



**A RESEARCH STUDY ON INTEGRATION BY SOCIAL AND
DIGITAL LEARNING:
A PRELIMINARY REPORT IN FOUR EUROPEAN
COUNTRIES –
Turkey, France, Macedonia and Spain**



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PRELIMINARY RESEARCH REPORT

Turkey, France, Macedonia and Spain



Description:

PRELIMINARY RESEARCH REPORT about the state of the art of the integration and employment policies in partners' countries and Europe. The research involved Immigrants' situation in the EU and an international context.

Type: Research publications

The content is about:

- state of art of integration and employment policies in your country
- what is the difference between the types of migrants?
- EU funding in the fields of migration, asylum, and borders



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PREFACE

This report has been prepared within the framework of the Erasmus+ project "Integration by Social and Digital Learning" funded by the Centre for EU Education and Youth Programmes Türkiye. The project is active in five (4) EU Member States: Türkiye, France, Macedonia, and Spain implemented in partnership with eight (4) organizations. The leading partner of the project is the Beytüşşebap Halk Eğitim Merkez Müdürlüğü (BHEM); the other partners are: (1) Comité de Liaison Diagonal, France (2) Asociación para el desarrollo socioemocional de la persona, la sociedad y para la cooperación internacional Uno, Spain (3) and Republika Makedonija Univerzitet Goce Delchev Shtip - Voena Akademija - General Mihajlo Apostolski Skopje -pridružna chlenka Skopje, Macedonia. The duration of the project is thirty-four (24) months running since 31st December 2022. Integration through Social and Digital Learning (ISDL) is a transnational project funded through the EU program Erasmus+. The project focuses on the situation of the migrant population and unemployed in different countries and grows out of the belief that successful social inclusion and integration are dependent on the availability of intensive adult learning pathways promoting specifically cultural sensitivity and digital literacy. We believe that there are many important innovative approaches to this form of adult learning already existing and that we can all profit a lot from seeing what is working well in other countries and contexts. The aim of the project is, therefore, to seek out examples of good practices from NGOs, organizations, and initiatives, that have developed creative and well-working methods and schemes for integration. The end goal is to put together a collection of in-depth descriptions of the best examples found through our research, to be made available as an Open Educational Resource. Our project is aimed at anyone working within adult education with a focus on migrants and the unemployed. Through this project, we are hoping to be able to offer new inspiration, ideas, and impulses for the educational activities they are offering.

Abstract

The EU has faced a range of challenges related to migration and refugee integration in recent years, including issues related to social inclusion, labour market participation, and cultural differences. As a result, EU policymakers have made efforts to develop and implement a range of integration and employment policies aimed at promoting the successful integration of migrants and refugees into European societies. These policies have been driven by various factors, including demographic trends, economic imperatives, and humanitarian concerns.

One of the main vehicles for implementing integration and employment policies at the EU level is the Asylum, Migration, and Integration Fund (AMIF), which provides funding to member states for a range of activities related to integration and inclusion, including language training, social support services, and employment-related initiatives. Another key funding source for integration and employment policies is the European Social Fund (ESF), which provides support for labour market integration and skills development among disadvantaged groups, including migrants and refugees. In addition, the Internal Security Fund (ISF) provides funding for initiatives related to border management and security, which can have a direct impact on the integration of migrants and refugees.

Despite ongoing debates and challenges related to integration and employment policies in the EU, there is evidence that such policies can have a positive impact on the social and economic inclusion of migrants and refugees. A study by the European Commission found that investment in integration measures, such as language training and employment support, can lead to better outcomes for migrants in terms of employment, education, and social inclusion (European Commission, 2017). Other research has highlighted the importance of targeted policies and programs that take into account the specific needs and circumstances of different migrant groups, such as women and refugees (OECD/EU, 2018).

While integration and employment policies remain contentious issues in the EU, there is a growing recognition of the need for coordinated and collaborative approaches to these issues at both the national and EU levels. As noted by the Migration Policy Institute Europe, the development of effective integration and employment policies in the EU will require ongoing

investment, dialogue, and cooperation among policymakers, civil society organizations, and other stakeholders (MPI Europe, 2018).

Finally, this report provides an overview of integration and employment policies in Europe, examining their current state of the art and discussing key challenges. To facilitate the integration of immigrants, many European countries have established legal frameworks and institutions, language and cultural training programs, and measures to promote social inclusion and combat discrimination. In terms of employment policies, work permits, visas, and programs to support migrant employment are important. However, significant challenges remain, including the lack of recognition of migrant qualifications and skills, and ongoing discrimination and prejudice. Addressing these challenges will require continued investment in policies and programs that support the integration of migrants in Europe. This report draws on relevant literature from sources such as the European Commission, the Migration Policy Institute, and the OECD.

Introduction

Migration, asylum, and border management are among the key challenges faced by the European Union (EU) in recent years. To address these issues, the EU has developed various funding mechanisms to support Member States in implementing policies and programs related to migration, asylum, and borders. This manuscript provides an overview of EU funding in these areas, including the main sources of funding, the types of projects supported, and the challenges and opportunities associated with EU funding for migration, asylum, and border management.

Europe has experienced significant migration over the past decades, resulting in a diverse population across the continent. To manage this diversity and promote social cohesion, European countries have developed various policies and strategies for integration and employment. In this report, we will review the current state of the art of these policies and practices in Europe.

Migration, asylum, and border management have become increasingly important issues for the EU in recent years, as the number of refugees and migrants seeking protection and a

better life in Europe has risen significantly. To address these challenges, the EU has developed various funding mechanisms to support Member States in implementing policies and programs related to migration, asylum, and borders. These funding mechanisms are aimed at providing financial support to Member States in areas such as refugee reception and integration, border management, and the fight against trafficking and smuggling.

Main sources of EU funding. The main sources of EU funding for migration, asylum, and border management are the Asylum, Migration, and Integration Fund (AMIF), the Internal Security Fund (ISF), and the European Union Border Assistance Mission (EUBAM). The AMIF is the main funding instrument for the integration of refugees and migrants and aims to support Member States in developing and implementing policies related to reception, integration, and return. The ISF supports projects related to border management, the fight against terrorism and organized crime, and the protection of critical infrastructure. The EUBAM provides technical and operational assistance to Member States in the management of their borders.

Types of projects supported. The projects supported by EU funding in the fields of migration, asylum, and borders are diverse and cover a wide range of activities. Examples of projects supported by the AMIF include the provision of language and integration courses for refugees and migrants, the establishment of reception centres, and the development of legal and social support services. The ISF supports projects such as the development of border surveillance systems, the acquisition of equipment for law enforcement agencies, and the training of border guards. The EUBAM provides technical assistance to Member States in the areas of border management, customs, and law enforcement.

Challenges and opportunities. While EU funding for migration, asylum, and border management has provided significant support to Member States in addressing these challenges, it is not without its challenges. Some of the challenges include the complexity of the funding procedures, the lack of coordination among different funding mechanisms, and the difficulty in measuring the impact of the funded projects. However, EU funding also provides opportunities for Member States to work together on common challenges, share best practices and expertise, and develop innovative solutions to complex problems.

Finally, EU funding for migration, asylum, and border management plays an important role in supporting Member States in addressing the challenges associated with these issues. While the funding mechanisms have their challenges, they also offer opportunities for cooperation and innovation. Going forward, it will be important for the EU to continue to support Member States in these areas, and to work towards a more coordinated and effective approach to migration, asylum, and border management.

Integration Policies. Integration policies are aimed at facilitating the integration of immigrants into the host society. While integration policies vary significantly across European countries, many share some common approaches. A critical policy is establishing legal frameworks and institutions responsible for managing migration and promoting integration. For instance, the Swedish Migration Agency and the German Federal Office for Migration and Refugees are institutions tasked with managing and integrating migrants into their respective societies.

Another crucial policy is providing language and cultural training to migrants. Language classes and cultural orientation programs are commonly offered to help migrants learn the language and customs of their new country. These programs promote social integration and reduce social isolation among migrants.

Moreover, many European countries have developed measures to promote social inclusion and combat discrimination against immigrants. For instance, the UK has established the Equality and Human Rights Commission, which works to eliminate discrimination and promote equality. Similarly, the Netherlands has created the Netherlands Institute for Human Rights, which promotes and protects human rights, including the rights of migrants.

Employment Policies. European countries have developed policies to support the integration of migrants into the labour market and promote economic growth. Work permits and visas are essential policies in this regard. Many countries provide work permits and visas to skilled workers, those with job offers, and refugees and asylum seekers with the right to work.

Additionally, many countries have established programs to support migrant employment. The Migrant Advisory Service in the UK, for instance, provides advice and support on employment and training opportunities. Similarly, the French government established the Agence

Nationale pour l'Emploi (National Employment Agency) to offer job placement services and vocational training to migrants.

Challenges. Europe still faces challenges in integrating migrants into society and the labour market, despite the existence of policies and programs. One significant challenge is the lack of recognition of migrants' qualifications and skills. Many migrants with professional qualifications and experience are unable to find employment in their field due to a lack of recognition of their qualifications. This results in underemployment and a waste of talent and potential. Another challenge is discrimination and prejudice against migrants. Many migrants face discrimination in the workplace and society, leading to exclusion and social marginalization. This also results in a lack of trust and cooperation between migrant communities and the host society.

In conclusion, European countries have developed various policies and programs to support the integration of migrants into society and the labour market. However, challenges such as the lack of recognition of migrants' qualifications and skills, and the persistence of discrimination and prejudice, still exist. Addressing these challenges will require continued efforts and investment in policies and programs that support the integration of migrants in Europe. Moreover, the importance of the role of civil society organizations in supporting and advocating for migrant rights and inclusion should not be overlooked.

There are several types of migrants, and the differences between them can be significant in terms of their legal status, rights, and access to services. Here are some examples:

What is the difference between the types of migrants?

Economic migrants: These are individuals who move to a different country in search of better job opportunities or higher wages. Economic migrants usually have a legal status that allows them to work and reside in the destination country, but their rights and access to services may be limited.

Refugees: These are individuals who have been forced to flee their home country due to persecution, war, or violence. Refugees have a legal status that allows them to seek protection

and assistance in the destination country. They have the right to access education, healthcare, and other services, and they may be eligible for resettlement or permanent residency.

Asylum seekers: These are individuals who have fled their home country and are seeking protection in another country. Asylum seekers are in the process of applying for refugee status, and they may not have legal status or access to services until their application is processed.

Irregular migrants: These are individuals who have entered a country without legal authorization, or who have overstayed their visa or another legal status. Irregular migrants may face legal consequences, such as deportation, and they may have limited access to services.

Internally displaced persons: These are individuals who have been forced to flee their homes due to conflict, but have not crossed an international border. Internally displaced persons may face similar challenges as refugees, such as a lack of access to basic services, but their legal status may be different.

It is important to recognize the different types of migrants and their unique needs to develop policies and programs that effectively address their specific situations.

EU funding in the fields of migration, asylum, and borders. The European Union (EU) has allocated significant funding to address issues related to migration, asylum, and borders. The Asylum, Migration, and Integration Fund (AMIF) and the Internal Security Fund (ISF) are two major sources of funding for migration-related activities. According to the European Commission, the AMIF has a budget of €9.882 billion for the period 2021-2027, and the ISF has a budget of €5.06 billion for the same period (European Commission, 2021).

The AMIF provides funding for a wide range of activities, including the integration of migrants and refugees, legal and administrative assistance for asylum seekers, and capacity building for national authorities responsible for managing migration and asylum. The ISF supports measures related to the management of external borders, law enforcement cooperation, and the prevention of and fight against the crime.

In addition to these funding programs, the EU also supports migration-related activities through the European Social Fund (ESF), the European Regional Development Fund (ERDF), and the Horizon Europe research and innovation program. These funds are used to support initiatives related to education and training for migrants, job creation and entrepreneurship, and research on migration issues (European Commission, 2021).

The EU also provides funding for specific initiatives, such as the Emergency Support Instrument (ESI). Launched in response to the refugee crisis in 2015, the ESI provides funding for emergency assistance to member states facing sudden influxes of migrants and refugees (European Commission, 2021).

Despite the significant funding provided by the EU, there are ongoing debates about the effectiveness of these funds in addressing the root causes of migration and improving the overall management of migration and asylum in the EU. Some critics argue that the focus on border control and security measures through the ISF may not address the underlying factors driving migration, while others call for greater investment in integration measures to support the social and economic inclusion of migrants and refugees (Migration Policy Institute Europe, 2020).

Overall, EU funding plays an important role in supporting member states in managing migration and asylum, as well as promoting the integration of migrants and refugees into European societies. However, ongoing evaluation and reflection on the effectiveness of these funds are needed to ensure that they effectively address the complex and multifaceted issues related to migration and asylum in the EU.

Integration and employment policies in France, Spain, Macedonia, and Turkey. Integration and employment policies in France, Spain, Macedonia, and Turkey reflect the various approaches that these countries have taken to promote the integration of immigrants and refugees.

In France, the National Integration Plan was launched in 2018 to promote the integration of immigrants and refugees. The plan includes measures to improve access to housing, education, and employment opportunities, and to promote social inclusion. The French

government has also established the Office of Immigration and Integration (OFII) to assist newly arrived immigrants and refugees, including language courses, vocational training, and job placement services (OECD, 2019).

Spain has implemented policies to combat discrimination and improve labour market access for immigrants. The Spanish government has established legal frameworks and institutions to promote social inclusion, such as the Spanish Law on Integration of Immigrants and the Spanish Office for the Support of Refugees and Stateless Persons. The government has also introduced programs to support migrant employment, such as the Program for the Promotion of Employment for Immigrants (OECD, 2018).

Macedonia has implemented policies to improve language skills, provide legal and social support to refugees, and promote social inclusion through community-based activities. The government has also implemented measures to support the education and vocational training of refugees and to promote their integration into the labour market (European Commission, 2018).

Turkey has implemented a range of integration policies to facilitate the integration of immigrants and refugees. These include language and cultural training programs, measures to combat discrimination, and programs to support migrant employment. However, challenges remain, such as the lack of recognition of foreign qualifications and skills, and the ongoing marginalization of certain migrant groups (Migration Policy Institute, 2019).

In conclusion, integration and employment policies in France, Spain, Macedonia, and Turkey have evolved and continue to face challenges in promoting social inclusion and combating discrimination. However, there are positive developments and successful policies that can be used as models for other countries to improve integration outcomes for immigrants and refugees.

PRELIMINARY RESEARCH REPORT



Turkey

Turkey is a country situated at the crossroads of Europe and Asia, with a population of over 83 million people. The country has a long history of migration, with millions of people moving to Turkey over the years in search of a better life. As a result, Turkey has developed various policies and strategies to manage and integrate its diverse population. In this manuscript, we will review the state of the art of integration and employment policies in Turkey.

Turkey has been a country with a dynamic and rapidly changing labour market in recent years. As the country has been undergoing economic and demographic changes, it has become essential to adopt integration and employment policies that reflect these changes. In this manuscript, we examine the state of the art of integration and employment policies in Turkey, analysing the evolution of these policies over time and the challenges that policymakers face. We also examine the impact of these policies on the labour market and economic growth and offer recommendations for future policy development.

Turkey has made significant strides in economic development over the past decade, with an average annual growth rate of 5.6% from 2003 to 2018. However, this growth has not been

matched by an equivalent increase in employment opportunities, particularly for young people and women. Despite progress in reducing unemployment, Turkey still faces a range of labor market challenges, including a high youth unemployment rate, low female labor force participation, informal employment, and low levels of education and skills among workers.

To address these challenges, policymakers have implemented a range of integration and employment policies over the years. These policies have sought to promote greater access to education and training, reduce barriers to entry into the labor market, and improve working conditions and social protection for workers.

Evolution of Integration and Employment Policies in Turkey. Turkey's integration and employment policies have evolved significantly over the past two decades. In the early 2000s, the government launched a series of reforms to liberalize the labor market and promote economic growth. These reforms included reducing severance pay, easing restrictions on part-time work, and encouraging flexible forms of employment.

In the mid-2000s, the government shifted its focus to promoting greater access to education and training. The government launched a range of initiatives to expand vocational education and training, including the creation of vocational schools and apprenticeship programs. These efforts were aimed at addressing the mismatch between the skills of the workforce and the needs of the labor market.

In the late 2000s, the government introduced a range of policies to reduce informality and improve working conditions. These policies included strengthening labor inspections, increasing social security coverage, and expanding the coverage of collective bargaining agreements.

In recent years, the government has focused on promoting greater access to formal employment and reducing youth unemployment. In 2018, the government launched a new employment program aimed at providing employment opportunities for young people. The "Youth Guarantee" program provides financial incentives to employers who hire young people and provides training and support to young job seekers.

Challenges Facing Integration and Employment Policies in Turkey. Despite the progress that has been made, Turkey still faces a range of challenges in its efforts to promote greater integration and employment. One of the most significant challenges is the high level of informality in the labor market. Informal employment is widespread, particularly in the agricultural and construction sectors, and is associated with low wages, poor working conditions, and a lack of social protection.

Another challenge is the low level of education and skills among workers, particularly in rural areas. Many workers lack the skills needed to perform skilled jobs, which limits their employment opportunities and contributes to the mismatch between the skills of the workforce and the needs of the labor market.

Finally, the labor market is characterized by a significant gender gap, with low levels of female labor force participation and high rates of gender-based discrimination. Women are often employed in low-paid, low-skilled jobs and face a range of barriers to entering the labor market, including a lack of childcare facilities and social norms that prioritize women's caregiving responsibilities over paid employment. In conclusion, Turkey has made significant progress in promoting integration and employment over the past two decades. However, the country still faces a range of challenges, including high levels of informality, low levels of education

Integration Policies in Turkey. Turkey has developed several policies to promote the integration of migrants into society. One of the most important policies is the Law on Foreigners and International Protection, which was enacted in 2013. This law outlines the procedures for the entry, stay, and exit of foreigners in Turkey, as well as their rights and obligations. The law also established the Directorate General of Migration Management (DGMM), which is responsible for implementing policies related to foreigners and international protection (Çalışkan, 2020).

Another important policy is the Integration Strategy and Action Plan for Foreigners, which was adopted in 2019. This strategy aims to promote the social, economic, and cultural integration of migrants in Turkey. The plan outlines several measures to achieve this, such as improving

access to education, healthcare, and housing for migrants, providing language and vocational training, and promoting social cohesion (Ministry of Interior, 2019).

Employment Policies in Turkey. Turkey has also developed various employment policies to support the integration of migrants into the labor market. One of the most important policies is the Regulation on Work Permits of Foreigners, which was enacted in 2016. This regulation outlines the procedures for obtaining work permits for foreigners in Turkey, as well as the rights and obligations of employers and employees (Yıldırım & Kayış, 2019).

The government has also implemented several programs to support the employment of migrants. For example, the Turkish Employment Agency (İŞKUR) has established the Refugee Employment and Support Program (RASP) to provide employment opportunities for refugees and asylum seekers. The program offers vocational training, job matching, and other support services to help refugees and asylum seekers find employment (İŞKUR, n.d.).

In addition, the government has established several vocational training centers across the country to provide training and certification for migrants in various sectors. The centers offer training in areas such as construction, agriculture, and tourism, among others (Ministry of National Education, n.d.).

Challenges. Despite these policies and programs, Turkey faces several challenges in integrating migrants into society and the labor market. One of the main challenges is a large number of migrants in the country. Turkey is currently hosting over 4 million refugees and asylum seekers, which is the largest refugee population in the world. This puts a significant strain on the country's resources and services, including education, healthcare, and housing (International Organization for Migration, 2021).

Another challenge is the lack of awareness and understanding of the issues faced by migrants. Many Turks are unaware of the difficulties faced by migrants in accessing services and finding employment, which can lead to discrimination and exclusion (Migrant Support Center, 2020).

In conclusion, Turkey has developed several policies and programs to support the integration of migrants into society and the labor market. These policies aim to promote social cohesion and economic development, as well as to ensure the protection of migrants' rights. However,

Turkey still faces several challenges in achieving these goals, such as a large number of migrants in the country and the lack of awareness among the general population. Addressing these challenges will require continued efforts and investment in policies and programs to support the integration of migrants in Turkey.

Integration And Employment Policies in Turkey

Directorate General for Migration Management was established by Law of 04/04/2013 No. 6458 on Foreigners and International Protection. Article 103 of Law no 6458 governs the establishment of the Directorate General. Mentioned Law was published in the Official Gazette of 11/04/2013 No 28615, and Directorate General for Migration Management was established on the same date. In April 2013, Turkey’s Parliament ratified the Law on Foreigners and International Protections, which established the General Directorate of Migration Management (GDMM) under the Ministry of Interior. As the country’s first asylum law, it seeks to integrate Turkey’s immigration policy and address the refugee issue.³⁵ The law promises to adopt a human rights-oriented view of immigration and move away from the previous security-oriented approach. In contrast, the EU seems to be struggling with its security approach to immigration while Turkey is aiming to adopt a more humanitarian approach. Since the beginning of the Syrian civil war, Turkey has taken responsibility for by far the largest number of refugees in the world over the past five years. Undoubtedly, hosting almost three million refugees has been neither logistically nor politically easy. Turkey has been the first destination for the majority of displaced people seeking a haven. Though they are given access to all services, such as free debit cards to do shopping, grocery, health services, and education in the camps, most refugees prefer living on their own. Turkish charities have been at the forefront of a string of campaigns to supply steady humanitarian aid to those living outside the camps. With no end in sight to the conflict, some refugees plan to settle in Turkey permanently by setting up businesses. With the increase in the number of refugees in the past few years, Turkey has started handing out work permits for refugees as well.

The Turkish government and many Turkish NGOs, including the Red Crescent, have been aiding refugees. This initiative has not only been taking place in Turkey but tent cities have been set up in crisis-hit border areas inside Syria, along with distributions of food and other

supplies. The Turkish Red Crescent's humanitarian aid has exceeded TL 2 billion (around \$560 million) since the beginning of the Syrian civil war, according to the organization. 810,000 Syrians benefit from special 'Kızılay' aid cards in Turkey. More than 810,000 Syrian refugees across Turkey are benefiting from 'Kızılay Cards,' the Turkish Red Crescent's Director of Immigration and Refugee Services. The Kızılay Card is a special debit card for refugees, financed by the European Union and implemented by the Turkish Red Crescent, also known as 'Kızılay.' The program that distributes the cards is believed to be the EU's largest-ever humanitarian program. Under the program, each refugee registered under the regional migration office will be given a stipend of 100 Turkish liras (\$30) a month. In January under the framework of the 'Social Alignment Assistance Program for Foreigners,' at the start of every month, we transfer 100 TL per person. Every month the number of beneficiaries increases as we receive applications on a daily basis. According to the report, 507,321 Syrian refugees are signed up with the new social integration assistance program, while 150,000 Syrians benefit from old programs inside refugee camps, and just as many outside the camps. Migrants' Integration Portal is a website established to foster foreign nationals' integration in Turkish society. Source: http://www.goc.gov.tr/main/En_3 The Portal has been online since January 2012. The portal has a section aimed to help users in the search for the services provided locally and nationally to allow integration. All the services are organized by type of service:

- Turkish language
- Work
- Housing
- Minors and Second generations
- Basic services
- Intercultural mediation.

The Prime Ministry Disaster and Emergency Management Authority (Afad)
<https://www.afad.gov.tr/en/>

The Turkish Disaster Response Agency (AFAD) has been the lead agency in coordinating the government's efforts to respond to the refugee inflow. As an extremely well-organized and dynamic organization, with the full financial and political support of the government, AFAD

has ensured that the needs of the refugees have been met by utilizing the capabilities of various government agencies and ministries. AFAD also assumed the task of building refugee camps, the conditions of which are above and beyond the international standards set by the United Nations. While the agency deals with all sorts of disaster situations (earthquakes, floods, terrorism, chemical, cyber, etc.) around the globe (Myanmar, Serbia, Haiti, Chile, Somalia, and Libya), responding to the refugees has become the main focus of its activities over the past four years. AFAD currently runs 25 camps in 10 cities with a total capacity of 330,000, housing approximately 272,000 refugees out of the 1,650,000 refugees that the agency has registered. The camps provide the refugees with accommodation, health, education (pre-school, school, and adult), religious, and social services. There are more than 150 different kinds of adult education programs (including training for how to become better community leaders) that have already produced around 50,000 graduates. AFAD ensures that each camp has doctors, teachers, and imams who are already civil servants working for the Turkish state. For instance, the Religious Affairs Administration appoints imams, the Ministry of Agriculture is responsible for organizing food deliveries, the Ministry of Education provides teachers, and local governors are responsible for the day-to-day running of the camps. Government employees are assigned to camps from nearby towns, and they receive the same salary that they would get in their locality. The number and diversity of migrants and refugees have increased Turkey's challenges for effective migration management strategies, humanitarian assistance, and migrant protection. In Turkey, governments, international organizations, and humanitarian organizations are working together to develop comprehensive policies and actions to sustainably manage migration. While the refugees staying in the official camps can access food, health, education, and social and psychological support services, those outside the camps are struggling to survive. Turkey's response to the influx of Syrians is a source of national pride. Turkish people are known for their hospitality and the way Turkey has responded so generously to this flood of refugees is proof of this. Turkey has recently founded an outstanding civil migration department, the Directorate General of Migration Management, introduced regulations to protect migrants, giving access to education, and medical and social care, and, as the United Nations High Commissioner for Refugees (UNHCR) reiterated to me recently. The Prime Ministry Disaster and Emergency

Management Authority (AFAD) runs possibly the highest standard of refugee camps in the world. THE GENERAL

Directorate on Migration Management (Gdmm)

http://www.goc.gov.tr/main/En_3#

Turkey adopted the Law on Foreigners and International Protection no. 6458 in April 2013.⁴³ In addition to the pressure of human rights groups, the EU accession process has been determinative in the adoption of the new law, as bringing the asylum legislation in line with the EU standards was one of the priorities in Turkey's National Program on the Adoption of the EU Acquis Communautaire. The Law regulates the procedures for foreigners, refugees, and people in need of international protection.⁴⁴ It also includes regulations on secondary protection for non-European asylum seekers, who are defined as conditional refugees. Setting up a new institution called the General Directorate on Migration Management (GDMM), the law aims to centralize the Turkish asylum system. The GDMM takes responsibility for dealing with all asylum applications in coordination with the United Nations High Commissioner of Refugees (UNHCR) and other government institutions, such as the Disaster and Emergency Management Directorate (AFAD). According to the Law, a refugee is "any person who is outside their country of origin due to events that occurred in Europe and who has a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion and is therefore unable or unwilling to return to that country" Mission Directorate General for Migration Management To endeavor to settle the acts and actions of all foreigners, who apply for international protection, who are the victims of human trafficking and who are trying to harmonize with our country, by developing people-oriented policies.

<http://www.turkey.iom.int/migrant-assistance>

What Do They Do?

- Migrant Assistance
- Immigration and Border Management (IBM)
- Labour Migration
- Emergency Preparedness, Response & Recovery

- Resettlement And Movement Management

IOM assists migrants by providing policy and technical guidance to assist voluntary return and reintegration (AVRR), counter-trafficking activities, and general assistance for stranded and vulnerable migrants, including unaccompanied minors. IOM Turkey continues to support the Turkish government to strengthen the National Referral Mechanism for Trafficked Persons and to establish a National Referral System for AVRR. To further assist migrants, IOM Turkey aims to:

- strengthen institutional capacities of government stakeholders
- enhance cooperation and coordination at national and regional levels
- initiate a needs-based approach to ensure the protection of vulnerable migrants entering irregularly

Labour Migration-Employment. Refugees in Turkey mainly work in the informal economy, in particular in the construction, agriculture, service, and recycling sectors. Those who cannot find a job and newcomers could only survive on the charity of local people and aid organizations. There were several Dom refugees, in particular women and children, who were begging on the streets. Children as young as five were also working on the streets selling tissues or cleaning car windows. Agricultural work is the key source of income for many Dom refugees during harvest times. The role of agriculture in the economy, in particular cotton, olives, citrus, wheat, and maize production, is considerable in southern and south-eastern Turkey. Dom refugees living in these cities were mainly working in the fields as seasonal workers. Syrian refugees in general work for significantly lower wages, for longer hours, and with no social security. Language barriers have also prevented Dom refugees from finding jobs. The Problem of Child Labor Male high school students in particular are low-cost laborers who work for a daily wage and are therefore less likely to attend school. Child beggars are also quite numerous. More so are the students begging school principals and teachers. Additionally, every child not in school has a potential risk of being involved in crime or any type of criminal organization. This causes serious security risks personally and socially.

Health Status and Access to Healthcare. Though the Temporary Protection Directive and a circular issued by the government on 9 September 2013 guarantee the right to health and access to primary and emergency care for Syrian refugees, these are conditional on registration and possession of an AFAD card. According to the regulations, those who are not

registered but in need of healthcare can register in a health center in coordination with the provincial police authority. Secondary and tertiary healthcare services are not provided free of charge, but Syrian refugees can benefit from the same rate applied to Turkish citizens. Although Turkey has not granted Syrians official refugee status, in January 2016, the Regulation on the Work Permit of Foreigners Under Temporary Protection took effect. This regulation allows Syrians to apply to the Labor Ministry for work permits six months after their registration. The laws regarding labor market integration for foreigners have been rather weak as Turkey has historically been more of an emigration and transit country rather than an immigrant country. The shift in migration patterns towards immigration coupled with the context of the accession negotiations with the EU has resulted in new legislation efforts in Turkey's immigration laws and regulations since 2000. To this end, the International Labor Force Law was passed in July 2016, which aims to attract highly skilled workers to protect and increase productivity.

When it comes to health services, all registered refugees in Turkey are entitled to receive free healthcare services in the towns in which they are registered. Their localities are designated in their refugee ID cards and they can only use this to access health services in their registered area. In border towns, where refugees reside in overwhelming numbers, there is a lot of pressure on hospitals and doctors. According to AFAD's estimates, refugees have been provided approximately 6.5 million polyclinic services, including more than 200,000 operations and around 60,000 births. In towns like Kilis, whose population is about 96,000 and where the refugees' number around 100,000, there is significant pressure on all sorts of services, especially health services. Similar to education services, public services in border cities are increasingly stretched thin as a result of the overflow of these refugees. To overcome this situation, prevent epidemics, and help the well-being of these refugees, the international community needs to bolster its assistance in health services. A significant problem in providing health services for refugees is related to the language barrier. While hospitals are accepting all registered refugees for treatment, the language barrier becomes an issue in many places, as there are often not enough translators. In cities like Sanliurfa, where Arabic and Kurdish are more widely spoken, this is not such a big issue but in other cities, it results in a lack of

communication between doctors and patients. Again, just like in the education field, this issue has the potential to create tension between local people and refugees. One imperfect solution is to draw on the Syrian refugees who were doctors back in Syria. These doctors are tested for their medical knowledge (as they often are unable to provide documentation of their credentials) and work in teams with Turkish doctors to provide health services. Legislation to allow work permits for such qualified professionals would make a big difference in the quality of health services and temporarily resolve the shortage of medical professionals. However, under current circumstances, even recruiting Syrian doctors can be challenging since many have already immigrated to Europe. Western countries were also quick to accept these more educated refugees and provide them with the necessary working permits in their countries. There is an urgent need to ensure that qualified personnel, such as doctors and nurses, serve in Turkish hospitals and stay in Turkey instead of immigrating to Europe, where there is not as much need for Syrian health professionals. At last, for me; Priority should be given to the education of refugee youths and children as well as to the building of effective healthcare services for the refugees in the region. Moreover, the refugees who live in the major metropolitan areas need to be better integrated into Turkish society. Of course, all of these need to take place without endangering social peace and harmony between refugees and the local Turkish population. So far, Turkish society overall has been largely supportive of the government’s open door

Eu Funding Inside the Union In 2014-2023. On November 29, 2015, the European Union and Turkey signed an agreement under which the EU will give Turkey €3 billion (about US\$3.25 billion) to manage the refugee crisis in the country, aimed at the 2.2 million Syrian refugees and 300,000 Iraqis, and to prevent their reaching EU countries. Under the Joint Action Plan As part of the EU’s commitment to providing 3 billion euros in financial assistance to Turkey under the “Facility for Refugees in Turkey”, 1.2 billion euros has been contracted to various UN Agencies and international organizations. Turkish civil society organizations are involved in the process mainly as sub-contractors. Under IPA (Instrument for Pre-Accession Assistance) funding, 300 million euros have been contracted directly with the Ministry of National Education to be spent for educational purposes such as language training. IPA funding also

supports other projects on health services, socio-economic support, and municipal infrastructure. The refugee-receiving communities in Turkey tended to manage the arrival and settlement of Syrian refugees with considerable hospitality, but given the magnitude of inflow and the duration of the humanitarian crisis, this relatively smooth reception now faces the risk of growing tensions between Turkey's native citizens and the hosted Syrian refugees. EU Fund for Syrians in Turkey Not Even Enough for Their Education Needs. The EU's 3 billion euros of aid to Ankara for Syrian refugees in Turkey is criticized by experts who say that the amount is not even sufficient for covering the education needs of the refugees, let alone their other needs

The non-governmental organization (NGO). So far, civil society is very active in engaging these Syrian refugees and helping to provide food and clothing, as well as other kinds of aid. Some of the local NGOs have increased the extent of their operations and managed to respond to the needs of thousands of Syrian refugees in a very short period. These NGOs work closely with local businessmen and engage with large corporations and municipalities around Turkey.²⁴ They try to cover the basic needs of these refugees, such as clothing, in a very systematic way. For example, one of the local NGOs provides warm meals six days a week for some 1,900 refugees in addition to funding for heating and hygiene among other needs. The foundation also provides clothing for the refugees allowing each refugee to have four visits a year to the clothing store of the foundation. Some of these local NGOs provide daily hot meals for the refugees.

Education. It is estimated that around 30-35 per cent of Syrian refugees in Turkey are school-age children. This amounts to around 550,000 children that need to be attending school. Many refugees have already learned Turkish by taking advantage of language classes both inside and outside the camps, but this process appears too slow and has not taken off given that most of the refugees have been living in Turkey for several years now. In part, given the availability of multilingual people in these cities and the use of multiple languages, including Turkish, Kurdish, and Arabic, many refugees did not feel the immediate urge to become proficient in Turkish.

Educational Situation of Syrian Children in Turkey As for the population of Syrian children in Turkey, data obtained from the Directorate General of Migration Management (DGMM) have revealed that 51% of Syrian refugees living in Turkey are between the ages of 0-18 (Figure 1); this amounts to about 1.5 million Syrian children. Syrian children's access to basic education in Turkey indicates that the number of Syrians has been increasing constantly since 2011, while the schooling rate of Syrian children in Turkey has also increased. As 34,000 Syrian children were provided education both inside and outside of camps upon their arrival in 2011, this figure has since increased to 330,000 in 2016 Temporary Education Centers (GEMs). GEMs are locations that provide primary and secondary education to school-aged Syrian children and adolescents who live either in one of the 25 tent cities set-up by AFAD in 10 different cities, or outside of these camps. GEMs have been built for educating Syrian children in all of the refugee camps in Turkey. GEMs provide education to students, from preschool ages to high-school teenagers. Applications for enrolment and equivalency tests are conducted by commissions under the supervision of and consisting of teachers, administrators, and officials from the National Education Provincial Directorates. GEMs have become an important model that was developed to promptly meet the educational needs of Syrian refugees in Turkey.

Public Schools Another alternative for Syrian refugee children living outside of camps to access education in Turkey is public schools. In fact, according to the same MoNE circular (2014), Syrian children who are provided with foreign identification cards can enroll in public schools. Therefore, Syrian students who wish to attend public schools can benefit from all educational services and have full access to education alongside their Turkish peers. One has acknowledged the situation and announced that school administrators, teachers, students, and even parents are to be given orientation programs for that purpose and that the programs have yielded positive results. Additionally, MoNE also has emphasized that kindergarten and 1st-grade students will be transferred to public schools to ease their adaptation to Turkish society in general, the Turkish educational system in particular, because Syrian children's access to education at Turkish public schools is critical and will thus facilitate their adaptation to Turkish social, cultural, and economic life. However, Turkey has about 18 million grade school-aged students of its own.

Non-Formal Education Along with the academic education of Syrian children, adults also benefit from non-formal educational courses such as vocational,

foreign-language, and arts-and1 Data were taken from the speech of the deputy undersecretary at the World Humanitarian Summit held in Istanbul. 99 Coşkun, Emin / Education of Syrian Children in Turkey: Policies for Basic Education crafts courses, in addition to Quran reading, recitation, and memorization courses. A total of 61,749 Syrians have attended these courses. Currently, more than 10,000 Syrians are attending non-formal education within the camps (Table 1). Numerous projects about the non-formal and formal education of Syrian children outside of camps have been conducted under the cooperation of national and international institutions. For instance, the Center for Women, Family, and Youth, under the Türkiye Diyanet Foundation, has launched a project to provide nonformal educational support to Syrian girls who have had to leave school. With this project, successful Syrian girls are allowed to transfer to MoNE’s formal education institutions.² In addition, the Diyanet Foundation provides non-formal religious education upon request to Syrians who attend Quran courses. Active NGOs such as the IHH, Bülbülzade, and Anadolu platforms provide support to Syrians’ formal education by organizing various art, culture, and social adaptation activities; vocational courses; seminars; and conferences for Syrian students, teachers, and parents. Translating some Turkish resource books into Arabic, in addition to radio broadcasts and newspapers into Arabic and Kurdish, has been provided to Syrian refugees. Turkey also provides psychological support and health services, as well as compassionate and monetary assistance for Syrian children who have lost their parents, lost loved ones, or experienced trauma due to the civil war. This is in addition to values education, family counseling, and seminars for parents. However, since the conflict in Syria is likely to continue for several years, it may be more practical for the refugees to learn Turkish to better integrate into Turkish society and find employment in different parts of the country, especially as they have received permission to work. At the local level, municipalities seem to have overcome this issue to a limited extent by offering classes in Arabic and Kurdish, Turkish language classes, and vocational training courses for children as well as adults. They are also helping to build and run “Syrian schools” but funding for the salaries of the teachers was yet another difficulty. In the camps, AFAD facilitates the education of children while UNICEF is also providing school supplies among other kinds of help. Overall, the majority of school-age children are outside schools, and despite the efforts of various government, international, and

civil society organizations, education remains the most important challenge for refugees in Turkey.

What is the Difference Between the Types of Migrants?

The European Parliament produced a report to define those differences. It is available at: <http://www.europarl.europa.eu/thinktank/infographics/migration/public/index.html?page=intro>

The definition provided in the report is useful to understand the differences.

Migrants: People migrating to the EU are categorized as either: an asylum-seeker, a refugee, a beneficiary of subsidiary protection, an irregular immigrant, or a legal immigrant.

Asylum-seeker: An asylum-seeker is a person requesting international protection due to the risk of persecution in his or her home country. To qualify as a refugee, an asylum-seeker needs to present evidence for evaluation.

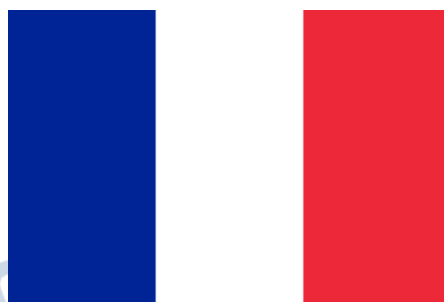
Refugee: A person who has been recognized as requiring international protection. According to the Geneva Refugee Convention, a refugee is a person who 'owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, unwilling to avail himself of the protection of that country'.

Irregular immigrant: An irregular immigrant is a person from a third country (non-EU country) who does not fulfill, or no longer fulfills, the conditions of entry as set out in the Schengen Borders Code or other conditions for entry, stay, or residence in a Member State.

Legally residing immigrant: A legal immigrant is a person from a third country (non-EU country) that is legally residing in an EU Member State for purposes of work (Blue Card Directive, the Intra-corporate Transfer Directive), study (Students Directive, Scientific Research Directive), or family reunification (Family Reunification Directive).

The beneficiary of subsidiary protection: A beneficiary of subsidiary protection is a person who does not qualify as a refugee under the Geneva Refugee Convention but would be in danger if returned to his or her home country.

PRELIMINARY RESEARCH REPORT



France

France is a country with a fascinating history that dates back to the Roman Empire. Throughout the centuries, it has been a center of artistic, literary, and intellectual activity. Some of the greatest thinkers, philosophers, and writers in human history hail from France, including Voltaire, Descartes, Rousseau, and Victor Hugo, among others. The country has also been at the forefront of scientific innovation, from the discoveries of Marie Curie to the contributions of French mathematicians such as Pierre de Fermat and Blaise Pascal.

In addition to its impressive intellectual and cultural achievements, France is also renowned for its cuisine. French food is considered to be some of the best in the world, with dishes like escargots, bouillabaisse, and coq au vin among the most popular. French wine is also highly prized, and the country's vineyards produce some of the world's best vintages.

France is also known for its stunning architecture and beautiful landscapes. From the grandeur of the Palace of Versailles to the natural beauty of the French Alps, there is no shortage of awe-inspiring sights to be found in France. The country's museums and galleries are also world-renowned, with the Louvre in Paris being one of the most visited museums in the world. Today, France remains a major player on the global stage, with a significant presence in the European Union and a permanent seat on the United Nations Security Council. It is a country with a proud history and a bright future, and one that continues to inspire and captivate people around the world.

France has implemented several integration and employment policies to assist immigrants and refugees in their efforts to integrate into French society and the labor market. These policies reflect the French government's commitment to promoting diversity and recognizing the contributions that immigrants can make to the country (Chou and Perrin, 2020).

One of the policies is the provision of free French language classes to immigrants. The classes aim to improve the language skills of immigrants, thereby increasing their chances of finding employment. Additionally, the government offers professional training courses to help immigrants acquire the necessary skills for the French job market (European Union Agency for Fundamental Rights, 2019).

To help immigrants find employment, public employment services provide job placement assistance and counselling. Furthermore, some French companies are required by law to have a certain percentage of their employees from diverse backgrounds, including immigrants. These quotas help ensure that immigrant workers are not discriminated against in the job market (Kahanec and Zimmermann, 2018).

Introduction

France has also implemented policies to support the integration of refugees. This includes providing housing and financial assistance, access to education and healthcare, and job training (United Nations High Commissioner for Refugees, 2019). The government has also

enacted laws to protect individuals from discrimination based on their race, religion, or national origin (European Union Agency for Fundamental Rights, 2020).

In addition, the French government has implemented policies to promote social inclusion, such as providing access to public services, education, and housing for immigrants and refugees. These policies aim to ensure that immigrants and refugees feel welcomed and valued members of French society (Chou and Perrin, 2020).

Overall, France has taken a proactive approach to integrate immigrants and refugees into its society and economy. The country recognizes the importance of diversity and the potential that immigrants bring to the nation (Kahanec and Zimmermann, 2018).

Integration and employment policies in France based on my knowledge cutoff of 2021-09. However, please note that this information may not be up to date and may not reflect the current situation in France.

France has a long history of immigration, and the government has developed several policies to integrate immigrants and ensure that they have access to employment opportunities. These policies include language training, job placement services, and support for small businesses owned by immigrants.

One of the key integration policies in France is the integration contract (Contrat d'Intégration Républicaine), which is offered to immigrants who have recently arrived in the country. The contract includes language classes, civic education, and job training, and is designed to help newcomers integrate into French society.

In terms of employment policies, France has several measures in place to support job seekers and promote employment. These include unemployment benefits, job placement services, and vocational training programs. The government has also implemented several measures to encourage businesses to hire more workers, such as tax incentives and subsidies.

In France, there are several different types of migrants, each with a different legal status and level of rights and protections. The main categories of migrants are:

Asylum seekers: These are individuals who have fled their home country due to persecution or fear of persecution and are seeking protection and refuge in France. Asylum seekers are

entitled to certain rights and protections under international and national law, including the right to seek asylum and the right to humane treatment while their claims are being processed.

Refugees: These are individuals who have been granted asylum in France and are allowed to stay and live in the country. Refugees are entitled to a range of rights and protections, including the right to work, access to healthcare and education, and the ability to reunite with family members.

Economic migrants: These are individuals who come to France for work or other economic opportunities. Economic migrants may come from within the European Union or from outside the EU. Their legal status and level of rights and protections depend on their specific situation, such as whether they have a valid work visa or residency permit.

Undocumented migrants: These are individuals who are living in France without proper documentation or legal status. Undocumented migrants may have entered the country illegally or may have overstayed their visas. Undocumented migrants are often subject to discrimination and exploitation and are not entitled to the same rights and protections as other migrants.

It's important to note that the legal status of migrants in France can change over time, depending on factors such as changes in their situation or changes in French immigration policies. Additionally, the experiences of migrants within these different categories can vary widely, depending on factors such as their race, ethnicity, gender, and socioeconomic status.

In addition to the main categories of migrants outlined above, several other groups of migrants may come to France for various reasons. Some of these groups include:

Family members of French citizens or residents: These are individuals who are seeking to join family members who are already living in France. Family members may include spouses, children, parents, and other close relatives. The legal status and level of rights and protections for these migrants depend on their relationship to the French citizen or resident and other factors such as their nationality.

Students: These are individuals who come to France to study at universities or other educational institutions. Students may come from within the European Union or from outside the EU, and their legal status and level of rights and protections depend on their specific situation, such as whether they have a valid student visa or residency permit.

Seasonal workers: These are individuals who come to France to work in seasonal industries such as agriculture, tourism, or construction. Seasonal workers may come from within the European Union or from outside the EU, and their legal status and level of rights and protections depend on their specific situation, such as whether they have a valid work visa or residency permit.

Transit migrants: These are individuals who are passing through France on their way to another destination. Transit migrants may have entered France illegally or may be waiting for legal documentation to continue their journey. Transit migrants are often subject to precarious living conditions and may be at risk of exploitation and abuse.

The experiences of these various groups of migrants in France can be vastly different depending on their situations and the policies and practices in place at the time of their arrival. Immigration policies and practices in France have undergone several changes in recent years, including changes in the criteria for granting asylum and changes in the process for obtaining residency permits. These changes have led to debates and discussions about the treatment of migrants in France and the country's overall approach to immigration.

However, despite these policies, France has struggled with high levels of unemployment, particularly among young people and immigrants. The COVID-19 pandemic has also had a significant impact on the French labor market, with many businesses struggling to stay afloat and unemployment rates rising.

Overall, while France has implemented a range of integration and employment policies, the effectiveness of these policies remains a matter of debate.

Integration policies. France has implemented a range of policies to promote integration and combat discrimination. For example, the government provides French language classes and intercultural training to immigrants as part of its integration contract program (1). Community

organizations that work with immigrant populations receive support from the government, including legal advice, housing assistance, and job training (2).

The French government has also implemented affirmative action programs and anti-discrimination laws to promote diversity and combat discrimination. These include quotas for women and minorities in certain professions and the creation of a High Authority for the Fight Against Discrimination and Equality (3).

However, the French government has faced criticism for its treatment of undocumented immigrants. Advocates argue that policies such as deportations and restrictions on social benefits for legal residents could undermine integration efforts (4).

Employment policies. The French labor market is highly regulated, with laws and regulations governing hiring, firing, and working conditions. The government has implemented various measures to address youth unemployment, including subsidies for employers who hire young workers and vocational training programs (5). France also has a minimum wage, known as the SMIC, which is adjusted annually to keep pace with inflation and is intended to ensure that all workers receive a living wage (6).

The French government has made efforts to promote entrepreneurship and small business development, particularly in disadvantaged communities. These include financial support for entrepreneurs, training programs, and efforts to streamline regulations and reduce barriers to starting a business (7).

However, there is an ongoing debate about the effectiveness of these policies and whether more needs to be done to address persistent challenges in the French labor market. The COVID-19 pandemic has also had a significant impact on the labour market, with many businesses struggling to stay afloat and unemployment rates rising (8).

Integration and employment policies in France

France has implemented various integration and employment policies to assisting immigrants and refugees in their efforts to integrate into French society and the labor market. These policies aim to promote diversity and recognize the contributions that immigrants can make to the country.

One of the key policies is the provision of free French language classes to immigrants. The classes aim to improve the language skills of immigrants, thereby increasing their chances of finding employment. The French government offers various language programs, including face-to-face language courses, online language courses, and mobile applications (European Union Agency for Fundamental Rights, 2019). Additionally, the government offers professional training courses to help immigrants acquire the necessary skills for the French job market. This includes vocational training, apprenticeships, and professional certification programs (Chou and Perrin, 2020).

To promote diversity and prevent discrimination in the job market, some French companies are required by law to have a certain percentage of their employees from diverse backgrounds, including immigrants. This policy, known as "obligation d'emploi," was introduced in 1983 and aims to promote diversity and combat discrimination in the workplace (Kahanec and Zimmermann, 2018).

France has also implemented policies to support the integration of refugees. The government provides housing and financial assistance to refugees to help them establish themselves in the country. The Office français de l'immigration et de l'intégration (OFII) is responsible for coordinating and implementing these policies, which also include access to education and healthcare, and job training (United Nations High Commissioner for Refugees, 2019). In addition, the French government has enacted laws to protect individuals from discrimination based on their race, religion, or national origin. The French penal code prohibits discrimination based on these factors, and individuals who discriminate can face imprisonment and fines (European Union Agency for Fundamental Rights, 2020).

France has also implemented policies to promote social inclusion, such as providing access to public services, education, and housing for immigrants and refugees. The government's commitment to social inclusion is reflected in its national action plan for integration and social cohesion, which was launched in 2018. The plan includes measures to promote access to housing, education, and employment for immigrants and refugees, as well as measures to combat discrimination and promote diversity (Chou and Perrin, 2020).

Overall, France has taken a proactive approach to integrate immigrants and refugees into its society and economy. The country recognizes the importance of diversity and the potential that immigrants bring to the nation. The French government has implemented various integration and employment policies to support immigrants and refugees in their efforts to establish themselves in the country and contribute to French society (Kahanec and Zimmermann, 2018).

France has implemented various integration and employment policies to support the integration of immigrants and refugees into French society and the labour market. Some of these policies include:

French language classes: The French government provides free French language classes for immigrants to help them improve their language skills and increase their chances of finding employment.

Professional training: The government also offers professional training courses to help immigrants acquire the skills needed for the French job market.

Job placement assistance: Public employment services in France provide job placement assistance and counseling to immigrants to help them find employment.

Diversity quotas: Some companies in France are required by law to have a certain percentage of their employees from diverse backgrounds, including immigrants.

Anti-discrimination policies: France has laws in place to protect individuals from discrimination based on their race, religion, or national origin.

Refugee integration: France has implemented policies to support the integration of refugees, including providing housing and financial assistance, access to education and healthcare, and job training.

Social inclusion: The French government has implemented policies to promote social inclusion, such as providing access to public services, education, and housing for immigrants and refugees.

Overall, France has taken a proactive approach to integrate immigrants and refugees into its society and economy, recognizing the importance of diversity and the contribution that immigrants can make to the country.

Labour Migration-Employment in France. labour migration and employment in France have undergone significant changes in recent years due to the increasing number of immigrants and refugees coming to the country. France has implemented various policies to address the challenges faced by migrants and ensure that they can access employment opportunities.

One of the key policies is the "Skills and Talent" residence permit, which aims to attract highly skilled foreign workers to France. This permit is available to foreign nationals who have a job offer in France, or who have a business project that will create jobs in the country. The permit allows the holder to work and reside in France for up to four years, with the possibility of renewal (French Ministry of Foreign Affairs, 2021).

The French government has also implemented policies to encourage the integration of refugees and asylum seekers into the labor market. This includes providing language training and vocational training to refugees and asylum seekers, as well as facilitating their access to job search services (European Migration Network, 2020). The government has also introduced measures to reduce administrative barriers that prevent refugees and asylum seekers from accessing the labor market. For example, asylum seekers can now start working after waiting for six months for their application to be processed, instead of the previous waiting period of nine months (French Ministry of Interior, 2021).

In addition, the French government has implemented policies to combat labor market discrimination against migrants. The "l'obligation d'emploi" policy, which requires companies to hire a certain percentage of employees from diverse backgrounds, including immigrants, has been effective in promoting diversity and reducing discrimination in the workplace (Kahanec and Zimmermann, 2018).

However, despite these policies, migrants, and refugees still face challenges in accessing the labor market in France. Some studies have shown that discrimination against migrants in the labor market remains a significant issue, particularly for those with foreign-sounding names

(Oesch and Baumann, 2020). Language barriers and the lack of recognition of foreign qualifications also make it difficult for migrants to find employment in their chosen fields (European Migration Network, 2020).

In conclusion, France has implemented various policies to address the challenges faced by migrants and refugees in accessing employment opportunities. These policies aim to attract highly skilled foreign workers, promote diversity and combat discrimination, and facilitate the integration of refugees and asylum seekers into the labor market. However, further efforts are needed to address the barriers faced by migrants in accessing the labor market and ensure that their skills and talents are fully utilized in the French economy.

Health Status and Access to Healthcare in France. Healthcare in France is regarded as one of the best in the world, with the country consistently ranking highly in global health rankings. The French healthcare system is based on universal coverage, meaning that all residents in France are entitled to health coverage, regardless of their income or employment status. The system is funded through a combination of government funding, social security contributions, and private health insurance.

One of the key factors contributing to the good health status of the French population is their access to healthcare. Primary care is provided by general practitioners, and patients have a free choice of doctor. Specialist care and hospital treatment are also provided, and patients can access these services with a referral from their general practitioner. Emergency care is also available 24/7, and the cost of emergency treatment is fully covered by the state.

Despite the overall good health status of the French population, there are still some inequalities in access to healthcare. Certain groups, such as those from lower socio-economic backgrounds, immigrants, and refugees, are more likely to experience barriers in accessing healthcare. Language barriers and a lack of understanding of the French healthcare system can also make it difficult for these groups to navigate the healthcare system.

To address these inequalities, the French government has implemented various policies to improve access to healthcare for vulnerable populations. For example, individuals who are eligible for social security can receive full coverage for their healthcare costs, and the

government has also implemented measures to reduce waiting times for specialist consultations and hospital treatment (OECD, 2019).

In addition, the French government has implemented policies to promote public health and prevent disease. For example, smoking is heavily taxed in France, and there are strict regulations on smoking in public places. The government has also implemented public health campaigns to promote healthy lifestyles and prevent the spread of infectious diseases.

In conclusion, France has a well-established healthcare system that provides universal coverage to all residents, regardless of their income or employment status. The system is based on primary care provided by general practitioners, with access to specialist care and hospital treatment. While there are still some inequalities in access to healthcare, the French government has implemented policies to address these issues and promote public health.

Education System in France. The French education system is designed to provide access to education for all children, including refugees and asylum seekers. The government has implemented policies to ensure that children of refugees and asylum seekers have access to the same education opportunities as French nationals.

Refugee children in France are entitled to education from the age of three to 16. They can attend public schools, private schools, or specialized schools for children with learning difficulties. The French government also provides language support for non-French speaking students to help them integrate into the school system.

In addition to formal education, there are also programs in France that provide support for refugee children outside of the school system. For example, the government provides funding for after-school programs and summer camps for refugee children to help them integrate into French society and learn the language.

Despite these policies and programs, there are still challenges in ensuring that refugee children have access to education in France. One of the major challenges is the lack of available school places, especially in areas with high concentrations of refugees and asylum seekers. This can lead to long waiting lists and delays in children starting school.

Another challenge is the language barrier, as many refugee children do not speak French when they arrive in the country. While the French government provides language support, it can take time for children to become proficient enough in French to fully participate in the school system.

To address these challenges, the French government has implemented policies to increase the number of available school places for refugee children and to provide additional language support. The government has also worked with non-governmental organizations and other partners to provide additional support and resources for refugee children.

In conclusion, the French education system is designed to provide access to education for all children, including refugees and asylum seekers. The government has implemented policies to ensure that refugee children have access to education and support to help them integrate into French society. While there are still challenges, the French government is working to address these issues and provide equal education opportunities for all children.

Education. One important aspect of the education system for migrants, refugees, and asylum seekers in France is language learning. The ability to speak French is essential for integration into French society and for academic success. As such, the French government has established language programs for non-French speaking students, which provide intensive language courses and support.

In addition to language support, many schools and centers also provide cultural support. This includes education on French culture and values, as well as support for the cultural backgrounds of the students. This can help students feel more comfortable and welcome in their new environment.

Another important aspect of the education system for migrants, refugees, and asylum seekers in France is support for students who may have experienced trauma or other difficulties. Many students who come to France as migrants, refugees, or asylum seekers may have experienced difficult circumstances in their home countries or during their journey to France. As such, the education system provides additional support for these students, including counseling and mental health services.

It is worth noting that access to education for migrants, refugees, and asylum seekers in France is not always guaranteed. Some families may face administrative barriers or lack of documentation, which can prevent their children from accessing education. However, the French government has established programs to address these barriers and ensure that all children have access to education.

In conclusion, the education system for migrants, refugees, and asylum seekers in France is comprehensive and reflects the country's commitment to promoting integration and equal opportunities. Language learning, cultural support, and support for students who may have experienced trauma or other difficulties are key components of the system. While access to education is not always guaranteed, the French government has established programs to address barriers and ensure that all children have access to education.



PRELIMINARY RESEARCH REPORT



Spain

Spain is a country that has been shaped by a rich and diverse history. It was once home to some of the most powerful empires in the world, including the Moors, who ruled over much of the country for over 700 years. The influence of this period can be seen in the country's stunning architecture, particularly in the beautiful Alhambra Palace in Granada. Spain also played a major role in the Age of Exploration, with explorers like Christopher Columbus and Ferdinand Magellan setting sail from Spanish ports to discover new lands and open up new trade routes.

Spain is also known for its vibrant and colorful culture. The country has a rich tradition of music, dance, and art, with flamenco being one of the most famous forms of Spanish dance. Bullfighting, although controversial, is also an important part of Spanish culture, with the running of the bulls in Pamplona being one of the most famous events of its kind in the world.

Spain is also renowned for its festivals, including the world-famous La Tomatina tomato-throwing festival and the Feria de Abril in Seville.

Spanish cuisine is famous all over the world, with dishes like paella, tortilla de patatas, and gazpacho being enjoyed by people everywhere. The country is also known for its wine, with regions like Rioja producing some of the world's best reds. In addition, Spain is home to some of the most beautiful natural landscapes in Europe, including the beaches of the Costa Brava, the mountains of the Sierra Nevada, and the breath-taking Camino de Santiago pilgrimage route.

Today, Spain is a modern and vibrant country that continues to influence and inspire people all over the world. Its rich history, culture, and natural beauty make it a popular tourist destination, while its economy and political influence have made it an important player on the global stage. Overall, Spain is a country that has something for everyone, and its many charms continue to attract visitors from all over the world.

Spain has established a comprehensive set of policies and programs aimed at promoting the integration of immigrants and refugees into Spanish society, including employment policies. These policies and programs are designed to help newcomers access social services, find employment, and start businesses, in order to build a better life in Spain.

Spain has implemented a variety of policies and programs to support the integration of immigrants and refugees into Spanish society, including employment policies. This manuscript explores the integration and employment policies in Spain, outlining the key programs and initiatives that have been established. The manuscript examines the integration plan for immigrants, Spanish language classes, cultural mediators, active employment policies, social security coverage, entrepreneurship programs, and non-discrimination policies. By analyzing these policies and programs, this manuscript provides an overview of the measures that Spain has taken to promote the integration of immigrants and refugees into Spanish society.

Introduction

Spain has a long history of receiving immigrants and refugees from around the world. In recent years, the country has seen a significant increase in the number of newcomers, particularly

from sub-Saharan Africa and Latin America. To support the integration of these individuals into Spanish society, the government has established a range of policies and programs, including employment policies. This manuscript aims to explore the integration and employment policies in Spain and to provide an overview of the measures that have been taken to promote the integration of immigrants and refugees.

Integration Policies. The Spanish government launched the 2018-2021 Integration Plan for Immigrants to facilitate the social, economic, and cultural integration of immigrants and refugees into Spanish society. This plan includes measures to improve access to housing, education, and health care, as well as initiatives to promote the integration of immigrants into the labor market. The integration plan is based on three main pillars: welcoming and reception, inclusive coexistence, and economic and labor integration. One of the key measures to promote economic and labor integration is the implementation of active employment policies.

Spanish language classes are offered to immigrants and refugees by public centers and non-profit organizations. These classes are designed to help newcomers learn Spanish and improve their communication skills, which can facilitate their integration into Spanish society. Additionally, cultural mediators provide support and guidance to newcomers to help them navigate the Spanish bureaucracy, access social services, and find employment. These cultural mediators are usually immigrants themselves and have firsthand experience with the integration process, which enables them to provide valuable assistance to newcomers.

Employment Policies. Spain has established active employment policies aimed at promoting the integration of immigrants into the labor market. These policies include vocational training, job placement services, and job training programs. The Spanish government also provides social security coverage, including access to health care, unemployment benefits, and pension benefits. These benefits are available to immigrants and refugees who have obtained a residence permit and meet certain eligibility criteria.

Entrepreneurship programs are also available to help immigrants and refugees start their own businesses. The Spanish government provides funding and support to encourage entrepreneurship among immigrants and refugees. The programs offer training and

mentoring services to help newcomers develop their business ideas, as well as access to financing and other resources.

Non-discrimination Policies. Spain has established non-discrimination policies to promote equal opportunities in the workplace. These policies are designed to prevent discrimination based on race, ethnicity, religion, gender, sexual orientation, or disability. The Spanish government has implemented a range of measures to enforce these policies, including the creation of specialized units within the labor inspectorate to investigate complaints of discrimination.

Spain has implemented a variety of policies and programs to support the integration of immigrants and refugees into Spanish society, including employment policies. The integration plan for immigrants, Spanish language classes, cultural mediators, active employment policies, social security coverage, entrepreneurship programs, and non-discrimination policies are all measures that have been taken to promote the integration of immigrants and refugees. These policies and programs aim to provide newcomers with the necessary support to participate in Spanish society, including accessing social services, finding employment and starting businesses. Overall, Spain's policies and programs demonstrate a commitment to promoting the integration of immigrants and refugees and fostering social inclusion in Spanish society.

Integration Plan for Immigrants. In 2018, the Spanish government launched the 2018-2021 Integration Plan for Immigrants, which aims to facilitate the social, economic, and cultural integration of immigrants and refugees into Spanish society. The plan includes measures to improve access to housing, education, and health care, as well as initiatives to promote the integration of immigrants into the labour market. The plan is being implemented by the Spanish Ministry of Labor, Migrations, and Social Security in collaboration with regional and local authorities and civil society organizations. (Spanish Ministry of Labor, Migrations, and Social Security, 2018)

Spanish Language Classes. The Spanish government provides free Spanish language classes for immigrants and refugees. These classes are offered by public centers, such as schools, and

non-profit organizations. The objective is to help newcomers acquire the language skills necessary to participate in Spanish society, including finding employment. (Spanish Ministry of Education and Vocational Training, n.d.)

Cultural Mediators. Cultural mediators are professionals who provide support and guidance to immigrants and refugees. They help newcomers navigate the Spanish bureaucracy, access social services, and find employment. The Spanish government has established a network of cultural mediators across the country, who are trained to work with diverse populations. The aim is to facilitate communication and mutual understanding between immigrants and the host society. (Spanish Ministry of Inclusion, Social Security and Migration, n.d.)

Employment Policies. Active Employment Policies: Spain has established active employment policies aimed at promoting the integration of immigrants into the labor market. These policies include vocational training, job placement services, and job training programs. The Spanish government also funds non-governmental organizations to provide support to immigrants and refugees in their job search. (European Migration Network, 2017)

Social Security Coverage. Immigrants and refugees who are legally residing in Spain are entitled to social security coverage. This includes access to health care, unemployment benefits, and pension benefits. The Spanish government also provides economic assistance to individuals and families in situations of social need, including immigrants and refugees. (Social Security, Spain, n.d.)

Entrepreneurship Programs. The Spanish government has established entrepreneurship programs aimed at helping immigrants and refugees start their own businesses. These programs provide support and guidance on business planning, access to funding, and other aspects of starting a business. The aim is to foster entrepreneurship and self-employment as a means of integration into the labor market. (Spanish Ministry of Economy and Business, n.d.)

Non-Discrimination Policies. Spain has established a range of non-discrimination policies aimed at promoting equal opportunities in the workplace. Discrimination on the basis of race, ethnicity, religion, gender, sexual orientation, and other grounds is prohibited by law. The

Spanish government also funds initiatives aimed at preventing discrimination and promoting diversity and social inclusion. (European Union Agency for Fundamental Rights, 2017)

In conclusion, Spain has established a range of policies and programs aimed at promoting the integration of immigrants and refugees into Spanish society, including employment policies. These policies and programs aim to provide newcomers with the necessary support to participate in Spanish society, including accessing social services, finding employment, and starting businesses.

Labor System in Spain

Spain has been a popular destination for labor migrants, particularly from Latin America and North Africa, due to its favorable employment opportunities and immigration policies. This manuscript explores the labor migration and employment policies in Spain, highlighting the key programs and initiatives that have been established to promote the integration of labor migrants into the Spanish workforce. The manuscript examines the Spanish immigration system, labor market policies, job training programs, and non-discrimination policies. By analyzing these policies and programs, this manuscript provides an overview of the measures that Spain has taken to facilitate labor migration and promote the integration of labor migrants into the Spanish workforce.

Spain has a long history of receiving labor migrants from around the world. The Spanish economy relies heavily on foreign workers, particularly in sectors such as construction, agriculture, and hospitality. To support the integration of labor migrants into the Spanish workforce, the government has established a range of policies and programs. This manuscript aims to explore the labor migration and employment policies in Spain and to provide an overview of the measures that have been taken to promote the integration of labor migrants.

Immigration System. Spain has an immigration system that facilitates labor migration. Non-EU nationals can obtain a work permit through various routes, such as sponsorship by a Spanish employer or investment in a Spanish company. The government has also implemented a points-based system for highly skilled workers, which grants them a work permit if they meet certain criteria.

Labor Market Policies. Spain has established labor market policies aimed at promoting the integration of labor migrants into the Spanish workforce. The government provides job placement services and vocational training programs to help migrants find employment and develop their skills. Additionally, the Spanish government offers social security coverage, including access to health care, unemployment benefits, and pension benefits, to all workers who have obtained a residence permit and meet certain eligibility criteria.

Job Training Programs. The Spanish government has implemented job training programs aimed at improving the employability of labor migrants. These programs provide migrants with the necessary skills and qualifications to compete in the Spanish job market. The training programs are often sector-specific, focusing on industries with a high demand for labor, such as construction and hospitality.

Non-Discrimination Policies. Spain has established non-discrimination policies to prevent discrimination based on race, ethnicity, religion, gender, sexual orientation, or disability. The Spanish government has implemented a range of measures to enforce these policies, including the creation of specialized units within the labor inspectorate to investigate complaints of discrimination. These policies aim to promote equal opportunities in the workplace and ensure that all workers, regardless of their background, are treated fairly and with dignity.

Spain has implemented a range of policies and programs to facilitate labor migration and promote the integration of labor migrants into the Spanish workforce. The Spanish immigration system, labor market policies, job training programs, and non-discrimination policies are all measures that have been taken to support the integration of labor migrants into the Spanish economy. These policies and programs aim to provide labor migrants with the necessary support to participate in the Spanish job market and contribute to the Spanish economy.

Access to Healthcare in Spain

Refugees and migrants in Spain face significant challenges in accessing healthcare services, which can lead to poor health outcomes and exacerbate existing health disparities. This

manuscript explores the health status and access to healthcare of refugees and migrants in Spain. The manuscript examines the Spanish healthcare system, the legal framework for healthcare access, and the barriers that refugees and migrants face when attempting to access healthcare. By analyzing these issues, this manuscript provides an overview of the challenges that refugees and migrants face when seeking healthcare in Spain and proposes potential solutions to improve healthcare access for this population.

Spain has experienced a significant increase in the number of refugees and migrants in recent years, which has led to an increased demand for healthcare services. According to the Spanish Ministry of Health, in 2020, there were 91,500 applications for international protection in Spain, representing an increase of 45% compared to 2019. However, refugees and migrants often face significant challenges in accessing healthcare services due to a range of factors, including legal status, language barriers, and discrimination. This manuscript aims to explore the health status and access to healthcare of refugees and migrants in Spain and proposes potential solutions to improve healthcare access for this population.

The Spanish Healthcare System. Spain has a universal healthcare system that provides healthcare coverage to all residents, including refugees and migrants. The system is funded through public funds and covers a range of services, including primary care, hospitalization, and prescription medications. However, despite this system, refugees and migrants often face difficulties in accessing healthcare due to a lack of information about the healthcare system and language barriers.

Legal Framework for Healthcare Access. In Spain, access to healthcare services is determined by legal status. Spanish citizens and legal residents have access to the full range of healthcare services provided by the universal healthcare system. However, refugees and migrants who do not have legal status in Spain may not be eligible for the same level of healthcare services. Refugees and migrants who have applied for asylum in Spain are eligible for some healthcare services, but the extent of their eligibility can vary depending on their legal status. Additionally, undocumented migrants are often excluded from the healthcare system, making it difficult for them to access healthcare services.

Barriers to Healthcare Access. Refugees and migrants in Spain face significant barriers to accessing healthcare services, including language barriers, lack of information about the healthcare system, and discrimination. Language barriers can make it difficult for refugees and migrants to understand their healthcare options and communicate with healthcare providers. Additionally, refugees and migrants may face discrimination in the healthcare system, which can lead to suboptimal care and further exacerbate health disparities. According to a study published in the International Journal of Environmental Research and Public Health, refugees and migrants in Spain have higher rates of chronic illnesses, mental health disorders, and infectious diseases than the general population.

Potential Solutions. To address these barriers, the Spanish government has implemented several initiatives aimed at improving healthcare access for refugees and migrants. These initiatives include the provision of language services and the creation of specialized healthcare programs for refugees and migrants. Additionally, various non-governmental organizations and community-based organizations have established programs aimed at improving healthcare access for refugees and migrants. For example, the Spanish Red Cross provides healthcare services to refugees and migrants through its Mobile Health Units, which travel to areas with high concentrations of refugees and migrants.

Refugees and migrants in Spain face significant challenges in accessing healthcare services, which can lead to poor health outcomes and exacerbate existing health disparities. While the Spanish healthcare system is universal, refugees and migrants face challenges due to a lack of information about the healthcare system, language barriers, and discrimination. The Spanish government and community-based organizations have implemented initiatives aimed at improving healthcare access for refugees and migrants, but further efforts are needed to ensure that this population has access to adequate healthcare services.

Education System in Spain

The increasing number of refugees and migrants arriving in Spain has presented significant challenges for the education system. This manuscript explores the challenges faced by refugee

and migrant students in accessing education in Spain, including language barriers, lack of legal status, and discrimination. The manuscript also examines the Spanish education system and the legal framework for refugee and migrant education. By analyzing these issues, this manuscript provides an overview of the challenges that refugee and migrant students face in accessing education in Spain and proposes potential solutions to improve their educational opportunities.

The education of refugees and migrants is a critical component of their integration into society. In Spain, the education system faces significant challenges in providing equitable access to education for refugee and migrant students. Many of these students face barriers to education, such as language barriers, lack of legal status, and discrimination. This manuscript aims to explore the challenges that refugee and migrant students face in accessing education in Spain and proposes potential solutions to improve their educational opportunities.

The Spanish Education System. The Spanish education system is structured in a similar way to other European countries, with primary education from ages 6 to 12, followed by secondary education from ages 12 to 16 or 18. The education system is public and provides free education to all residents, regardless of legal status. However, refugee and migrant students face significant challenges in accessing education due to language barriers, lack of legal status, and discrimination.

Legal Framework for Refugee and Migrant Education. In Spain, access to education is a fundamental right for all residents, including refugees and migrants. The Spanish government has implemented several policies aimed at ensuring the inclusion of refugee and migrant students in the education system. These policies include the recognition of educational qualifications obtained in other countries, the provision of language support, and the creation of special programs aimed at improving educational opportunities for refugee and migrant students. However, the legal framework for education access can be challenging for refugee and migrant students who lack legal status in Spain.

Barriers to Education Access. Refugee and migrant students in Spain face significant barriers to accessing education, including language barriers, lack of information about the education system, and discrimination. Language barriers can make it difficult for students to understand educational materials and communicate with teachers and classmates. Additionally, refugee and migrant students may face discrimination in the education system, which can lead to exclusion from educational opportunities and a lack of educational support. According to a study by the European Union Agency for Fundamental Rights, refugee and migrant students in Spain have a higher risk of dropping out of school than the general population.

Potential Solutions. To address these barriers, the Spanish government has implemented several initiatives aimed at improving educational opportunities for refugee and migrant students. These initiatives include the provision of language support, the creation of specialized educational programs, and the development of programs aimed at promoting intercultural understanding. Additionally, various non-governmental organizations and community-based organizations have established programs aimed at improving educational opportunities for refugee and migrant students.

The education of refugee and migrant students is critical for their integration into Spanish society. However, refugee and migrant students in Spain face significant challenges in accessing education, including language barriers, lack of legal status, and discrimination. While the Spanish government has implemented several policies aimed at improving educational opportunities for these students, more needs to be done to ensure equitable access to education. The implementation of targeted programs and initiatives aimed at improving educational opportunities for refugee and migrant students is critical for their integration into Spanish society and their future success.

Labor system in Spain

The influx of refugees and migrants into Spain has led to an increased demand for labor. However, many refugees and migrants face significant challenges in accessing the labor market, including language barriers, lack of legal status, and discrimination. This manuscript explores the challenges faced by refugees and migrants in accessing the labor market in Spain and the legal framework for their employment. The manuscript also examines the Spanish

labor market and the potential solutions to improve the employment opportunities for refugees and migrants.

The employment of refugees and migrants is a critical component of their integration into Spanish society. However, many refugees and migrants face significant challenges in accessing the labor market, including language barriers, lack of legal status, and discrimination. This manuscript aims to explore the challenges that refugees and migrants face in accessing the labor market in Spain and proposes potential solutions to improve their employment opportunities.

The Spanish Labor Market. The Spanish labor market is characterized by a high unemployment rate and a large informal economy. The labor market is also highly segmented, with significant disparities in employment opportunities across regions and sectors. The Spanish government has implemented several policies aimed at promoting employment and reducing unemployment rates, including subsidies for hiring, vocational training programs, and labor market reforms.

Legal Framework for Refugee and Migrant Employment. In Spain, refugees and migrants have the right to work, regardless of their legal status. However, the legal framework for refugee and migrant employment can be challenging, and many refugees and migrants work in the informal economy. To address this issue, the Spanish government has implemented several policies aimed at improving the employment opportunities for refugees and migrants, including the provision of work permits and the recognition of foreign qualifications.

Barriers to Employment Access. Refugees and migrants in Spain face significant barriers to accessing the labor market, including language barriers, lack of information about the labor market, and discrimination. Language barriers can make it difficult for refugees and migrants to communicate with employers and colleagues and can limit their employment opportunities. Discrimination in the labor market can also lead to exclusion from employment opportunities and a lack of support for their integration into the Spanish labor market.

Potential Solutions. To address these barriers, the Spanish government has implemented several initiatives aimed at improving the employment opportunities for refugees and

migrants. These initiatives include the provision of language training, vocational training programs, and job placement services. Additionally, various non-governmental organizations and community-based organizations have established programs aimed at improving the employment opportunities for refugees and migrants.

The employment of refugees and migrants is critical for their integration into Spanish society. However, refugees and migrants in Spain face significant challenges in accessing the labor market, including language barriers, lack of legal status, and discrimination. While the Spanish government has implemented several policies aimed at improving employment opportunities for refugees and migrants, more needs to be done to ensure equitable access to the labor market. The implementation of targeted programs and initiatives aimed at improving the employment opportunities for refugees and migrants is critical for their integration into Spanish society and their future success.

Non-Governmental Organizations (NGO)

The increasing number of migrants and refugees arriving in Spain has led to the emergence of several non-governmental organizations (NGOs) that provide support and assistance to this vulnerable population. These NGOs work towards promoting the social inclusion and protection of migrants and refugees, advocating for their rights, and providing essential services, including legal aid, healthcare, and education. This manuscript explores the role of NGOs in supporting migrants and refugees in Spain, highlighting their contributions and challenges.

NGOs have played a crucial role in supporting migrants and refugees in Spain. These organizations provide essential services to address the needs of the vulnerable population, including legal aid, healthcare, and education. This manuscript aims to explore the role of NGOs in supporting migrants and refugees in Spain and the challenges they face in providing assistance.

Types of NGOs:

Several types of NGOs operate in Spain, supporting the needs of migrants and refugees. Some NGOs focus on providing legal aid, while others provide healthcare services, education, and

job training. The Spanish government works in partnership with several NGOs to improve the living conditions of migrants and refugees in Spain.

Contributions of NGOs. NGOs play a crucial role in providing essential services to refugees and migrants, including legal aid, healthcare, and education. NGOs also advocate for the rights of refugees and migrants, promoting their social inclusion and protection. These organizations have established networks of volunteers and staff who work to provide direct support and assistance to refugees and migrants.

Challenges faced by NGOs. Despite their contributions, NGOs face several challenges in supporting refugees and migrants in Spain. Funding constraints and limited resources can make it difficult for NGOs to provide comprehensive support to refugees and migrants. Additionally, NGOs face challenges in navigating the complex legal framework governing refugee and migrant rights in Spain.

NGOs play a critical role in supporting the needs of migrants and refugees in Spain. These organizations provide essential services and advocate for the rights of refugees and migrants. However, NGOs face significant challenges in providing comprehensive support to refugees and migrants, including limited resources and navigating the complex legal framework. More needs to be done to support the efforts of NGOs and ensure equitable access to essential services for refugees and migrants in Spain.

PRELIMINARY RESEARCH REPORT



Macedonia

North Macedonia is a country located in the Balkan Peninsula in Southeast Europe. It is a landlocked country bordered by Serbia to the north, Kosovo to the northwest, Albania to the west, Greece to the south, and Bulgaria to the east. The country has a rich history and cultural heritage, with influences from various empires and civilizations throughout the centuries. The official language is Macedonian, and the country's population is estimated to be around 2.1 million people. North Macedonia has made significant progress in its political, economic, and social development since gaining independence from Yugoslavia in 1991. However, the country still faces several challenges, including high unemployment rates, corruption, and a large population of refugees and migrants seeking economic and social opportunities.

North Macedonia has been a transit and destination country for migrants and refugees for many years. The government has implemented various policies to support the integration and employment of this population. Integration and employment policies play a critical role in the economic and social inclusion of migrants and refugees, enabling them to participate fully in society and contribute to the country's economic growth. This manuscript aims to explore the integration and employment policies for migrants and refugees in North Macedonia, highlighting their strengths and challenges. The paper will provide an overview of the integration and employment policies in North Macedonia, assess their effectiveness, and discuss the challenges they face. By examining these policies, the manuscript aims to contribute to the understanding of the policy landscape and provide insights for policymakers, practitioners, and researchers on how to improve integration and employment outcomes for migrants and refugees in North Macedonia.

North Macedonia has been a transit and destination country for migrants and refugees for many years. In response, the government has implemented various policies to support the integration and employment of this population. This manuscript explores the integration and employment policies for migrants and refugees in North Macedonia, highlighting their strengths and challenges.

Introduction

North Macedonia has been a transit and destination country for migrants and refugees for many years. The government has implemented various policies to support the integration and employment of this population. This manuscript aims to explore the integration and employment policies for migrants and refugees in North Macedonia, highlighting their strengths and challenges.

Integration Policies: The North Macedonian government has implemented various integration policies to support the integration of migrants and refugees into society. These policies include language classes, civic education, and cultural orientation programs. Additionally, the government has established a comprehensive legal framework for the protection of the rights of migrants and refugees.

Employment Policies. North Macedonia has implemented various employment policies to support the economic integration of migrants and refugees. These policies include vocational training, job placement services, and employment incentives. The government has also established a legal framework for the protection of the labor rights of migrants and refugees.

Strengths of Policies. The integration and employment policies for migrants and refugees in North Macedonia have several strengths. The policies are comprehensive and aim to address the various needs of this population. The government has also established a legal framework to protect the rights of migrants and refugees, ensuring they are treated fairly in the workplace.

Challenges of Policies. Despite their strengths, integration and employment policies in North Macedonia face several challenges. Funding constraints can limit the effectiveness of these policies, and some policies may not be implemented consistently across the country. Additionally, discrimination and prejudice against migrants and refugees can make it difficult for them to integrate into society and find employment.

Integration and employment policies in North Macedonia aim to support the integration and economic inclusion of migrants and refugees. These policies have strengths, including their comprehensiveness and legal framework for protecting the rights of migrants and refugees. However, funding constraints and discrimination against migrants and refugees can hinder the effectiveness of these policies. Further efforts are needed to address these challenges and ensure equitable access to integration and employment opportunities for migrants and refugees in North Macedonia.

Labor System in North Macedonia

The labor system for migrants and refugees in North Macedonia has undergone significant changes in recent years due to the influx of refugees and migrants from neighboring countries. Many of these individuals work in low-skilled jobs in the construction, agriculture, and service sectors, often facing exploitation and discrimination. In response, the North Macedonian government has implemented various policies and programs aimed at supporting the labor integration of migrants and refugees. These policies include vocational training programs,

language courses, and job placement services. The government has also established legal frameworks to protect the labor rights of migrant and refugee workers. However, despite these efforts, significant challenges persist, including limited access to education and training, discrimination, and inadequate recognition of qualifications and experience. This manuscript aims to explore the labor system for migrants and refugees in North Macedonia, including the policy responses to address the challenges they face. The paper will provide an overview of the current labor market situation for migrants and refugees in North Macedonia, assess the effectiveness of policies and programs aimed at supporting labor integration, and discuss the ongoing challenges and areas for improvement.

North Macedonia has experienced a significant influx of refugees and migrants in recent years, with many seeking employment opportunities in low-skilled sectors of the economy. Despite the efforts of the government to support labor integration through policies and programs such as vocational training and job placement services, many migrant and refugee workers still face significant challenges in the labor market. These challenges include discrimination, limited access to education and training, and inadequate recognition of qualifications and experience. This manuscript aims to explore the labor system for migrants and refugees in North Macedonia, including the policy responses to address the challenges they face. The paper will provide an overview of the current labor market situation for migrants and refugees in North Macedonia, assess the effectiveness of policies and programs aimed at supporting labor integration, and discuss the ongoing challenges and areas for improvement. By examining the labor integration policies and programs, this manuscript aims to contribute to the understanding of the policy landscape and provide insights for policymakers, practitioners, and researchers on how to improve labor integration outcomes for migrants and refugees in North Macedonia.

North Macedonia has experienced significant population movements in recent years, with many refugees and migrants seeking to settle and work in the country. While these individuals bring diverse skills and experiences, they often face significant challenges in accessing employment opportunities and integrating into the labor market. The North Macedonian government has implemented various policies and programs aimed at supporting the labor

integration of migrants and refugees, including vocational training, language courses, and job placement services. Despite these efforts, many migrant and refugee workers still experience discrimination, exploitation, and low wages. The aim of this manuscript is to explore the labor system for migrants and refugees in North Macedonia, including the policy responses that have been implemented, and identify the ongoing challenges and areas for improvement. By examining the labor integration policies and programs, this manuscript aims to contribute to the understanding of the policy landscape and provide insights for policymakers, practitioners, and researchers on how to improve labor integration outcomes for migrants and refugees in North Macedonia.

Vocational training programs. The North Macedonian government has implemented vocational training programs to help migrants and refugees acquire skills that are in demand in the labor market. These programs are designed to provide practical training in areas such as construction, hospitality, and healthcare.

Language courses. Learning the language of the host country is a crucial step towards successful labor integration. The government has established language courses to help migrants and refugees improve their language skills, which can increase their employability.

Job placement services. The government has established job placement services to connect migrants and refugees with potential employers. These services help job seekers identify job opportunities that match their skills and experience and provide support throughout the application process.

Legal frameworks. The North Macedonian government has established legal frameworks to protect the labor rights of migrant and refugee workers. These frameworks include laws on minimum wage, working hours, and working conditions.

Entrepreneurship support. Some NGOs and government agencies offer entrepreneurship support to help migrants and refugees start their own businesses. These programs provide training, mentoring, and financial support to aspiring entrepreneurs, enabling them to create their own employment opportunities.

These are just a few examples of the policies and programs that are aimed at supporting the labor integration of migrants and refugees in North Macedonia. While these efforts are commendable, challenges such as discrimination, limited access to education and training, and inadequate recognition of qualifications and experience still exist. Therefore, ongoing efforts are needed to improve the labor integration outcomes for migrants and refugees in North Macedonia.

The healthcare system in North Macedonia

The healthcare system in North Macedonia is a mix of public and private healthcare providers. The government provides universal healthcare coverage, which means that all citizens, including refugees and migrants, have access to basic healthcare services. However, the quality of healthcare services varies significantly across the country, with rural areas often facing limited access to healthcare services and specialized medical care.

The public healthcare system in North Macedonia is funded by the government, and healthcare services are provided free of charge to all citizens. The system is organized into primary, secondary, and tertiary levels of care, with primary healthcare services provided by general practitioners and nurses. Secondary healthcare services are provided by specialists in hospitals and clinics, while tertiary healthcare services are provided by highly specialized hospitals and medical centers.

In addition to the public healthcare system, there are also private healthcare providers in North Macedonia. These providers offer specialized healthcare services and are typically funded through private insurance or out-of-pocket payments. Private healthcare providers tend to offer higher quality services but are only accessible to those who can afford to pay for them.

Overall, the healthcare system in North Macedonia faces several challenges, including limited resources, an aging population, and a shortage of healthcare professionals. These challenges can make it difficult for refugees and migrants to access the care they need, particularly in rural areas or for specialized medical care. However, ongoing efforts are being made to

improve the healthcare system and expand access to healthcare services for all residents of North Macedonia, including refugees and migrants.

Access to healthcare

Access to healthcare is a critical issue for refugees and migrants in North Macedonia, as they often face significant barriers in accessing healthcare services. These barriers can be related to a lack of knowledge about the healthcare system, language barriers, financial constraints, and discrimination.

To address these challenges, the North Macedonian government and various NGOs have implemented several initiatives aimed at improving refugee and migrant access to healthcare. These initiatives include health information campaigns, multilingual healthcare services, mobile healthcare clinics, and healthcare subsidies.

Health information campaigns have been launched to inform refugees and migrants about their rights and how to access healthcare services. These campaigns provide information about the healthcare system, the services available, and the steps that refugees and migrants need to take to access these services. This is important because many refugees and migrants are not familiar with the healthcare system in North Macedonia and may not know how to access the care they need.

Multilingual healthcare services have also been established to ensure that refugees and migrants can communicate effectively with healthcare professionals. These services provide language support, interpretation services, and translation services to help patients understand their health needs and receive appropriate care. This is particularly important given that many refugees and migrants do not speak the local language and may have difficulty communicating with healthcare providers.

Mobile healthcare clinics have been set up by NGOs to provide healthcare services to refugees and migrants who live in remote areas or have limited access to healthcare services. These clinics offer basic healthcare services, including vaccinations, check-ups, and referrals to specialized healthcare services when needed. This is important because many refugees and

migrants live in areas where healthcare services are not readily available, making it difficult for them to access the care they need.

Finally, healthcare subsidies are provided by the North Macedonian government to vulnerable populations, including refugees and migrants. These subsidies cover the cost of healthcare services, including consultations, tests, and treatments, and are available to those who meet certain eligibility criteria. This is important because many refugees and migrants may not have the financial means to pay for healthcare services on their own.

Despite these efforts, refugees and migrants in North Macedonia still face significant challenges in accessing healthcare services. These challenges are compounded by the COVID-19 pandemic, which has further strained the healthcare system and limited access to healthcare services. Ongoing efforts are needed to improve the healthcare outcomes for refugees and migrants in North Macedonia.

Access to healthcare is a critical issue for refugees and migrants in North Macedonia, as they often face significant barriers in accessing healthcare services. These barriers can be related to a lack of knowledge about the healthcare system, language barriers, financial constraints, and discrimination.

To address these challenges, the North Macedonian government and various NGOs have implemented several initiatives aimed at improving refugee and migrant access to healthcare.

Some examples include;

Health information campaigns: The government and NGOs have launched health information campaigns to inform refugees and migrants about their rights and how to access healthcare services. These campaigns provide information about the healthcare system, the services available, and the steps that refugees and migrants need to take to access these services.

Multilingual healthcare services. The government has established multilingual healthcare services to ensure that refugees and migrants can communicate effectively with healthcare professionals. These services provide language support, interpretation services, and translation services to help patients understand their health needs and receive appropriate care.

Mobile healthcare clinics. NGOs have set up mobile healthcare clinics to provide healthcare services to refugees and migrants who live in remote areas or have limited access to healthcare services. These clinics offer basic healthcare services, including vaccinations, check-ups, and referrals to specialized healthcare services when needed.

Healthcare subsidies. The North Macedonian government provides healthcare subsidies to vulnerable populations, including refugees and migrants. These subsidies cover the cost of healthcare services, including consultations, tests, and treatments, and are available to those who meet certain eligibility criteria.

Despite these efforts, refugees and migrants in North Macedonia still face significant challenges in accessing healthcare services. These challenges are compounded by the COVID-19 pandemic, which has further strained the healthcare system and limited access to healthcare services. Ongoing efforts are needed to improve the healthcare outcomes for refugees and migrants in North Macedonia.

Education System in North Macedonia

The education system in North Macedonia is similar to that of other European countries, with a primary education cycle of eight years, followed by four years of secondary education. Education is compulsory for all children aged between seven and fifteen, and the government provides free education to all citizens, including refugees and migrants.

The primary education cycle is divided into two stages: the first stage covers grades one through four, while the second stage covers grades five through eight. The curriculum for primary education includes subjects such as mathematics, language, science, and social studies, with a focus on developing fundamental skills in reading, writing, and mathematics.

Secondary education is divided into general and vocational streams. The general stream focuses on preparing students for higher education and typically includes subjects such as mathematics, languages, social studies, and natural sciences. The vocational stream, on the other hand, provides students with practical skills in areas such as healthcare, agriculture, and technology.

In addition to public schools, there are also private schools in North Macedonia. Private schools typically offer specialized education programs, such as language instruction or international baccalaureate programs. However, private schools are not free, and tuition fees can be prohibitively expensive for many families.

Despite efforts to improve the education system, North Macedonia faces several challenges in providing quality education for all students, including a shortage of qualified teachers, inadequate infrastructure, and limited resources. These challenges can be particularly pronounced for refugees and migrants, who may face language barriers or have difficulty accessing educational resources. However, ongoing efforts are being made to improve the education system and expand access to education for all residents of North Macedonia, including refugees and migrants.

Education System

North Macedonia has made efforts to provide access to education to refugees and migrants, including free education at public schools. However, language barriers and lack of resources can make it difficult for refugees and migrants to integrate into the education system.

To address these challenges, the Ministry of Education and Science in North Macedonia has implemented several initiatives to support the education of refugees and migrants. For example, the ministry has established temporary education centers in refugee camps and centers, providing basic education to children and adults. One such center is the Refugee Education Center in Skopje, which provides education to over 400 children and adults. The center offers language classes, socialization opportunities, and extracurricular activities to promote integration and support the emotional well-being of refugees and migrants.

The ministry has also established a mobile education service that travels to remote areas to provide education to children who may not have access to schools. For example, the mobile service provides education to children in the Shuto Orizari settlement, which is home to a large Roma population, many of whom are refugees and migrants. The mobile service offers language classes, as well as classes in math, science, and other subjects.

In addition, the ministry has partnered with non-governmental organizations (NGOs) to provide educational support to refugees and migrants. One such organization is Legis, which provides language classes and other educational resources to help refugees and migrants integrate into the education system and society at large. Legis also provides legal support to refugees and migrants, addressing issues such as asylum procedures, access to healthcare, and labor rights.

Despite these efforts, challenges remain in providing quality education to refugees and migrants in North Macedonia. Language barriers can make it difficult for refugees and migrants to fully participate in classroom activities, and discrimination and social isolation can also pose challenges to their education. Nonetheless, ongoing efforts are being made to improve the education system for refugees and migrants and to ensure that they have access to the same opportunities as all residents of North Macedonia.

here are some specific examples of initiatives that have been implemented in North Macedonia to support the education of refugees and migrants:

Refugee Education Center in Skopje: This center was established by the Ministry of Education and Science in 2016 and provides education to over 400 children and adults. It offers language classes, socialization opportunities, and extracurricular activities to promote integration and support the emotional well-being of refugees and migrants.

Mobile education service. The ministry has established a mobile education service that travels to remote areas to provide education to children who may not have access to schools. For example, the mobile service provides education to children in the Shuto Orizari settlement, which is home to a large Roma population, many of whom are refugees and migrants.

Partnerships with NGOs. The ministry has partnered with NGOs such as Legis to provide educational support to refugees and migrants. Legis provides language classes and other educational resources to help refugees and migrants integrate into the education system and society at large. They also provide legal support to refugees and migrants, addressing issues such as asylum procedures, access to healthcare, and labor rights.

These are just a few examples of the initiatives that have been implemented in North Macedonia to support the education of refugees and migrants. While challenges remain, ongoing efforts are being made to improve the education system for refugees and migrants and to ensure that they have access to the same opportunities as all residents of North Macedonia.

Non governmental Organisations (NGO)

Non-governmental organizations (NGOs) play a crucial role in supporting the integration and employment of refugees and migrants in North Macedonia. Many NGOs focus on providing legal support and advocacy for refugees and migrants, as well as working to promote their human rights and democratic values. For example, Legis is an NGO that provides legal support and advocacy for refugees and migrants in North Macedonia. They work to promote the rights of refugees and migrants, including their right to education, healthcare, and employment. They also provide legal assistance to refugees and migrants who are seeking asylum in North Macedonia.

The Helsinki Committee for Human Rights is another NGO that supports the integration and employment of refugees and migrants in North Macedonia. They promote human rights and democratic values in North Macedonia and provide legal support, education, and advocacy for refugees and migrants, as well as other marginalized communities in the country. They work to ensure that refugees and migrants have access to legal services and to advocate for policies that promote their integration and employment.

In addition to legal support, many NGOs in North Macedonia focus on providing education and training to refugees and migrants. The Macedonian Young Lawyers Association is an NGO that provides legal assistance and advocacy for refugees and migrants in North Macedonia. They work to ensure that refugees and migrants are able to access legal services and to advocate for policies that promote their integration and employment.

Another example is the Foundation Open Society Macedonia, an NGO that works to promote social justice and human rights in North Macedonia. They provide funding and support to organizations that are working to support refugees and migrants, including those that focus

on education and employment. They also provide scholarships and other educational opportunities to refugees and migrants who are seeking to improve their skills and employment prospects.

Overall, NGOs play a critical role in supporting the integration and employment of refugees and migrants in North Macedonia. By working alongside government agencies and other organizations, these NGOs are helping to create a more welcoming and inclusive society for all residents of North Macedonia.

Conclusion

Immigration is a complex and sensitive issue in many countries around the world. While some countries have embraced immigration as a source of diversity and economic growth, others have taken a more restrictive approach. However, regardless of the approach taken, it is important for policymakers to address the challenges facing immigrants and work towards creating policies that promote inclusivity and equality for all members of society, regardless of their background or country of origin.

Four countries that have taken different approaches to integration and employment policies for immigrants are Turkey, Spain, France, and North Macedonia.

Turkey has been grappling with the influx of Syrian refugees since the start of the Syrian conflict in 2011. As of 2021, there are over 3.6 million Syrian refugees in Turkey, making it the country with the largest refugee population in the world. To address the challenges facing Syrian refugees in Turkey, the government has implemented policies aimed at creating employment opportunities for them. One such policy is the Temporary Protection Regulation, which allows Syrian refugees to work legally in Turkey. However, despite these efforts, there are still challenges in ensuring decent working conditions and protecting the rights of immigrants. Immigrants often face discrimination in the workplace and may be paid lower wages than their Turkish counterparts. In addition, language barriers and lack of education or skills can make it difficult for immigrants to find employment.

Spain has also faced its own challenges with immigration, particularly from countries in Latin America and North Africa. The Spanish government has implemented policies aimed at improving access to employment for immigrants, including the Immigrant Integration Plan, which aims to promote the integration of immigrants into Spanish society through language classes, job training, and other support programs. However, Spain struggles with high unemployment rates in general, which can make it difficult for both immigrants and native Spaniards to find work.

In France, immigration has been a contentious issue for many years, with the government implementing policies focused on promoting the integration of immigrants into French society, particularly through language and cultural classes. However, France has also faced criticism for its strict immigration policies, which have made it difficult for some immigrants to gain legal status and access to employment opportunities. In addition, France has also faced challenges in addressing discrimination and xenophobia towards immigrants, particularly those from Muslim backgrounds.

Finally, in North Macedonia, the government has made efforts to integrate immigrants into society through language and employment programs. For example, the government has implemented language classes for immigrants and has also provided job training and placement services. However, North Macedonia still faces challenges in addressing discrimination and xenophobia towards immigrants, particularly those from neighboring countries such as Albania and Kosovo.

Overall, while these countries have made progress in their efforts to integrate immigrants and provide employment opportunities, there is still much work to be done. Policymakers must continue to address the challenges facing immigrants and work towards creating policies that promote inclusivity and equality for all members of society, regardless of their background or country of origin. By doing so, these countries can create stronger and more vibrant societies that benefit everyone.

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