

Integration of immigrants: a current view of four cases from Europe

Introduction

The latest surge of inflows has made integration of immigrants a top agenda item in Europe. While the issue has long been a topic of interest for many EU members, as the central component of their national jurisdictions for the most part, some have recently been pressing to come up with a comprehensive common European strategy on that score. To illustrate, following her earlier remarks on the role of immigrants' integration into the host societies, German Chancellor Merkel has this year stressed repeatedly that a decent common immigration and asylum policy in Europe is now more significant than ever (Ash 2015).

To be fair, the call for reviving the long-standing project of a common immigration framework in Europe came amidst heated-debates as to how to ease the growing pressure of influxes in a Union of twenty-eight members. As it were, to avoid ending up in a situation with Europe's fundamental values critically defied, it was inevitable to take a leading role somehow and tackle the issue head on. Germany's recent declaration to set no upper limit on the intake of refugees could indeed be mentioned in the same breath. Essential and humane as this decision may have been, the rationale behind was informed by cost-effect calculations as well. For one, the money spent on future deportations to a crisis-stricken Greece, where the bulk of refugees reportedly make the first entry into the Schengen zone, would be largely squandering, insofar as the latter would probably have to send many of the asylum-seekers back to Germany. What's more, with an ageing and shrinking population boding ill for economic prospects, Germany would in the absence of immigration obviously lose the edge over its economic rivals in the near future. Yet, for better or worse, given some 800,000 immigrants the country is expecting to receive this year, concerns over integration of newcomers have understandably become a top agenda item in Germany, the long-standing debates about its increasingly multicultural society notwithstanding.

It is against this background of recent developments this paper presents a comparative analysis of the conditions non-EU citizens enjoy in a number of EU Member States at present. The rest of the paper proceeds as follows. The next section includes a short

presentation of the aim, scope and method of the research inquiry. There is in subsequence a conceptual review as to integration of immigrants against a background of the EU's legal framework to that effect. Then, based on this conceptual groundwork, the paper gives out its findings from four EU Member States, namely Germany, the United Kingdom, Italy and Greece, on the basis of the latest MIPEX reports, published in 2015. Following a review of the findings, the concluding part presents a number of inferences before it finally makes a last word for future research in the investigated area.

Aim, scope and methodological considerations

The paper aims to shed light on the conditions immigrants enjoy in four EU members, namely Germany, the UK, Italy and Greece, as far as their social, economic and political integration is concerned. Selection of these Member States as the research cases is informed by recent developments according to which these are the countries where migration flows in Europe have in the last decade been chiefly streaming into (OECD 2011; International Organisation for Migration 2013). The scope of migration covers here the extra-EU immigration. Mobility of EU citizens between Member States is for this reason overlooked, to treat in the end solely migration of third-country nationals (TCNs) between Member States or from without the EU.

The method of data collection and analysis is top-down. The benchmark against which the integration conditions immigrants enjoy in the selected cases is drawn from the EU Commission's Directorate-General for statistics (Eurostat) and Migration Policy Index (MIPEX). The Eurostat data are largely based on the European Union Labour Force Survey as well as the EU's periodical statistics on income, living conditions and migration. The MIPEX data are provided by CIDEB (Barcelona Centre for International Affairs) and the Migration Policy Group, as non-profit think tanks co-funded by the European Commission under the scheme of European Fund for Third-country Nationals. The reference guide offered through the MIPEX includes rests on a total of 167 policy indicators¹, which are formulated through a wide platform of scholarly contributions.

¹ An example of which is attached in Appendix under 'MIPEX 2010 Policy Indicators'.

The time span for the enquiry covers a period of five years from 2010 to 2015. This period is decided in light of the 2010 EU Council in Zaragoza where the EU Home Affairs ministers declared a set of underlying indicators for integration of immigrants in Member States. These include essentially conditions applying to immigrants' employment, education, social inclusion and active citizenship.

Conceptual framework

A traditional understanding of integration suggests a one-way form of accommodation, known commonly as 'assimilation', whereby immigrants copy the norms and standards of the host societies with the aim to become similar to them (Entzinger and Biezeveld 2003; Penninx and Martiniello 2004). That being said, success in integration is not entirely dependent on immigrants alone, but also on the opportunities the state make available to them (Robinson and Reeve 2006). Indeed, the EU's Common Basic Principles for Immigrant Integration Policy which were adopted in 2005 give substance to this subtle nuance by stating clearly that "integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States".²

The EU's current integration framework holds three main components: a normative structure, exchange of information and funding for integration projects. The first leg is characterised by two main legal instruments, namely the Directives on Racial Equality and Employment Equality, aiming to eliminate discrimination in terms of gender, age and race, and the Common Basic Principles on Integration adopted in 2004 "to underpin a coherent framework on integration of third-country nationals".³ The second leg of information exchange uses a number of policy instruments in keeping with the Open Method of Coordination (OMC). These are National Contact Points on Integration, which meet up regularly to identify the best practices amongst Member States, handbooks and annual reports published from 2004 onwards, a European Integration Portal and a Forum to discuss and share related issues with all stakeholders across the EU and a shared platform of Social Protection and Inclusion Policies whereby Member States could efficiently emulate best policies on key social issues according to their agenda. The third component of the EU's

² COM(2005) 389.

³ COM (2005) 389.

integration framework concerns funding resources. These are the Integration Fund targeting the newly arrived TCNs, the European Social Fund as part of a wider General Programme of Solidarity and Management of Migration Flows (for the prevention of social exclusion, promotion of equal opportunities and active participation in labour markets) and finally the Progress programme concerning funding of areas relating to employment, discrimination and diversity (Collett 2008).

Though not bound by a supranational ordinance, there has in recent times been a rising trend towards language and civic tests within the broad context of integration. A twofold purpose is served through these integration tests. Accordingly, non-EU nationals become liable to fulfilling a range of criteria regarding entry clearances, long-term residence permits, entitlement to family reunion and naturalisation, as decided by countries of destination. Added to that, integration tests serve also as a significant tool for immigrant selection. While many traditional immigration countries in Europe have previously implemented similar policies as part of the requirement for TCNs' naturalisation process, the new understanding aims to formalise them country-wide (not merely at the regional level as before) and where applicable to apply, for instance, language tests prior to newcomers' arrival, i.e. in the country of origin.

In retrospect, the origins of an EU-wide integration policy framework can be traced back to the Treaty of Amsterdam, whereby Member States' immigration policies became officially tied to the Community Method⁴, with Title IV EC Treaty being replaced with Title V TFEU and bringing together all immigration matters under the 'Area of Freedom, Security and Justice' (AFSJ). For a uniform enforcement of Title V TFEU, a series of five-year programmes were prescribed at Amsterdam. The underlying 'roadmap' procedure -as these programmes were meant to monitor- has to date been (re)designed in three different occasions: at Tampere, the Hague and Stockholm Councils.

On integration of non-nationals holding legal residence in the Member States, the 1999 Tampere Council promised a set of rights and obligations comparable to those of Member

⁴ To create 'an area for freedom, security and justice', the Treaty of Amsterdam introduced a new title (Title IV of the EC Treaty) relating to 'visas, asylum, immigration and other policies related to free movement of persons', whereby competences in this area were shifted from the third to the first pillar.

State nationals, regarding amongst others long-term residence, education and employment, in compliance with the laws of the hosting Member States.⁵ The non-national residents could accordingly acquire also the citizenships of these Member State at their discretion. It was at Tampere additionally stressed that Member States take concrete measures against racism, discrimination and xenophobia, for instance, by learning from the best practices amongst themselves and/or cooperating with the Council of Europe and the European Monitoring Centre on Racism and Xenophobia. The Commission was asked for this purpose to submit a proposal on the implementation of Article 13 of the EC Treaty.⁶ More on that, the Council requested that Member States consider the economic and demographic developments both across the Union and in the countries of origin and harmonise their national laws in relation to the terms and conditions applicable to their TCN populations. Put differently, emphasis was laid here not only on Member States' reception capacities but also on historical and cultural links with sending countries.

Following the Tampere Council, the 2001 Summit at Laeken⁷ called for an Action Plan on illegal immigration and trafficking of human beings in the EU, which was adopted later at the 2002 Seville Council.⁸ Giving credit for the progress achieved throughout the entire process since the Tampere programme, particularly on the fair treatment of legally residing third-country nationals, the 2004 European Council in Brussels stated the need for establishing a set of "common basic principles underlying a coherent European framework on integration", which would be run as of the (new multi-annual) Hague programme, by noting: "if immigrants are to be allowed to participate fully within the host society, they must be treated equally and fairly and be protected from discrimination."⁹ Following the Commission's proposal of the Common Agenda for the Integration of Third-Country Nationals (COM 2005/389), the intended Common Basic Principles on Integration were adopted in 2005 to underscore amongst others that integration objectives could be achieved insofar as national and non-national residents would be mutually accommodated in Member

⁵ Presidency Conclusions, the Tampere Council.

⁶ With Amsterdam Treaty, the new Article 13 EC Treaty expanded the scope of Article 12 (formerly Article 6) which had come to authorise the EC to take action against discrimination in terms of "sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation" with an attachment to prohibition on the grounds of nationality.

⁷ European Council (2001), Presidency Conclusions, Laeken.

⁸ European Council (2001), Presidency Conclusions, Seville.

⁹ Presidency Draft Conclusions, the Brussels Council, 18 November 2004.

States.¹⁰ The ensuing period saw a series of policy initiatives such as the 2007 European Fund for the Integration of TCNs, the 2008 European Pact on Immigration and Asylum and EU Integration Ministers' informal meetings at Potsdam and Vichy in 2007 and 2008 with the aim to reinforce a common integration framework for Europe. Being the last in the five-year monitoring programme series since 1999, the Stockholm Programme reiterated the role of mutual accommodation as "the key to maximising the benefits of immigration".¹¹ Like its predecessors, Tampere and the Hague, the Stockholm Programme emphasised the need to integrate legally living TCNs into the host societies, laying emphasis on 'fair treatment' to ensure "rights and obligations comparable to those of citizens of the Union".¹²

Aside from the three monitoring programmes of Tampere, the Hague and Stockholm, the 2009 Lisbon Treaty made a brief reference to integration of immigrants in Article 79(4) TFEU, according to which the EU "may establish measures to provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals residing legally in their territories, excluding any harmonisation of the laws and regulations of the Member States". Judging by the wording here, nevertheless, one could argue that there were from the perspective of Lisbon no legislative prospects for supranationalisation of integration legislation. Following Lisbon, the Commission made several proposals in relation to immigrant integration. The Communications 'Europe 2020: A European Strategy for Smart, Sustainable and Inclusive Growth' and 'European Agenda for the Integration of Third-Country Nationals', as released in 2010 and 2011, respectively, both addressed to new agenda items for the overall purpose of increasing immigrants' economic, social, cultural and political participation. To ensure comparability amongst EU Member States, the 2010 Zaragoza Council made a declaration on a number of common indicators for integration policies, the scope of which was expanded in 2013 to help increase their monitoring and assessment. The main policy areas as signified by these indicators are employment, education, social inclusion and active citizenship.

This paper presents recent findings from a number of EU members. To put these forward in light of the 2010 Zaragoza indicators, it focuses specifically on the standards concerning

¹⁰ COM(2005) 389.

¹¹ The Stockholm Programme, 2010/C115/01.

¹² The Stockholm Programme (2010/C115/01), p.30.

labour markets, the area of education and political/social inclusion in the first place. These come under the headings of employment, education, and inclusion, which covers briefly developments concerning political participation, anti-discrimination and finally access to nationality.

Impressions from selected cases according to policy areas

Germany

Labour markets

Germany is regarded as a 'favourable' country as far as conditions applying to third-country nationals' employment are concerned (MIPEX 2015). Non-EU workers enjoy here a limited degree of equal access and rights. Following the 2007 *EU-Richtlinienumsetzungsgesetz*, which aimed at more participation in society, the CDU, CSU and FDP coalition government decided to reduce labour shortages for white-collar positions such as doctors, scientists or engineers by way of qualified immigration from abroad. It seems, however, this move has so far proved less fruitful than intended. While local governments set their sights on an efficient public sector and encourage more TCN involvement at the labour markets, the basic procedures required for their employment have been meeting bureaucratic hurdles between *Länder* and professional organisations. In effect, a significant portion of the newcomers are today employed below their genuine levels of qualification. What's more, apart from cases of 'urgent official needs', they almost never have access to the public sector.

Family reunion

When seen in terms of family reunion, newcomers may in Germany make applications upon their arrival, through a brief procedure, which is free of charge, to bring along their parents/grandparents on condition that the latter are in need of family care. These applications can be declined only if there is fraudulence and/or threat involved for the security of the state. For examinations required under the scheme of long-term residence, Germany aligns with old immigration countries like the Netherlands, Denmark and France, which all demand language/culture tests from TCN spouses in their countries of origin. These tests are in the German case not free of charge. The length of time as required from the person applying for family union (sponsor) is changeable, depending on the degree of

his/her affinity to the beneficiary. Refusal/withdrawal requires consent of both sides, leaving room for appeal.

Long-term residence

Another relevant area in relation to employment of immigrants in Germany is long-term residence which is a major component of its integration policies proves. The current situation requires here a fairly demanding procedure on that account. Relevant conditions are almost comparable to those concerning full citizenship, as seemingly no other country stipulates as many requirements as Germany does for long-term residence. While many EU countries demand in this context basic documents such as legal incomes or language knowledge, the related process in the German case starts with a comprehensive integration test. For tertiary education, within the scheme of attracting international students, Germany's performance lags behind that of an average old immigration land like the Netherlands, Denmark, Belgium, Austria or Sweden, for reasons of red tape/comprehensive paperwork.

Education

The educational standards third-country nationals enjoy in Germany are of average quality, particularly in view of the pupils/students with migration backgrounds who are not entirely integrated within the multilayer school system here. While this might also have to do with own migration experiences, there are obvious patterns indicating that most projects intended to encourage access to schools are reliant upon the financial resources and political will, which are restricted to a certain number of schools or a particular stage in educational career. Pupils/students may enrol at the *Länder* level in all types/tracks of schools, yet a mechanism allowing for healthy placement (to assess learning experiences of a pupil/student before arrival to Germany) is still missing. Additionally, while pupils of TCN origin can enjoy support and funding for being socially disadvantaged, equal opportunities do not apply to all cases, given that only five *Länder* provide them with legal service regardless of whether or not their parents are 'undocumented'. Schools can obtain rich resources of performance data, thanks to for instance periodically arranged panels on national education. What's more, immigrant languages are taught both in and outside

classroom, with curricula fostering 'diversity', though rather incompletely as these do not cover all immigrant cultures. Regardless of several language assessment tools such as those provided by 'FörMig', there are no official standards regarding language learning and/or teacher training, nor are there state-sponsored programmes targeting intercultural education. A recent development in this context demonstrates all the same a rising interest in many *Länder* as to encouragement of TCNs for study in educational sciences and/or become teachers.

Political participation

Seen in terms of immigrants' political participation, conditions offered in Germany are 'slightly favourable' (MIPEX 2015). Germany provides its TCNs with certain privileges, such as freedom to join political parties, even if some of these may deny internal positions to non-nationals, and civil society organisations. Such services do not cover the basic rights given to nationals, like for instance voting (the revision of which requires a constitutional change but has so far been out of sight). Integration into the political system is to a certain extent encouraged by the *Länder* and municipalities so that TCNs could elect their own groups. At the national level, however, such representatives are appointed by national governments, which may provide funding in return for cooperation/consultation.

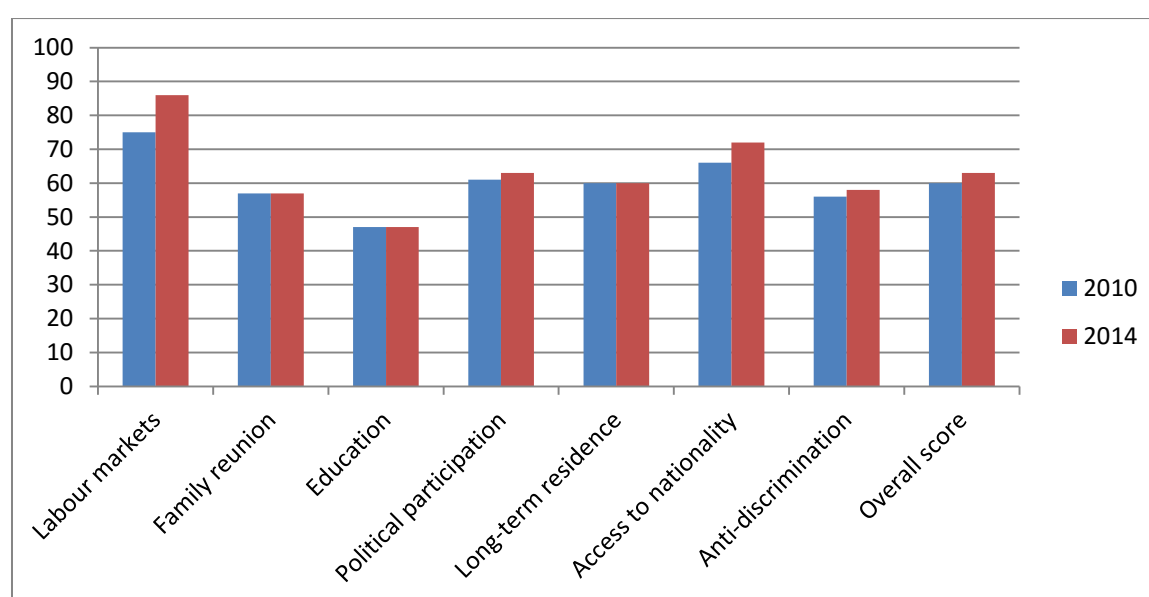
Anti-discrimination and access to nationality

As for prohibition of ethnic, religious and/or racial discrimination, the German law provides more room than the EU's minimum requirements in most areas. One might all the same encounter discrimination on the basis of nationality. Despite progress since 2008, NGOs in Germany do not have far-reaching roles. Those facing discrimination can enjoy the support service of the Federal Anti-discrimination Agency, whose powers are however quite limited. Compared to several EU members such as Sweden and the United Kingdom, which hold strong legislative mechanisms at the state level, Germany performs somewhat poorly on that score.

Third-country nationals enjoy naturalisation rights in Germany providing they hold permanent residence. While these were offered to the first generation via entitlement, the second generation could acquire citizenship by birth. Achievement of citizenship is here

generally regarded as a stepping stone for better integration. In the absence of economic and linguistic integration, however, it is not possible to have access to this scheme thoroughly. While many EU members allow for dual-citizenship, Germany reduced it to EU nationals from 2007 to 2013 during the CDU, CSU & FDP coalition government. The new CDU & SPD coalition in 2014 expanded the scope, nevertheless, to include those born in Germany as well.

Figure1: Recent change of integration conditions for TCNs in Germany



Based on MIPEX 2015. Each policy score demonstrates the standards of equal rights, duties and opportunities the third-country nationals enjoy in the investigated area. A sample list of policy indicators according to which these scores were calculated are available in the Appendix.

The UK

Labour markets

The terms and conditions applying to TCNs' employment in the UK are 'halfway favourable' (MIPEX 2015), due to the average standards they hold by comparison with applications elsewhere in Europe. Qualification to the points system is in the UK of vital importance as only thereafter can TCNs achieve comparable rights to those of nationals. All job services are open to immigrants. For that, however, access to social security services are largely denied, which differs radically from what several old immigration destinations such as France and

Germany offer in this context. Unlike those, say, in Germany, Denmark and Sweden, TCNs can in the UK enjoy little official support from the state.

Family reunion

Policies regarding family reunion in the UK are the worst in Europe. The poor performance has broadly to do with the TCNs' weak societal integration here. While basic requirements for the married are quite similar to those in many immigration lands across Europe, TCN couples under 20 can enjoy no family reunification rights in the UK (these start for nationals at the age of 18). To be fair, this bias stems largely from intentions to discourage forced marriages, as observable in families with third-country national backgrounds. Access to public benefits is here not level with that of nationals, which makes the UK in this category one of the seven European MIPEX countries limiting non-EU citizens' rights.

Long-term residence

On conditions concerning long-term residence, the UK is not a model for other countries, either. By contrast with the EU citizens, non-EU nationals are here not granted the right to permanent residence automatically. There was in this vein a fairly demanding procedure called 'indefinite leave to remain' until recently, for which the TCNs were required to follow security coverages to qualify for a certain degree of basic rights. The 2009 Borders, Citizenship and Immigration Act did not promise much for third-country nationals in this context. For permanent residence, they became required with the entry into force of the new law to wait up to eight years, regardless of their legal status. Students and a segment of workers were excluded from this application as their cases would be dependent upon a period of three- to five-year-long probation, depriving them of public benefits. Further, with the new law, they became subject to limitations concerning for instance travelling outside the UK.

Education

Thanks to policies providing migrant pupils with a decent support system in schools, the UK earns a relatively good place in terms of educational standards. This quality is closely related to the priorities recent UK governments have been attaching with as far as the issue of 'diversity' is concerned. Though criticised at times, British schools are known to promote a

wide range of cultural, racial and religious services in line with the 2000 Race Relations Amendment Act. These services are since 2006 in place to help contribute to societal 'cohesion', through most importantly 'Citizenship Education' (in particular with respect to its 'identity and diversity' component). There is in the UK also an organised teacher training/development network laying special weight on candidates from ethnic minorities. To data on TCN pupils' achievement and segregation in British schools, the UK's education policies are 'slightly favourable'. Migrant families can here hardly benefit from language

Political participation

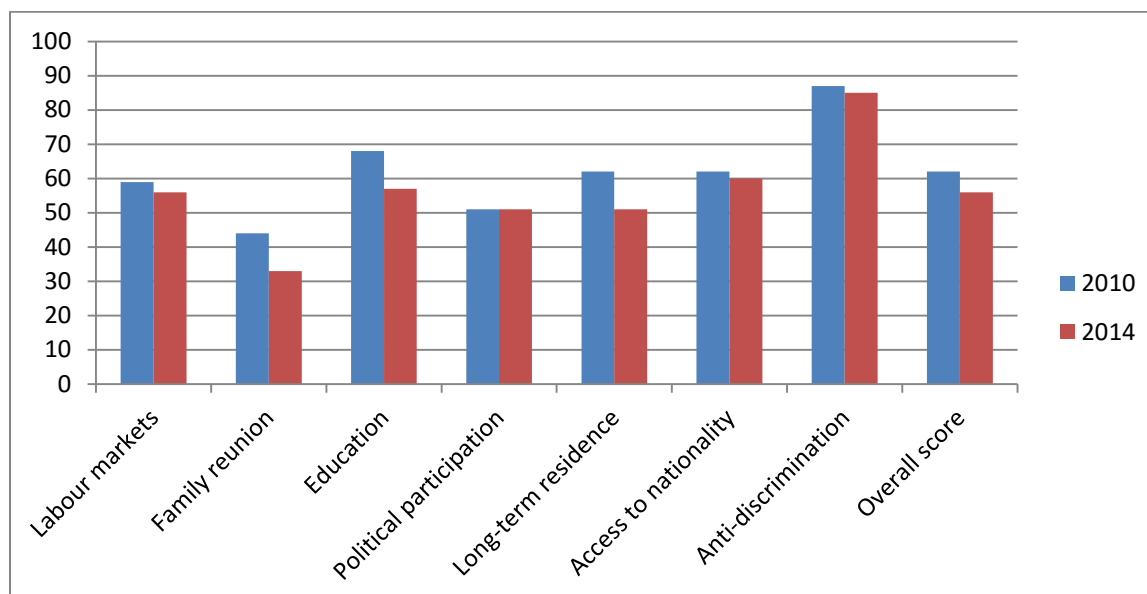
TCNs' political participation in the UK is by MIPEX standards of average quality. Despite being in one of the oldest immigration countries in Europe, TCNs are here not allowed to vote in local/national elections, with the exception of those holding Commonwealth citizenship. For that, however, all non-EU nationals are granted basic liberties to establish for instance their own political organisations. Nonetheless, contrary to recent trends in several EU Member States, the British state does not recognise them as consultative bodies.

Anti-discrimination and access to nationality

British laws and policies in the context of anti-discrimination prove according to the latest data way above the average standards, which in Europe are second best after Portugal. Although the 2006 Equality Act previously called for the establishment of the Equality and Human Rights Commission, to fight racial, ethnic and religious discrimination, the concerning plan was lacking enforcement mechanisms, giving for instance active roles to NGOs in court decisions, like in many other countries across Europe and North America. With the introduction of the 2010 Equality Act, TCNs are offered here legal protection in a wider range of policy issues, from age, gender, race, religion to disability, sexual orientation, maternity and marriage/civil partnership.

As for terms and conditions applying to immigrants' access to British nationality, the UK was until recently considered a working model. The 2009 Act introduced however complications in the naturalisation process. Unlike in several other immigration lands, such as France, Sweden or the Netherlands, the citizenship standards in the UK require at present lengthier procedures, chiefly because of the newly attached probation period.

Figure 2: Recent change of integration conditions for TCNs in the UK



Based on MIPEX 2015.

Greece

Labour markets

The restrictions its TCNs face at labour markets offer Greece a moderate position by comparison with other EU countries. This quality is in fact worse than those of other immigration destinations in southern Europe, most notably Portugal and Spain, where third-country nationals are not subject to restrictions in the public sector or self-employment. Obscured by weak legal prospects at labour markets, access to the public sector is not fostered equally here. Non-EU citizens must fight here a hampering red tape procedure to be able to start their own business, with no promises for social security, equal working conditions or general support from the state. In brief, regardless of a number of recent improvements most notably in the area of family reunion, non-EU nationals' access to employment remains to be 'slightly unfavourable' in Greece.

Family reunion

On non-EU nationals' family reunion, the Greek performance ranks far below the average of other old/new immigration countries in Europe. Unlike in many EU Member States, sponsors are required here to fulfil extremely demanding conditions and bypass bureaucratic hurdles

for eligibility, such as administrative delays applicable to permanent residence permits. Parents and adult children are excluded from the coverage in this framework. While families are granted better rights at present, thanks to Law 3801/2009 granting reunited family members full access to employment, security of status cannot go beyond the average.

Long-term residence

In terms of long-term residence, TCNs who fulfill standard requirements can enjoy in Greece basic security options and rights as guaranteed by the EU law. This issue is however quite tricky, as the rate of successful applicants to benefit from that coverage is generally lowered by highly restrictive conditions such as application fees. Although Law 3838/2010 reduced the €900 application to €600 recently, it still appears to be much higher than what many of the 38 countries on MIPEX list demand. Added to that, while many EU Member States demand no more than a basic income and language knowledge for long-term residence, Greece asks its TCNs to document high income as well as integration course/test scores. To be able to attend state-sponsored classes on this latter score, there apply yearly quotas and long waiting lists. The Greek score in terms of long-term residence is in the end lower than the EU average.

Education

Policies concerning TCNs' education in Greece hold an average position when compared to those in other EU members. As in many other EU Member States, pupils with immigrant origins are offered here access to all layers of the school system. Yet, the same pupils face barriers when it comes to language learning and ongoing support, which many old immigration countries have in recent times been effectively dealing with. Policies encouraging intercultural education thoroughly, like in Germany, Sweden, Spain and Portugal, are in Greece still out of sight.

Political participation

Immigrants' political participation in Greece is of average quality. Thanks to Law 3838/2010, there has here been significant progress in granting non-EU residents political rights like voting at local elections. New integration councils, regardless of their limited powers, seek to promote further democratic values at the national level. This might in medium- to long-term

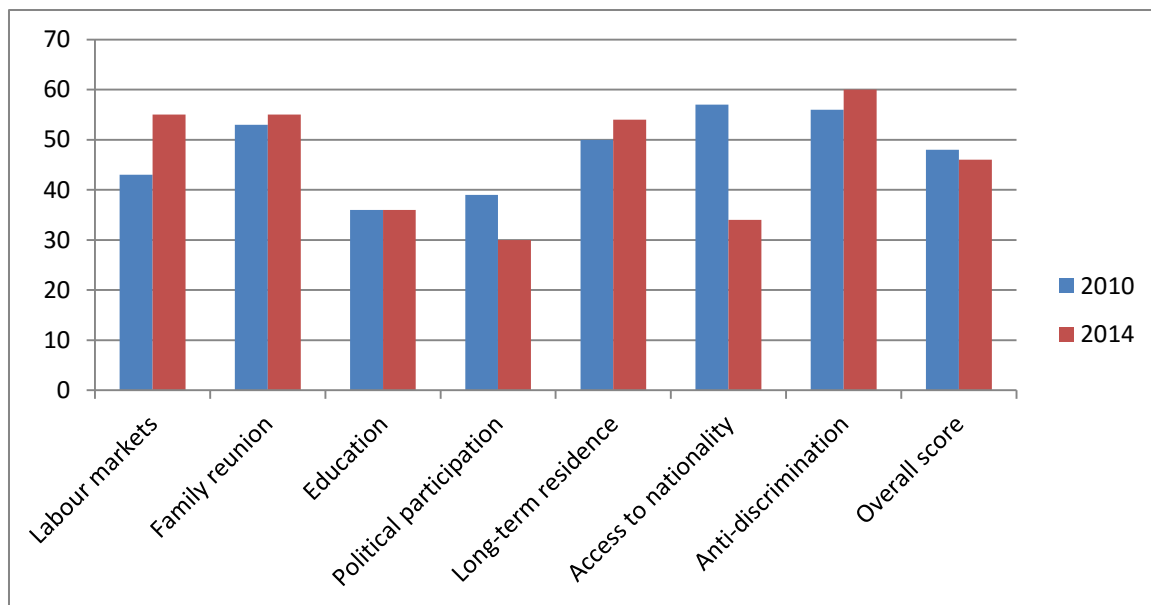
pave the way for representation of immigrants in the so-called National Commission for Migrants' Integration. There is however no funding for TCN-established civil society organisations (as for instance in Portugal).

Anti-discrimination and access to nationality

As for anti-discrimination policies, the Greek standards are far below the EU average. Unlike in many EU Member States, discrimination on the basis of nationality is not explicitly forbidden in the Greek law. Further, as there is no legal statement dismissing racial profiling categorically (like in the UK and France), non-EU nationals in Greece remain extremely vulnerable. They may benefit from assistance by the state or NGOs, only without direct access to equality bodies, not least because supervisions/investigations (most importantly by the Ombudsman) have no primary relevance to enforcement here.

A largely bleak picture Greece offers in terms of TCNs' access to nationality owes much to the country's poor experience in immigration matters. Following the newly adopted and relatively more liberal citizenship under Law 3838/2010, however, TCNs' eligibility for nationality became comparable to those in traditional migrant destinations. All non-EU nationals' children can now enjoy Greek citizenship at birth or obtain dual citizenship automatically without having to face extra administrative hurdles as in the past. For naturalisation, however, the citizenship scheme seems to demand an exorbitant €700 fee (despite reduction from €1,500). The new citizenship package does not guarantee constitutional protection, indicating applicants and new citizens hold here one of the most insecure (second worst) conditions amongst the 31 MIPEX countries. They can for instance be left 'stateless' on many grounds, regardless of the length of their Greek citizenship.

Figure 3: Recent change of integration conditions for TCNs in Greece



Based on MIPEX 2015.

Italy

Labour markets

The conditions Italy provides the third-country nationals at its labour markets are above the EU average. For integration of legal TCN workers into the Italian economy, there are no visible barriers put by the state. Nonetheless, the equal access and support provided here are counterbalanced by a poor skill/qualification assessment. Indeed, contrary to those in many old immigration lands, as well as in new ones like Portugal, public service in Italy does not seem to make full use of non-EU residents. This handicap stems mainly from the lack of ‘targeted support’, which eventually pushes TCNs outside the legal labour market.

Family reunion

Reunification of families with a migration background is secured in Italy by relatively new laws and policies, which with a fairly decent position appears as ‘slightly favourable’ by MIPEX standards. Despite this relatively high ranking, one needs to be mindful of a number of basic and critical procedures which, as one gathers from recent data, may have been overlooked. The issue relates in particular the case of non-EU families who cannot enjoy rights to secure residence, work and study entirely here. Sponsors of non-EU national origins are required to meet extremely high standards for family reunion, concerning

accommodation in the first place. What's more, the 120/2008 decree does not allow TCNs' elderlies to benefit from the right to family reunion.

Long-term residence

Non-EU residents in Italy enjoy a certain degree of security until they obtain long-term residence. Compared to several EU Member States such as Austria, Belgium, Spain and Portugal which currently extend long-term residence also to students, Italian laws and policies are somewhat less liberal, not least because long-term residence is here not entirely standardised with legal immigration. It is all the same possible to argue that requirements in this category are relatively less demanding than those applicable to family reunion and naturalisation. With the 2009 Security Act, language and integration rose to be the main requirements for long-term residence qualifications.

Education

There is today an obvious need in all EU Member States to make educational standards meet the growing 'diversity' demands of their host societies. The situation in Italy does not seem to be promising on this matter. Considering the schools which are far from giving priorities to teaching 'life in harmony', one can argue that pupils with a migration background are here often underprivileged. While TCNs under 18 have irrespective of their status access to school systems and may enjoy general support for the disadvantaged, there exist no clear tools enabling placement of newcomers at the right level. Compared to those in many other EU Member States, Italian school curricula do not lay much emphasis on immigrant languages, overlooking intercultural education right from the start.

Political participation

Political opportunities offered to TCNs in Italy are below the EU average. Non-EU nationals are here not granted voting rights for local elections and it seems the necessary constitutional change to that end will not take off the ground in near future. Apart from rare practices like in Rome's town council whereby non-EU nationals are currently allowed to elect Adjunct Counsellors, consultative bodies in Italy are not encouraged. To be fair, basic political liberties are respected here in some measure and there is funding allocated for third-country nationals. Yet, these remain largely superficial by comparison to the challenges

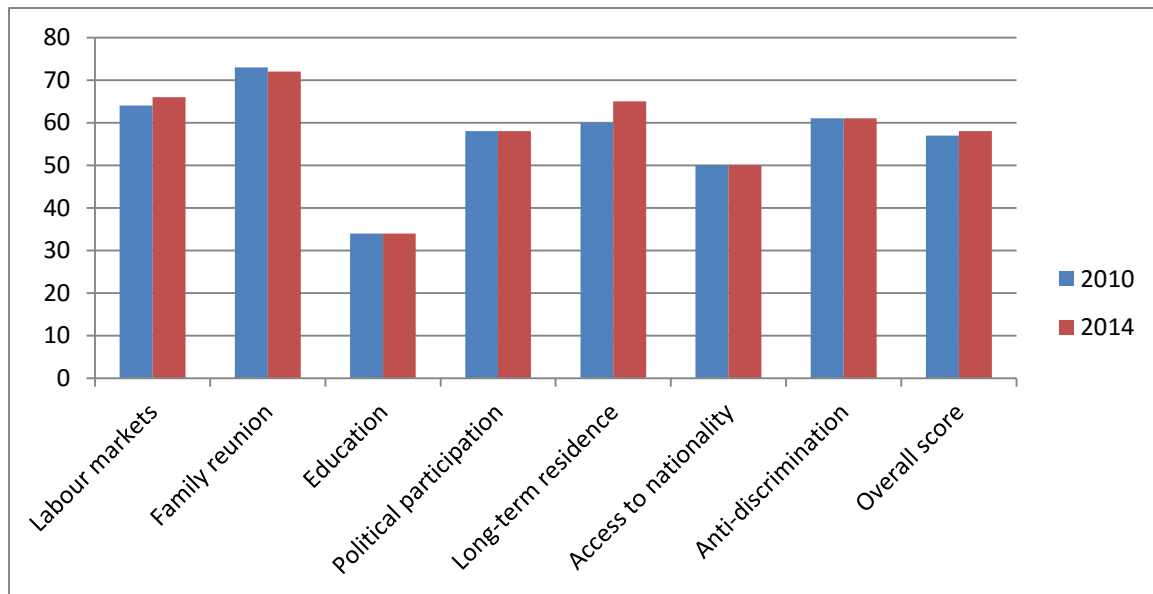
the latter face. To illustrate, non-EU nationals wishing to own/publish newspapers here are allowed to do so only when they have native co-proprietors.

Anti-discrimination and access to nationality

Italy holds amongst all EU countries an average position in terms of its anti-discrimination policies towards third-country nationals. Despite improvements, in particular following the European Commission's general call to make legal revisions in this category, the weakest equality policies in the EU are ascribed to Italy. Its Office for Racial Discrimination in particular is largely ineffective (second worst in Europe after that of Spain). In the event of racial, religious or ethnic discrimination, it is primarily the EU law that provides legal source of reference. A diversity charter concerning the business sector has already been adopted; however, promotion of equality is far from being a priority goal here.

As Italy turned from a 'sending' country to one of immigration, its eligibility criteria for nationality became highly restrictive. Unlike in many other cases, citizenship is here not granted automatically to second/third generations. The residence requirements are together with those in Spain the most demanding in Europe. Non-EU nationals appear to be excluded from many areas of life regardless of their birth in the country. Italy holds an average place by latest standards on this matter, thanks to the basic conditions for equal citizenship. In light of its big diaspora in various corners of the world and the rise of sojourners returning lately, the Italian law permits now dual citizenship as a general rule, which it formerly denied in the case of a further citizenship.

Figure 4: Recent change of integration conditions for TCNs in Italy



Based on MIPEX 2015.

Summary

Despite its rough edges, the German modus operandi on integration of immigrants has generally yielded tangible results in recent times. On providing equal rights and further support, non-EU immigrants can in Germany benefit from citizenship courses free of charge, with the exception of the immigration test abroad. While the 2012 Recognition Act DE helped improve the conditions as to recognition of foreign qualifications and skills, a big size of non-EU population are said to experience racial/ethnic or religious discrimination, while the number of those who are not in employment, education/training, or pushed into jobs below their qualification levels, as well as of separated families, despite their eligibility for long-term residence and citizenship, can by no means be underestimated. There have in recent times been a considerable number of racial profiling cases due to, reportedly, unconstitutional ID checks.

With the grand coalition in 2014, the dual nationality scheme was revived to apply to in-born citizens. Regardless of the fact that Germany is currently still the only country imposing restrictions on dual nationality for all its immigrants, this gesture was a clear signal to acknowledge being a country of immigration at the official level. Overall, being one of a handful EU members demanding application of language tests outside its borders, imposing restrictions on active citizenship, offering limited healthcare services for asylum-

seekers/undocumented immigrants, with poor equality policies, Germany appears to be in need of new reforms regarding integration of its immigrant population into the host society. The current National Action Plan for Integration is scheduled to undergo an update by the end of 2015.

With a sizeable foreign-born population of 12.5% in 2014, the UK shows certain similarities to other migrant attracting EU countries like France, Germany or the Netherlands. Along with a significant part of the immigrants residing with working permits here, the high number of non-EU citizens with degrees from the tertiary level of education is an attribute the UK uses to its own advantage, similar to traditional migrant destinations elsewhere outside Europe like Canada and Australia. With the replacement of the Labour government with Conservative-Liberal Democrat coalition in 2010, which in 2015 was taken over by a Conservative majority, there have been concrete changes to pursue austerity plans and restrict amongst others reunification of immigrant families, their settlement and/or citizenship prospects. Given the extremely high levels of language, income and application fees it demands from immigrants, regardless of the language test it applies principally abroad, the UK is now considered to hold in the entire developed world one of the strictest legal frameworks as far as integration of immigrants is concerned (MIPEX 2015).

Following the 2010 Equality Act, the formerly mandatory assessments for equality impact were abandoned, while the funding committed to equality purposes was lowered enormously with more than 50% budget cuts for EHRC. What's more, with the mainstreaming Ethnic Minority Achievement Grant, schools are now not asked to report periodically on ethnic minority pupils' needs in relation to, say, bilingual education or other possible reasons for underachievement. While the National Health Service seems to work on diversity quite effectively, the UK governments impose far more restrictions as to migrants' eligibility and access than many other traditional immigration countries. While the government's 2012 integration strategy assigns greater roles onto local and regional authorities, these are still not fully prepared to be able to respond to newcomers' basic integration needs.

For the Greek case, mass immigration is a relatively recent phenomenon. The poor economic and political conditions up to the 1980s urged a considerable number of Greeks to leave the country for the USA, the UK, Germany and Australia, holding back the state approach to immigration as a comprehensive policy field here until lately. Following a checkered reform process in accommodating the national framework to the EU norms as late as the 2000s, mostly because of an unstable party-system, 'client politics' and scepticism about supranational goals, the newest policy developments in Greece have to a large extent been informed by the recent economic and financial downturn. The austerity programmes adopted in exchange for a most likely bailout lately have been provoking hostile attitudes towards vulnerable groups, making Greece at present one of the most unwelcoming places for immigrants in Europe.

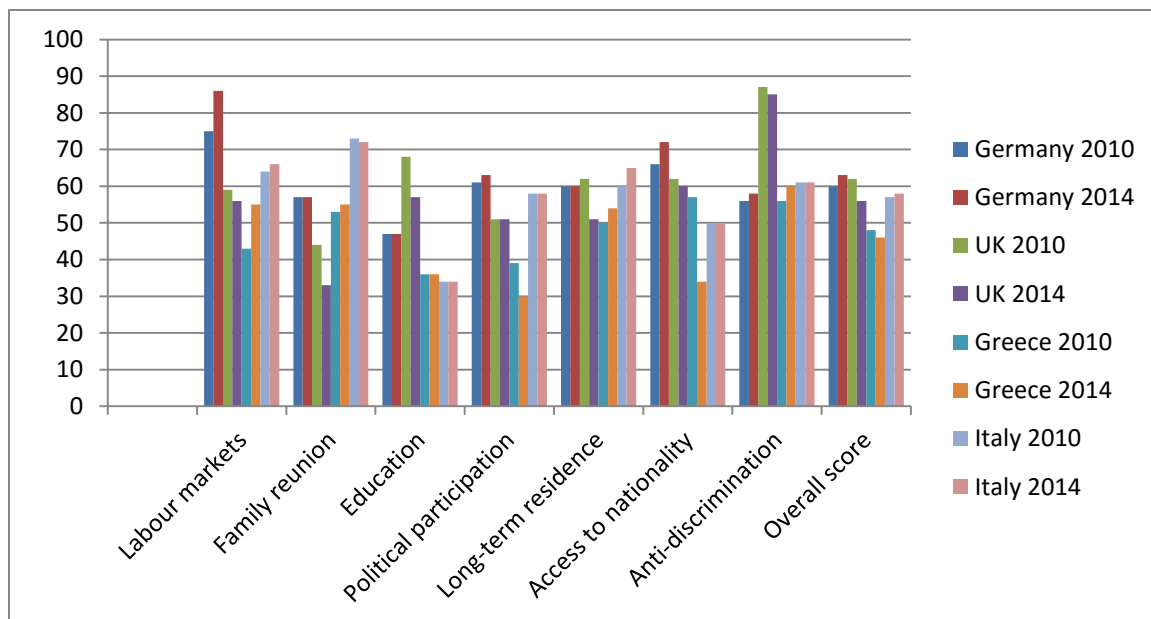
A series of legal acts which promised to facilitate the conditions concerning naturalisation, birthright citizenship and local voting rights as early as 2010 became soon impaired when these were repealed in large measure during the centre-right/left coalition in 2013. While a new immigration code was adopted in 2014 (Law 4285/2014) transposing EU laws for more flexible labour migration and family reunion conditions, the new radical left/right-wing coalition in 2015 was deeply involved in the austerity programme, despite their initial commitments for a more embracing immigration policy, limiting funds for improvement of immigration significantly such as those intended for health reforms, language learning, intercultural schooling or vocational training. As the integration priorities were gradually replaced with those of ethno-nationalism, alongside a growing anti-immigration discourse, the public and private sector cuts increased to expel many non-EU citizens from their jobs, with no legal status and/or social entitlements to be covering them in the long run.

Similar to Greece, Italy lacked until about a couple of decades ago basic legal provisions as far as immigration was concerned. As a sending country up to the 1980s, Italy's earliest provisions on immigration were quite narrow in their scope, viewing immigration as a largely temporary matter and/or of relevance to illegal working/stay (Zincone and Caponio 2006). With the enactment of a series of codes such as the Legge-Martelli, Turco-Napolitano and Bossi-Fini acts, conditions for entrance, admission and residence of foreigners into Italy were regulated additionally to provide them with equal rights. Yet, as these laws, in particular the

latter two, came as a response to the political developments in the Balkans and North-Africa at the time, which provoked large-scale undocumented migration and/or asylum-seeking flows into the country, the Italian governments began to take gradually more consideration of security concerns to limit legal entries and apply strict procedures for residence permits. As accommodation to the EU legal texts saw chronic instances of foot-dragging here, given a largely fragmented political party structure which came to inhibit a far-reaching compromise to embrace structural demands and ease conditions for integration of immigrants into the host society, it was rather the logic of securitisation that pervaded the Italian immigration framework in the 2000s.

Contrary to many expectations, attitudes towards immigrants in Italy have not become any worse than average EU values lately, despite the long-standing pressure of enormous asylum inflows at its waters. Following a series of restrictions imposed by the 2008-2011 right-wing coalition, the 2013 centre-left coalition made serious commitments to integration policies by opening jobs at the public sector to non-national residents with long-term residence, which could also be enjoyed by beneficiaries of international protection, as commensurate with the EU law. As the anti-discrimination laws do not have a long history, equality policies appear to require further legislative reforms in fighting against racial/ethnic and religious discrimination. What's more, although non-EU citizens hold here often medium-to-high level education, with half of them having minimum secondary/tertiary school degrees, most of these are employed below their qualification levels. Next, there is in the area of family reunion (constituting the chief immigrant profile in Italy, other than labour migration) need for expanding targeted support to latecomers, i.e. the spouses and children, given their demands for not only learning/improving the Italian language or receiving intercultural education, but also bypassing the highly restrictive and bureaucratic scheme ahead of citizenship.

Figure 5: Overview of recent integration conditions for TCNs in the selected cases



Based on MIPEX 2015.

Conclusion

The recent rise of net migration as a key feature of Europe's population change brought integration of immigrants to the front burner. Current data suggest a strong need for ambitious plans of action, given the latest policy performances which diverge largely from one Member State to the other. Yet, on the other hand, states holding long legacies of integration models, such as Germany, France, the UK and the Netherlands, have been giving up on their state-sponsored multiculturalist policies in recent times, on the grounds that long-time efforts to improve the ca. 20 million non-EU nationals' substandard socio-economic and educational conditions remained for the most part inconclusive.

Despite a certain extent of progress in the past few years, particularly following a series of legislations the EU has amongst others laid down on employment, family reunion, longterm residence anti-discrimination, some 30% of the working-age non-EU nationals in Europe (a majority of whom prove to be women) are at present jobless and/or hold no schooling/education, an average of 6% do not live with their spouses/partners, making up a big number of potential sponsors for family reunion (European Commission 2015). Added to the deficits in their educational profiles and poor employment prospects, many third-country nationals live in poorer accommodation, earn lower for the same work and report that they experience discrimination in great measure (by just under 30%).

Despite the fact that three-thirds of these third-country nationals have been residing for more than five years in where they currently live, with most of them being eligible for a second citizenship here, the widespread public perception is still well in place to deny seeing them beyond their long-standing image of 'newcomers'. The latest policy indicators suggest that the growing size of immigrants provokes mistrust in the host societies of both old migrant destinations like Germany and the UK and of the new ones like Italy and Greece. The 'newcomers' with dissimilar cultural/ethnic backgrounds are often taken to be the free riders, capable of setting up and expanding strongholds of 'parallel societies' at all fronts in Europe. Perceptions of national threat as such -drawing their strength from the political developments as late as in the 1980s, such as the rise of American conservatism, Eastern European nationalism and concerns about the expansion of Muslim immigration to Western Europe- have been playing a significant role in the rising popularity of anti-immigration political parties/movements across the EU. To illustrate, the Dutch Freedom Party in the Netherlands, the National Front in France, the UKIP in Britain or the Pegida/AfD in Germany are now no more just a bunch of ultra-nationalists on the fringes, but are serious political establishments with an eye on taking office alone.

Put together, in a Europe of growing antagonism toward immigrant populations, which has been mounting steadily along with the '9/11' terrorist attacks in the USA and the ensuing assaults of similar nature against civilians in London, Madrid and Paris until recently, it would today be too bold to claim that policy efforts encouraging a multicultural Europe would in the near future be accompanied by high levels of public approval to help third-country nationals enjoy more employment and education programmes, democratic inclusion, political participation and citizenship rights supported by inclusive family reunion policies. Regardless of the ongoing surge of ethnic, linguistic, religious and cultural diversity across the EU which makes it far more urgent to come up with effective integration policies at present than it was in the past and the obvious lack of congruence between the national laws and the EU standards on that score, it seems, instead, the Member States will in all likelihood continue to adopt and implement a largely limited range of policy reforms, chiefly as required by the ECJ decisions, but by no means readily of their own free will.

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Appendix

MIPEX 2010 Policy Indicators

LABOUR MARKETS			
ACCESS	100	50	0
1 Immediate access to employment What categories of third country national residents have equal access to employment as nationals? a. Long-term residents b. Residents on temporary work permits (excluding seasonal) c. Residents on family reunion permits (same as sponsor)	All of them	Not c or certain categories of b	Only a
2 Access to private sector: Are TCN residents able to accept any private-sector employment under equal conditions as EU nationals?	Yes. There are no additional restrictions than those based on type of permit mentioned in 1	Other limiting conditions that apply to all TCN residents, e.g. linguistic testing	Certain sectors and activities solely for nationals/EU nationals
3 Access to public sector (activities serving the needs of the public. Not restricted to certain types of employment or private or public law): Are TCN residents able to accept any public-sector employment (excluding exercise of public authority) under equal conditions as EU nationals?	Yes. Only restriction is exercise of public authority and safeguard general state interest	Other restrictions	Only for nationals/EU nationals
4 Immediate access to self-employment What categories of third country national residents have equal access to self-employment as nationals? a. Long-term residents b. Residents on temporary work permits (excluding seasonal) c. Residents on family reunion permits (same as sponsor)	All of them	Not c or certain categories of b	Only a
5 Access to self-employment Are TCN residents able to take up self-employed activity under equal conditions as EU nationals?	Yes. There are no additional restrictions than those based on type of permit mentioned in 4	Other limiting conditions (such as linguistic testing)	Certain sectors and activities solely for nationals/EU nationals
ACCESS TO GENERAL SUPPORT	100	50	0
6 Access to public employment services Do TCN residents have access to placement and public employment services, under equal conditions as EU nationals?	Equal treatment with nationals	Certain restrictions	No equal treatment
7 Equality of access to education and vocational training, including study grants What categories of TCN residents have equal access? a. Long-term residents b. Residents on temporary work permits (excluding seasonal)	All of them	Not c or certain categories of b	Only a

c. Residents on family reunion permits (same as sponsor)			
8 Recognition of academic and professional qualifications acquired outside the EU	Same procedures as for EU/EEA nationals	Different procedure as for EU/EEA nationals	No recognition of titles or possible down-grading of qualifications
TARGETED SUPPORT	100	50	0
9 State facilitation of recognition of skills and qualifications obtained outside the EU: a) existence of state agencies/information centres that promote the recognition of skills and qualifications b) national guidelines on fair procedures, timelines and fees for assessments by professional, governmental, and non-governmental organisations c) provision of information on conversion courses/profession-based language courses and on procedures for assessment of skills and qualifications (regardless of whether assessments are conducted by governmental or non-governmental organisations)	b and (a or c)	a or c	None
10 Measures to further the integration of third-country nationals into the labour market a. National policy targets to reduce unemployment of third country nationals b. National policy targets to promote vocational training for third country nationals; c. National policy targets to improve employability through language acquisition Programmes	All elements	Any of these elements (or other) but not all	No elements
11 Measures to further the integration of third-country nationals into the labour market a. National policy targets to address labour market situation of migrant youth b. National policy targets to address labour market situation of migrant women	Both	One of these	Neither of these
12 Support to access public employment services a) Right to resource person, mentor, coach linked to public employment service is part of integration policy for Newcomers b) Training required of public employment service staff on specific needs of migrants	Both	One	None. Only through voluntary initiatives or projects.
WORKERS' RIGHTS	100	50	0
13 Membership of and participation in trade union associations and work-related negotiation bodies	Equal access with nationals	Restricted access to elected positions	Other restrictions apply
14 Equal access to social security Do TCNs have equal access to social security in the following areas? (unemployment benefits, old age pension, invalidity benefits, maternity leave, family benefits, social assistance)	Equal treatment with nationals in all areas	No equal treatment in at least one area	No equal treatment in more than one area
15 Equal working conditions Do TCNs have guaranteed equal working conditions? (safe and healthy working conditions, treatment in case of job termination or dismissal, payment/wages, taxation)	Equal treatment with nationals in all areas	No equal treatment in at least one area	No equal treatment in more than one area
16 Active policy of information on rights of migrant workers by national level (or regional in federal states)	Policy of information by state targeted at migrant workers and/or employers on individual	Ad hoc information campaigns towards migrant workers and/or employers (or only individual campaigns in certain	No active policy of information

		basis	regions)	
FAMILY REUNION				
ELIGIBILITY		100	50	0
17a	Eligibility for ordinary legal residents	≤ 1 year of legal residence and/or holding a residence permit for ≤ 1 year	> 1 year of legal residence and/or holding a permit for > 1 year	≥ 2 years of legal residence and/or holding a permit for ≥ 2 years
17b	Documents taken into account to be eligible for family reunion	Any residence permit	Certain residence permits excluded	Permanent residence permit
18a	Eligibility for partners other than spouses: a. Stable long-term relationship b. Registered partnership	Both	Only one or only for some types of partners (ex. homosexuals)	Neither. Only spouses.
18b	Age limits for sponsors and spouses	≤ Age of majority in country (18 years)	> 18 ≤ 21 years with exemptions	> 21 years OR > 18 years without exemptions
19	Eligibility for minor children (<18 years) a. Minor children b. Adopted children c. Children for whom custody is shared	All three	Only a and b	A and b but with limitations
20	Eligibility for dependent relatives in the ascending line	Allowed	Certain conditions (other than dependency) apply	Not allowed
21	Eligibility for dependent adult children	Allowed	Certain conditions (other than dependency) apply	Not allowed
CONDITIONS FOR ACQUISITION OF STATUS		100	50	0
22a	Form of pre-departure language measure for family member abroad (if no measure, leave blank)	No Requirement OR Voluntary course/information	Requirement to take a language course	Requirement includes language test/assessment
22b	Level of language requirement (if no measure, leave blank) (not weighted) Note: Can be test, interview, completion of course or other forms of assessments.	A1 or less set as standard	A2 set as standard	B1 or higher set as standard OR no standards, based on administrative discretion.
22c	Form of pre-departure integration measure for family member abroad, ex. not language, but social/cultural (if no measure, leave blank)	None OR voluntary information/course	Requirement to take an integration course	Requirement to pass an integration test/assessment

22d	Pre-departure requirement exemptions (if no measure, leave blank) a. Takes into account individual abilities ex. educational qualifications b. Exemptions for vulnerable groups ex. age, illiteracy, mental/physical disability	Both of these	One of these	Neither of these
22e	Conductor of pre-departure requirement (if no measure, leave blank) a. Language or education specialists b. Independent of government (ex. not directly subcontracted by or part of a government department)	a and b, ex. language or education institutes	a but not b, ex. citizenship/integration unit in government	Neither a nor b, ex. police, foreigners' service, general consultant
22f	Cost of pre-departure requirement (if no measure, leave blank)	No or nominal costs	Normal costs	Higher costs
22g	Support to pass pre-departure requirement (if no measure, leave blank) a. Assessment based on publicly available list of questions or study guide b. Assessment based on publicly available course	a and b	a or b	Neither a nor b
22h	Cost of support (if no measure or support, leave blank)	No or nominal costs	Normal costs	Higher costs
23a	Form of language requirement for sponsor and/or family member after arrival on territory (if no measure, leave blank) Note: Can be test, interview, completion of course, or other forms of assessments.	No Requirement OR Voluntary course/information	Requirement to take a language course	Requirement includes language test/assessment
23b	Level of language requirement, (if no measure, leave blank) (not weighted) Note: Can be test, interview, completion of course, or other forms of assessments.	A1 or less set as standard	A2 set as standard	B1 or higher set as standard OR no standards, based on administrative discretion.
23c	Form of integration requirement for sponsor and/or family member after arrival on territory ex. not language, but social/cultural	No Requirement OR Voluntary course/information	Requirement to take an integration course	Requirement includes integration test/assessment
23d	Language/integration requirement exemptions (if no measure, leave blank) a. Takes into account individual abilities ex. educational qualifications b. Exemptions for vulnerable groups ex. age, illiteracy, mental/physical disability	Both of these	One of these	Neither of these
23e	Conductor of language/integration requirement (if no measure, leave blank) a. Language or education specialists b. Independent of government (ex. not directly subcontracted by or part of a government department)	a and b, ex. language or education institutes	a but not b, ex. integration unit in government	Neither a nor b, ex. police, foreigners' service, general consultant
23f	Cost of language/integration requirement (if no measure, leave blank)	No or nominal costs	Normal costs	Higher costs
23g	Support to language/integration requirement (if no measure, leave blank) a. Assessment based on publicly available list of questions or study guide b. Assessment based on publicly available course	a and b	a or b	Neither a nor b
23h	Cost of support (if no measure or support, leave blank)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price in countries	Higher costs

24	Accommodation requirement	None	Appropriate accommodation meeting the general health and safety standards	Further requirements
25	Economic resources requirement	None or at/below level of social assistance and no income is excluded	Higher than social assistance but source is not linked with employment	Linked to employment/no social assistance
26	Maximum length of application procedure	≤ 6 months defined by law	> 6 months but the maximum is defined by law	No regulation on maximum length
27	Costs of application and/or issue of status	None	Same as regular administrative fees and duties in the country	Higher costs
SECURITY OF STATUS		100	50	0
28	Duration of validity of permit	Equal to sponsor's residence permit and renewable	Not equal to sponsor's residence permit but ≥ 1 year renewable permit	< 1 year renewable permit or new application necessary
29	Grounds for rejecting, withdrawing or refusing to renew status: a. Actual and serious threat to public policy or national security, b. Proven fraud in the acquisition of permit (inexistent relationship or misleading information). c. Break-up of family relationship (before three years) d. Original conditions are no longer satisfied (ex. unemployment or economic resources)	No other than a-b	Grounds include c	All grounds and others than those included on the list, such as d and others
30	Before refusal or withdrawal, due account is taken of (regulated by law) : a. Solidity of sponsor's family relationship b. Duration of sponsor's residence in MS c. Existing links with country of origin d. Physical or emotional violence	All elements	Elements include any of these (or other) but not all	No elements
31	Legal guarantees and redress in case of refusal or withdrawal a. reasoned decision b. right to appeal c. representation before an independent administrative authority and/or a court	All rights	At least a and b	One or both of a and b are not guaranteed
RIGHTS ASSOCIATED WITH STATUS		100	50	0
32	Right to autonomous residence permit for partners and children reaching age of majority	After ≤ 3 years	After > 3 ≤ 5 years	After > 5 years or upon certain conditions (e.g. normal procedure for permanent residence)
33	Right to autonomous residence permit in case of widowhood, divorce, separation, death, or physical or emotional violence	Yes automatically	Yes but only on limited grounds or under certain conditions (ex. fixed period of prior residence or marriage)	None

34	Right to autonomous residence permit for other family members having joined the sponsor	After ≤ 3 years	After > 3 years or upon certain conditions (e.g. normal procedure for permanent residence)	None
35	Access to education and training for adult family members	In the same way as the sponsor	Other conditions apply	None
36	Access to employment and self-employment	In the same way as the sponsor	Other conditions apply	None
37	Access to social security and social assistance, healthcare and housing	In the same way as the sponsor	Other conditions apply	None
EDUCATION				
ACCESS		100	50	0
38	<p>Access and support to access pre-primary education:</p> <p>a. All categories of migrants have same access in law as nationals, regardless of their residence status (includes undocumented);</p> <p>b. State-supported targeted measures (e.g. financial support, campaigns and other means) to increase participation of migrant pupils (can also be to increase parental engagement).</p> <p>Note: Use definition of pre-primary in your country .</p>	Both of these	One of these	Neither. Restrictions in law on access for some categories of migrants AND Migrants only benefit from general support for all students (and targeted non-governmental initiatives where provided).
39	<p>Access to compulsory-age education:</p> <p>Access is a legal right for all compulsory-age children in the country, regardless of their residence status (includes undocumented).</p> <p>Note: Use definition of compulsory-age in your country</p>	Explicit obligation in law for all categories of migrants to have same access as nationals.	Implicit obligation for all children (No impediment to equal access in law. e.g. No link between compulsory education and residence, or no category of migrant excluded).	Restrictions in law on access for some categories of migrants .
40	<p>The assessment in compulsory education of migrants' prior learning and language qualifications and learning obtained abroad:</p> <p>a. Assessment with standardised quality criteria and tools;</p> <p>b. Requirement to use trained staff.</p>	Both of these.	One of these .	Case-by-case assessment by school staff without standardised criteria or training.

41	<p>Support to access secondary education:</p> <p>a. Targeted measures to increase migrant pupils' successful participation in secondary education;</p> <p>b. Targeted measures to increase migrant pupils' access to academic routes that lead to higher education.</p> <p>Note: This includes extra tuition, monitoring, and learning opportunities and assessments. Depending on the school system, this may also include movement between school routes and structures (e.g. academic and technical).</p>	Both of these	One of these	Neither.
42	<p>Access and support to access and participate in vocational training:</p> <p>Training through apprenticeships or other work-based learning, with state support and/or screening and quality control measures.</p> <p>a. All categories of migrants have same legal access as nationals, regardless of their residence status (includes undocumented);</p> <p>b. Measures to specifically increase migrant pupil participation in such schemes, e.g. incentives;</p> <p>c. Measures to increase employers' supply of such schemes to migrant pupils, e.g. campaigns, support and guidance.</p>	Two or more of these, including a	At least one of these .	None of these. Restrictions in law on access for some categories of migrants AND Migrants only benefit from general support. If there is targeted support for migrants, it is only through non-governmental initiatives.
43	<p>Access and support to access and participate in higher education:</p> <p>a. All categories of migrants have same access in law as nationals, regardless of their residence status (includes undocumented);</p> <p>b. Targeted measures to increase acceptance and successful participation of migrant pupils, e.g. admission targets, additional targeted language support, mentoring, campaigns, measures to address drop-outs.</p> <p>Note: This indicator does not include international students migrating specifically for higher education</p>	Both of these	One of these	Neither. Restrictions in law on access for some categories of migrants AND Migrants only benefit from general support. If there is targeted support for migrants, it is only through non-governmental initiatives.
44	<p>Access to advice and guidance on system and choices at all levels of compulsory and non-compulsory education (pre-primary to higher):</p> <p>a. Written information on educational system in migrant languages of origin;</p> <p>b. Provision of resource persons/centres for orientation of migrant pupils;</p> <p>c. Provision of interpretation services for families of migrant pupils for general educational advice and guidance at all levels.</p>	All three of these.	One or two of these .	Migrants only benefit from general support. If there is targeted support for migrants, it is only through non-governmental initiatives.
TARGETING NEEDS		100		500
45	<p>Requirement for provision in schools of intensive induction programmes for newcomer pupils and their families about the country and its education system:</p> <p>a. Existence of induction programme;</p> <p>b. Inclusion of parents.</p> <p>Note: This does not refer to language induction courses.</p>	Both of these	Only a	No requirement

46a	Provision of continuous and on-going education support in language(s) of instruction for migrant pupils: a. In compulsory education (both primary and secondary); b. In pre-primary education. Note: Migrant pupils may be placed in the mainstream classroom or a separate classroom for a transitional phase. This question relates to language support in either case.	Both of these.	One of these .	No provision. Only through private or community initiatives.
46b	If you answered Option 3 to 46a, skip this question: Provision includes: a. Communicative literacy (general fluency in reading, writing, and communicating in the language); b. Academic literacy (fluency in studying, researching, and communicating in the language in the school academic setting).	Both of these.	Only one of these .	Level/goals not specified or defined.
46c	If you answered Option 3 to 46a, skip this question: Provision includes quality measures: a. Requirement for courses to use established second-language learning standards; b. Requirement for teachers to be specialised and certified in these standards; c. Curriculum standards are monitored by a state body.	Two or more of these .	At least one of these .	None of these elements.
47	Policy on pupil monitoring targets migrants.	System disaggregates migrants into various sub-groups, ex. gender, country of origin .	System monitors migrants as a single aggregated group .	None. Migrants are only included in general categories for monitoring that apply to all students.
48	Targeted policies to address educational situation of migrant groups: a. Systematic provision of guidance (e.g. teaching assistance, homework support); b. Systematic provision of financial resources.	Both of these.	One of these .	None. Migrants only benefit from general support. If there is targeted support for migrants, it is only through voluntary initiatives.
49	Teacher training and professional development programmes include courses that address migrant pupils' learning needs, teachers' expectations of migrant pupils, and specific teaching strategies to address this: a. Pre-service training required in order to qualify as a teacher; b. In-service professional development training.	Both of these.	One of these .	None.
NEW OPPORTUNITIES		100	50	0
50a	Provision of option (in or outside school) to learn immigrant languages.	State regulations / recommendations .	Bilateral agreements or schemes financed by another country.	No provision. Only through private or community initiatives.
50b	If you answered Option 3 to 50a, skip this question: Option on immigrant languages is delivered: a. In the regular school day (may involve missing other subjects); b. As an adaptation of foreign-language courses in school, which may be open to all students (equal status as other languages); c. Outside school, with some state funding.	Two or more of these .	One of these .	No delivery in school or funding by state.

51a	Provision of option (in or outside school) to learn about migrant pupils' cultures and their / their parents' country of origin.	State regulations / recommendations .	Bilateral agreements or schemes financed by another country.	No provision. Only through private or community initiatives.
51b	If you answered Option 3 to 51a, skip this question: Option on cultures of origin is delivered: a. In the regular school day (may involve missing other subjects); b. Integrated into the school curriculum, which may be open to all students; c. Outside school, with some state funding.	Two or more of these . - -	One of these . - -	No delivery in school or funding by state. - -
52a	Monitoring segregation between educational institutions: a. Requirement to monitor segregation of migrant pupils into different educational institutions at all levels; b. This requirement includes special needs education.	Both of these. - -	One of these . - -	None. Migrants are only included in general categories that apply to all students.
52b	Measures to promote societal integration: a. Measures to encourage schools with few migrant pupils to attract more migrant pupils and schools with many to attract more non-migrant pupils; b. Measures to link schools with few migrant pupils and many migrant pupils (curricular or extra-curricular).	Both of these. - - -	One of these . - - -	None. Only general measures . - - -
53	Measures to support migrant parents and communities in the education of their children: a. Requirement for community-level support for parental involvement in their children's learning (e.g. community outreach workers); b. Requirement for school-level support to link migrant students and their schools (e.g. school liaison workers); c. Measures to encourage migrant parents to be involved in school governance.	Two or more of these . - - -	One of these . - - -	None. Migrant parents and communities are only included in general categories that apply to all.

INTERCULTURAL EDUCATION FOR ALL		100	50	0
54	The official aims of intercultural education include the appreciation of cultural diversity, and is delivered: a. As a stand-alone curriculum subject; b. Integrated throughout the curriculum. - - -	Both of these. - - - -	One of these . - - - -	Intercultural education not included in curriculum, or intercultural education does not include appreciation of cultural diversity . - - -
55	State support for public information initiatives to promote the appreciation of cultural diversity throughout society. -	Initiatives part of mandate of state-subsidised body .	Initiatives part of state budget line for ad hoc funding.	Neither. -
56	The school curricula and teaching materials can be modified to reflect changes in the diversity of the school population: a. State guidance on curricular change to reflect both national and local population variations; b. Inspection, evaluation and monitoring of implementation of (a).	Both of these. - -	Only a. - -	None. - -
57	Daily life at school can be adapted based on cultural or religious needs in order to avoid exclusion of pupils. Such adaptations might include one or a few of the following: Changes to the existing school timetable and religious holidays; educational activities; dress codes and clothing; school menus.	State regulations or guidelines concerning local adaptation. -	Law allows for local or school-level discretion. -	No specific adaptation foreseen in law. -

58 Measures (i.e. campaigns, incentives, support) to support bringing migrants into the teacher workforce:

a. To encourage more migrants to study and qualify as teachers;

b. To encourage more migrants to enter the teacher workforce.

Both of these.

One of these .

None.

59 Teacher training and professional development programmes include intercultural education and the appreciation of cultural diversity for all teachers:

a. Pre-service training required in order to qualify as a teacher;

b. In-service professional development training.

Both of these.

One of these .

Training on intercultural education not provided, or intercultural education does not include appreciation of cultural

diversity .

POLITICAL PARTICIPATION

ELECTORAL RIGHTS		100	50	0
60	Right to vote in national elections	Equal rights as nationals after certain period of residence	Reciprocity or other special conditions for certain nationalities	No right
61	Right to vote in regional elections (blank if not applicable)	Equal rights as nationals or requirement of less than or equal to five years of residence	Requirement of more than five years of residence, reciprocity, other special conditions or special registration procedure or only in certain regions	No right
62	Right to vote in local elections	Equal rights as EU-nationals or requirement of less than or equal to five years of residence	Requirement of more than five years of residence, reciprocity, other special conditions or special registration procedure, or only in certain municipalities	No right
63	Right to stand for elections at local level	Unrestricted (as for EU-nationals)	Restricted to certain posts, reciprocity or special requirements	No right / other restrictions apply
POLITICAL LIBERTIES		100	50	0
64	Right to association	No restrictions on creation of associations by foreigners, no restrictions regarding the composition of the board of such associations	A minimal number of national citizens should be on board, other restrictions apply (i.e. with regard to creation of political organisations or parties)	No right
65	Membership of and participation in political parties	Equal access with	Restricted access to internal	Other restrictions apply

		nationals (no restrictions imposed by government)	elected positions	
66	Right to create media (newspaper, radio, television, etc.)	No restrictions on creation of media by foreigners apply (or similar restrictions as for non-immigrant media)	Other restrictions than those for non-immigrant media apply	No right
CONSULTATIVE BODIES		100	50	0
67a	Consultation of foreign residents on national level	structural consultation	ad hoc consultation	no consultation
67b	Composition of consultative body of foreign residents on national level	members elected by foreign residents or members appointed by associations of foreign residents without special state intervention	members elected by foreign residents or members appointed by associations of foreign residents but with special state intervention	members of consultation body are selected and appointed by the state only
67c	Leadership of consultative body (repeat for each consultative body)	Chaired by participant (foreign resident or association)	Co-chaired by participant and national authority	Chaired by national authority
67d	Institutionalisation (as either right or duty of body in law) Beyond consultation on policies affecting foreign residents, the Body has: a. Right of initiative to make its own reports or recommendations, even when not consulted. b. Right to a response from the national authority to the its advice or recommendations.	Both guaranteed in law/statutes	One guaranteed in law/statutes	None guaranteed in law/statutes
67e	Representativeness Existence of selection criteria to ensure representativeness. Participants or organisations must include: a. Both genders b. All nationalities/ethnic groups	Both required in law/statutes	One required in law	No criteria in law/statutes
68a	Consultation of foreign residents on regional level (blank if not applicable)	structural consultation	ad hoc consultation or structural consultation only present in some regional entities	no consultation
68b	Composition of consultative body of foreign residents on regional level (blank if not applicable)	members elected by foreign residents or members appointed by associations of foreign residents without special state intervention	members elected by foreign residents or members appointed by associations of foreign residents but with special state intervention	members of consultation body are selected and appointed by the state only

68c	Leadership of consultative body (repeat for each consultative body)	Chaired by participant (foreign resident or association)	Co-chaired by participant and national authority	Chaired by national authority
68d	Institutionalisation (as either right or duty of body in law) Beyond consultation on policies affecting foreign residents, the Body has: a. Right of initiative to make its own reports or recommendations, even when not consulted. b. Right to a response from the national authority to the its advice or recommendations.	Both guaranteed in law/statutes	One guaranteed in law/statutes	None guaranteed in law/statutes
68e	Representativeness Existence of selection criteria to ensure representativeness. Participants or organisations must include: a. Both genders b. All nationalities/ethnic groups	Both required in law/statutes	One required in law	No criteria in law/statutes
69a	Consultation of foreign residents on local level in capital city	structural consultation	ad hoc consultation	no consultation
69b	Composition of consultative body of foreign residents on local level in capital city	members elected by foreign residents or members appointed by associations of foreign residents without special state intervention	members elected by foreign residents or members appointed by associations of foreign residents but with special state intervention	members of consultation body are selected and appointed by the state only
69c	Leadership of consultative body (repeat for each consultative body)	Chaired by participant (foreign resident or association)	Co-chaired by participant and national authority	Chaired by national authority
69d	Institutionalisation (as either right or duty of body in law) Beyond consultation on policies affecting foreign residents, the Body has: a. Right of initiative to make its own reports or recommendations, even when not consulted. b. Right to a response from the national authority to the its advice or recommendations.	Both guaranteed in law/statutes	One guaranteed in law/statutes	None guaranteed in law/statutes
69e	Representativeness Existence of selection criteria to ensure representativeness. Participants or organisations must include: a. Both genders b. All nationalities/ethnic groups	Both required in law/statutes	One required in law	No criteria in law/statutes
70a	Consultation of foreign residents on local level in city (other than capital) with highest proportion of foreign residents	structural consultation	ad hoc consultation	no consultation
70b	Composition of consultative body of foreign residents on local level in city (other than capital) with highest proportion of foreign residents	members elected by foreign residents or members appointed by associations of foreign residents without special state	members elected by foreign residents or members appointed by associations of foreign residents but with special state intervention	members of consultation body are selected and appointed by the state only

		Intervention		
70c	Leadership of consultative body (repeat for each consultative body)	Chaired by participant (foreign resident or association)	Co-chaired by participant and national authority	Chaired by national authority
70d	Institutionalisation (as either right or duty of body in law) Beyond consultation on policies affecting foreign residents, the Body has: a. Right of initiative to make its own reports or recommendations, even when not consulted. b. Right to a response from the national authority to the its advice or recommendations.	Both guaranteed in law/statutes	One guaranteed in law/statutes	None guaranteed in law/statutes
70e	Representativeness Existence of selection criteria to ensure representativeness. Participants or organisations must include: a. Both genders b. All nationalities/ethnic groups	Both required in law/statutes	One required in law	No criteria in law/statutes
	IMPLEMENTATION POLICIES	100	50	0
71	Active policy of information by national level (or regional in federal states)	policy of information by state targeted at foreign residents (or targeted at all) on individual basis	information campaigns (on a non-individual basis) towards foreign residents(or only individual campaigns in certain regions)	no active policy of information (or no political rights at any level to be informed about)

72	Public funding or support of immigrant organisations on national level	funding or support (in kind) for immigrant organisations involved in consultation and advice at national level without further conditions than being a partner in talks (or similar conditions as for non-immigrant organisations)	funding or support (in kind) dependent on criteria set by the state (beyond being a partner in consultation and different than for non-immigrant groups)	no support or funding
73	Public funding or support of immigrant organisations on regional level	funding or support (in kind) for immigrant organisations involved in consultation and advice at regional level without further conditions than being a partner in talks (or similar conditions as for non-immigrant organisations)	funding or support (in kind) dependent on criteria set by the state (beyond being a partner in consultation and different than for non-immigrant groups) or not in all regions	no support or funding
74	Public funding or support of immigrant organisations on local level in capital city	funding or support (in kind) for immigrant organisations involved in consultation and advice at local level without further conditions than being a partner in talks (or similar conditions as for non-immigrant organisations)	funding or support (in kind) dependent on criteria set by the state (beyond being a partner in consultation and different than for non-immigrant groups)	no support or funding
75	Public funding or support of immigrant organisations at local level in city (other than capital) with highest proportion of foreign residents	funding or support (in kind) for immigrant organisations involved in consultation and advice at local level without further conditions than being a	funding or support (in kind) dependent on criteria set by the state (beyond being a partner in consultation and different than for non-immigrant groups)	no support or funding

		partner in talks (or similar conditions as for non-immigrant organisations)		
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LONG TERM RESIDENCE

	ELIGIBILITY	100	50	0
76a	Required time of habitual residence	< 5 years	5 years	> 5 years
76b	Documents taken into account to be eligible for long-term residence	Any residence permit	Seasonal workers, au pairs and posted workers excluded	Additional temporary residence permits excluded
77	Is time of residence as a pupil/student counted?	Yes, all	Yes, with some conditions (limited number of years or type of study)	No
78	Periods of absence allowed before granting of status	Longer periods	Up to 10 non-consecutive months and/or 6 consecutive months	Shorter periods
	CONDITIONS FOR ACQUISITION OF STATUS	100	50	0
79a	Form of language requirement (if no measure, leave blank)	No Requirement OR Voluntary course/information	Requirement to take a language course	Requirement includes language test/assessment
79b	Level of language requirement (if no measure, leave blank) (not weighted) Note: Can be test, interview, completion of course, or other forms of assessments.	A1 or less set as standard	A2 set as standard	B1 or higher set as standard OR no standards, based on administrative discretion.
79c	Form of integration requirement ex. not language, but social/cultural	No Requirement OR Voluntary course/information	Requirement to take an integration course	Requirement includes integration test/assessment
79d	Language/integration requirement exemptions (if no measure, leave blank) a. Takes into account individual abilities ex. educational qualifications b. Exemptions for vulnerable groups ex. age, illiteracy, mental/physical disability	Both of these	One of these	Neither of these
79e	Conductor of language/integration requirement (if no measure, leave blank) a. Language or education specialists b. Independent of government (ex. not directly subcontracted by or part of a government department)	a and b, ex. language or education institutes	a but not b, ex. integration unit in government	Neither a nor b, ex. police, foreigners' service, general consultant

79f	Cost of language/integration requirement (if no measure, leave blank)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price in countries	Higher costs
79g	Support to pass language/integration requirement (if no measure, leave blank) a. Assessment based on publicly available list of questions or study guide b. Assessment based on publicly available course	a and b	a or b	Neither a nor b
79h	Cost of support (if no measure or support, leave blank)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price in countries	Higher costs
80	Economic resources requirement	None or at/below level of social assistance and no income is excluded	Higher than social assistance but source is not linked with employment	Linked to employment/no social assistance
81	Maximum length of application procedure	≤ 6 months defined by law	> 6 months but the maximum is defined by law	No regulation on maximum length
82	Costs of application and/or issue of status	No or nominal costs	Normal costs ex. same as regular administrative fees in the country	Higher costs
SECURITY OF STATUS		100	50	0
83	Duration of validity of permit	≥ 5	< 5 ≥ 3	< 3
84	Renewable permit	Automatically	Upon application	Provided original requirements are still met
85	Periods of absence allowed for renewal, after granting of status (continuous or cumulative)	≥ 3 years	< 3 > 1	≤ 1
86	Grounds for rejecting, withdrawing, or refusing to renew status: a. proven fraud in the acquisition of permit b. actual and serious threat to public policy or national security, c. sentence for serious crimes, d. Original conditions are no longer satisfied (ex. unemployment or economic resources)	No other than a and/or b	Includes c or d	Includes c and d and/or additional grounds
87	Protection against expulsion. Due account taken of: a. personal behaviour b. age of resident, c. duration of residence, d. consequences for both the resident and his or her family, e. existing links to the Member State concerned f. (non-)existing links to the resident's country of origin (including problems of re-entry for political or citizenship)	All elements	At least b, c, d and e	One or more of b, c, d or e are not taken into account

	reasons), and g. alternative measures (downgrading to limited residence permit etc.)			
88	Expulsion precluded: a. after 20 years of residence as a long-term residence permit holder, b. in case of minors, and c. residents born in the Member State concerned or admitted before they were 10 once they have reached the age of 18	In all three cases	At least one case	None
89	Legal guarantees and redress in case of refusal, non-renewal, or withdrawal: a. reasoned decision b. right to appeal c. representation before an independent administrative authority and/or a court	All rights	At least a and b	One or both of a and b are not guaranteed
RIGHTS ASSOCIATED WITH STATUS		Option 1	Option 2	Option 3
90	Residence right after retirement	Maintained	Maintained with less entitlements	Not maintained
91	Access to employment (with the only exception of activities involving the exercise of public authority), self-employment and other economic activities, and working conditions	Equal access with nationals and equal working conditions	Priority to nationals/ EEA citizens	Other limiting conditions apply
92	Access to social security, social assistance, health care and housing	Equal access with nationals	Priority to nationals/ EEA citizens	Other limiting conditions apply
93	Recognition of academic and professional qualifications	Same procedures as for EEA nationals	Different procedure to EEA nationals	No recognition of titles
ACCESS TO NATIONALITY				
ELIGIBILITY		100	50	0
94	First generation Note: "Residence" is defined as the whole period of lawful and habitual stay since entry. For instance, if the requirement is 5 years with a permanent residence, which itself can only be obtained after 5 years' residence, please select "After ≥ 10 years"	After ≤ 5 years of total residence	After > 5 < 10 years of total residence	After ≥ 10 years of total residence
95	Periods of absence allowed previous to acquisition of nationality	Longer periods	Up to 10 non-consecutive months and/or 6 consecutive months	Shorter periods (includes uninterrupted residence or where absence not regulated by law and left to administrative discretion)
96a	Spouses of nationals Note: "Residence" is defined as the whole period of lawful and habitual stay since entry. If there is a required period of marriage that is less than the residence/waiting period, please answer according to the most favourable	After ≤ 3 years of residence and/ or marriage	After > 3 ≤ 5 years of residence and/or marriage	After > 5 years of residence and/ or marriage

	option. For instance, if spouses may apply after 3 years of marriage OR 4 years of residence, please select Option 3.			
96b	Residence requirement for partners/co-habitees of nationals	Same as for spouse of national	Longer than for spouses, but shorter than for ordinary TCNs	Same as for ordinary TCNs
97	Second generation Note: Second generation are born in the country to non-national parents	Automatically at birth (may be conditional upon parents' status)	Upon simple application or declaration after birth	Naturalisation procedure (facilitated or not)
98	Third generation Note: Third generation are born in the country to non-national parents, at least one of whom was born in the country.	Automatically at birth (may be conditional upon parents' status)	Upon simple application or declaration after birth	Naturalisation procedure (facilitated or not)
	CONDITIONS FOR ACQUISITION	Option 1	Option 2	Option 3
99a	Language requirement Note: Can be test, interview, completion of course, or other forms of assessments.	No assessment OR A1 or less set as standard	A2 set as standard	B1 or higher set as standard OR no standards, based on administrative discretion.
99b	Language requirement exemptions (Blank if no assessment) a. Takes into account individual abilities ex. educational qualifications b. Exemptions for vulnerable groups ex. age, illiteracy, mental/physical disability	Both of these	One of these	Neither of these
99c	Conductor of language requirement (if no measure, leave blank) a. Language-learning specialists b. Independent of government (ex. not part of a government department)	a and b, ex. language institutes	a but not b, ex. language unit in government	Neither a nor b, ex. police, foreigners' service, general consultant
99d	Cost of language requirement (Blank if no assessment)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price	Higher costs
99e	Support to pass language requirement (if no measure, leave blank) a. Assessment based on publicly available list of questions or study guide b. Assessment based on publicly available course	a and b	a or b	Neither a nor b
99f	Cost of language support (Blank if no language assessment or support)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price	Higher costs
100	Citizenship/integration requirement	No Requirement OR	Requirement to take an	Requirement includes

a	Note: Can be test, interview, or other forms of assessments.	Voluntary course/information	Integration course	Integration test/assessment
100b	Citizenship/integration requirement exemptions (Blank if no assessment) a. Takes into account individual abilities ex. educational qualifications b. Exemptions for vulnerable groups ex. age, illiteracy, mental/physical disability	Both of these	One of these	Neither of these
100c	Conductor of citizenship/integration requirement (if no measure, leave blank) a. Education specialists b. Independent of government (ex. not part of a government department)	a and b, ex. educational institutes	a but not b, ex. citizenship/integration unit in government	Neither a nor b, ex. police, foreigners' service, general consultant
	Cost of citizenship/integration requirement (Blank if no assessment)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price	Higher costs
100e	Support to pass citizenship/integration requirement (if no assessment, leave blank) a. Assessment based on publicly available list of questions or study guide b. Assessment based on publicly available course	a and b	a or b	Neither a nor b
100f	Cost of citizenship/integration requirement (Blank if no assessment)	No or nominal costs	Normal costs ex. If provided by state, same as regular administrative fees. If provided by private sector, same as market price	Higher costs
101	Economic resources requirement	None	Minimum income (ex. acknowledged level of poverty threshold)	Additional requirements (ex. employment, stable and sufficient resources, higher levels of income)
102	Criminal record requirement Note: Ground for rejection or application of a qualifying period (not rejection, but longer residence period)	Crimes with sentences of imprisonment for ≥ 5 years OR Use of qualifying period instead of refusal	Crimes with sentences of imprisonment for < 5 years	For other offences (ex. misdemeanours, minor offenses, pending criminal procedure)
103	'Good character' clause (different from criminal record requirement)	None	A basic good character required (commonly used, i.e. also for nationals)	Higher good character requirement (i.e. than for nationals) or vague definition
104	Maximum length of application procedure	≤ 6 months	> 6 months but the maximum is defined by law	No regulation on maximum length

105	Costs of application and/or issue of nationality title	No or nominal costs	Normal costs ex. same as regular administrative fees	Higher costs
	SECURITY OF STATUS	100	50	0
106	Additional grounds for refusing status: a. Proven fraud (ex. provision of false information) in the acquisition of citizenship b. Actual and serious threat to public policy or national security.	No other than a	No other than a-b	Other than a-b
107	Discretionary powers in refusal	Explicit entitlement for applicants that meet the conditions and grounds in law	Discretion only on limited elements	Discretionary procedure
108	Before refusal, due account is taken of (regulated by law): a. personal behaviour of resident b. age of resident, c. duration of residence and holding of nationality, d. consequences for both the resident and his or her family, e. existing links to the Member State concerned f. (non-)existing links to the resident's country of origin (including problems of re-entry for political or citizenship reasons), and g. alternative measures (downgrading to residence permit etc.)	All elements	At least b, c, d, e and f	One or more of b, c, d, e or f are not taken into account
109	Legal guarantees and redress in case of refusal: a. reasoned decision b. right to appeal c. representation before an independent administrative authority and/or a court	All guarantees	At least a and b	One or both of a and b are not guaranteed
110	Grounds for withdrawing status: a. Proven fraud (ex. provision of false information) in the acquisition of citizenship b. Actual and serious threat to public policy or national security.	No other than a	No other than a-b	Other than a-b
111	Time limits for withdrawal (including other means of ceasing nationality by authority's decision)	≤ 5 years after acquisition	> 5 years after acquisition	No time limits in law
112	Withdrawal (including other means of ceasing nationality by authority's decision) that would lead to statelessness	Explicitly prohibited in law	Discretionary, Taken into account in decision	Not addressed in law
	DUAL NATIONALITY	Option 1	Option 2	Option 3
113	Requirement to renounce / lose foreign nationality upon naturalisation for first generation	None. Dual nationality is allowed	Requirement exists, but with exceptions (when country of origin does not allow renunciation of citizenship or sets unreasonably high fees for renunciation)	Requirement exists

114	Dual nationality for second and/or third generation.	Allowed at birth	Subject to conditions such as for those born in wedlock or those with dual nationality if acquired by jus soli	Dual nationality is not allowed
ANTI-DISCRIMINATION				
DEFINITIONS AND CONCEPTS		100	50	0
115	Definition of discrimination includes direct and indirect discrimination, harassment and instruction to discriminate on grounds of: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
116	Definition of discrimination includes discrimination by association and on basis of assumed characteristics covering: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
117	Anti-discrimination law applies to natural and legal persons: a) In the private sector b) Including private sector carrying out public sector activities	a and b	a or b	None
118	Anti-discrimination law applies to the public sector, including: a) Public bodies b) Police force	a and b	a or b	None
119	The law prohibits: a) Public incitement to violence, hatred or discrimination on basis of race/ethnicity; religion/belief/nationality b) Racially/religiously motivated public insults, threats or defamation c) Instigating, aiding, abetting or attempting to commit such offences d) Racial profiling	All	a, b and c	Two of these or less
120	Restriction of freedom of association, assembly and speech is permitted when impeding equal treatment in respect of: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none or subject to judicial interpretation
121	Are there any specific rules covering multiple discrimination?	Yes, and victim has the choice of the main ground to invoke in courts	Yes but the victim has no choice on the main ground to invoke in courts	No
FIELDS OF APPLICATION		100	500	
122	Anti-discrimination law covers employment and vocational training:	All three grounds	Two grounds	Ground a, none, or only

	a) race and ethnicity b) religion and belief c) nationality			based on international standards or constitution, subject to judicial interpretation
123	Anti-discrimination law covers education (primary and secondary level): a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
124	Anti-discrimination law covers social protection, including social security: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
125	Anti-discrimination law covers social advantages: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
126	Anti-discrimination law covers access to and supply of goods and services available to the public, including housing: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
127	Anti-discrimination law covers access to supply of goods and services available to the public, including health: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a, none, or only based on international standards or constitution, subject to judicial interpretation
ENFORCEMENT MECHANISMS				
		100	500	
128	Access for victims, irrespective of grounds of discrimination, to: a) judicial civil procedures b) criminal procedures c) administrative procedures	All three	Two of these	Only one of these
129	Alternative dispute resolution procedures a) decisions are binding b) appeal of rulings possible Note: Alternative dispute resolution covers procedures like mediation. It does not include the normal judicial system or quasi-judicial bodies	a and b	a or b	none

130	Access for victims includes: a) race and ethnicity b) religion and belief c) nationality	All grounds	Two grounds	Ground a
131	Average length of both judicial civil and administrative procedures does not exceed:	≤ 6 months	≤ 1 year	> 1 year
132	a) shift in burden of proof in judicial civil procedures b) shift in burden of proof in administrative procedures	a and b	only a	none
133	Does national legislation allow courts to accept the following evidence: a) situation testing b) statistical data	a and b	a or b	Neither of these
134	Protection against victimisation in: a) employment b) vocational training c) education d) services e) goods	In all areas	a and b	a or none
135	a) state provides financial assistance or free court-appointed lawyer to pursue complaint before courts where victims do not have the necessary means b) where necessary an interpreter is provided free of charge	a and b	a or b	None
136	Legal entities with a legitimate interest in defending the principle of equality: a) may engage in proceedings on behalf of victims b) may engage in proceedings in support of victims c) can bring cases even if no specific victim is referred to (in which case the consent of a victim is not required)	All possibilities	Only a or b	Only b
137	Legal actions include: a) individual action b) class action (court claim where one or more named claimants pursue a case for themselves and the defined class against one or more defendants) c) Actio popularis (Action to obtain remedy by a person or a group in the name of the collective interest)	All three	Only two of these	One or none
138	Sanctions include: a) financial compensation to victims for material damages b) financial compensation to victims for moral damages/ damages for injuries to feelings c) restitution of rights lost due to discrimination/ damages in lieu d) imposing positive measures on discrimination e) imposing negative measures to stop offending f) imposing negative measures to prevent repeat offending g) specific sanctions authorising publication of the offence (in a non-judicial publication, i.e. not in documents produced by the court) h) specific sanctions for legal persons	At least 5	At least c, e and h	At least 2
139	Discriminatory motivation on the grounds of race/religion/nationality treated as aggravating circumstance	Yes for 3 grounds	Only race or religion	Race only or subject to

				Judicial interpretation
EQUALITY POLICIES				
		100	500	
140	Specialised Equality Agency has been established with a mandate to combat discrimination on the grounds of: a) race and ethnicity b) religion and belief c) nationality	All three grounds	Two grounds	Ground a
141	Specialised Agency has the powers to assist victims by way of: a) independent legal advice to victims on their case b) independent investigation of the facts of the case	All	Only one	none
142	If the specialised Agency acts as a quasi-judicial body: a) its decisions are binding b) an appeal of these decisions is possible	All	Only one of these	Neither of these
143	Specialised agency has the legal standing to engage in: a) judicial proceedings on behalf of a complainant b) administrative proceedings on behalf of the complainant	a and b	a	b or none
144	Specialised agency has the power to: a) instigate proceedings in own name b) lead own investigation and enforce findings	a and b	b	none
145	Law provides that the State itself (rather than the specialised agency): a) disseminates information b) ensures social dialogue around issues of discrimination c) provides for structured dialogue with civil society	All three	At least one of these	None
146	On the national level there are: a) Mechanism for current and future mainstream legislation to ensure compliance with anti-discrimination and equality law (e.g. impact assessments, reporting, research) b) Unit in government/ministries directly working on anti-discrimination/equality on these grounds	Both of these	Only one of these	Neither of these.
147	Law provides for: a) obligation for public bodies to promote equality in carrying out their functions b) obligation for public bodies to ensure that parties to whom they award contracts, loans, grants or other benefits respect non-discrimination	Both of these	Only one of these	Neither of these.
148	Law provides for: a) introduction of positive action measures b) assessment of these measures (ex. research, statistics)	Both of these	Only a	None of these