e) Programmes for awareness of the receiving society. In this field, knowledge of the language is highlighted.

In turn, on an annual basis, the Directorate General for Integration and Humanitarian Assistance calls for the granting of subsidies to non-profit social entities aimed at financing programmes which encourage social and labour integration of the collective of immigrants.

Among these subsidised programmes, the following are notable:

- Comprehensive reception programmes.
- Programmes cofinanced by the European Social Fund in the framework of the operating programme “Fighting against Discrimination”, in employment.
- Programmes cofinanced by the European Fund for the Integration of Third-Country Nationals, such as: introduction to comprehensive reception, programmes aimed at first assistance, orientation and consulting; extracurricular education, aimed at promoting inclusion, the promotion and prevention of health, encouraging participation, the promotion of equality of equality of treatment and non-discrimination in the receiving society and programmes aimed specifically at women, among others.

- Comprehensive intervention programmes in neighbourhoods with a significant presence of foreign population, cofinanced by the European Fund for the Integration of Third-Country Nationals.

The main measures consist of developing projects aimed at the comprehensive reception of third-country nationals at risk of social exclusion (accommodation and integration measures); introductory projects for awareness of the receiving society including teaching of Spanish; integration in the field of education (participation of fathers/mothers, making up for learning deficits, combatting absenteeism, awareness, etc.); support for immigrant women for greater participation in all areas of social, economic and cultural life, projects for prevention and promotion of health (sexual and reproductive, vaccination, combatting female genital mutilation, healthcare mediation, training of professionals in interculturality); assistance for victims of trafficking, prostituted immigrant women, assistance for victims of gender violence; projects for promotion of equality of treatment and non-discrimination; combatting racism and xenophobia; promotion of interculturality, especially in education and healthcare centres and other areas of social life.

1.2. POLICIES FOR INTEGRATION IN THE LABOUR MARKET

Q5. Does your member state have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study?

No. However, as previously indicated, work is being carried out on the creation of the new Integration Plan.

Additionally, calls for subsidies include a framework in which to address the integration of immigrants in the labour market.

If NO: does your MS have a mainstream approach with regard to labour market integration?

If so, please describe the mainstream approach focussing only on those measures for third-country nationals within the scope of this study.

The target group of labour integration policies aimed at immigrants is mainly made up of unemployed workers. It must be mentioned that due to the high rate of youth unemployment, this subgroup is also of special interest, but as with other immigrant workers, it forms part, in conditions of equality, of its national peers. The integration measures for third-country nationals on the labour market are aimed at all those who have a residence and work permit, regardless of its duration being temporary or long duration.

Among the objectives are labour reinsertion of those in a situation of unemployment and combatting discrimination in access and maintenance of employment, especially in the workplace, through awareness actions among employers, support for management of diversity in the company, etc.

The measures aimed at integration of third-country nationals in the labour market are based on the personalised integrated itineraries for socio-occupational insertion cofinanced by the European Social Fund. It is a specific model for immigrants, as it forms part of the **Active Employment Policies** carried out by national Public Employment Services and Autonomous Communities. The model has not changed in the years of this study.

The aforementioned active employment policies are divided into the following actions:

- **Orientation for employment:** This is a comprehensive service with the objective of information, diagnosis of the individual situation, consulting, motivation and assistance in labour transitions, either from education to the labour world or between various situations of employment and unemployment which may arise throughout working life, in order to help users to improve their employability, promote their professional career and facilitate their contracting or orientation toward self-employment.

YEAR	ORIENTATION FOR EMPLOYMENT			
	Number of services to foreign persons (Services initiated)	Number of foreign beneficiaries	Total beneficiaries	% of foreign beneficiaries compared with total
2014	481,385	266,976	2,768,469	9.64%
2015	662,785	351,138	3,276,766	10.72%
2016	680,058	365,663	3,436,352	10.64%
2017	767,169	403,311	3,838,189	10.51%

- **Orientation for self-employment and entrepreneurship.** The consulting service for self-employment and entrepreneurship has the object of supporting and promoting entrepreneurial initiatives and those which generate employment and self-employment, linking them with users best suited to them based on their profile and skills, with special attention to autonomous work, the social economy and the revitalisation of local economic development.

YEAR	ORIENTATION FOR SELF-EMPLOYMENT AND ENTREPRENEURSHIP			
	Number of services to foreign persons (Services initiated)	Number of foreign beneficiaries	Total Beneficiaries	% of foreign beneficiaries compared with total
2014	7,556	6,527	106,752	0.06
2015	8,572	7,026	112,592	0.06
2016	10,801	9,132	151,453	0.06
2017	9,743	7,255	90,799	0.08

- **Subsidised hiring.** This intends to facilitate hiring and access to labour by various collectives of workers through indefinite or temporary hiring. Promotion of indefinite hiring is carried out through economic grants and tax incentives, subsidies and/or reductions of contributions to Social Security, the hiring of certain collectives of workers and the transformation of internship contracts, for training and learning, relay and replacement in advance of the retirement age of indefinite employees. In turn, the measures for temporary hiring seek to encourage hiring and access to labour for disabled employees, victims of gender violence, terrorism, and groups in social exclusion, through subsidies in Social Security contributions.

YEAR	SUBSIDISED HIRING
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	Total subsidised contracts	Number of subsidised contracts to immigrants	% of contracts to immigrants compared with total
2014	215,678	7,406	3.43%
2015	242,688	8,307	3.42%
2016	263,420	9,840	3.74%
2017	301,754	12,869	4.26%

- **Direct creation of employment.** This allows the temporary hiring of unemployed workers for carrying out works and services of general interest, through collaboration of Public Employment Services with local corporations, public bodies and non-profit entities.

	2014	2015	2016	2017

Temporary hiring of unemployed workers	Total contracts	Number of contracts to immigrants	% of contracts to immigrants compared with total	Total contracts	Number of contracts to immigrants	% of contracts to immigrants compared with total	Total contracts	Number of contracts to immigrants	% of contracts to immigrants compared with total	Total contracts	Number of contracts to immigrants	% of contracts to immigrants compared with total
Collaboration with local corporations	26,380	1,093	4.14%	29,748	1,111	3.73%	25,490	1,133	4.44%	27,132	1,220	4.50%
Promotion of agricultural employment	156,802	2,236	1.43%	152,923	2,101	1.37%	157,681	2,199	1.39%	155,596	2,181	1.40%
Collaboration with public bodies and non-profit entities	2,868	269	9.38%	2,936	180	6.13%	1,883	37	1.96%	2,642	46	1.74%
TOTAL	186,050	3,598	1.93%	185,607	3,392	1.83%	185,054	3,369	1.82%	185,370	3,447	1.86%

Source: Information Analysis System of the Public State Employment Service, WH Data: Contracts Project. Extraction date 17/07/2018

- **Training planned by companies.** Professional Training for Employment has the aim of promoting training, professional qualification, requalification and ongoing update of professional skills, facilitating the transition to employment, adapting the training and that of training providers to the needs of the labour market. This training allows users to improve their professional skills through certified training and non-formal training, as well as recognition of skills acquired by work experience.

TRAINING PLANNED BY COMPANIES BY YEAR OF COMPLETION OF THE TRAINING ACTION

WORKERS	2014	2015	2016	2017
TOTAL WORKERS TRAINED	3,291,803	3,576,748	3,766,997	4,017,000
NON-NATIONAL WORKERS TRAINED (*)	174,438	188,395	191,824	212,497
% OF NATIONAL WORKERS COMPARED WITH TOTAL	5.30%	5.27%	5.09%	5.29%

- **Training for employed workers and state field.** The training for employed workers has the aim of offering them training which serves the productivity and competitiveness requirements of companies, the need for adaptation to changes of the production system and the possibilities of professional promotion and personal development of workers, so as to train them for the qualified performance of the different professions and allow them to improve their employability.

TRAINING IN STATE FIELD FOR EMPLOYED WORKERS BY YEAR OF COMPLETION OF TRAINING ACTION

WORKERS	2014	2015	2017
TOTAL WORKERS TRAINED	215,994	168,767	280
NON-NATIONAL WORKERS TRAINED (*)	9,090	8,019	23
% OF NON-NATIONAL WORKERS COMPARED WITH TOTAL	4.21%	4.75%	8.21%

- **Training for the unemployed.** This has the objective of offering them training adapted to their individual training needs and that of the production system, allowing them to acquire the skills required on the labour market and improve their employability. The profile of the worker created by public employment services will therefore be taken into account, with the necessary consulting when the specific conditions of the disabled worker require it, in accordance with the Common Portfolio of Services of the National Employment System.

TRAINING FOR UNEMPLOYED WORKERS BY YEAR OF COMPLETION FO THE TRAINING ACTION

WORKERS	2014	2015	2016	2017
TOTAL WORKERS TRAINED	189,425	197,726	167,780	194,871
FOREIGN WORKERS NOT BELONGING TO THE EU/EEA	8,970	12,411	13,513	20,968
% OF FOREIGN WORKERS COMPARED WITH TOTAL	4.74%	6.28%	8.05%	10.76%

- **Specific programmes of the state field.** Specific programme of the state field, with the objective of improving employability, qualification and labour insertion of young people under thirty years old, with special attention to those in a situation of unemployment and with low qualifications, through training projects which include professional training actions for employment aimed at obtaining professional certifications and for access to them, training actions with commitment to hiring and training actions linked with skills in information technology and communication and languages.

SPECIFIC PROGRAMMES FOR YOUNG PEOPLE OF THE STATE FIELD BY YEAR OF COMPLETION OF THE TRAINING ACTION

WORKERS	2014	2015	2016	2017
TOTAL WORKERS TRAINED	19,083	11,517	8,936	9,400
NON-NATIONAL WORKERS TRAINED (*)	1,658	824	724	732
% OF NON-NATIONAL WORKERS COMPARED WITH TOTAL	8.69%	7.15%	8.10%	7.79%

- **Workshops and trade schools.** Workshops and trade schools are public employment-training programmes with the objective of the insertion of unemployed young people under twenty-five years old, through their qualification through apprenticeship in the professional practice, in occupations related with the recovery or promotion of artistic, historic, cultural or natural heritage, as well as with the rehabilitation of urban environments or the environment, the improvement of living conditions of cities, as well as any other activity or public use, or of general and social interest which allows insertion through the professionalisation and experience of the participants.

WORKSHOPS AND TRADE SCHOOLS				
WORKERS	2014	2015	2016	2017
TOTAL WORKERS TRAINED	2,847	2,248	2,122	1,940
FOREIGN WORKERS NOT BELONGING TO THE EU/EEA	146	111	112	109
% OF FOREIGN WORKERS COMPARED WITH TOTAL	5.13%	4.94%	5.28%	5.62%

Employment workshops. Employment workshops are mixed programmes which combine training-employment actions, aimed at unemployed workers of 25 years or older, in activities related with new sources of employment, both working for others and through the creation of business or social economy projects.

EMPLOYMENT WORKSHOPS				
WORKERS	2014	2015	2016	2017
TOTAL WORKERS TRAINED	6,078	4,069	4,168	3,177
FOREIGN WORKERS NOT BELONGING TO THE EU/EEA	158	114	129	105
% OF FOREIGN WORKERS COMPARED WITH TOTAL	2.60%	2.80%	3.10%	3.31%

Source: OSILBD Corporate Database. Extraction date: July 2018

During the years of this study, the Operating Programme for Social Inclusion and Social Economy in Spain was developed, oriented toward the labour insertion of the collectives furthest from the labour market and promoting the social economy, foreign persons being one of these collectives. This Programme is cofinanced by the European Social Fund, thus, the amount invested in Spain is 1.1 billion euros, of which the European Social Fund contributes 800 million. The measures of the operating programme share the objectives of the active employment policies developed by the Public State Employment Service. It must be noted that this collective of immigrants is expressly established in Royal Legislative Decree 3/2015 of the 23rd of October, approving the Rewritten Text of the Employment Law as one of the priority collectives of the specific programmes of promotion of employment.

Additionally, taking into account the multilevel institutional framework of Spain, several of the actions in this scope arise from subnational entities, especially Autonomous Communities, given their competences in active employment policies. These actions are reflected in the Annual Plan of Employment Policies. In this scope, the creation of actions specifically focused on the studied population must be highlighted in the cases of the Autonomous Communities of Castile and León and Navarra during the period from 2014 to 2017.

Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.

There have been no changes to the integration measures aimed at the labour market, which have continued, mainly based on the model of the European Social Fund. Nevertheless, the focus of the public policies has been placed to a greater extent in the management of international protection.

Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

In general, the public debate around the migration issues has in recent months focused on international protection, and to a lesser extent, that related with migrants and their integration. Nevertheless, some indications can be given with regard to the focus of these debates.

The debate on the measures has addressed educational integration in Spain favourably. The value of school as a main vehicle for integration of immigrant minors is highlighted. The reduction of the educational gap between national persons and immigrants is indicated. (ABC, 21st of March 2017).

Additionally, it is highlighted that migrants have experienced the consequences of the economic crisis to a greater extent (20 Minutos, 20th of January 2015), with data from the work "Crisis, Employment and Immigration in Spain. Analysis of Labour Trajectories" by the Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT) of the Autonomous University of Barcelona (UAB).

In the academic field, the Institute of Migration of the University of Granada organised the 8th Conference on International Migration in September 2015. Although integration with the subject of various presentations, there was a specific symposium on "Immigration of vulnerable collectives and socio-occupational rights". This addressed issues related with the loss of capacity for labour integration and the increased exclusion of the migrant population, the training profile of Moroccan women and the labour integration of unaccompanied minors.

Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?

It is a political priority for the national government to combat unemployment of both nationals and third-country nationals to the extent that Active Employment Policies are aimed at them transversally.

1.3. APPLICATION OF THE INTEGRATION POLICY IN THE LABOUR MARKET: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be included, if i) they arise from a national level mandate, or ii) they are established / operating through national funding mechanisms.

It is necessary to distinguish two areas of action in which the integration policy is carried out in the labour market of the third-country nationals. Firstly, the Directorate General for Integration and Humanitarian Assistance, answering to the State Secretary for Migration del Ministry of Labour, Migration and Social Security, which has among its competences the labour promotion of third-country nationals for which it subsidises the personalised itineraries for socio-occupational insertion, whose objective is to facilitate access to employment for this collective. It also has competences for other projects aimed at promoting equality of treatment and non-discrimination in the field of labour and the support of companies in the management of diversity. These projects are carried out by non-profit social organisations, union organisations and specialised business organisations through the aforementioned subsidies, which in turn receive cofinancing from the European Social Fund.

Another area of action of the policy for integration in the labour market is carried out from Public Employment Services made up of the Public State Employment Service and Public Employment Services of Autonomous Communities, which carry out Active Employment Policies aimed at all employees, whether nationals or resident third-country nationals. These policies also receive cofinancing from the European Social Fund. They are carried out either directly by these public services or through private collaboration centres which must first be authorised for their implementation.

Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004?

Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.

The main national survey on the labour market is the Labour Force Survey, carried out quarterly by the National Statistics Institute (INE). This survey is not specific for discovering the situation of third-country nationals, but instead, as with its European equivalent (LFS), provides information on the whole population (nationals + third-country nationals + EU citizens) and the data collected separates, among other variables, by nationality, thereby obtaining information on the situation of third-country nationals in many variables of the labour market (e.g.: unemployment rate, employment rate, activity rate, etc.). These indicators are the same as those established at the ministerial conference of Zaragoza.

Additionally, the Ministry of Labour, Migration and Social Security produces a quarterly report on “Labour Market Analysis” based on the main variables extracted from different official national statistics such as the Labour Force Survey, Labour Force Flows Survey, Registered Unemployment and Hiring Registered by the Public Employment Services, etc. This report also provides data on “foreign workers” in the labour market.

Additionally, the Directorate General for Integration and Humanitarian Assistance (of the State Secretary for Migration) collects the indicators established by the European Social Fund for actions implemented through the annual call for projects for labour integration of third-country nationals cofinanced by the Fund.

It must be highlighted that the studies carried out and published by the Permanent Immigration Observatory, which provides data related with the field of this study. For example, study number 31 on the Integration of Immigrants in Spain: phases, patterns and regional dynamics during the 2007-2015 period.

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State.

Please also mention which stakeholders face these challenges and obstacles.

The main challenges are:

- Improving access to information on measures related to employability.
- Improving the professional qualification of young people for their labour insertion and requalification of unemployed adults.

The main actors involved in overcoming the related obstacles and challenges are the Public Employment Services and collaborating private centres, as well as NGOs specialised in labour insertion.

PART II: MEMBER STATES MEASURES AND PRACTICES FACILITATING LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section intends to provide a general overview of the main integration approaches and identify the existing individual measures which have been implemented recently (from 2014) or which have changed since 2014. The target group are third-country nationals in all Member States, excluding students / graduates and recipients of international protection.

1.1 OVERVIEW OF MAIN INTEGRATION AREAS.

Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.

If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study

Please focus on:

- a) *The main objectives and approach in each relevant area, and actors involved.*
- b) *Briefly describe the implementation framework.*

Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.

There have been no new measures since 2014. Those which existed previously continue to be carried out.

Area/component	General overview Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	Stakeholders Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	The objective is to train immigrants in basic professional skills for any job and those specific to each work post. Work is carried out directly on group courses and workshops and indirectly in individual interventions carried out with each person.	Non-profit social organisations subsidised by the Directorate General for Integration and Humanitarian Assistance and cofinanced by the European Social Fund.
2. Enhancement of (soft) skills	The objective is to strengthen key skills for employment such as communication, flexibility and orientation toward achievement, etc., as well as language learning.	Non-profit social organisations subsidised by the Directorate General for Integration and Humanitarian Assistance and cofinanced by the European Social Fund.
3. Provision of information and counselling	The objective is to provide information and orientation on the labour market: rights and obligations, employment seeking, etc.	Non-profit social organisations subsidised by the Directorate General for Integration and Humanitarian Assistance and cofinanced by the European Social Fund.
4. Enhancement of intercultural/civic relations in the workplace	The objective is to provide employers with tools for	Non-profit social organisations subsidised by

	<p>managing diversity in the company as well as raising awareness of employers and key personnel for overcoming prejudices and resistance to hiring third-country nationals.</p> <p>The four previous areas form part of the personalised itineraries for socio-occupational insertion.</p>	<p>the Directorate General for Integration and Humanitarian Assistance and cofinanced by the European Social Fund.</p>
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	<p>These measures can be established through the Annual Action Plans for Employment, also depending on each Autonomous Community. They are not specific to third-country nationals.</p>	<p>Public Employment Services</p>
6. Incentive measures for migrants or employers	<p>These measures can be established through the Annual Action Plans for Employment, also depending on each Autonomous Community. They are not specific to third-country nationals, unless considered as a target group in each case.</p>	<p>Public Employment Services</p>
7. Support for self-employment	<p>Information, orientation and training for the establishment of self-employment.</p>	<p>Non-profit social organisations subsidised by the Directorate General for Integration and Humanitarian Assistance and cofinanced by the European Social Fund.</p>

1.2 PROMISING EXAMPLES OF INTEGRATION MEASURES APPLIED BY MEMBER STATES

Please fill out the table describing the measures and please copy the table below for further measures.

Measure 1	
Overview	
Name	YOUTH EMPLOYMENT 3.0
Type	<i>Projects (ad-hoc)</i>
Area	<i>Training and qualification</i>
Access	Prioritising third-country nationals at risk of social exclusion without limitations other than those established by the entity due to the target group (young people, women, etc.)
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>National</i> May be carried out in different provinces and Autonomous Communities
Budget	The approximate budget is 110,586 euros Directorate General for Integration and Humanitarian Assistance (Ministry of Labour, Migration and Social Security) and cofinanced by the European Social Fund (between 50% and 80%) and a small contribution by the entity itself.
Link	http://www.larueca.info/que-hacemos/empleoyformacion/empleo-joven-3-0/
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure:</p> <div style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p><i>The third-country nationals are recruited by the entity through different information sources: their own means (office, website, etc.), nearby public employment offices, other social organisations with which they collaborate, municipal social services, intermediate education institutions, adult education centres, etc. All third-country nationals may access them and they are free, voluntary activities.</i></p> </div> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <div style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p><i>It is not a new measure, as it has been carried out for many years. These projects usually have an annual duration and are not linked to the increase of the migration flow of 2015. Their purpose is to facilitate the labour insertion of third-country nationals as a specific measure of the integration policy for third-country nationals. It applies at all times to third-country nationals who require tools to facilitate/improve their access to the labour market. The</i></p> </div>	

measure includes basic competencies, personal and professional skills, employment seeking techniques and occupational training courses required by the labour market.

M1.Q3. Please briefly describe the implementation modalities:

It is implemented by non-profit social organisation "LA RUECA", dedicated to labour insertion of young people at risk of social exclusion, receiving a subvention from the Directorate General for Integration and Humanitarian Assistance and cofinancing from the European Social Fund. Each year, the management calls for these subsidies allocated to non-profit social entities; the receiving entities take charge of promoting the measure between the third-country nationals through different means (see answer to M1.Q1).

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

Of the 211 young people who participated in the Project, 172 have created a labour insertion itinerary, that is, a minimum number of certain actions aimed at strengthening or enabling the young person to achieve a sufficient level of employability to face the labour market. All of them have undergone a personalised itinerary for labour insertion, including:

- Diagnosis of the level of employability – Consulting on the professional objective with the possibility of choosing between various occupational training – Creation of a personalised action plan for seeking employment – Labour intermediation

In addition to the individual itinerary, they have participated in group actions, such as:

- Workshops for improving professional skills – Workshops for training in digital employment seeking tools – Employment club – Contact with companies through professional testing.

7 occupational training courses have been provided.

All of this has led almost 100 young people to have increased their level of employability, resulting in 57 labour insertions during the period, corresponding to 50 different young people. 154 applications for job offers have been managed.

An improvement in employability of the vast majority of the young people has been noted who have shown greater motivation for seeking employment and an increase in confidence in their possibilities both for accessing employment and for undertaking training. In all cases, improvements have been made in key skills for employment, such as communication, flexibility and orientation toward achievement.

The monitoring and evaluation are carried out through the indicators established by the European Social Fund, mainly aimed at checking the result of the actions in terms of improvement of employability and achievement of labour insertion through the hiring of companies; satisfaction evaluation questionnaires of the recipient are also used.

Sometimes it is necessary to carry out more comprehensive interventions with these young people, not solely focused on the labour market given their context of risk of social exclusion, for which areas of the entity other than that of labour insertion must intervene. In particular, the lack of knowledge of the language has been an obstacle to overcome to achieve full participation.

The continuity of the measure is foreseeable from the perspective of both its need and financial resources.

Measure 2	
Overview	
Name	Cultural Diversity Management Project in Medium and Small Businesses (GESDIMEP)
Type	<i>Projects (ad-hoc)</i>
Area	<i>Enhancement of intercultural/civic relations in the work place inclusion</i>
Access	Employees and entrepreneurs of small and medium businesses, business organisations, unions, non-governmental organisations, and other entities of civil society, immigrant associations, universities, business schools, Business Incubation Centres, as well as other professional environments which work on the management of cultural diversity.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	National
Budget	The project was cofinanced by the EU in the framework of the European Progress Programme, Antidiscrimination Section.
Link	http://www.empleo.gob.es/oberaxe/ficheros/documentos/GuideManagingCulturalDiversitySAME.pdf
Description	
<p>M1.Q1. Please describe how third-country nationals can access the measure:</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>It is not directly focused on third-country nationals, but on actors in the labour environment in which they participate.</p> </div> <p>M1.Q2 Please describe briefly the context in which the measure has started:</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>The creation period was 2013 and 2014. The publications from the work are available permanently.</p> </div> <p>M1.Q3. Please briefly describe the implementation modalities:</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p>It was promoted by the Ministry of Employment and Social Security. It had the participation and collaboration of the Autonomous Communities of Andalusia, Catalonia, Madrid and Valencia, the business world through the Spanish Confederation of Small and Medium Businesses (CEPYME), the Local Administration through the Spanish Federation of Municipalities and Provinces (FEMP), and NGOs and experts from the national and international field working in cultural diversity management.</p> </div>	

a) M1.Q4. Please briefly describe the impact of the measure:

Two publications have been produced and disseminated (one in web version in Spanish and English, and another shorter paper format and web format in Spanish, Basque, Catalan, Galician and English), summarising the tools for helping Small and Medium Businesses to consider the specific benefits of adequate Management of Cultural Diversity in the field of business, also promoting equality of opportunities and non-discrimination for immigrants and ethnic minorities. "Guide for the management of cultural diversity in medium and small businesses".

1.3 INITIATIVES OF THE PRIVATE SECTOR FOR FACILITATING LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS.

Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10 – 49 Employees
3. Medium: 50 - 249 Employees
4. Large: >250 Employees

Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals
6. Domestic workers

Type of Private Sector Organisation

1. National
2. International (e.g. with subsidiaries in the Member State)

Industry Sectors

- | | |
|---|---------------------------------------|
| 1. Agriculture, forestry and fishing | 6. Transport and communication |
| 2. Energy and water | 7. Financial and business services |
| 3. Manufacturing | 8. Public admin, education and health |
| 4. Construction | 9. Domestic work sector |
| 5. Wholesale and retail trade, hotels and restaurants | 10. Other services |

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).

CEPAIM Foundation: Whose objective is to promote an inclusive and intercultural model of society which provides full access to citizen rights of the most vulnerable people in our society, and in particular, migrants, developing policies for combatting any kind of social exclusion and collaborating in the development of local territories and the countries of origin of the migrants.

Cepaim is an independent, cohesive and sustainable society which response to social dynamics related with migration and with social exclusion processes. It is a practical and theoretical point of reference in the consistent application of transversal policies on interculturality, diversity management, gender quality, social cohesion, local development and co-development, with the territory as a basis for action. Through the Ítaca Centre Network, the objective and work of the project is to improve employability and facilitate the socio-occupational integration of the non-community immigrant population, through integrated itineraries for socio-occupational insertion.

Through:

1. Socio-occupational orientation, information and consulting.
2. Pre-training and workshops for improvement of general aspects for employability.
3. Basic occupational training.
4. Collaboration with companies and promotion of offers of employment.
5. Other assistance measures.

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.

No measures have been identified.

Please fill out the table describing private sector measures and please copy the table below for further measures.

Private Sector - Measure 1	
Overview	
Name	<i>Please insert name of the measure here.</i>
Company size	<i>Choose from drop down menu here</i>
Company type	<i>Choose from drop down menu here</i>
Sector	<i>Choose from drop down menu here</i>
Area	<i>Choose from drop down menu here</i>
Access	<i>Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups</i>
Target group	<input type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input type="checkbox"/> High skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers, etc.
Coverage	<i>Choose from drop down menu here</i> <i>If "other", please add further information here</i>
Budget	The budget is approx. <i>Please provide approximate budget here</i> It is provided by <i>Please provide funding body here (i.e. State, EU funds, donations/private funding, other)</i>
Link	<i>Please provide hyperlink to source/project here, if available</i>
Description	

PSM1.Q1. Please briefly describe the main feature of the measure.

- a) *Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)*
- b) *Objective and main activities*
- c) *Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.*
- d) *How can third-country nationals access the measure? Are they selected?*

PSM1.Q2. Please briefly assess the impact of the initiative, namely:

- a) *Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)*
- b) *Elaborate on achievements of set objectives and main outcomes*
- c) *Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)*

Conclusions (optional)

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

Note: The text in this part will serve as a source when compiling the synthesis report.

The main conclusions have been set out in the first heading of the study.

2018



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Y COOPERACIÓN

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Y SEGURIDAD SOCIAL