



**MIGRANT  
INTEGRATION  
POLICY INDEX**  
2020

Measuring  
**POLICIES TO  
INTEGRATE MIGRANTS**  
across five continents



# MIGRANT INTEGRATION POLICY INDEX 2020

Giacomo Solano and Thomas Huddleston

With the scientific review and support of David Ingleby and Francesco Pasetti,  
and the support of Sara Bortoletti, Marco Paron Trivellato, Khaddija Jobe,  
Anna Busquets and Carlota Cumella de Montserrat.

## LEADING PARTNERS



## SPONSORS



© 2020 MPG and CIDOB

**Content generated from  
Migrant Integration Policy Index 2020**

To reference MIPEX2020 please use the following academic citation: Solano, Giacomo & Huddleston, Thomas (2020). Migrant Integration Policy Index 2020. Barcelona/ Brussels: CIDOB and MPG

With the scientific review and support of David Ingleby and Francesco Pasetti, and the support of Sara Bortoletti, Marco Paron Trivellato, Khaddija Jobe, Anna Busquets and Carlota Cumella de Montserrat.

Website for full MIPEX results, online tool: [www.mipex.eu](http://www.mipex.eu)

Infographics design: Youngminds

**Published by:**

Barcelona Center for International Affairs (CIDOB)  
Elisabets, 12  
08001 Barcelona, Spain  
[mipex2015@cidob.org](mailto:mipex2015@cidob.org)  
<http://www.cidob.org>

Migration Policy Group (MPG)  
205 Rue Belliard, Box 1  
1040 Brussels, Belgium  
[mipex@migpolgroup.com](mailto:mipex@migpolgroup.com)  
<http://www.migpolgroup.com>

**ISBN:** 978-84-92511-83-9

**D.L.:** B 19243-2020



Barcelona/Brussels, June 2020  
All requests for public or commercial use and translation rights should be submitted to [mipex@migpolgroup.com](mailto:mipex@migpolgroup.com)

---

## TABLE OF CONTENTS

<b>Acknowledgements</b> .....	4
<b>Introduction</b> .....	5
<b>Key Findings</b> .....	9
<b>Labour Market Mobility</b> .....	18
<b>Family Reunion</b> .....	22
<b>Education</b> .....	25
<b>Health</b> .....	28
<b>Political Participation</b> .....	32
<b>Permanent Residence</b> .....	35
<b>Access to Nationality</b> .....	38
<b>Anti-discrimination</b> .....	41
<b>Albania</b> .....	44
<b>Argentina</b> .....	47
<b>Australia</b> .....	51
<b>Austria</b> .....	55
<b>Belgium</b> .....	59
<b>Brazil</b> .....	63
<b>Bulgaria</b> .....	67
<b>Canada</b> .....	71
<b>Chile</b> .....	74
<b>China</b> .....	78
<b>Croatia</b> .....	82
<b>Cyprus</b> .....	86
<b>Czechia</b> .....	90
<b>Denmark</b> .....	93
<b>Estonia</b> .....	97
<b>Finland</b> .....	101
<b>France</b> .....	106
<b>Germany</b> .....	111
<b>Greece</b> .....	116
<b>Hungary</b> .....	120
<b>Iceland</b> .....	124
<b>India</b> .....	128
<b>Indonesia</b> .....	131
<b>Ireland</b> .....	134
<b>Israel</b> .....	139
<b>Italy</b> .....	143
<b>Japan</b> .....	147
<b>Korea</b> .....	151
<b>Latvia</b> .....	155
<b>Lithuania</b> .....	159
<b>Luxembourg</b> .....	163
<b>Malta</b> .....	168
<b>Mexico</b> .....	172
<b>Moldova</b> .....	176
<b>Netherlands</b> .....	180
<b>New Zealand</b> .....	184
<b>North Macedonia</b> .....	188
<b>Norway</b> .....	191
<b>Poland</b> .....	195
<b>Portugal</b> .....	199
<b>Romania</b> .....	203
<b>Russia</b> .....	207
<b>Serbia</b> .....	211

<b>Slovakia</b> .....	215
<b>Slovenia</b> .....	219
<b>Spain</b> .....	223
<b>Sweden</b> .....	227
<b>Switzerland</b> .....	231
<b>Turkey</b> .....	235
<b>Ukraine</b> .....	240
<b>United Kingdom</b> .....	244
<b>USA</b> .....	248
<b>ANNEX: List of indicators</b> .....	252
<b>EXPERTS</b> .....	256

# ACKNOWLEDGEMENTS

## The MIPEX coordination team:

### Principal investigators

**Giacomo Solano**, Statistical and policy researcher, MPG  
**Thomas Huddleston**, Research Director, MPG

### Other researchers

**Francesco Pasetti**, Research Fellow CIDOB  
**David Ingleby** Affiliated Researcher, University of Amsterdam

### Assistants

**Sara Bortoletti**, Intern, MPG  
**Marco Paron Trivellato**, Intern, MPG  
**Khaddija Jobe**, Intern, MPG  
**Anna Busquets**, Content Manager, CIDOB  
**Carlota Cumella de Montserrat**, Research Assistant, CIDOB

**Extensive collaboration:** The fifth edition of the MIPEX rests on the extensive and long-term collaboration of trusted partners, experts and supporters of the project.

A group of experts supported us in the selection of the core indicators used to capture each policy area for MIPEX2020. We would like to thank the following experts for their unevaluable support: **Isabelle Chopin** (MPG); **Maurice Crul** (VU); **Marc Helbling** (University of Mannheim/WZB Berlin Social Science Center); **David Ingleby** (University of Amsterdam), **Dirk Jacobs** (Free University of Brussels, ULB); **Martin Kahanec** (Central European University and CELSI); **Albert Kraler** (Danube University Krems); **Hanna Siarova** (PPMI and SIRIUS network); **Maarten Vink** (Maastricht University/European University Institute).

We are extremely grateful to our network of partners for their energy and commitment to the MIPEX. The organisations and their profiles are listed below. Finally, we extend our full and heartfelt appreciation to the networks of experts, peer reviewers, and country profile contributors, who shared their detailed knowledge to produce the comparative data on which the MIPEX depends.

# INTRODUCTION

## WHAT IS MIPEX

The Migrant Integration Policy Index (MIPEX) is a unique tool which measures policies to integrate migrants in countries across five continents, including all EU Member States (including the UK), other European countries (Albania, Iceland, North Macedonia, Moldova, Norway, Serbia, Switzerland, Russia, Turkey and Ukraine), Asian countries (China, India, Indonesia, Israel, Japan, and South Korea), North American countries (Canada, Mexico and US), South American countries (Argentina, Brazil, Chile), and Australia and New Zealand in Oceania.

Policy indicators have been developed to create a rich, multi-dimensional picture of migrants' opportunities to participate in society. In the fifth edition (MIPEX 2020), we created a core set of indicators that have been updated for the period 2014-2019 (see Methodology). MIPEX now covers the period 2007-2019. The index is a useful tool to evaluate and compare what governments are doing to promote the integration of migrants in all the countries analysed. The project informs and engages key policy actors about how to use indicators to improve integration governance and policy effectiveness.

To that end, the project identifies and measures integration policies and identifies the links between integration policies, outcomes and public opinion, drawing on international scientific studies.

Thanks to the relevance and rigor of its indicators, the MIPEX has been recognised as a common quick reference guide across Europe. Policymakers, NGOs, researchers, and European and international institutions are using its data not only to understand and compare national integration policies, but also to improve standards for equal treatment.

The Joint Research Center of the European Commission compared MIPEX to other indexes and concluded that "no other index currently offers the same coverage. In addition, the presence of a discrete number of updates (and the expectations of further ones) makes the index one of the few 'alive' source of information for migration policies, and moreover allow comparison between countries and within countries (over time)" (see: JRC, 2017, p. 29) Building on its ongoing success, the MIPEX project is entering its fifth edition.

## WHY USE MIPEX?

Integration actors can struggle to find up-to-date, comprehensive research data and analysis on which to base policies, proposals for change and projects to achieve equality in their country.

The MIPEX aims to address this by providing a comprehensive tool which can be used to assess, compare and improve integration policy. The MIPEX includes 52 countries in order to provide a view of integration policies across a broad range of differing environments.

The tool allows you to dig deep into the multiple factors that influence the integration of migrants into society and allows you to use the full MIPEX results to analyse and assess past and future changes in policy.

## WHO'S USING MIPEX?

The Migrant Integration Policy Index (MIPEX) stimulates debates, informs high-level reports and is used for civil society action on migrant integration policy across the world.

It has been used in a variety of situations and by a variety of experts and stakeholders, from the UK's House of Lords to non-governmental and church organisations and the media using comparable data to influence and inform debate. MIPEX is the most reliable and cited index of integration and citizenship policies, widely used by qualitative and quantitative researchers and academics across the world. The MIPEX has caught the attention of governments, NGOs, researchers, the media and even banks, successfully providing factual information to enhance policy debates, studies and action in the field of migrant integration. The initial drafts of the UN's Draft Global Compact on Migration specifically recommended the participation of all States in MIPEX as a means to identify challenges and best practices (see: Global Compact for Safe, Orderly and Regular Migration – Draft REV 1, « 26 March 2018, section 30(a), p. 18). The Migration Research Hub, led by IMISCOE - the Europe's largest network of scholars in the area of migration and integration -, employs MIPEX data to show integration policy trends in Europe. A recent google scholar search reveals that MIPEX has been cited in more than 4.600 documents.

## WHO PRODUCES MIPEX?

MIPEX 2020 conducts a complete review of integration policies in 52 countries across five continents, including all EU Member States (including the UK), other European countries (Albania, Iceland, North Macedonia, Moldova, Norway, Serbia, Switzerland, Russia, Turkey and Ukraine), Asian countries (China, India, Indonesia, Israel, Japan, and South Korea), North American countries (Canada, Mexico and US), South American countries (Argentina, Brazil, Chile), and Australia and New Zealand in Oceania. MIPEX 2020 is associated with the CrossMigration project, funded by the European Union's Horizon 2020 research and innovation programme under the grant agreement Ares (2017) 5627812-770121. MIPEX 2020 was co-funded by the Centre for Global Development Europe.

The fifth edition of the MIPEX rests on the extensive and long-term collaboration of trusted partners, experts and supporters of the project. We are extremely grateful to our network of partners for their energy and commitment to the MIPEX. We extend our full and heartfelt appreciation to the networks of experts, peer reviewers, and country profile contributors, who shared their detailed knowledge to produce the comparative data on which the MIPEX depends. The research is designed, coordinated and undertaken by the Migration Policy Group in cooperation with CIDOB and the research partners. The publication, including the results and country profiles, were written by the Migration Policy Group in cooperation with CIDOB.

## WHAT DOES MIPEX MEASURE?

MIPEX measures policies that promote integration in all societies. Integration in both social and civic terms rests on the concept of equal opportunities for all. In socio-economic terms, migrants must have equal opportunities to lead just as dignified, independent and active lives as the rest of the population. In civic terms, all residents can commit themselves to mutual rights and responsibilities on the basis of equality.

When migrants feel secure, confident and welcome, they are able to invest in their new country of residence and make valued contributions to society. Over time, migrants can take up more opportunities to participate, more rights, more responsibilities and, if they wish, full national citizenship.

The process of integration is specific to the needs and abilities of each individual and each local community. Although government policy is only one of a number of

factors which affects integration, it is vital because it sets the legal and political framework within which other aspects of integration occur. The state can strive to remove obstacles and achieve equal outcomes and equal membership by investing in the active participation of all, the exercise of comparable rights and responsibilities and the acquisition of intercultural competences.

MIPEX aims to be a regular assessment on a widening range of policy areas, critical to a migrant's opportunities to integrate, where countries can benefit from benchmarking policies to the highest, newest international standards. This edition focuses on eight policy areas: Labour Market Mobility, Family Reunion, Education, Political Participation, Long-term Residence, Access to Nationality, Anti-discrimination and Health. A number of policy areas cut across the MIPEX strands, such as integration programmes and healthcare and housing.

## WHAT ARE THE HIGHEST STANDARDS USED BY MIPEX?

For each of the 8 policy areas MIPEX identifies the highest European and international standards aimed at achieving equal rights, responsibilities and opportunities for all residents. The highest standards are drawn from Council of Europe Conventions, European Union Directives and international conventions (for more information see: <http://mipex.eu/methodology>). Where there are only minimum standards, European-wide policy recommendations are used.

## How does MIPEX decide the scores?

MIPEX score is based on a set of indicators covering eight policy areas that has been designed to benchmark current laws and policies against the highest standards through consultations with top scholars and institutions using and conducting comparative research in their area of expertise. The policy areas of integration covered by the MIPEX are the following: Labour market mobility; Family reunification; Education; Political participation; Permanent residence; Access to nationality; Anti-discrimination; and Health. A policy indicator is a question relating to a specific policy component of one of the 8 policy areas. For each answer, there are a set of options with associated values (from 0 to 100, e.g., 0-50-100). The maximum of 100 is awarded when policies meet the highest standards for equal treatment.

Within each of the 8 policy areas, the indicator scores are averaged together to give the policy area score for each of the 8 policy areas per country which, averaged



together one more time, lead to the overall scores for each country.

### The research process

The research process started with the revision of MIPEX indicators. In order to ensure MIPEX sustainability over time, we decided to select a core set of indicators from the original list of 167 indicators from MIPEX 2015. Researchers comparing migration policy indexes have identified MIPEX as the most reliable, complete and cited index on integration policies (EC-JRC, 2018). Given that MIPEX number of indicators is much higher than any other index and following recommendations of MIPEX users in quantitative research, the team conducted a conceptual and statistical analysis of the 167 MIPEX indicators to determine which specific indicators were the key drivers of variation between countries.

In other words, all MIPEX indicators are simply not necessary—if a country has Policy A, it's high likely to have Policy B, C, D and E, which means that MIPEX only needs an Indicator of A and not 4 additional indicators on B, C, D and E.

The statistical analysis consisted of checking indicators' reliability by means of the following quantitative techniques: Distribution analysis; Correlation analysis, Cronbach's Alpha; Categorical Principal Components Analysis.

The team also performed a conceptual analysis to understand the indicators' conceptual reliability, which was assessed based on:

- a) Indicators' thematic scope: e.g., which indicators were the best suited to catch a policy area; whether or not indicators overlapped;
- b) item formulation: e.g., wording, terminology used, answer options;
- c) results of the statistical checks.

As part of the conceptual analysis, the MPG team had interviews and/or e-mail exchanges with leading experts on integration policies to assess the importance of indicators for each area and select the most relevant key indicators. The experts for each strand reviewed the indicators to guarantee that they were clearly worded, policy-relevant, and sustainable for future updating.

By means of this process, MPG selected 58 indicators as "core indicators". This core set of indicators still includes all 8 MIPEX strands. This core set of indicators represents the smallest set of indicators that provides the most accurate and comprehensive picture of the

integration policy situation in a country. We tested the core set of indicators against the full set of indicators (on 2014) and the core set of indicators has the same statistical and conceptual accuracy that the full set of indicators. The scores produced by the core set of indicators are consistent with the scores from the MIPEX full set of indicators and reproduces the same national rankings and trends.

The core indicators will not necessarily replace the full MIPEX indicators. Our aim is to update MIPEX full set of indicators in the future in order to provide more fine-tuned qualitative information on integration policies around the world.

The questionnaire consisting of the core set of indicators were then sent to the country experts. Before sending them the questionnaire, we provided clear and detailed instructions to country experts (e.g., MIPEX guide). During the completion of the research process, we provided a continuative support to the country experts (through phone calls and e-mails).

The questionnaires, including indicators for the years 2014-2019 were completed by the national experts (at least one per country). The health strand was completed by a separate set of migrant health policy experts and only for 2014 and 2019. On 2014, both for the health strand and the other strands, national experts were asked to check all previous answers and to provide updated scores for the period 2015-2019.

MPG's central research staff checked the experts' responses to guarantee that they properly understood the questions and answered them in a consistent manner as in other countries. MPG's research team also double-checked questions based on publicly-available data and legal texts (e.g., GLOBALCIT, the European Equality Law Network, the European Migration Network). Three MPG/CIDOB researchers checked each of the country questionnaires. When any doubts arose, the MPG's research staff came back to the country experts asking for additional information. Other national experts were involved when additional information was needed. In addition, MPG research team conducted a final question-by-question consistency check and a check of the changes over time to ensure that similar situations and changes received the same score/change across all countries.

The finalised data for the 52 countries were inputted and analysed centrally by the MPG team. MPG research team conducted quantitative analyses to understand the state of integration policies in the

MIPEX countries and overall trends and changes over time. The team mainly conducted univariate analysis (distribution and measure of central tendency) and bivariate analysis (cross-tabulation, comparisons of means of different groups of country or years). The team also conducted a multivariate analysis of the indicators to understand the underlying dimensions of MIPEX. This analysis, which was done by means of Categorical Principal Component Analysis, resulted in the identification of three dimensions:

**Basic rights:**

Can immigrants enjoy comparable rights as nationals? E.g., equal rights to work, training, health, and non-discrimination

**Equal opportunities:**

Can immigrants receive support to enjoy comparable opportunities as nationals? E.g., targeted support in education, health, and political participation

**Secure future:**

Can immigrants settle long-term and feel secure about their future in the country? E.g., family reunification, permanent residence and access to nationality

Countries have been then sorted in groups based on their scores on those dimensions.

Based on these analyses, the MPG and CIDOB teams were able to write up national country profiles. They focused on recent policy changes and investigated the justifications and potential impact of these changes. The results were also written up for each of the eight policy strands as well as for the overall score.

## **POLICY OUTCOMES AND EFFECTIVENESS**

The major disparities in integration policies around the world reflect the major differences in integration outcomes and attitudes around the world. The integration policies identified by MIPEX also shape how immigrants and the public respond to these inequalities, as literature shows.

To provide this overview of data linking integration policies to outcomes, the MPG team conducted a full interdisciplinary literature review of all multivariate or multilevel analyses over the past decade that studied these links. The studies included are peer reviewed articles from scientific journals and academic sources. These studies measure integration policies by using MIPEX. These studies measure outcomes in all the different areas of integration, such as labour market participation, participation in most other areas of life

as well as public attitudes. In the end, this global literature review, which has been carried out in Google Scholar by using 'MIPEX' and 'Integration Policy Index' as keywords, identified 128 studies that analysed 414 links between a wide variety of integration policies and outcomes.

# POLICY INDICATORS: KEY FINDINGS

## DIMENSIONS OF AND APPROACHES TO INTEGRATIONS

MIPEX measures eight areas of integration policy. Through quantitative analyses (Categorical Principal Component Analysis), MPG's research team identified three key dimensions that underlie all areas of a country's integration policy. These three dimensions help to describe a country's overall approach to integration:

### BASIC RIGHTS:

Can immigrants enjoy comparable rights as nationals? e.g., equal rights to work, training, health, and non-discrimination.

### EQUAL OPPORTUNITIES:

Can immigrants receive support to enjoy comparable opportunities as nationals? e.g., targeted support in education, health, and political participation.

### SECURE FUTURE:

Can immigrants settle long-term and feel secure about their future in the country? e.g., family reunification, permanent residence and access to nationality.

Countries have been then sorted into groups based on their scores on those dimensions. These groups represent different countries' approaches to integration. We identified four main approaches:

### COMPREHENSIVE INTEGRATION

A comprehensive approach to integration guarantees equal rights, opportunities and security for immigrants.

### EQUALITY ON PAPER

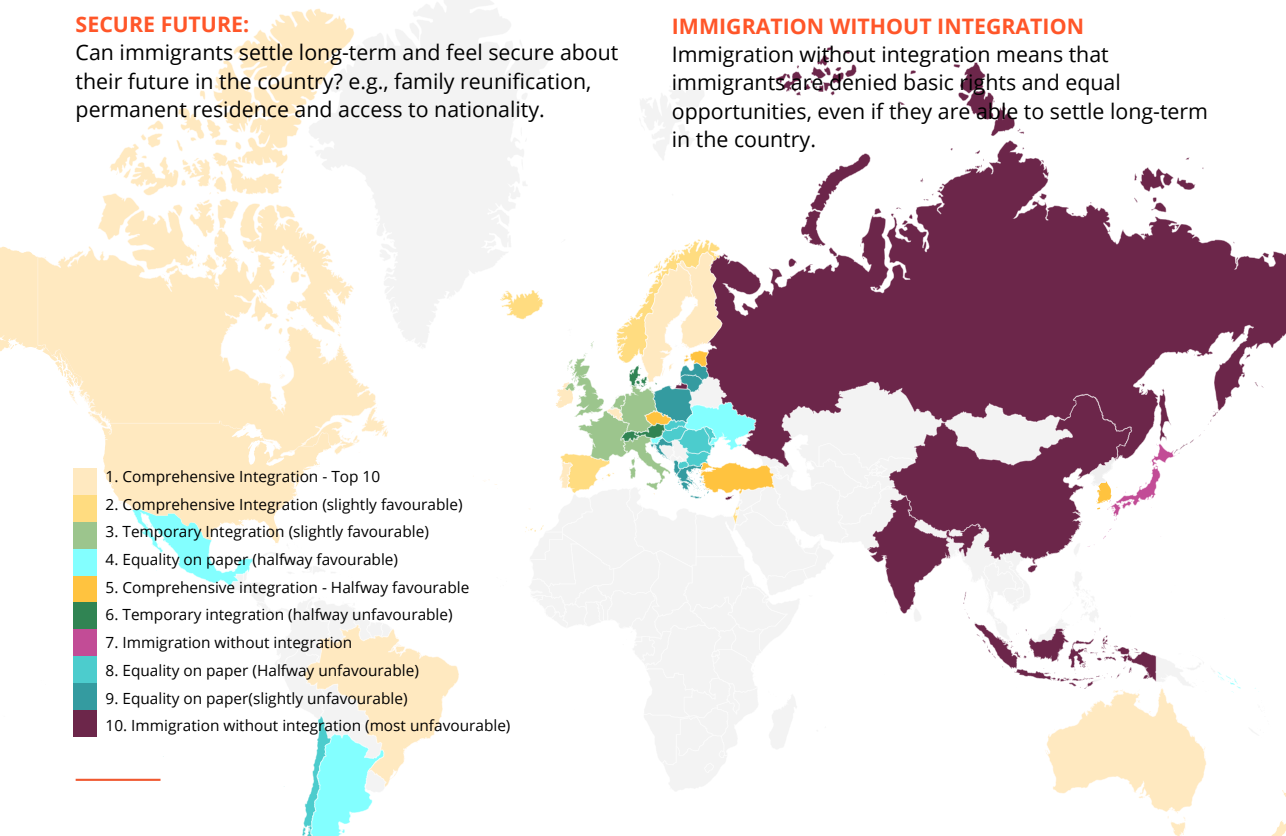
Equality on paper means that immigrants enjoy equal rights and long-term security, but not equal opportunities.

### TEMPORARY INTEGRATION

Temporary integration means that immigrants enjoy basic rights and equal opportunities, but not equal security, as they face obstacles to settle in the long-term.

### IMMIGRATION WITHOUT INTEGRATION

Immigration without integration means that immigrants are denied basic rights and equal opportunities, even if they are able to settle long-term in the country.



## RANKING

Within each of these four categories, there are a range of policies. In other words, countries with the same approach to integration may have more vs. less developed policies. Therefore, countries are placed into 10 different groups that reflect their overall approach to integration and their level of policy development. The MIPEX 2020 ranks these groups according to the average (median) score of the countries within each group:

### 1. TOP TEN COUNTRIES (average score: 75/100):

Countries in this group represent the top ten out of the 52 MIPEX countries. They adopt a comprehensive approach to integration, which fully guarantees equal rights, opportunities and security for immigrants and citizens. Policies in these countries generally encourage the public to see immigrants as their equals, neighbours and potential citizens.

Top 5: Canada (80) • Finland (85) • New Zealand (77)  
Portugal (81) • Sweden (86)

Australia (65) • Belgium (69) • Brazil (64)  
Ireland (64) • USA (73)

### 2. COMPREHENSIVE INTEGRATION SLIGHTLY FAVOURABLE (average score: 60/100)

These countries adopt a comprehensive approach to integration. However, policies in these countries are less comprehensive and less advanced than in the 'Top 10' MIPEX countries. In these countries, policies do not always encourage the public to see immigrants as their equals, neighbours and potential citizens.

Iceland (56) • Israel (49) • Luxembourg (64)  
Norway (69) • Spain (60)

### 3. TEMPORARY INTEGRATION HALFWAY FAVOURABLE (average score: 57/100)

These countries provide immigrants with basic rights and equal opportunities, but not a secure future in the country. Policies in these countries encourage the public to see immigrants as their equals and neighbours, but also as foreigners rather than as potential citizens.

France (56) • Germany (58) • Italy (58)  
Netherlands (57) • United Kingdom (56)

### 4. EQUALITY ON PAPER HALFWAY FAVOURABLE (average score: 50/100)

Equality on paper means that immigrants enjoy equal rights and long-term security, but not equal opportunities. Policies generally encourage the public to see immigrants as their equals, as potential citizens, but also as strangers rather than as neighbours.

Argentina (58) • Mexico (51) • Serbia (50)  
Slovenia (48) • Ukraine (48)

### 5. COMPREHENSIVE INTEGRATION HALFWAY FAVOURABLE (average score: 50/100)

These countries do the minimum in all three dimensions as their policies go only halfway towards providing immigrants with equal rights, opportunities and a secure future.

Czechia (50) • Estonia (50) • Korea (56) • Malta (48) •  
Turkey (43)

### 6. TEMPORARY INTEGRATION HALFWAY UNFAVOURABLE (average score: 48/100)

These countries go only halfway towards granting immigrants with basic rights and equal opportunities. Furthermore, they do not provide immigrants with a secure future in the country. Policies in these countries encourage the public to see immigrants as foreigners and not fully as equals and neighbours.

Austria (46) • Denmark (48) • Switzerland (50)

### 7. IMMIGRATION WITHOUT INTEGRATION HALFWAY UNFAVOURABLE (average score: 47/100)

These countries are categorised as "Immigration without Integration" because their policies deny that the country has become a destination country. Immigrants may find ways to settle long-term, but they are not fully supported with the rights and equal opportunities to participate in society. This group of countries goes halfway towards investing in equal opportunities. Policies may encourage the public to see immigrants as subordinates and not neighbors.

Japan (47)

**8. EQUALITY ON PAPER**  
**HALFWAY UNFAVOURABLE** (average score: 43/100)

Equality on paper means that immigrants do not enjoy equal opportunities. This group of countries mainly focus on basic rights for immigrants, and only go halfway towards providing them with long-term security. Policies may encourage the public to see immigrants as equal but also as subordinate and not potential citizens.

- Bulgaria (40) • Chile (53) • Hungary (43) • Moldova (47)
- North Macedonia (42) • Romania (49) • Slovakia (39)

**9. EQUALITY ON PAPER**  
**SLIGHTLY UNFAVOURABLE** (average score: 39/100)

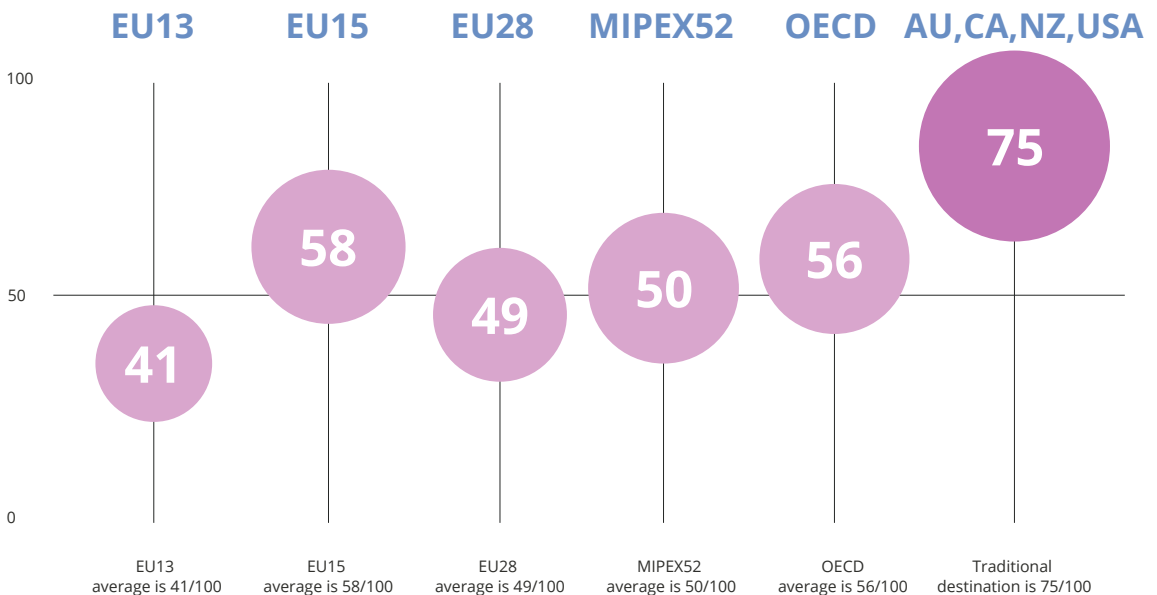
Equality on paper means that immigrants do not enjoy equal opportunities. This group of countries goes only halfway towards providing immigrants with basic rights and a secure future. Policies may encourage the public to see immigrants as subordinates, not equal and not potential citizens.

- Albania (43) • Croatia (39) • Greece (46) • Latvia (37)
- Lithuania (37)

**10. IMMIGRATION WITHOUT INTEGRATION**  
**MOST UNFAVOURABLE** (average score: 31/100)

These countries are categorised as “Immigration without Integration” because their policies deny that the country has become a destination country. Immigrants may find ways to settle long-term, but are not supported with basic rights or equal opportunities to participate in society. Policies may encourage the public to see immigrants as subordinates and as strangers.

- China (32) • Cyprus (41) • India (24) • Indonesia (26) • Russia (31)



Integration policies in the 52 MIPEX countries are, on average, only halfway favourable (50/100). That means, on average, countries' policies are creating as many obstacles as opportunities for immigrants to participate and settle in their new home country. Immigrants enjoy many basic rights (average score is 65) and, to a certain extent, long-term security (56). However, they do not enjoy the equal opportunities (46) security that they need to fully participate in all areas of life.

This halfway approach to integration can also confuse the public and undermine the message that integration is a two-way process. While some policies encourage the public to see and treat immigrants as their equals, many policies send contradictory messages that immigrants are both neighbours and strangers, both foreigners and potential citizens.

A country's integration policies can be partly explained by the state of its democracy and economic development and its history of immigration. On the one hand, immigrants generally face greater obstacles in emerging destination countries with small numbers of immigrants and high levels of anti-immigration sentiment (Asian countries, the Baltics, Balkans and Central and Eastern Europe, e.g. EU13 average is 41/100). On the other hand, in wealthier, larger and traditional destination countries immigrants usually benefit from more equal rights and opportunities, for example in highly developed democracies (OECD average is 56), Western Europe (EU15 average is 58/100) and traditional countries of immigration (75/100 on average for Australia, Canada, New Zealand and the US).

Regional trends can also help to explain the three dimensions of integration policy. While immigrants in the majority of MIPEX countries enjoy access to basic rights, support for equal opportunities is much greater in Western Europe (EU15) and traditional countries of immigration (plus Brazil). Immigrants in Asia, for example, face many obstacles in most areas and dimensions of integration policy. Finally, most MIPEX countries provide some security for immigrants and their families to settle long-term, with the notable exception of most Northwestern European countries (Austria, Denmark, France, Italy, Germany, the Netherlands, Switzerland, UK as well as Indonesia and Latvia).

In terms of international areas of strength, migrant workers, reunited families and permanent residents enjoy basic security, rights, and protection from discrimination. Within Europe, national policies are stronger and convergent in these areas covered by EU law. The international areas of weakness are education and political participation.

On education, most immigrant pupils worldwide have little extra support to find the right school and class, catch up if they're behind, quickly learn the language and, if they're lucky, learn some of the rules of the language that they use at home. Teachers and other pupils are lucky if they learn anything about diversity or immigrants. Most countries leave it up to the general education system to fix (or exacerbate) any problems.

On political participation, most immigrants, especially foreign citizens, have few opportunities to inform and improve the policies that affect them daily, since most authorities design policies 'for' them and are not informed by or accountable to them. On average, immigrants are slightly more discouraged than encouraged to participate through the standard civic channels, limited local voting rights for foreign citizens, weak or absent consultative bodies and poorly supported immigrant-led organisations.

# GENERAL SCORE

Country name	Overall score 2020	Change since 2014	Approach to integration
Sweden	86	- 1	Top 10 (Comprehensive)
Finland	85	+ 3	Top 10 (Comprehensive)
Portugal	81	+ 3	Top 10 (Comprehensive)
Canada	80	+ 2	Top 10 (Comprehensive)
New Zealand	77	/ 0	Top 10 (Comprehensive)
USA	73	- 2	Top 10 (Comprehensive)
Belgium	69	/ 0	Top 10 (Comprehensive)
Norway	69	- 3	Comprehensive Integration
Australia	65	- 4	Top 10 (Comprehensive)
Ireland	64	+ 5	Top 10 (Comprehensive)
Brazil	64	+ 12	Top 10 (Comprehensive)
Luxembourg	64	+ 10	Comprehensive Integration
Spain	60	+ 3	Comprehensive Integration
Germany	58	+ 1	Temporary Integration
Argentina	58	- 4	Equality on paper
Italy	58	- 1	Temporary Integration
Netherlands	57	/ 0	Temporary Integration
Korea	56	- -2	Comprehensive Integration
Iceland	56	+ 7	Comprehensive Integration
France	56	+ 3	Temporary Integration
United Kingdom	56	- 1	Temporary Integration
Chile	53	+ 3	Equality on paper
Mexico	51	- -1	Equality on paper
Czechia	50	+ 3	Comprehensive Integration
Estonia	50	+ 5	Comprehensive Integration
Switzerland	50	/ 0	Temporary Integration
Serbia	50	+ 5	Equality on paper
Romania	49	/ 0	Equality on paper
Israel	49	- 1	Comprehensive Integration
Slovenia	48	+ 3	Equality on paper
Ukraine	48	+ 2	Equality on paper
Malta	48	+ 5	Comprehensive Integration
Denmark	48	- 4	Temporary Integration



# GENERAL SCORE

Country name	Overall score 2020	Change since 2014	Approach to integration
Japan	47	+ 1	Immigration without integration
Moldova	47	+ 8	Equality on paper
Greece	46	+ 3	Equality on paper
Austria	46	/ 0	Temporary Integration
Albania	43	+ 1	Equality on paper
Hungary	43	+ 1	Equality on paper
Turkey	43	+ 17	Comprehensive Integration
North Macedonia	42	/ 0	Equality on paper
Cyprus	41	+ 2	Immigration without integration
Bulgaria	40	+ 3	Equality on paper
Poland	40	- 1	Equality on paper
Croatia	39	+ 1	Equality on paper
Slovakia	39	+ 2	Equality on paper
Latvia	37	+ 3	Equality on paper
Lithuania	37	+ 4	Equality on paper
China	32	+ 5	Immigration without integration
Russia	31	+ 2	Immigration without integration
Indonesia	26	+ 1	Immigration without integration
India	24	/ 0	Immigration without integration

- 80 - 100 - Favourable
- 60-79 - Slightly favourable
- 41-59 - Halfway favourable
- 21-40 - Slightly unfavourable
- 1-20 - Unfavourable
- 0 - Critically unfavourable



# CHANGES



!\_\_\_ Integration policies continue to improve very slowly over time, but sometimes with significant impact in a particular area of life. While the average change was +2 points between 2014-2019, this change was greater than the +1 points average between 2010-2014.

!\_\_\_ Over the past five years, the MIPEX52 score (average of the 52 countries' scores) increased by +4 points on basic rights, by +5 on equal opportunities and by +1 on secure future. Equal opportunities - the least developed of the three dimensions - thus saw the greatest improvements between 2014 and 2019.

!\_\_\_ Positively, the greatest policy improvements were in the two international areas of weakness: +7 points on education and +10 points on political participation.

!\_\_\_ Permanent residence is the only area in which immigrants have seen policies worsening (-1 points).

!\_\_\_ 33 countries improved their integration policies overall between 2014-2019, although seven only saw an improvement of +1. The most dramatic improvements occurred in Turkey (+17), Brazil (+12) and Luxembourg (+10).

!\_\_\_ 10 countries undermined their integration policies during the same period, due to restrictive changes (Argentina, Australia, Denmark, Iceland, Italy, Korea, Mexico, Norway, Sweden and the US). The greatest backsliding occurred in Argentina, Australia, and Denmark (-4).

!\_\_\_ Nine countries received the same score in 2014 and 2019, due to balance between positive and negative changes, only minor improvements or minor restrictions (Austria, Hungary, the Netherlands, Poland, Switzerland and UK), or no changes at all (India, New Zealand and Romania).

!\_\_\_ Most significantly, 6 countries experienced such significant policy changes that these new policies represent a major shift in the country's overall approach to integration:

!\_\_\_ **Argentina:** Argentina's current approach can now only be classified as 'Equality on Paper' as recent restrictions undermined its comprehensive approach to integration and its commitment to equal opportunities.

!\_\_\_ **Brazil:** Major reforms (mostly in 2017) transformed Brazil's halfway "Equality on paper" policies into a slightly favourable "comprehensive approach." These changes have now landed Brazil in the International 'Top 10' countries.

# CHANGES



**Iceland:** Iceland's anti-discrimination policies can be seen as a major recognition of Iceland as a country of immigration. Before, immigrants who settled in Iceland do not enjoy equal rights or opportunities ("immigration without integration"). Now, newcomers benefit from a slightly favourable comprehensive approach.

**Ireland:** Ireland's 2017-2020 Migrant Integration Strategy created a slightly favourable comprehensive approach focused on equal rights and opportunities, which launched Ireland into the International 'Top 10' countries.

**Norway:** Given the insecurity facing immigrants who want to settle permanently, Norway fell from the 'Top Ten' to the top of the second category of leading countries. Its comprehensive approach now lacks key aspects of equality.

**Turkey:** Turkey has had to recognise itself as a country of immigration that must guarantee basic rights and opportunities, for example to education, health, the labour market and non-discrimination. Despite this major shift from being a country of "immigration without integration", Turkey's new "comprehensive approach" is still only halfway favourable, with slightly more obstacles than opportunities for integration in Turkey.

**For comparison:** Between 2010-2014, 10 countries passed major reforms (Denmark's several reforms catching up with policies in Nordics, Germany and international trends; more targeted support in Austria and Germany and dual nationality for 2nd generation in Germany; Czechia and Poland adopt EU-required anti-discrimination laws and domestic citizenship reforms; Bulgaria implements EU law).

**Between 2007-2010,** major reforms were passed in just a handful of countries (in Luxembourg on all areas, in Greece on citizenship & voting rights, in Austria on targeted employment support, in Czechia on anti-discrimination, in Latvia on access to education and training).

# FINAL REMARKS

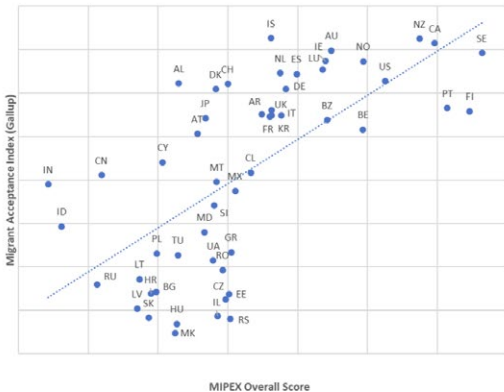
## KEY FINDINGS ON INTEGRATION POLICIES AND THEIR EFFECTS

The major disparities in integration policies around the world reflect the major differences in integration outcomes and attitudes around the world. The integration policies identified by MIPEX also shape how immigrants and the public respond to these inequalities.

A country's approach to integration matters because these policies influence how integration works as a two-way process. This two-way approach emerges from around 130 independent scientific studies that use MIPEX to investigate if and how these policies can close gaps in key integration outcomes.

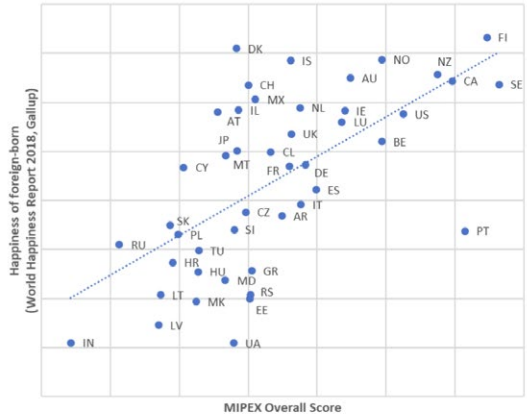
First, a country's approach to integration strongly influences the public's attitudes and behaviour towards immigrants. Integration policies are one of the strongest factors shaping the public's willingness to accept and interact with immigrants (see chart below, based on the MIPEX overall score with health and the Gallup's Migrant Acceptance Index).

Strong link between integration policies & public attitudes



Second, integration policies are one of the strongest factors shaping immigrants' own attitudes, sense of belonging and even their health in their new home country. A country's approach to integration also shapes how well immigrants think and feel about their new home country (see chart below, based on the MIPEX overall score with health and the Gallup's World Happiness Report).

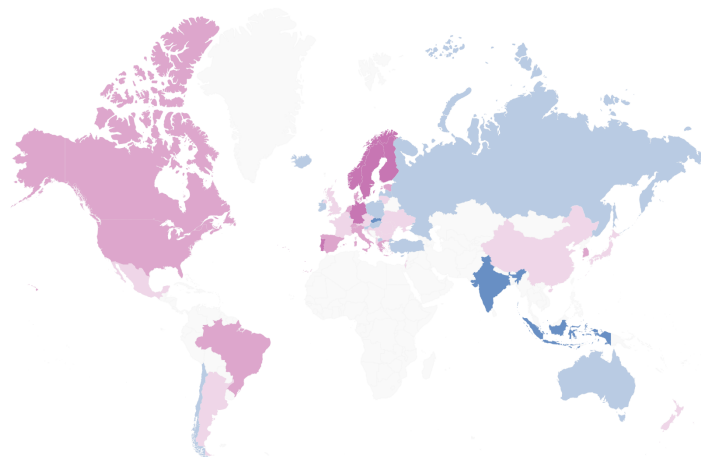
Strong links between integration policies & immigrants' happiness



The way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Restrictive policies create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants as general threats and treat them in ways that harm their integration. Under restrictive policies, the public experiences higher levels of xenophobia and islamophobia and lower levels of social trust, which leads to fewer contacts and positive experiences with immigrants.

Inclusive policies create a 'virtuous circle' of integration that promotes openness and interaction. Immigrants and the public are more likely to interact with and think of each other as equals in countries where inclusive policies treat immigrants as equals and invest in integration as an opportunity for society.

Inclusive policies not only increase positive attitudes and interactions between the public and immigrants, but also create an overall sense of belonging, well-being and trust. Under inclusive policies, the public feels less fear of immigrants, while immigrants enjoy greater opportunities to learn and contribute. As a result, immigrants and non-immigrants have more regular, positive interactions. They also more frequently develop positive attitudes about their identity, their health, their satisfaction with life, their trust in society and their participation in politics.



# LABOUR MARKET MOBILITY

Labour market integration happens over time and depends on the general policies, context, immigrants' skills and reason for migration. Certain effective employment policies may be too new and small to reach the many non-EU citizen men and women in need, who rarely access any training or benefits.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
Portugal	94	Japan	59	Australia	37
Finland	91	Serbia	57	Hungary	37
Sweden	91	Belgium	56	Luxembourg	35
Norway	85	Mexico	54	Iceland	33
Germany	81	Czechia	54	Latvia	33
Canada	76	France	52	North Macedonia	31
USA	69	Israel	52	Poland	31
Estonia	69	Lithuania	52	Chile	30
Brazil	67	Croatia	50	Russia	28
Spain	67	Bulgaria	48	Slovenia	26
Italy	67	Malta	48	Cyprus	24
Denmark	65	United Kingdom	48	Turkey	22
Korea	65	Moldova	48	Ireland	22
Netherlands	65	Albania	46	Indonesia	17
Switzerland	63	Ukraine	46	India	17
Greece	61	Romania	46	Slovakia	17
Austria	59	China	44		
New Zealand	59	Argentina	44		

## POLICY INDICATORS

### Do immigrants have equal rights and opportunities to access jobs and improve their skills?

Labour market mobility policies qualify as only halfway favourable for promoting equal quality employment over the long-term. In most countries, family members and permanent residents can access the labour market and job training, as well as social security and assistance. However, full equality of rights and opportunity in the labour market is still far from being achieved, especially in the public sector. Immigrants looking for work can have their academic qualifications recognised and count on public employment services to almost the same extent as national citizens, but cannot rely on strong targeted programmes. This lack of support makes the process particularly complicated for vulnerable groups, such as women and youth.

Immigrants have better access to employment and targeted support in Western Europe – especially in the EU15 – and Canada. The weakest support is provided by India, Indonesia and Slovenia. Employment access, assistance and rights differ significantly across countries, even between the traditional countries of immigration. Immigrant workers enjoy greater targeted support in Nordic countries (Sweden, Norway, Finland) and New Zealand. Formal access to the labour market is also fast and facilitated in Argentina and Brazil. Portugal is the only recent destination country with a favourable approach to the labour market, both for immigrant and emigrant workers.

As with the majority of areas of integration, no significant reforms have been observed in the labour market over the last five years (2014 - 2019) in 33 of the 52 MIPEX countries. 16 countries invested in reforms which facilitate labour market integration . Major improvements emerged in Central and Eastern Europe. Some of these reforms are linked to EU law (e.g. Greece, Hungary and Latvia) as they catch up on providing basic support and access to information for immigrant workers and entrepreneurs. Only Argentina, Australia and Denmark have undermined their support for immigrant workers.

Labour Market Mobility, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Access to labour market

- Not all foreign residents with the right to work have full, equal access to the labour market. Only 8 of 52 MIPEX countries grant immediate labour market access to all categories of legal resident, while 33 countries delay full access for labour or family migrants. 11 countries deny immediate labour market access for newcomers on temporary permits.
- Public sector jobs are often only open to national (or EU) citizens. Equal access to public sector jobs is guaranteed in only 15 countries.

- Labour market access is most favourable in the US, Canada and Latin America. In contrast, the obstacles are greatest in Asian countries where - with the exception of China, Israel and Japan - newcomers cannot access work as easily or as quickly as national citizens.
- Access to self-employment is equal for newcomers in most MIPEX countries (31), with limiting conditions imposed in 15 other countries. In very few countries (France, Russia, Latvia, Romania, Slovakia and Turkey), certain sectors and activities are reserved solely for national citizens.

### Access to general support

- Most newcomers can access public employment offices, higher education and vocational training, often thanks to EU law (e.g. in Greece and Latvia).
- Many temporary residents and workers do not enjoy equal access to the study grants and scholarships they need (equal access is granted in 17 – mainly southern - European countries, Argentina, Brazil, China and Russia).
- Recognition procedures for skills and foreign qualifications differ significantly around the world, with equal access granted in 32 MIPEX countries. 12 countries have different procedures for migrants and nationals, with greater fees and requirements for documents. 8 countries have ad hoc or no procedures for the recognition of titles for certain nationalities or fields of study (Argentina, Greece, France, Hungary, Poland, Ireland, Russia and Switzerland).

### Targeted support

- Targeted support is a major area of weakness in most countries. Rarely are general services able to address the specific needs of the foreign-trained or very low-educated, or of migrant women and youth.
- Targeted language and professional trainings, mentoring and employer incentives are available in only 7 countries (Nordic countries, Germany, Canada and New Zealand).
- Specific targeted measures for migrant youth and migrant women are available in 9 European countries plus South Korea.

### Workers' rights

- Permanent residents generally enjoy the same access to social security and assistance as nationals.
- Access to social security and assistance for temporary residents differs significantly from country to country.
- Temporary workers and family members enjoy full and equal access in 20 countries (Canada, Israel, Brazil and several European countries), but are excluded from parts of the social security system in the majority (32) of countries (Australia, UK, New Zealand, the US and several European countries).

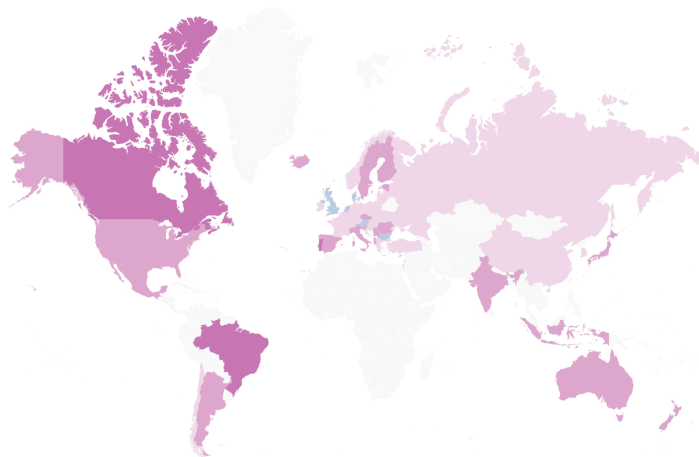
## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

Whether immigrants or non-immigrants find a job depends mostly on their skills and the economic and social situation at the time. The emerging labour market mobility policies across MIPEX countries seem to respond to longer-term challenges. These policies can make the labour market fairer for working immigrants by helping them to secure the same types of stable quality jobs that non-immigrants enjoy.

These findings on the links between labour market mobility policies and outcomes emerge from two dozen independent scientific studies using MIPEX. Labour market mobility policies are effective to help working immigrant men and women to gain greater skills and education, careers and public acceptance. Under well-developed policies, immigrant men and women are more likely to improve their [language and professional skills](#) in the country and [use them effectively](#) to secure better jobs available on [labour markets](#). Labour market mobility policies also help shape [public opinion](#). Under inclusive policies, the public sees immigrants more as an economic opportunity than as a competition or threat.

Better research is needed on whether labour market mobility policies influence other integration outcomes.



# FAMILY REUNION

Family reunification policies determine if and when separated families can reunite and settle in their new home.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
Brazil	94	Japan	62	Ireland	48
Canada	88	USA	62	Croatia	48
Portugal	87	Iceland	62	Latvia	47
Estonia	76	Moldova	61	Russia	46
Indonesia	75	Albania	61	Chile	44
India	75	Slovakia	59	France	43
New Zealand	74	Israel	58	Lithuania	43
Slovenia	72	Poland	58	Germany	42
Sweden	71	Hungary	58	Switzerland	41
Argentina	69	Norway	58	Bulgaria	38
Spain	69	North Macedonia	58	Malta	36
Australia	68	Ukraine	57	Austria	36
Finland	67	China	56	Cyprus	35
Romania	67	Korea	54	Netherlands	31
Mexico	66	Turkey	53	United Kingdom	29
Serbia	65	Greece	52	Denmark	25
Italy	64	Luxembourg	52		
Czechia	63	Belgium	48		



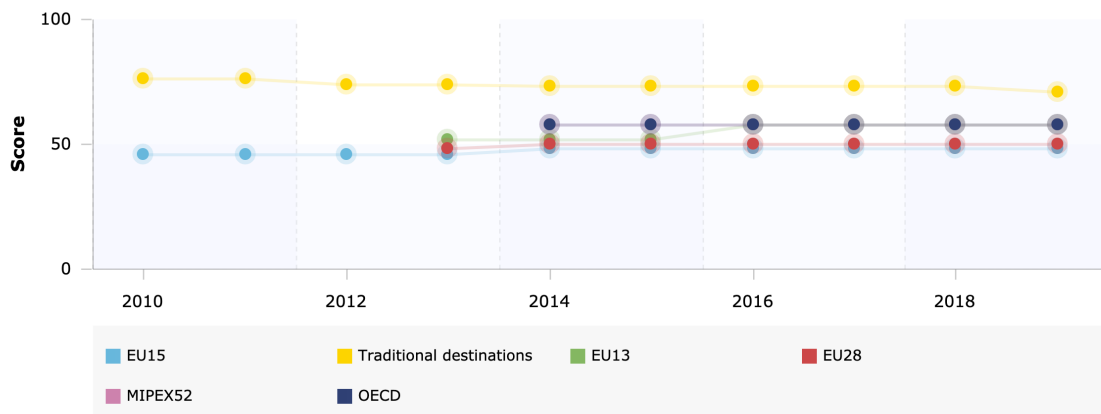
## POLICY INDICATORS

### How easily can immigrants reunite with family?

On average, policies are only halfway favourable for promoting family reunification and integration. Policies are more favourable in traditional destination countries, Northern European countries and new countries of labour migration (e.g. Italy, Portugal and Spain). In most countries, reunited families enjoy a secure status and basic equal rights. However, policymakers and parties often disagree when it comes to defining the concept of family and the conditions for reunion. At one end, inclusive definitions keep requirements minimal (e.g. income at or below social assistance level; no specific accommodation requirements). At the other end, many Western European countries restrict eligibility to the nuclear family and expect transnational families to live up to standards that many national families could not: high incomes, no social benefits and the ability to pass language or cultural tests. There is usually a high fee to pay and little support (e.g. Austria, Denmark, France, Germany, the Netherlands, Switzerland, UK). Increasingly, countries make exceptions for the highly-skilled and the wealthy, but rarely for the most vulnerable (minors and beneficiaries of international protection).

Given the current political climate and increasing populist influence, transnational families face an uncertain future. Since 2015, policies have remained largely unchanged in 35 MIPEX countries (mostly new and small countries of immigration), and improved in 10 (+7 on average). Restrictions have increased in seven countries, including Belgium (-11), Turkey (-7) and the US (-9). Family reunification is increasingly politicised, and policies are mainly restricted according to numbers of applications, rather than to integration-related evidence. Improvements tend to be made based on European law and the results of court cases by transnational families.

Family reunion, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Eligibility

- Temporary residents have the legal right to sponsor their spouse/partner or minor children in the majority of countries (35), either immediately (27) or after one year (8).
- Reuniting with other dependent relatives is severely restricted in half of the MIPEX countries (28). These countries impose restrictive definitions of dependency and specific conditions (e.g. specific health or financial situations). Parents, grandparents and adult children benefit from facilitated rules in only six countries (Brazil, China, Czechia, Portugal, Russia and Slovenia), while only one of these groups benefits from facilitations in six others (Hungary, Iceland, India, Indonesia, Japan and Mexico).

## Conditions

- Economic resource requirements: Sponsors in 14 countries can use any legal source to prove a basic income. In contrast, 15 other countries have raised the level of economic resources required as a way of excluding low-income families. 23 others further require that sponsor must work or not receive social assistance.
- Only 11 countries limit family reunification with language or integration requirements: Austria, Belgium, Denmark, Germany, Italy, Korea, Malta, the Netherlands, New Zealand, Switzerland and the UK
- Only seven countries impose pre-entry language requirements: Austria, Denmark, Germany, Korea, Netherlands, New Zealand and the UK. Only the Netherlands imposes a pre-entry integration test.

## Security of status

- Discretionary procedures in most countries (39) mean that families who meet the legal requirements can still be rejected on various grounds. Discretion is a major problem in newer destination countries.
- Personal circumstances considered: Some—if not all—of an applicant's links to the country must be weighted in their favour, including evidence of physical or emotional violence (all factors in 20, mostly Western European countries, Argentina, Australia, Brazil, Canada, Japan and Mexico).
- Residence permits for family members are as long and renewable as that of their sponsor in 25 countries (mostly Western Europe and traditional destination countries).

## Rights associated

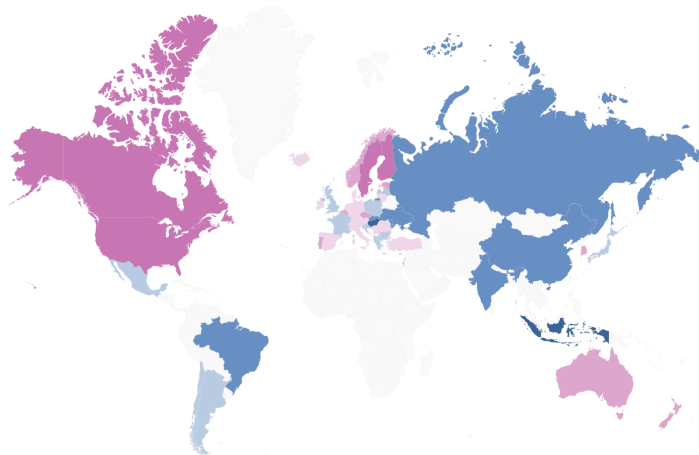
- The path to an autonomous residence permit is discretionary and long, up to five years, in half of the MIPEX countries (24).
- Parents and children wait up to three years for autonomous residence permits in 13 countries (Argentina, Austria, Brazil, Canada, Czechia, Estonia, Italia, New Zealand, Norway, Portugal, Spain, Sweden and Turkey).

## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

The many changes to countries' family reunification policies can matter a lot to the well-being of the limited number of families who have been separated by international borders. The impact of these policies has been studied by a few international researchers in around 20 independent scientific studies linking MIPEX to these families' integration outcomes, but more targeted research is needed.

These policies have a major impact on immigrants' right to family life. Under inclusive policies, immigrant families are more likely to [reunite](#), [settle down in the country](#), [find jobs](#) and a [better place to live](#) and [age with dignity](#). Restrictive policies make all this harder for many types of immigrant families.



# EDUCATION

Education is an increasing priority for integration but education systems are slow to respond.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
Sweden	93	Iceland	45	Mexico	29
Finland	88	Denmark	45	Latvia	26
Canada	86	Ireland	45	Argentina	26
USA	83	Lithuania	43	Chile	21
Australia	79	Spain	43	North Macedonia	21
New Zealand	76	Italy	43	Albania	21
Belgium	74	Serbia	43	Bulgaria	21
Korea	72	Romania	41	Moldova	19
Norway	71	Malta	40	India	19
Portugal	69	Cyprus	40	Brazil	14
Estonia	69	United Kingdom	40	Russia	12
Luxembourg	64	France	36	Slovakia	7
Czechia	60	Greece	36	China	7
Netherlands	57	Croatia	33	Ukraine	7
Germany	55	Japan	33	Hungary	0
Turkey	52	Poland	33	Indonesia	0
Austria	52	Slovenia	33		
Switzerland	48	Israel	31		

## POLICY INDICATORS

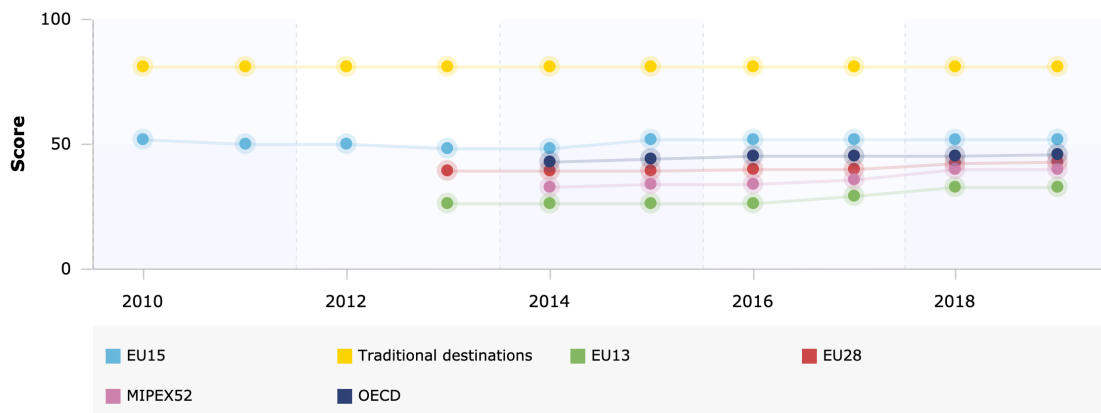
### Are education systems responsive to the needs of immigrant children?

Education is the greatest weakness in the integration policies of most countries. Most immigrant pupils receive little support in finding the right school or class, or in 'catching up' with their peers. Most countries leave it to the general education system to fix (or exacerbate) cultural problems.

Education policies are generally better targeted in countries with a large number of immigrant pupils. The Nordic countries, for example, take an individualised, needs-based approach. Australia, Canada and New Zealand have developed strong targeted education policies through multiculturalism, while the US focuses additional support on vulnerable racial and social groups. In contrast, the education systems of Austria, France, Germany and Luxembourg are less responsive to the needs of their relatively large number of immigrant pupils. New destination countries with small immigrant communities offer inconsistent targeted support (e.g. Japan and Central Europe). In the new destination countries with big immigrant communities (such as Greece and Ireland), weak targeted education policies have not caught up with the now sizeable number of immigrant pupils. Czechia, Finland and Korea have better developed policies and smaller numbers of immigrant pupils.

35 countries have made no major changes to education since 2014. 16 countries made improvements by opening education to all legal migrants (e.g. Bulgaria), setting basic standards for language support (e.g. Serbia and Turkey), and promoting diversity within schools (e.g. Czechia, Ireland and Korea). Immigrants also benefitted from major reforms in Malta and Turkey facilitating access to education, targeted measures and the promotion of diversity in schools. In contrast, more restrictive policies in Argentina limited access to education for different migrant groups.

Education, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Access

- Despite a few improvements, immigrant pupils receive limited support with accessing or completing pre-school, vocational and higher education.
- Undocumented immigrants have a legal right to access to compulsory and non-compulsory education in 20 MIPEX countries.
- Immigrants face particularly significant obstacles when accessing higher education. In the majority of countries (37/52), they do not receive any tailored support. Support aimed at increasing their access to and successful participation in higher education is available only in Australia, Finland and the US.

## Targeting needs

- Only 13 countries provide systematic academic guidance and financial resources to schools with immigrant pupils.
- Teachers are trained in intercultural education and cultural diversity in only eight countries.
- Immigrants are entitled to language support up until academic fluency in 16 countries, but these courses are frequently not held to the same standard as the rest of the curriculum.

## New opportunities and Intercultural education

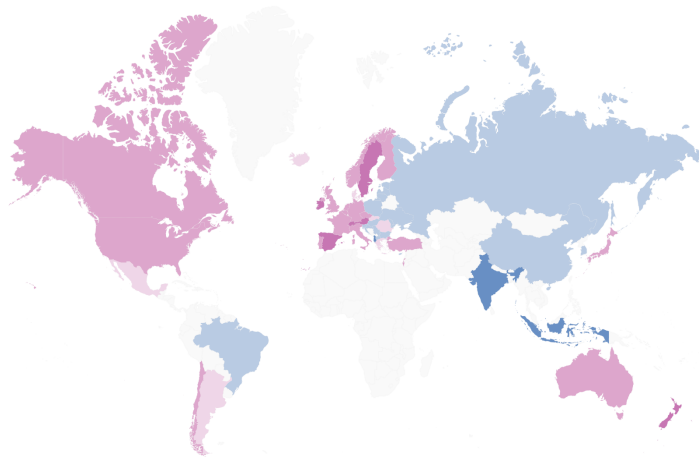
- Schools in most countries (35/52) encourage the appreciation of cultural diversity, either as a stand-alone subject or throughout the curriculum. Only seven countries provide both options at the same time, while ten countries provide neither (Argentina, Brazil, China, Denmark, France, Hungary, India, Indonesia, and Poland).
- The large majority of MIPEX countries (41/52) do not have any measures in place to bring immigrants into the teacher workforce. Only Australia, Canada, China, Finland, Ireland, Germany, New Zealand, the Netherlands, Norway, Sweden, and Turkey have adopted measures to do so.
- Teacher training covers intercultural education and diversity in only eight countries (Belgium, Korea, Luxembourg, Lithuania, Netherlands, New Zealand, Norway, Switzerland). In 20 countries diversity training is offered but not formally required. In the remaining 24 countries surveyed by MIPEX, these policies are still missing or only provided on an ad-hoc basis.

## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

The weak targeted education policies in most MIPEX countries may explain not only why achievement gaps persist for vulnerable learners, but also why not all students feel safe and at home in their school. Students with immigrant backgrounds benefit from more inclusive general education systems, just like students without immigrant backgrounds. The specific role played by migrant education policies has been studied by relatively few international researchers. Around 20 independent scientific studies have tried to link MIPEX's education policies and outcomes.

Well-developed targeted policies not only help [academically](#), for vulnerable groups on [different education tracks](#), leading to [higher education](#) from one generation to the next. These policies have various positive academic effects on the children in need who are eligible to benefit. But also targeted policies help out socially, for all students, with or without immigrant backgrounds, to all feel safe and at home at school. Under more developed policies, immigrant pupils develop a similar sense of [pride](#), [safety](#) and [belonging](#) at school as their non-immigrant peers.



# HEALTH

Major differences emerge in immigrants' healthcare coverage and ability to access services between countries; Policies often fail to take their specific health needs into account.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
Ireland	85	Japan	65	Moldova	36
New Zealand	83	Portugal	65	Slovenia	33
Switzerland	83	Germany	63	Latvia	31
Sweden	83	Israel	63	Lithuania	31
Spain	81	Czechia	61	Brazil	31
Austria	81	Malta	56	Bulgaria	29
Australia	79	Denmark	56	Estonia	29
Italy	79	Iceland	54	Hungary	29
USA	79	Slovakia	50	Ukraine	27
United Kingdom	75	Greece	48	Croatia	27
Norway	75	Romania	46	Poland	27
Belgium	73	Luxembourg	46	China	25
Chile	73	Argentina	44	Russia	23
Canada	73	Mexico	42	Albania	15
Turkey	69	Korea	40	Indonesia	13
Finland	67	Serbia	40	India	12
Netherlands	65	North Macedonia	38		
France	65	Cyprus	36		

## POLICY INDICATORS

### Is the health system responsive to immigrants' needs?

The inclusion of migrants into the health system of destination countries is coming to be seen as an essential component of their integration. Migrant health relates to 15 Target Areas of the UN's Sustainable Development Goals Agenda, with its imperative of 'Leaving No One Behind'.

At the top end of the MIPEX scale, health systems are usually more 'migrant-friendly' in countries with a strong commitment to equal rights and opportunities. Policies are at least slightly favourable in most English-speaking countries (Australia, Canada, Ireland, New Zealand, US, UK), the Nordics (Finland, Norway, Sweden), major regions of destination in Austria, Italy, Spain and Switzerland, and in Belgium, Chile and Turkey.

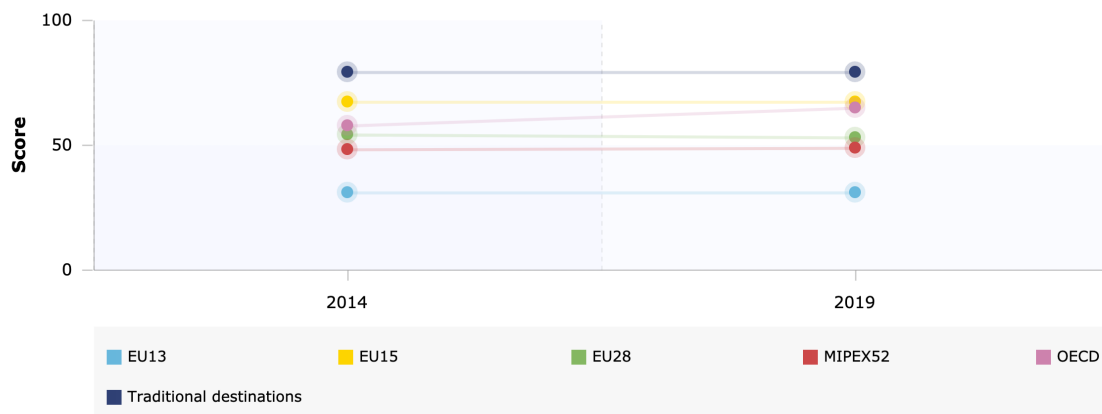
At the other end of the MIPEX scale, health systems are least inclusive in countries with restrictive integration policies, such as most of Central and Southeast Europe as well as Brazil, China, India, Indonesia and Russia. Across the 8 strands of MIPEX, policies on Health are positively related to policies in most other strands. In only a few countries were migrant health policies markedly more favourable than the country's overall MIPEX score (Austria, Chile, Ireland, Spain, Switzerland, Turkey) or less favourable (Albania, Brazil, Estonia, Korea, Poland and Ukraine).

Migrant health policies are related to countries' experience of immigration and financial resources. In countries with smaller immigrant populations (e.g. Albania, Brazil, China, India and Indonesia, where international migrants make up <2% of the population), little or nothing may be done to promote their inclusion in the health system. In contrast, migrant health policies tend to be better developed in countries with more international migrants. Within countries, health services in regions with large immigrant populations tend to be more responsive to migrants' health needs (e.g. in Austria, Italy, Spain and Switzerland). A country's wealth, as measured by GDP per capita, also strongly influences scores on the Health strand. Countries that have difficulty providing adequate health services to national citizens seem reluctant to adapt service delivery to the needs of migrants and are more likely to adopt a "one size fits all" approach.

It is sometimes assumed that tax-based health systems are more inclusive for migrants than insurance-based ones. No link is found with entitlements to healthcare coverage, but tax-based systems are more likely to adapt service delivery to migrants' needs. Though good entitlements usually go hand in hand with responsive services, there are exceptions: in 2019 many less wealthy countries, as well as France, prioritised entitlements over responsiveness, while the opposite was true for Australia, Austria, Canada, Ireland, New Zealand, Portugal, Spain, the UK and US.

The 2020 core MIPEX updated and averaged together 12 core 'migrant health' indicators from the full 23 questions (comprising 41 indicators). Two indicators were chosen from dimension A, measuring entitlements for legal migrants, asylum seekers and undocumented migrants (UDMs) separately. Two indicators were also chosen from each of the dimensions B, C and D, making 12 core indicators in all. Indicators were selected on the basis of their correlation in the 2015 round with the total of the dimension they belonged to. The correlation ( $r$ ) between the averages of all 12 core indicators and of all 41 original indicators was .95, meaning that the core indicators were able to account for 90% of the variance in the full scores. The core indicators selected in each dimension were averaged to provide the score for that dimension. These core indicators give a fairly reliable estimate of the results that would be obtained by using the full questionnaire, although they are obviously less precise and need to be interpreted with caution.

## Health, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Entitlements

Although migrants' entitlements to healthcare coverage are laid down by law in all MIPEX countries except Malta, exercising these rights is often hampered by administrative barriers. These obstacles include requirements for documents that may be difficult for migrants to obtain, or discretionary decisions about how urgently their treatment is needed and whether they are able to pay for it themselves.

- Legal migrants:** The conditions vary significantly across countries: in some countries, legal residents may have unconditional entitlements but limited only to emergency care, while in others, they have conditional access to the same range of services as those for national citizens. Beyond these legal conditions, 25 MIPEX countries present no administrative barriers to legal migrants: the corresponding figures for asylum seekers and UDMs are 14 and 2.
- Asylum seekers:** Conditions of coverage may include remaining in an assigned location or having inadequate financial resources. Germany imposes the condition that entitlement to more than emergency care is only granted to asylum seekers or refugees who have been in the country for longer than 15 months. Only 14 countries impose no administrative barriers for asylum-seekers: Austria, Chile, Czechia, France, Greece, Indonesia, Japan, North Macedonia, Poland, Romania, Serbia, Slovakia, Switzerland and Turkey.
- Undocumented migrants:** This group faces the greatest legal and administrative barriers to obtaining coverage. Although not all aspects of their entitlements were measured in 2019, there are few signs that they have improved since 2015. Only two countries--Chile and Switzerland—impose no administrative barriers for undocumented migrants: where coverage for this group is limited to emergency care, a barrier always exists in the form of a discretionary judgement about whether the migrant's health problem constitutes an emergency.

### Accessibility of health services

- Legal migrants, asylum seekers and undocumented migrants are regularly reached with targeted information on entitlements and use of health services in only 19 of the 52 MIPEX countries.
- In 22 countries, all three groups are regularly reached with targeted information on health education and health promotion.

### Responsive services

- Qualified interpretation services for patients with inadequate proficiency in the official language(s) are provided free of charge in 18 countries, but not regularly available in 18 countries. In the other 16 countries, interpretation



can be arranged, but the migrant must pay for it.

- In 30 countries, immigrant patients and communities are involved to some extent in designing and providing health information and services – most actively in Austria, Australia, Czechia, Ireland, New Zealand, Spain and UK.

### **Policies to promote change**

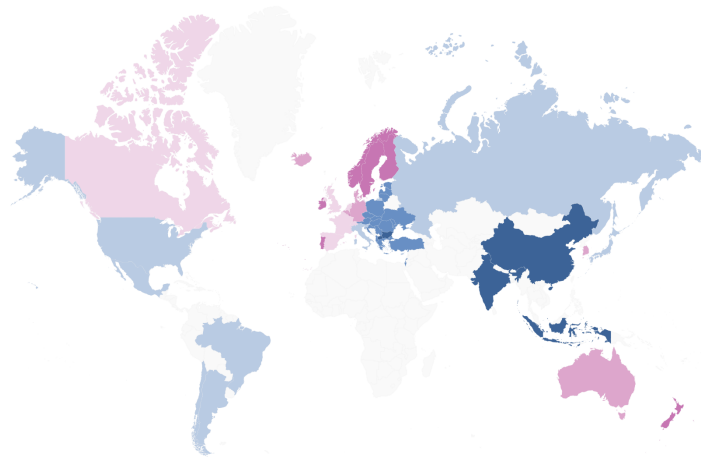
- Most countries (42/52) have funding bodies that have supported migrant health research in the past five years. The most extensive support is found in Western European and traditional destination countries.
- Comprehensive policies to mainstream migrant health have emerged in Australia, Ireland, Norway, Sweden, UK, and US, while in 31 countries the health system does not systematically address migrant or ethnic minority health issues.

## **EVIDENCE BASE**

### **Policies and integration outcomes: What do we learn from robust studies?**

The major gaps within countries' policies have major and direct implications for immigrants' health. While more research is needed on the different targeted migrant health policies, the potential impacts of integration policies have been analysed by around a dozen MIPEX studies, including several reviewed in [The Lancet](#), one of the world's most prestigious medical journals.

How governments treat immigrants strongly influences how well immigrants feel both in terms of their mental and physical health. Under inclusive integration policies, immigrants and non-immigrants end up with similar health outcomes in terms of their [reported health](#), [chronic illnesses](#), elderly [diabetes](#) and [frailty](#) and, even, [mortality](#). Under restrictive policies, immigrants are much more likely than non-immigrants to suffer from these poor health outcomes. For immigrants' health, a country's overall approach to integration seems more determinant than any specific area of integration policy.



# POLITICAL PARTICIPATION

In most countries, foreign citizens are not enfranchised or regularly informed, consulted or involved in local civil society and public life.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
1	95	45	45	101	15
2	85	46	40	102	15
3	85	47	40	103	15
4	85	48	35	104	10
5	80	49	35	105	10
6	80	50	30	106	10
7	80	51	30	107	10
8	80	52	30	108	10
9	70	53	30	109	5
10	65	54	30	110	5
11	65	55	25	111	5
12	65	56	25	112	5
13	65	57	25	113	5
14	60	58	20	114	0
15	55	59	20	115	0
16	55	60	20	116	0
17	50	61	20	117	0
18	50	62	20	118	0
19	50	63	20	119	0
20	45	64	20	120	0

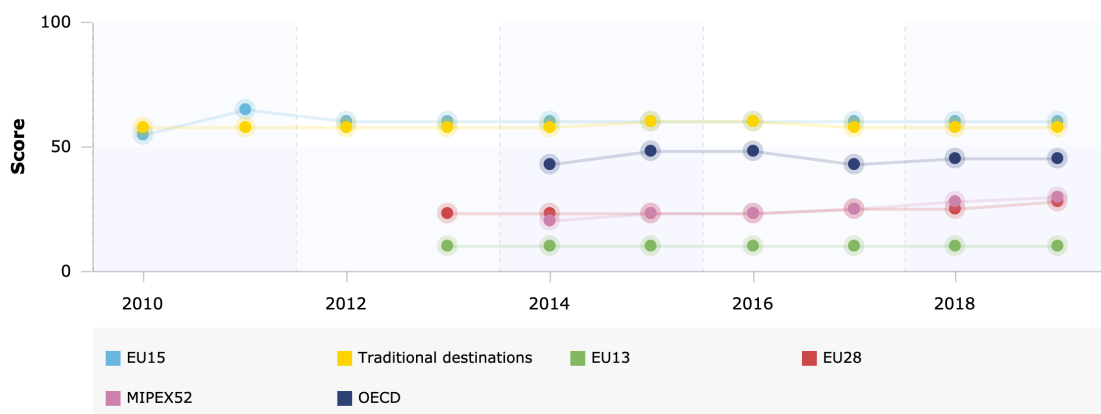
## POLICY INDICATORS

### Are immigrants granted the right and opportunity to participate in political life?

Political participation is one of the weakest areas of integration policy. Most immigrants are granted little opportunity to inform and improve the policies that affect them daily. They have limited local voting rights (non-EU citizens in the case of EU countries). They can rarely rely on strong consultative bodies or well-supported migrant organisations. Their political opportunities differ enormously from country to country. In Australia, New Zealand and Western Europe, they enjoy greater voting rights, stronger consultative bodies, more funding for immigrant organisations and greater support from mainstream organisations. With the exception of Korea, immigrants in Asian countries enjoy almost none of these rights unless they (can) naturalise. Despite European norms and promising regional practices, political participation is still absent (or almost absent) from integration strategies in Bulgaria, Lithuania, Romania and Slovakia.

Political opportunities for migrants are improving (+10 points on average since 2014). Brazil introduced the most major changes. Moldova also began to introduce processes of political participation for immigrants. Overall, countries are showing renewed interest in voting rights and creation of consultative bodies, but future reform will require greater political will or constitutional change.

Political participation, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Electoral rights

- Non-EU nationals can stand as candidates and vote in local elections in seven EU countries (Denmark, Finland, Ireland, Luxembourg, Netherlands, Norway and Sweden).
- Immigrants can vote locally under major restrictions (e.g. after five years of residence, via special registration procedures or only in certain municipalities) in 12 countries.
- Overall, Nordic countries grant the most inclusive voting rights in the EU. Outside the EU, immigrants can vote and stand in local elections in five countries (Argentina, Chile, Iceland, Norway and New Zealand), vote locally in five others (Australia, Israel, Korea, Russia and Switzerland) and vote nationally in Chile and New Zealand.
- Voting rights are long fought and hard won. They were granted to migrants in Czechia in 2001; Estonia, Lithuania and Slovenia in 2002; Luxembourg and Slovakia in 2003; Belgium in 2004 and again in Luxembourg in 2011. Efforts to reinstate these long-repealed rights in Canada and the US are ongoing.
- Once passed, voting rights are difficult to revoke. Greece is the first country in recent history to repeal voting

rights for immigrants (2013).

### Political liberties

- Immigrants can join political parties with no restrictions in half of MIPEX countries (27/52).
- In contrast, Central European countries, Mexico, Russia and the MIPEX Asian countries deny immigrants the basic political liberties of joining a political party or founding a political association.

### Consultative bodies

- Immigrants are regularly consulted in 12 MIPEX countries (EU countries, Australia, Korea and Switzerland).
- Changes continue to be made in both old and new destination countries (recently in Cyprus, France, Malta, Moldova, Russia and Slovenia). Consultation of immigrant leaders at national level improved in Finland and Ireland, but worsened in Argentina.
- Most bodies are not strong or independent enough to create meaningful opportunities for immigrants to affect policy change. They tend to be weak, government-led, sometimes government-appointed, and too poorly funded to engage migrants and represent their diverse interests.
- Consultation bodies come and go according to whether or not a government is willing to listen to them. Those with weak standing can aggravate issues of trust, interest or professionalism for immigrants and policymakers.

### Implementation policies

- In 24 MIPEX countries, immigrant organisations can rely on funding or some form of in-kind support. The funding in 16 of these countries comes with no attached conditions beyond being a partner in consultations set by the state.
- Most funding and in-kind support is provided in North-West Europe, Australia, Canada, Korea, New Zealand, Mexico and Portugal.
- Funding for immigrant organisations usually depends on a government's priorities rather than on community needs (as seen in Argentina in 2015 when resources formerly available were removed).

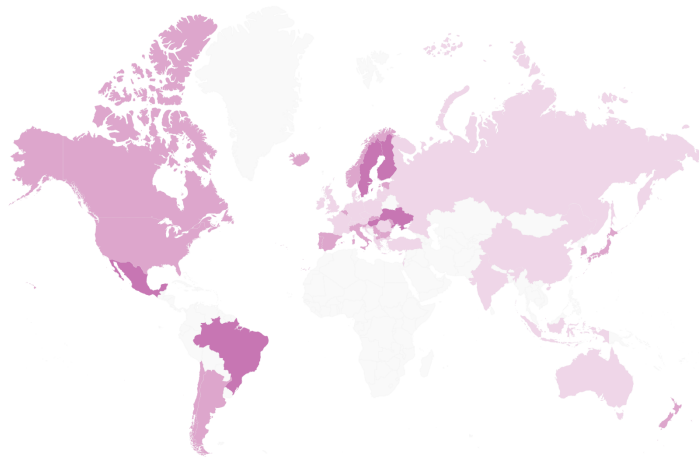
## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

The fact that most policies deny immigrants the opportunity to be heard by politicians means that they are less likely to not only vote, but also to contribute to improving public life and attitudes. Policies largely determine whether or not immigrants play an equal part in public life. The importance of integration policies for democracy is well-demonstrated by over 30 independent scientific studies that use MIPEX to compare these policies to key integration policies.

Inclusive policies help to close the gap between immigrants and non-immigrants in our democracies. Under inclusive policies, immigrants are more likely to [participate](#) by voting in elections, contributing to political groups and parties and joining protests, boycotts and unconventional actions.

Over time, immigrants develop similar levels of [political engagement, trust](#) and [satisfaction](#) as the general public. And a strong dynamic emerges between these policies and public attitudes. Inclusive policies are associated with higher levels of [public trust](#), lower feelings of [economic threat](#) and a greater sense of a common [civic rather than ethnic](#) identity.



# PERMANENT RESIDENCE

The security of permanent residence may be a fundamental step on the path to full citizenship and better integration outcomes. Most immigrants are long enough settled to apply—and most have in many major, longstanding and new destinations.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
Brazil	96	Bulgaria	69	Lithuania	52
Finland	96	Italy	67	Poland	50
Sweden	90	Slovakia	65	Cyprus	50
Mexico	90	Japan	63	Austria	50
Ukraine	90	USA	63	Czechia	50
Hungary	81	New Zealand	63	Ireland	50
Chile	79	Serbia	60	Switzerland	48
Iceland	77	Korea	60	Latvia	46
Canada	77	France	58	Australia	46
Slovenia	77	United Kingdom	58	Israel	46
Spain	75	Indonesia	58	Malta	46
Belgium	75	Luxembourg	58	Greece	46
Estonia	75	Romania	56	India	46
Argentina	71	Germany	54	Russia	46
Norway	71	Albania	54	Turkey	42
Portugal	71	China	54	Denmark	42
Moldova	69	Croatia	54		
North Macedonia	69	Netherlands	52		

## POLICY INDICATORS

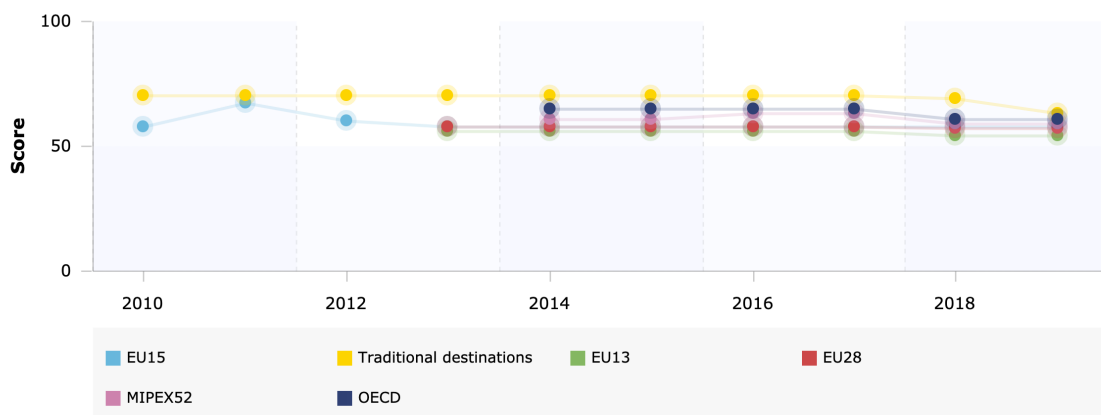
### How easily can immigrants become permanent residents?

The path to permanent residence is halfway favourable for integration in MIPEX countries. After 5 years, most residents can apply for a long-term residence status and rights equal to national citizens, but only after proving that they are self-sufficient. Those in need of help or unable to pay the high fees are left with temporary status, with neither the necessary support nor opportunities to further their integration.

Permanent residence is a normal part of the integration process in top-scoring countries, such as Canada, most Latin American countries (Brazil, Chile and Mexico), Nordic countries (Finland and Sweden), and a few other European countries (Hungary, Iceland, Slovenia, Ukraine). 16 countries have traditionally granted permanent residence upon arrival or after just a few years, so that migrant workers, families and refugees can start their settlement process with secure and near-equal rights. In contrast, many newcomers are ineligible for permanent residence in China, Denmark, Ireland, Israel, Japan, Switzerland and Turkey. Newcomers are unable to meet restrictive and costly conditions in a long list of countries: Albania, Austria, Croatia, Czechia, Cyprus, Denmark, France, Germany, France, Greece, Latvia, Malta, Norway, Poland, Russia and the UK.

Countries rarely reform their legal routes to permanent residence. The limited major reforms of recent years have been driven by the politicisation of immigration. Brazil, Estonia, Macedonia, Russia, and Turkey have removed previous restrictions, while Austria, Denmark, Korea, Norway, Poland, Ukraine and the US have imposed new ones. Immigrants in MIPEX countries have been slightly more likely to face a few new restrictive conditions (7 countries, -15 points on average) than to see minor improvements in their eligibility, support or rights (5 countries, +17 on average). The trend is to extend the conditions that were once reserved for citizenship to permanent residence. For example, language requirements have been tightened and income requirements made even higher, making it as difficult for immigrants to become permanent residents as it is for them to become citizens.

Permanent Residence, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Eligibility

- Most—but not all—temporary residents have the right to become permanent residents after 5 years (or slightly sooner) in most EU countries, in traditional destination countries (Canada, New Zealand and US), Latin American countries (Argentina, Brazil, Chile and Mexico), some Asian countries (India, Indonesia and Russia) and a few European countries (Finland, Hungary, Iceland, Norway, Sweden and Ukraine).
- In traditional countries of immigration, nearly all temporary residents can apply earlier under discretionary

schemes, without the right to permanent residence.

- The wait for permanent residence is exceptionally long and unfavourable in China, Denmark, Ireland, Israel, Japan, Switzerland and Turkey.

### Conditions

- The conditions for becoming a permanent resident are radically different for immigrants across MIPEX countries.
- Immigrants benefit most from the inclusive and flexible approach to permanent residence in Argentina, Belgium, Brazil, Finland and Spain.
- 27 countries impose a language assessment, while 23 others do not. In Australia and Iceland, immigrants are required to take a language course but do not have to take a test.
- Demanding economic resource requirements - e.g. requiring income linked to employment or no use of social assistance - are likely too high for many immigrants to succeed in 25 countries.

### Security of status

- In 24 countries, the procedure for renewing permanent residence is automatic. In 27 it is renewed upon further application, leaving immigrants only halfway secure in their new status.
- In 21 countries, applicants can obtain a permanent secure status for their entire lives.
- This status is critically weak in Israel, where the original requirements apply at the point of permit renewal. Permanent residents experience a slightly insecure status in countries such as India, Indonesia, Russia and several Central European countries.
- The permitted period of absence from the country is equal to or more than one year in nearly all MIPEX countries (the only exception is Indonesia). In 24 countries, the period is greater than three years.
- Residence is relatively secure in Western Europe, though never as secure as it is for national citizens. Authorities in most countries retain discretion to refuse or withdraw a permit even after decades, although personal circumstances must usually be considered and there exists the possibility to appeal.

### Rights associated

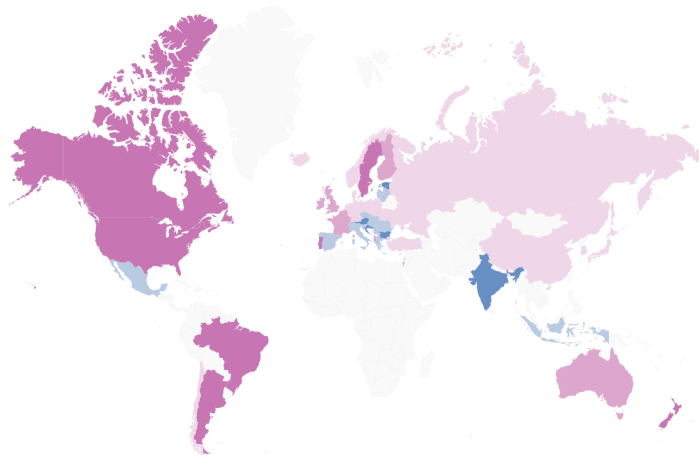
- Permanent residents enjoy equal access to social security and assistance in 43 MIPEX countries, as in 2014, with a strong improvement in access to social rights in Moldova.

## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

The MIPEX scores on permanent residence say a lot about whether a country recognises itself as a country of immigration or denies this reality. Permanent residence policies seem to matter most over the long-term for immigrants to put down roots in their new country and secure more stable employment.

The importance of permanent residence has been considered by a few researchers in around 20 independent scientific studies linking MIPEX to integration outcomes, but much more research is required. Restrictive policies on permanent residence can trap immigrants in precarious jobs and legal statuses. Under inclusive policies, immigrants are more likely to [stay long-term](#), [settle down](#) and secure [better jobs](#).



# ACCESS TO NATIONALITY

Facilitating access to nationality can significantly increase naturalisation rates and boost integration outcomes.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
New Zealand	92	Netherlands	55	Romania	38
Argentina	91	Cyprus	53	Czechia	36
Brazil	91	Chile	53	Indonesia	34
Canada	88	Poland	50	Spain	30
USA	88	Norway	50	Switzerland	28
Portugal	86	Turkey	50	Slovakia	28
Sweden	83	China	50	Hungary	25
Luxembourg	79	Ukraine	47	Latvia	24
Ireland	79	Japan	47	Lithuania	22
Albania	76	Korea	44	Slovenia	22
Australia	76	Russia	44	North Macedonia	22
Finland	74	Moldova	42	Croatia	19
France	70	Germany	42	India	16
Belgium	65	Denmark	41	Estonia	16
Malta	63	Italy	40	Austria	13
Israel	63	Greece	40	Bulgaria	13
United Kingdom	61	Serbia	38		
Iceland	55	Mexico	38		



## POLICY INDICATORS

### How easily can immigrants become citizens?

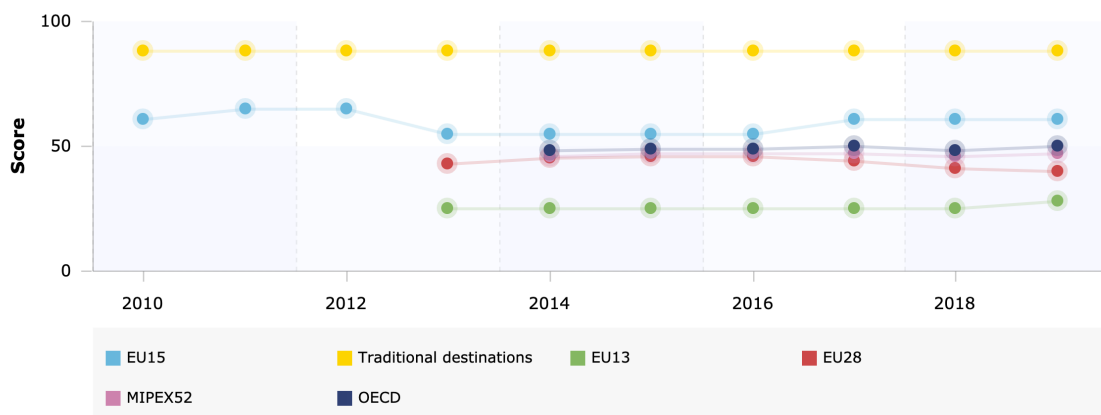
Nationality policies are a major area of weakness in most European and non-European countries, especially Austria, Bulgaria, the Baltics, Eastern Europe, and India. The highly discretionary, expensive path to citizenship often discourages rather than encourages migrants to apply. A few countries (10/52) still have not caught up with international reform trends on dual nationality and citizenship entitlements for children. By contrast, immigrants have favourable opportunities to become citizens in many countries, e.g., Sweden and the traditional destination countries (Canada, New Zealand and US).

Since 2014, nationality policies have become more restrictive in Argentina, Denmark, Greece and Italy. In 2015, though, Greece did introduce more favourable conditions for Greek-born children of immigrants.

Immigrants' access to nationality has improved significantly in Brazil and Luxembourg and, to lesser extent, in China, Greece, Latvia, Moldova, Portugal, Spain, Switzerland and Turkey.

For example, in Luxembourg, the wait for the first-generation was lowered from 7-to-5 years and their efforts are rewarded for learning Luxembourgish, while the right to citizenship was regained by spouses and extended from the third- to the second-generation.

Access to nationality, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Eligibility

- Ordinary first-generation immigrants face a wait of five years in half the MIPEX countries (23).
- Citizenship entitlements exist in half of the countries for children born or educated in the country to foreign parents. In the other half, these children must undergo a naturalisation procedure. Unconditional birthright citizenship for the second generation exist in the North and South American countries included in MIPEX.

### Conditions and security of status

- Language requirements differ significantly across countries. Nine countries require only A1 proficiency or carry out no assessment; 19 require A2 proficiency and 24 require B1 proficiency or apply discretionary procedures.
- Immigrants do not have to undergo an integration requirement in nearly half of the MIPEX countries. In the other half, they must pass a test as part of the process. Only Belgium and Luxembourg allow ordinary applicants to complete a specific course.

- Proof of income or employment is required for citizenship in the slight majority of countries (33/52). 12 countries require that applicants demonstrate a minimum income, while the remaining 21 countries impose more demanding requirements.
- Criminal record requirements are demanding in the slight majority of countries (32/52). Applicants are ineligible if convicted of a crime, sentenced to imprisonment for more than five years, or charged with other offences (e.g. misdemeanours or minor offenses).

### Dual nationality

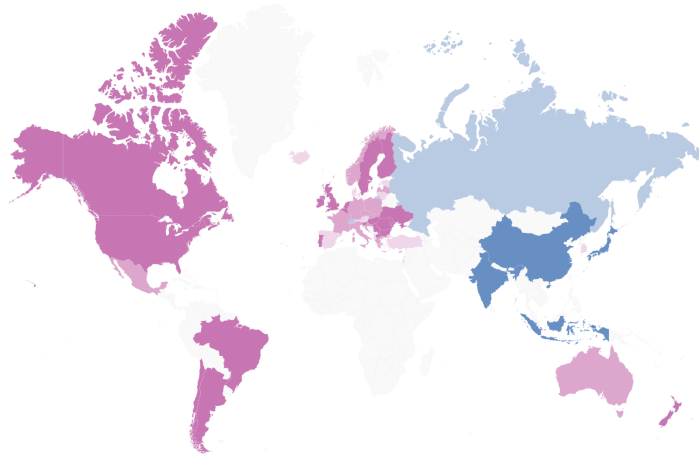
- Dual nationality is fully embraced by a slight majority of countries (31 countries, including most recently Brazil, Moldova, Norway and Turkey), while 11 other countries only allow dual nationality based on exceptions.

## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

Removing the obstacles to citizenship that immigrants face around the world is helping immigrants not only to become national citizens, but also to feel more like equal members of society. Nationality policies are one of the best studied areas of integration policy, with over 30 independent studies linking MIPEX with key integration outcomes.

Immigrants' chances to naturalise as citizens are strongly influenced by the policies in place, especially on [dual nationality](#), [birthright citizenship](#) and the [legal and procedural requirements](#). Inclusive policies can also boost some immigrants' [acceptance](#), [socio-economic status](#), [political participation](#), [sense of belonging](#) and [trust](#).



# ANTI-DISCRIMINATION

First came reform; now is the time for enforcement. Although anti-discrimination laws are becoming increasingly widespread, weak equality policies and bodies mean that victims of discrimination are often too poorly informed or supported to take the first step in the long path to justice. Most do not report their experience to the authorities.

Ranking 2019	Score	Ranking 2019	Score	Ranking 2019	Score
Sweden	100	Chile	85	Spain	59
Belgium	100	Netherlands	85	Iceland	57
Portugal	100	Brazil	85	Israel	56
Canada	100	Moldova	84	Austria	53
Finland	100	Slovakia	79	Denmark	51
North Macedonia	100	France	79	Korea	51
Bulgaria	100	Italy	78	Lithuania	51
USA	97	Croatia	71	Turkey	50
Hungary	96	Germany	70	Albania	50
Romania	96	Australia	69	Estonia	48
United Kingdom	94	Greece	67	Switzerland	38
Ireland	94	Mexico	67	Russia	22
Ukraine	94	Latvia	67	China	19
Serbia	90	Norway	65	Japan	16
Slovenia	90	Czechia	64	Indonesia	13
Luxembourg	89	Malta	63	India	9
New Zealand	88	Poland	63		
Argentina	88	Cyprus	62		

## POLICY INDICATORS

### Is everyone effectively protected from racial/ethnic, religious, and nationality discrimination in all areas of life?

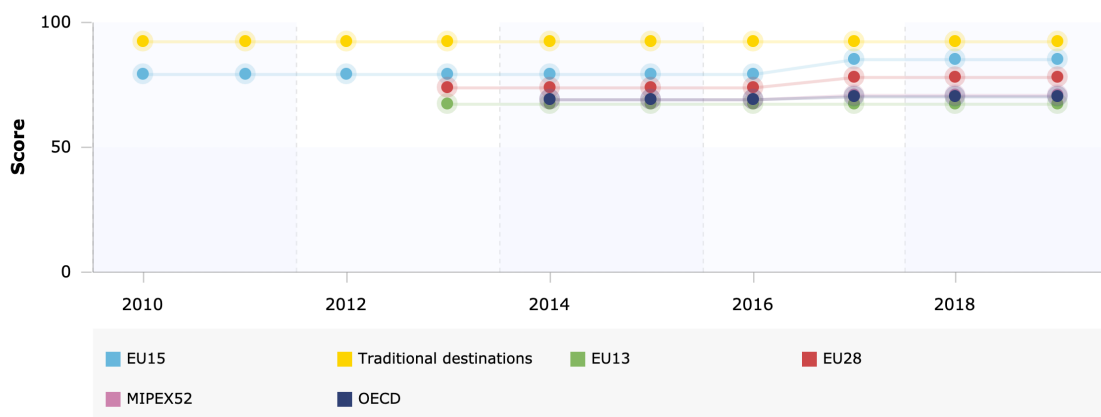
On average, policies are only slightly favourable for victims of discrimination to be informed of their rights and seek justice. Victims are best informed and supported to seek justice in traditional destination countries (Canada, New Zealand and the US) and some EU Member States (Finland, Portugal and Sweden). Nearly all MIPEX countries now have dedicated laws fighting ethnic, racial and religious discrimination. Since the adoption of EU law in 2000, anti-discrimination has been the greatest and most consistent area of improvement in integration policy across Europe.

Over the past five years, seven MIPEX countries have made positive reforms to discrimination policy (Croatia, Finland, Iceland, Ireland, Luxemburg, Slovenia and Turkey). In that same time, only one country, Israel, has seen a rollback in its anti-discrimination approach.

More than half of the MIPEX countries now protect against ethnic, racial, religious and nationality discrimination in all areas of public life. China, India, Japan, Russia and Switzerland are critically lagging behind these international trends.

Despite these improvements in legal protection, equality policies are often limited to voluntary initiatives, such as action plans and diversity charters, which do not set out obligations or monitoring mechanisms. In fact, only 19 countries have positive action measures on ethnicity, race or religion. Many equality bodies are weak or relatively new, and chronically under-staffed.

Anti-discrimination, MIPEX 52 and other groups of countries (average)



## KEY FINDINGS

### Coverage in law

- Nearly half of the MIPEX countries (23) prohibit discrimination based on nationality, race, ethnicity and religion.
- In 24 countries the law covers discrimination based on two grounds (usually race/ethnicity and religion).
- Iceland, Turkey and Luxembourg have now expanded to cover all three grounds.
- No dedicated law against discrimination exists in six countries (China, India, Indonesia, Japan, Korea and Switzerland).

### Fields of application

- Everyone is protected against ethnic, racial, religious and nationality-based discrimination in all areas of life in nearly half of the MIPEX countries (25).

- Gaps emerge in different areas of life: All three grounds of discrimination are most often prohibited in employment and vocational training (33), education (29) but less often in access to and supply of public goods and services (27) and social protection (26).
- Protections are critically missing or weak in many areas of life in China, Estonia, Iceland, India, Latvia, Japan, Russia, Switzerland and Turkey.

### Enforcement mechanisms

- Victims benefit from strong enforcement mechanisms in nearly half the MIPEX countries (24 countries: Canada, Mexico, US and most European countries).
- In contrast, enforcement mechanisms are weak in 11 countries: Argentina, Austria, Albania, China, Lithuania, Indonesia, India, Japan, Korea, Russia and Turkey.

### Equality policies

- Specialised equality bodies to assist victims of ethnic, racial, religious and nationality-based discrimination in nearly half of the MIPEX countries (28/52).
- Equality bodies could have stronger legal standing to intervene in at least 16 countries, where they currently have limited power to investigate, assist victims or begin legal proceedings.
- Both equality bodies and policies are, to some extent, strong in Argentina, Belgium, Bulgaria, Canada, Finland, Ireland, New Zealand, North Macedonia, Portugal, Sweden, and Ukraine. Victims can also turn to strong bodies in France, Hungary, Latvia, New Zealand, Netherlands, and Romania.
- The law provides for the introduction of positive actions in 33 countries.

## EVIDENCE BASE

### Policies and integration outcomes: What do we learn from robust studies?

The slow expansion of anti-discrimination policies across most MIPEX countries appear to have a long-term impact on reshaping public attitudes, awareness, trust and reporting on discrimination. The links between anti-discrimination policies, discrimination and integration have been explored by over 30 independent scientific studies using MIPEX.

While discrimination occurs in all societies, people in countries with strong anti-discrimination policies are more likely to [know their rights and see discrimination as a problem](#). Under strong policies, immigrants also tend to have greater trust in the [police and legal system](#) and a shared sense of [trust in society](#) and the country's [democratic system](#). Over time, people well-informed of their rights are more likely to report discrimination and less likely to identify as a discriminated minority. Policies seem strongly linked to these and other integration outcomes, but better targeted research is needed.



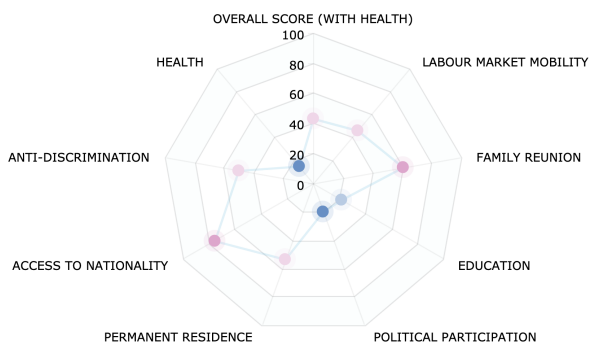
# ALBANIA

**Rank:** Equality on paper  
**MIPEX Score:** 43

Albania, 2019

## KEY FINDINGS

Labour Market Mobility:	46
Family Reunion:	61
Education:	21
Health:	15
Political Participation:	20
Permanent Residence:	54
Access To Nationality:	76
Anti-discrimination:	50



## Changes in policy

Over the past five years, newcomers to Albania can benefit from a few more opportunities for access to basic rights. Albania's integration policies improved by +1 point in 2019 with the establishment of the right to higher

and vocational education for international migrants. Immigrants in the Western Balkans saw integration policies improving in Serbia (+5) and Croatia (+1). Internationally, other MIPEX countries improved by +2 points on average.

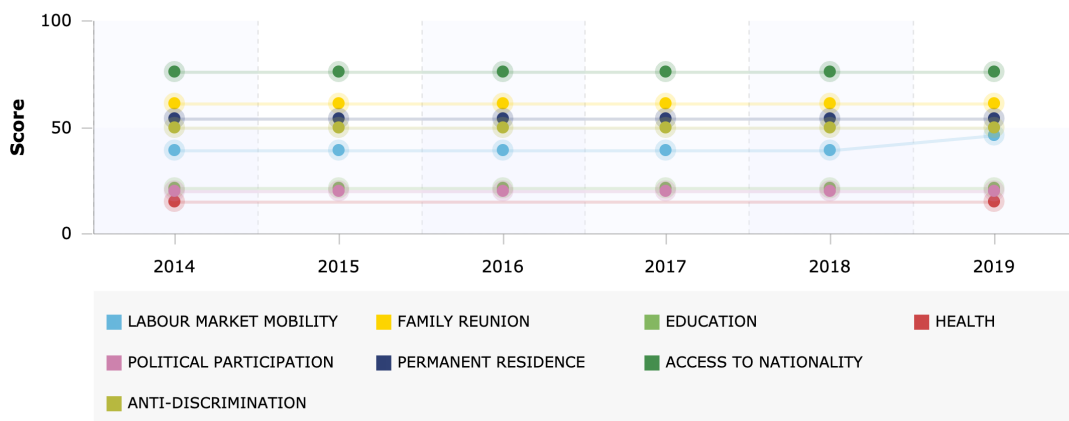
**Positive changes on MIPEX indicators:**

- Education and vocational training and study grants

**Negative changes on MIPEX indicators:**

- None

Albania



**Conclusions and recommendations**

Immigrants face slightly more obstacles than opportunities for societal integration in Albania, which scores 42 on the 100-point MIPEX scale. Albania’s score is lower than the average MIPEX country score of 50/100. Major obstacles seem to emerge on political participation and health as in the other Western Balkan countries. Additional obstacles emerge also on education, like in Croatia and North Macedonia.

Albania’s approach to integration is classified by MIPEX as ‘Equality on Paper’. Albania goes halfway to grant immigrants basic rights and protection, but they do not enjoy equal opportunities to participate in society. Albania’s approach is similar to the other Western Balkan countries (Albania, Croatia, and North Macedonia). Albania provides immigrants with fewer basic rights and opportunities than most MIPEX countries.

A country’s approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Albania’s current policies encourage the public to see immigrants as strangers instead of as their equals. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Albania’s integration policies are below average in Europe. Albania’s policies seem similar to policies in neighbouring North Macedonia.

- **Labour market mobility:** *Halfway favourable:* Newcomer foreign citizens in Albania have equal access to education, training and the recognition of foreign qualifications, but not, critically to the labour market itself. Immigrants receive little general and no targeted support to improve their professional skills and job prospects in Albania.
- **Family reunification:** *Slightly favourable:* While foreign citizens who can meet the economic and housing requirements can immediately apply, they face obstacles to reunite with several types of dependent family members and their status is insecure and uncertain. For example, their spouse/partners and children have no

right to autonomous residence permit.

- **Education:** *Slightly unfavourable:* The small number of immigrant pupils in Albania enjoy the right to compulsory education but no support to access higher education. Schools receive almost no educational guidance or resources to support immigrant pupils or diversity at school.
- **Health:** *Unfavourable:* Ranked third from the bottom of all 52 MIPEX countries, migrant health policies are less favourable than in almost all the MIPEX countries. Immigrants in Albania can access the health system under some conditions, yet they receive no health information or support to access it in practice.
- **Political participation:** *Unfavourable:* Foreign legal residents are not informed about political opportunities, consulted, supported or allowed to vote in local elections.
- **Permanent residence:** *Halfway favourable:* After 5 years, immigrants who can pass the demanding language and economic requirements are able to settle permanent residents with equal socio-economic rights, as long as they do not leave the country for >1 year.
- **Access to nationality:** *Slightly favourable:* Ranked in the international top ten on citizenship, Albania offers ordinary immigrants and their Albanian-born children with a slightly favourable path to dual nationality, although the language and economic resource requirements may be demanding for immigrant adults.
- **Anti-discrimination:** *Halfway favourable:* People residing in Albania are protected from discrimination on ethnic/racial, religious but not nationality grounds, unlike the trend in most European countries. Potential discrimination victims also lack access to support from effective enforcement mechanisms and equality policies.

### POLICIES - SUMMARY



#### LABOUR MARKET MOBILITY

**Rank:**  
32 of 52  
**Score:**  
46



#### FAMILY REUNION

**Rank:**  
22 of 52  
**Score:**  
61



#### EDUCATION

**Rank:**  
40 of 52  
**Score:**  
21



#### HEALTH

**Rank:**  
50 of 52  
**Score:**  
15



#### POLITICAL PARTICIPATION

**Rank:**  
31 of 52  
**Score:**  
20



#### PERMANENT RESIDENCE

**Rank:**  
32 of 52  
**Score:**  
54



#### ACCESS TO NATIONALITY

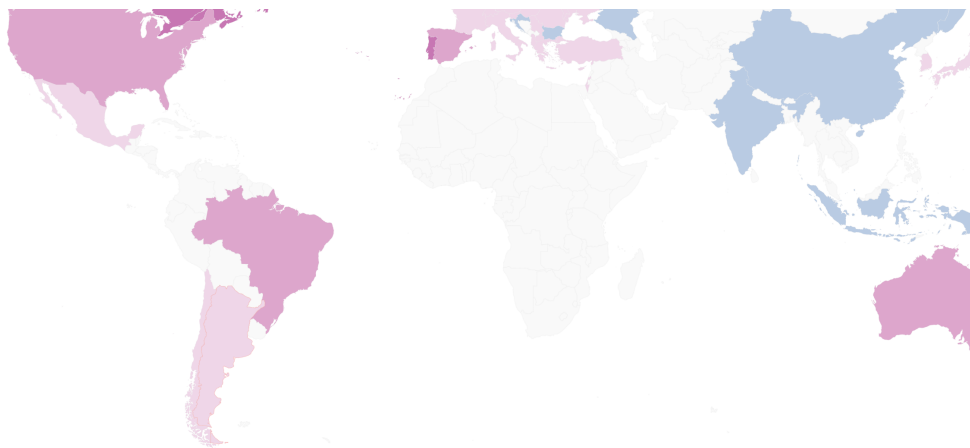
**Rank:**  
10 of 52  
**Score:**  
76



#### ANTI-DISCRIMINATION

**Rank:**  
44 of 52  
**Score:**  
50





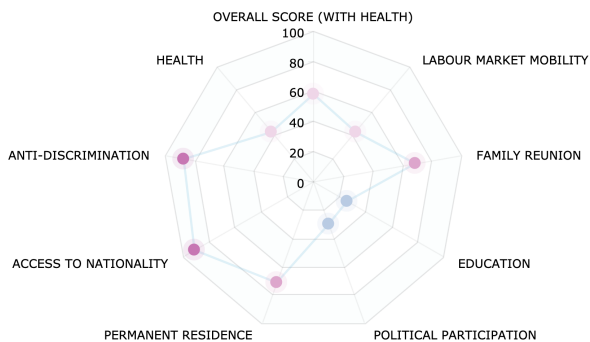
# ARGENTINA

**Rank:** Equality on paper  
**MIPEX Score:** 58

Argentina, 2019

## KEY FINDINGS

Labour Market Mobility:	44
Family Reunion:	69
Education:	26
Health:	44
Political Participation:	30
Permanent Residence:	71
Access To Nationality:	91
Anti-discrimination:	88



## Changes in policy

While most countries improved their policies over the past five years (on average, by +2 points), Argentina is one of the few countries to significantly backslide on its commitments to integration (-4 points). Compared to 2014,

when the country adopted a more comprehensive approach, immigrants in Argentina now face greater insecurity and greater barriers to equal opportunities in Argentina. New obstacles emerged to labour market participation, education, political participation, health and access to nationality. For example, immigrant-led associations have fewer opportunities to be funded and consulted, once local government programs and the 'table of migrant organizations' were abolished.

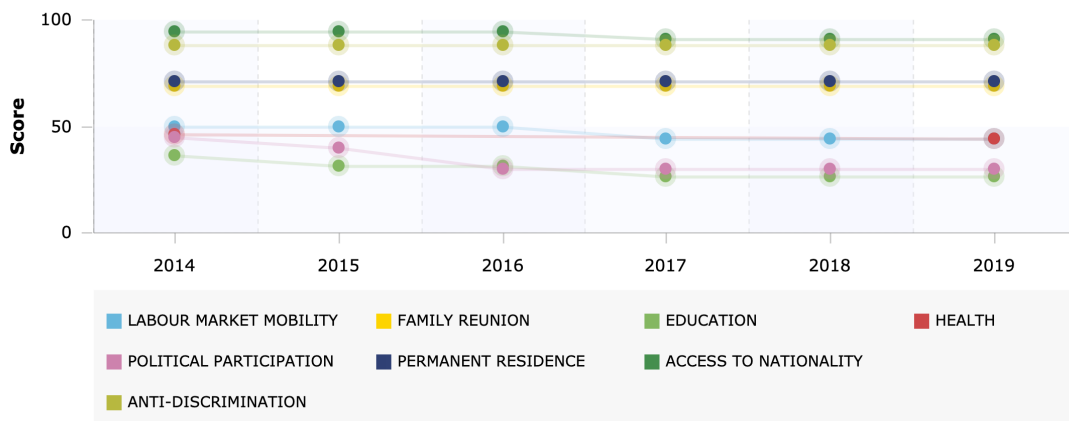
**Positive changes on MIPEX indicators:**

- Personal circumstances considered for refusing to renew of family reunification

**Negative changes on MIPEX indicators:**

- Recognition of academic qualifications
- Grounds for rejection, withdrawal, refusal for family reunification
- Access to compulsory and non-compulsory education
- Teacher training to reflect diversity
- Public funding/support for national immigrant bodies
- Strength of national consultive body
- Criminal records requirement for naturalisation
- Conditions for undocumented migrants

Argentina



**Conclusions and recommendations**

Immigrants face slightly more opportunities than obstacles for societal integration in Argentina, whose policies score 58 on the 100-point MIPEX scale. Although immigrants in Argentina enjoy overall halfway favourable policies, major obstacles seem to emerge on education and political participation.

Argentina's approach to integration is classified by MIPEX as 'equality on paper' only. As in most Chile and Mexico, immigrants in Argentina enjoy basic rights and long-term security, but they do not enjoy equal opportunities.

Argentina's current approach encourage the public to see immigrants as equals and potential citizens. but not as their neighbours. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Argentina's integration policies are similar to other Latin American countries. Their policies are slightly more advanced policies than in Chile and Mexico but more restrictive than Brazil's more comprehensive approach to integration.

- **Labour market mobility:** *Halfway favourable:* Immigrants enjoy equal access to the labour market, including self-employment. However, they only receive general and no targeted support to improve their professional skills and career.
- **Family reunification:** *Slightly favourable:* Only permanent residents enjoy favourable access and a secure status for family reunification with close relatives.
- **Education:** *Slightly unfavourable:* Immigrants have full access to compulsory education. However, the Argentinian education system does offer little targeted measures for immigrant pupils, intercultural education or support to access higher education.
- **Health:** *Halfway favourable:* While the right to health is recognised in law, immigrants cannot rely on specific measures or support to secure equal access to health services in practice.
- **Political participation:** *Slightly unfavourable:* While some foreign citizens can vote in local elections and participate in political parties, they receive little information about these opportunities and, since 2015, fewer opportunities for funding and consultation of immigrant associations.
- **Permanent residence:** *Slightly favourable:* Immigrants in Argentina, as in other Latin American countries, enjoy favourable conditions to become permanent residents with a secure status. However, permanent residents do not have equal access to social security and assistance in Argentina, unlike in most MIPEX countries.
- **Access to nationality:** *Favourable:* Ranking in the Top 3, Argentina recognises dual nationality and citizenship at birth and provides a favourable path to naturalisation for foreign-born adults who can meet the two-years' residence and economic and criminal record requirements.
- **Anti-discrimination:** *Favourable:* Argentina's favourable anti-discrimination protections and equality body require stronger mechanisms to enforce the law and help potential victims to seek justice.

**POLICIES - SUMMARY**



**LABOUR MARKET MOBILITY**

**Rank:**  
35 of 52  
**Score:**  
44



**FAMILY REUNION**

**Rank:**  
10 of 52  
**Score:**  
69



**EDUCATION**

**Rank:**  
38 of 52  
**Score:**  
26



**HEALTH**

**Rank:**  
31 of 52  
**Score:**  
44



**POLITICAL PARTICIPATION**

**Rank:**  
24 of 52  
**Score:**  
30



**PERMANENT RESIDENCE**

**Rank:**  
14 of 52  
**Score:**  
71



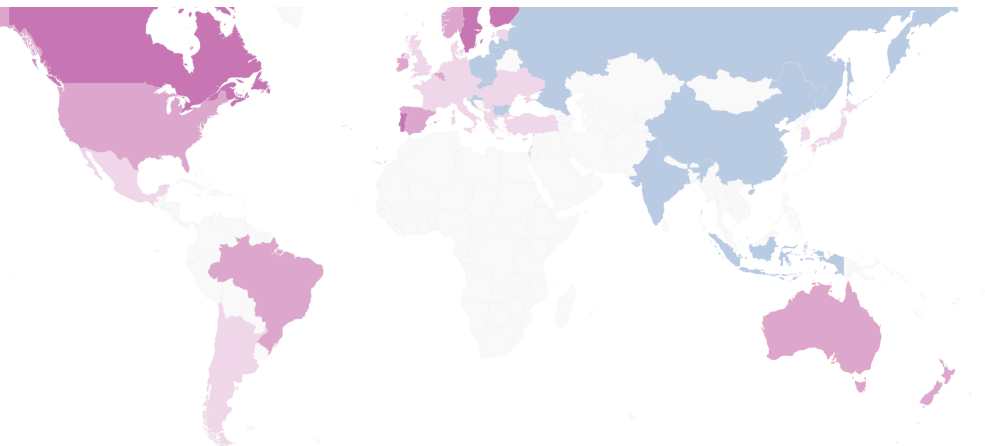
**ACCESS TO NATIONALITY**

**Rank:**  
2 of 52  
**Score:**  
91



**ANTI-DISCRIMINATION**

**Rank:**  
17 of 52  
**Score:**  
88



# AUSTRALIA

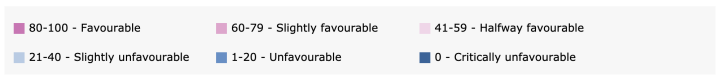
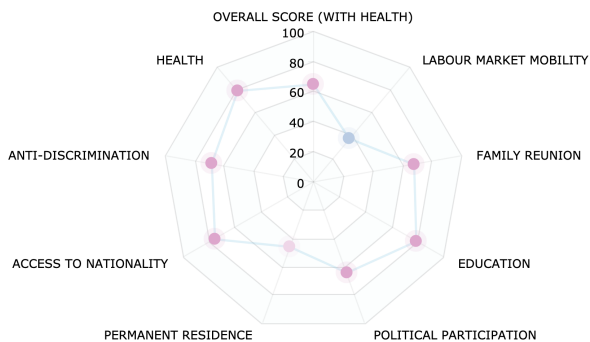
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 65

## KEY FINDINGS

Labour Market Mobility:	37
Family Reunion:	68
Education:	79
Health:	79
Political Participation:	65
Permanent Residence:	46
Access To Nationality:	76
Anti-discrimination:	69

Australia, 2019



## Changes in policy

While most countries improved their policies over the past five years (on average, by +2 points), Australia is one of

the few countries to significantly backslide on its commitments to integration (-4 points).

Compared to 2014, immigrants in Australia now face greater insecurity and more barriers to basic rights and equal opportunities. New obstacles emerged in labour market participation and the path to permanent residence. Since 2016, immigrants no longer benefit from targeted support. Furthermore, many temporary residents are not entitled to permanent residence after fewer than 5 years of legal residency in Australia: the path to permanent residence has been lengthened and/or restricted for different categories of temporary residents across protection, family and work streams.

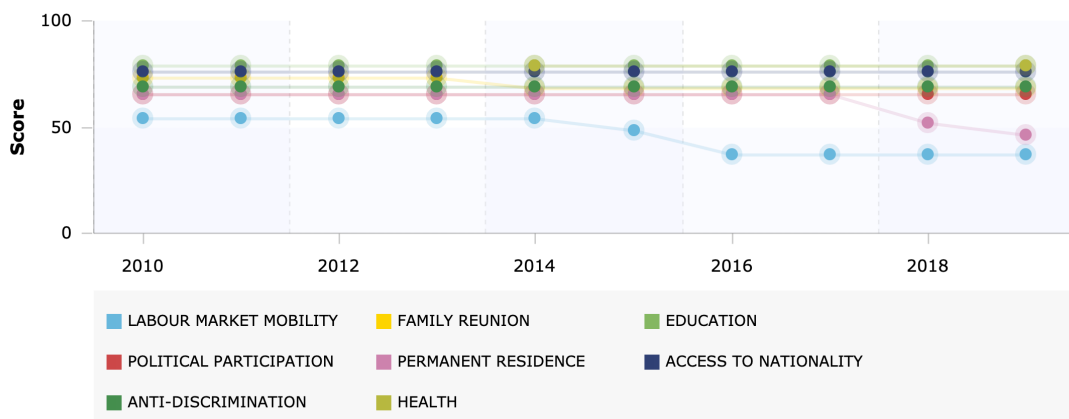
**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- Recognition of academic qualification
- Economic integration measures of TCNs
- Economic integration measures of youth and women
- Required time of habitual residence for permanent residence
- Economic resources requirement for permanent residence

Australia



**Conclusions and recommendations**

Despite the introduction of restrictive policies, Australia benefits from its well-developed comprehensive approach to integration. It is one of the leading countries in the MIPEX 'Top Ten', scoring 65 on the MIPEX 100-point scale. In the Top Ten MIPEX countries, integration works well as a two-way process, as citizens and newcomers generally enjoy equal rights, opportunities and security. Australia scores below the traditional destination countries (Canada, New Zealand and US) but above Western European/OECD countries.

To improve Australia should invest in access to basic rights, as it scores slightly below the average MIPEX country, and in labour market policies, which are still slightly unfavorable.

Australia's comprehensive approach to integration matters because the way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping this two-way process: not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes and integration outcomes.

For public opinion, granting equal rights, opportunities and security encourages the public to see integration as an opportunity and to treat immigrants as their equals, neighbours and potential citizens. Under inclusive policies like Australia's, immigrants and the public are more likely to interact and feel comfortable with each other as

equals.

For immigrants, a country's approach to integration also shapes how well they think and feel about their new home. Integration policies are integral to the shaping of immigrants' own attitudes, sense of belonging, political participation and even their health in their new home country.

- **Labour market mobility:** *slightly unfavourable:* While most temporary and permanent residents can work in most sectors under the same conditions as Australian citizens, policies delay newcomers from investing in the right jobs and skills with little general and no targeted support.
- **Family reunification:** *slightly favourable:* Most immigrant residents have favourable chances to secure their family life as the starting point for their integration in Australia. With few exceptions, temporary and permanent migrants who meet an 'average' set of conditions can reunite with their full family who then enjoy equal and slightly secure rights. However, family members can be denied or lose their permit based on a few discretionary grounds depending on their sponsor's status.
- **Education:** *slightly favourable:* Ranked in the top 5, all children in Australia have the implicit right to access education. Children from culturally and linguistically diverse backgrounds (CALD) benefit from specific support to access early childhood education and care (IPSP). Children in Australia also benefit from strong targeted support similar to that of top MIPEX countries.
- **Health:** *slightly favourable:* Ranked in the top 10, immigrants in Australia are entitled and able to access healthcare benefits from a system well-adapted to their specific needs. However, immigrants still face some obstacles in accessing healthcare in Australia depending on their legal status.
- **Political participation:** *slightly favourable:* Immigrants are encouraged to become civically active through civic information and multiculturalism funds in almost all states and major cities, and at federal level (Diversity and Social Cohesion Program, DSCP). However, major obstacles restrict immigrants from being able to fully participate in the democratic process. For example, immigrants have no right to - or face major restrictions in attempting to - vote in both national and local elections.
- **Permanent residence:** *halfway favourable:* Ranked in the bottom 10, Australia's permanent residence policies are less favourable for settlement and integration than most countries. Due to changes introduced in 2018, the required period of continued residence is longer, and the economic requirements are stricter. Permanent residents do not enjoy equal access to social security and assistance.
- **Access to nationality:** *slightly favourable:* Permanent residents and spouses of nationals can naturalise after 4 years. Immigrants are encouraged to become citizens through ceremonies (since 1949) and more favourable conditions and procedures than in most countries, where citizenship policy is an area of weakness for integration.
- **Anti-discrimination:** *slightly favourable:* Australia's current federal law only partially covers residents from all forms of racial, ethnic, religious and nationality discrimination, which is prominent in a country of immigration. Victims of discrimination enjoy strong enforcement mechanisms and equality bodies.

**POLICIES - SUMMARY**



**LABOUR MARKET MOBILITY**

**Rank:**  
37 of 52  
**Score:**  
37



**FAMILY REUNION**

**Rank:**  
12 of 52  
**Score:**  
68



**EDUCATION**

**Rank:**  
5 of 52  
**Score:**  
79



**HEALTH**

**Rank:**  
7 of 52  
**Score:**  
79



**POLITICAL PARTICIPATION**

**Rank:**  
9 of 52  
**Score:**  
65



**PERMANENT RESIDENCE**

**Rank:**  
44 of 52  
**Score:**  
46



**ACCESS TO NATIONALITY**

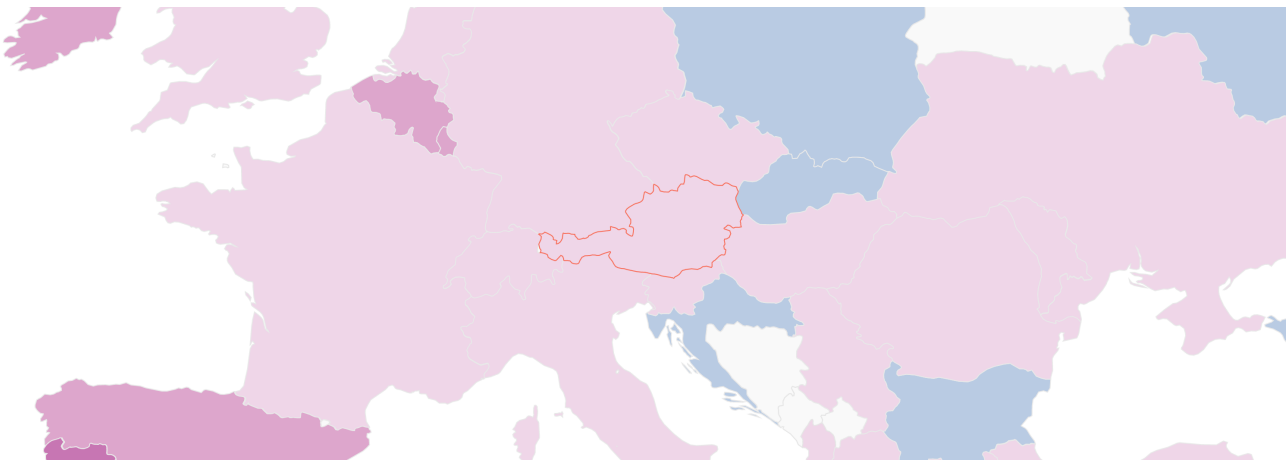
**Rank:**  
10 of 52  
**Score:**  
76



**ANTI-DISCRIMINATION**

**Rank:**  
28 of 52  
**Score:**  
69





# AUSTRIA

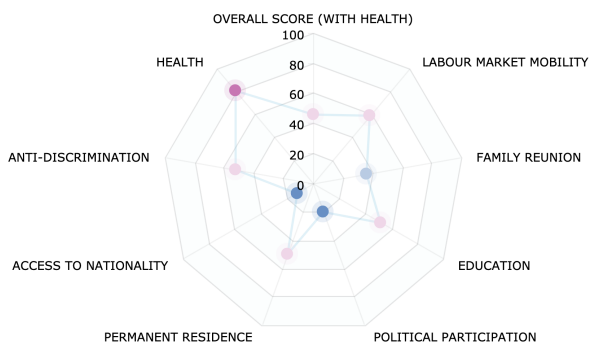
**Rank:** Equality on paper

**MIPEX Score:** 46

## KEY FINDINGS

Labour Market Mobility:	59
Family Reunion:	36
Education:	52
Health:	81
Political Participation:	20
Permanent Residence:	50
Access To Nationality:	13
Anti-discrimination:	53

Austria, 2019



## Changes in policy

Over the past five years policies in Austria have changed little for immigrants, leading to no change in its score since 2014. In contrast, the average MIPEX country score increased by +2 points in the last five years, from 2014 to

2019. The only change in MIPEX indicators was in family reunification. Since 2017, family members have to pass mandatory language and integration tests after arrival in the country.

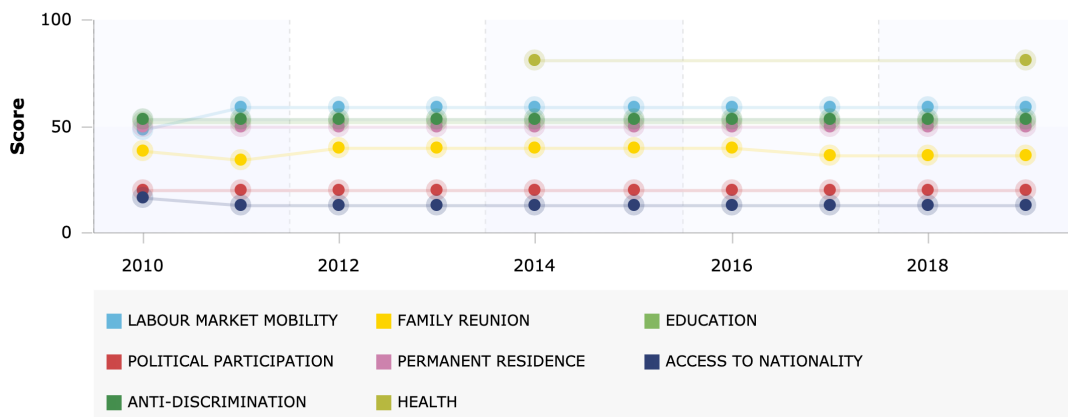
#### Positive changes on MIPEX indicators:

- None

#### Negative changes on MIPEX indicators:

- In-country integration form for family reunification

Austria



#### Conclusions and recommendations

Scoring 46 on the MIPEX 100-point scale, Austria's policies create slightly more obstacles to than opportunities for the full participation of non-EU immigrants in Austrian society. Austria's integration policies score slightly below the average EU country and below the average Western European/OECD country.

Austria's approach to integration is classified by MIPEX as "Temporary Integration". Non-EU citizens can benefit from access to basic rights and support for equal opportunities, but they do not enjoy the long-term security to settle permanently. Austria is one of the most insecure of the "Temporary Integration" countries, with policies most similar to those of Switzerland and Denmark. Major obstacles emerge in family reunion, access to nationality and political participation.

Non-EU citizens are left insecure in Austria, scoring 14/100 on security. It is the most insecure of all 52 MIPEX countries, alongside Switzerland and Denmark. Austria's approach to equal opportunities is only halfway favourable for integration, with a score of 50/100 on opportunities: below the average Western EU/OECD country. Austria's "Temporary Integration" approach encourages the Austrian public to see immigrants as foreigners and not as the equals of native citizens. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

- **Labour market mobility:** *halfway favourable:* Permanent residents and residents on family reunion permits have equal access to employment as nationals. Limitations apply for access to the public sector and self-employment. Immigrants in Austria continue to benefit from general and targeted support, however non-EU migrant workers do not have the same opportunities for education, training or study grants as Austrian/EU

citizens.

- **Family reunification:** *slightly unfavourable:* Austria's family reunion policy still ranks as one of the most restrictive (bottom 5) among MIPEX countries. Non-EU immigrants face restrictive conditions, e.g., on economic resources and in the definition of dependency. Families are expected to live up to standards that many national families could not, without enough support to succeed or exemptions for vulnerable groups.
- **Education:** *halfway favourable:* All migrant children in Austria benefit from access to compulsory education and general measures for disadvantaged pupils. Additionally, teachers are not required to be trained (in- or pre-service) to work in a multilingual diverse classroom, due to a lack of professional support to implement relevant programmes.
- **Health:** *favourable:* A strength in Austria, legal immigrants enjoy more favourable healthcare benefits than in nearly all other MIPEX countries. Legal migrants are treated the same as Austrian citizens under the conditions of the insurance-based healthcare system. Legal migrants and asylum-seekers can obtain information on health issues in several languages through websites, brochures, campaigns and individual services, although intercultural mediators are still rare.
- **Political participation:** *unfavourable:* Immigrants in Austria continue to experience unfavourable policies towards their political participation as they still have no voting rights, few local consultative bodies and weak support for immigrant organisations.
- **Permanent residence:** *halfway favourable:* Immigrants eligible for permanent residence face some of the most restrictive conditions in becoming permanent residents, including restrictive economic and language requirements. Permanent residents face a rather insecure status but equal socio-economic rights as Austrian citizens.
- **Access to nationality:** *unfavourable:* Immigrants' eligibility for Austrian citizenship is still unfavourable and remains Austria's weakest point. Among the restrictive and unfavourable naturalisation requirements in Austria are those relating to language, good character, income and costs as well as a citizenship test. Austria is also one of the MIPEX countries resisting the trend towards full acceptance of dual nationality, forcing immigrants to denounce their prior citizenship in order to obtain Austrian nationality.
- **Anti-discrimination:** *halfway favourable:* Over the past decade, racial, ethnic, religious and, to a limited extent, national discrimination has been prohibited in most areas of life in Austria. However, equality bodies are only halfway favourable for helping victims, with weak quasi-judicial powers and no legal standing to start proceedings on victims' behalf.

### Policy Recommendations from Beratungszentrum für Migranten und Migrantinnen

- Increase work placements, bridging courses and effective diversity strategies for both high- and low-educated
- Increase the family reunion rate based on impact evaluation of the high income requirement, 21-year age limit and a review of the best ways to support learning German after reunification in AT
- Allow dual nationality for all citizens
- Guarantee AT citizenship for all 2nd generation at or after birth
- Increase uptake of naturalisation and permanent residence based on impact evaluation of the income and language requirements
- Open equal access to public sector jobs and business licenses for non-EU citizens

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
17 of 52  
**Score:**  
59

**FAMILY  
REUNION**

**Rank:**  
47 of 52  
**Score:**  
36

**EDUCATION**

**Rank:**  
16 of 52  
**Score:**  
52

**HEALTH**

**Rank:**  
5 of 52  
**Score:**  
81

**POLITICAL  
PARTICIPATION**

**Rank:**  
31 of 52  
**Score:**  
20

**PERMANENT  
RESIDENCE**

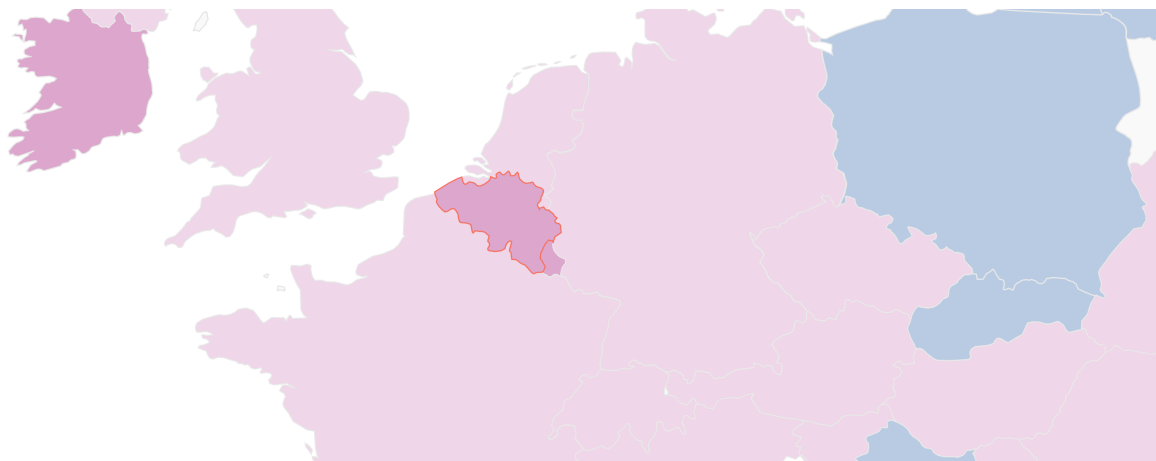
**Rank:**  
38 of 52  
**Score:**  
50

**ACCESS TO  
NATIONALITY**

**Rank:**  
51 of 52  
**Score:**  
13

**ANTI-DISCRIMINATION**

**Rank:**  
40 of 52  
**Score:**  
53



# BELGIUM

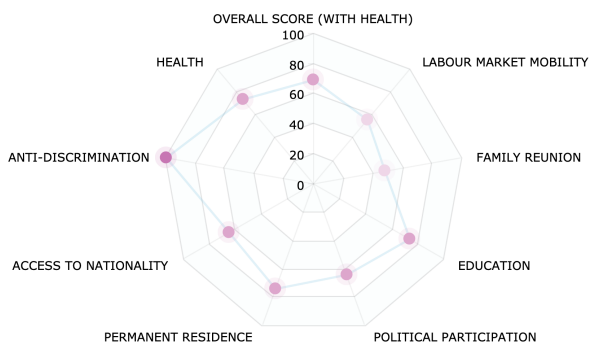
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 69

## KEY FINDINGS

Labour Market Mobility:	56
Family Reunion:	48
Education:	74
Health:	73
Political Participation:	65
Permanent Residence:	75
Access To Nationality:	65
Anti-discrimination:	100

Belgium, 2019



## Changes in policy

Over the past decade, immigrants to Belgium have seen both improvements and restrictive changes to Belgian

integration policies. These shifts balance each other and, therefore, MIPEX score have not changed. Internationally, the average MIPEX country increased by +2 points from 2014 to 2019.

Belgium has maintained its strong anti-discrimination policies and its slightly favourable systems for the residence and political participation of foreign citizens. But over the past decade, newcomers to Belgium have experienced a slow shift in support and approach to integration at community and federal level. On the one hand, the Flemish and Francophone communities have increased their commitments to equal opportunities, for example in the health system, labour market and language support. On the other hand, over the past decade, immigrants now face greater insecurity about their future in their new home country. Greater obstacles and uncertainty await for non-EU newcomers who want to reunite with their family as well as for settled immigrants who want to become Belgian citizens.

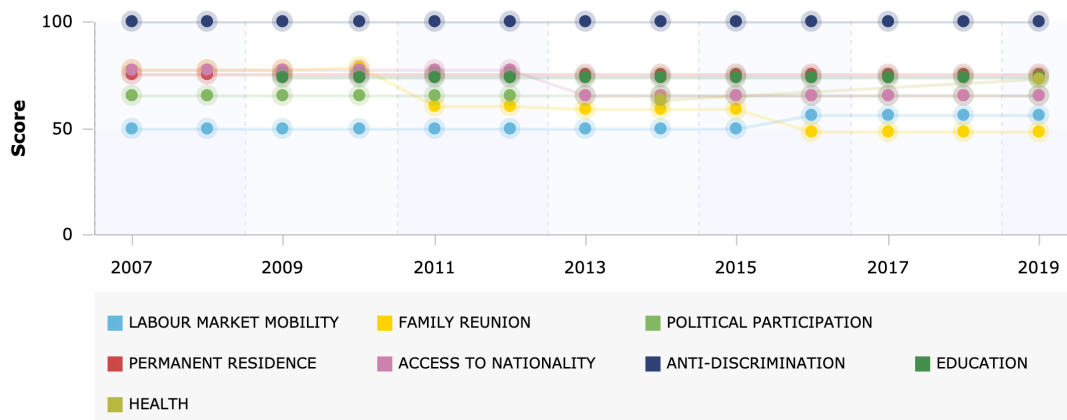
#### Positive changes on MIPEX indicators:

- Targeted economic integration measures
- Health information for migrants

#### Negative changes on MIPEX indicators:

- In-country language requirements for family reunification
- Right to autonomous residence permit for partners and children

#### Belgium



#### Conclusions and recommendations

So far, Belgian community and federal authorities have maintained their comprehensive approach to integration. Belgium ranks towards the bottom of the international MIPEX 'Top Ten', scoring 69 points on the MIPEX 100-point scale. For those countries in the Top Ten, integration works as a two-way process, as citizens and newcomers generally enjoy equal rights, opportunities and security. However, compared to the other Top 10 countries, Belgium only goes halfway to encourage immigrants to settle and invest long-term in their new home country. As a result, Belgian policies encourage the public to see immigrants as their equals and their neighbours, but not necessarily as their fellow citizens. If Belgian authorities continue down this track, they risk abandoning their comprehensive policies for a more 'temporary approach' to integration, as in neighbouring France, Germany and The Netherlands.

Belgium's policies are slightly more advanced than the average Western European/OECD country. Its areas of strength and weakness are most comparable to those of Ireland and Luxembourg; countries with a similarly comprehensive approach and large number of both EU and non-EU citizens. To make improvements in its areas of weakness, Belgium can take inspiration from policies in countries that are more inclusive, such as Canada, New Zealand, the Nordics and Portugal.

Integration policy matters because the way in which a government treats migrants strongly influences how well migrants and the public interact. Drawing on 130 independent scientific studies using MIPEX, integration policy emerges as one of the most significant factors shaping not only the public's willingness to accept and interact with migrants, but also migrants' own attitudes, sense of belonging, participation and even health in their new home country.

The levels of public acceptance and immigrant participation in public life in Belgium reflect the strengths and weaknesses in the approaches to integration at community and federal level. The main areas of weakness are labour market mobility and family reunification, while the main area of strength is anti-discrimination. Other areas—education, health, political participation, permanent residence and nationality—involve several strengths but also a few underlying weaknesses in Belgian approaches. Any differences in approaches in the Flemish and Francophone community were noted in the comments of each indicator and reflected in the final average score for Belgium.

- **Labour market mobility:** *Halfway favourable:* Belgium's rigid labour market, combined with delayed access and limited targeted support, leads to poorer employment rates, quality and access to training for both low- and high-educated non-EU citizens in Belgium than in most European countries. While non-EU newcomers can access public employment services, vocational training and recognition procedures, they face greater delays and restrictions to actually access private, public and self-employment and social security in Belgium than most countries. Targeted support for all newcomers has been limited to language courses, information and orientation to these general support services. In response to the 2015/6 large-scale arrivals, targeted training measures were expanded, for example under the Flemish Horizontal Integration Policy Plan 2016-2019.
- **Family reunification:** *Halfway favourable:* Separated non-EU families are halfway insecure about their future in Belgium. Belgium's procedures are no longer favourable for family reunification and integration, following restrictions in 2011 and 2013. Demanding economic resource and accommodation requirements have made the process longer and more discretionary. Since 2016, families must demonstrate 'reasonable efforts to integrate' and remain dependent on their sponsor for their permit for 5 years (instead of 3). Scientific studies using MIPEX suggest that facilitating family reunification can have a major impact on whether families [reunite](#), [settle down in the country](#), [find jobs](#), secure a [better place to live](#) and [age with dignity](#).
- **Education:** *Slightly favourable:* All pupils, regardless of legal status, can complete pre-primary and compulsory education. The Flemish and, to a lesser extent, French-speaking schools receive information, funding and resources to address school segregation, language needs, teacher training and the appreciation of diversity. There are, however, no systematic measures to help immigrant pupils get into more academic tracks, higher education or the teaching profession. More inclusive general and targeted education policies can serve not only to close [achievement gaps](#) for vulnerable groups on [different education tracks](#), but also to encourage a common sense of [pride](#), [safety](#) and [belonging](#) at school.
- **Health:** *Slightly favourable:* Belgian and non-Belgian citizens enjoy relatively equal entitlements to healthcare, although administrative obstacles can emerge, especially for the undocumented. While migrant patients can benefit from regular health and healthcare information and migrant health research, the Flemish and Francophone community lack comprehensive policies that reach all health providers and systematically involve migrants in these services.
- **Political participation:** *Slightly favourable:* Belgium, like the average Western European country, allows and supports non-EU immigrants to become civically and politically active, though its voting rights and consultative bodies are weaker than on average. Non-EU citizens are supported in different ways and informed of their rights on an ad hoc basis. In the Flemish community, independent immigrant-led organisations, most notably the Minderhedenforum, have traditionally been systematically consulted and supported. Belgium's policies would be fully favourable for political participation if all three regions provided regular funding, consultation as well as quasi-automatic voter registration for local elections, which is the case in Nordic countries.
- **Permanent residence:** *Slightly favourable:* After 5 years' legal and uninterrupted stay, temporary residents in Belgium can become long-term residents. Favourable conditions treat non-EU and EU citizens equally, only requiring proof of a basic legal income. Long-term residents are generally secure in their status in Belgium, with policies similar to those in several Western European countries. A long-term resident can lose their status

if they are absent for 12 consecutive months.

- Access to nationality:** *Slightly favourable:* After 5 years of residence, first-generation immigrants are entitled to become dual nationals through a rights-based procedure, but under comparatively restrictive conditions that may fail to offer many the support they need to succeed. The 2012 Nationality reform maintained the strict good character requirement and introduced a fee, language, integration and economic resource requirement. In contrast, half of the MIPEX countries do not impose an integration or economic resource requirement. Based on the extensive international research on nationality policies and outcomes, Belgium's facilitated naturalisation policy from 2000-2011 was likely a major factor that explains Belgium's traditionally high levels of [naturalisation rates](#), immigrant [political participation](#) and common [sense of belonging](#).
- Anti-discrimination:** *Favourable:* Ranked first alongside several other countries, Belgium's anti-discrimination policies are raising discrimination awareness and reporting. Victims seeking justice can benefit from relatively strong legal protections, enforcement mechanisms, equality body and state measures. Based on over 30 MIPEX studies, the slow expansion of anti-discrimination policies across most MIPEX countries appears to have had a long-term impact on reshaping public attitudes, discrimination [awareness](#), [reporting](#) and trust in [institutions](#), [society](#) and [democracy](#). For example, the EU-MIDIS 2016 survey found that discriminated immigrants in Belgium were more likely to know their rights than discriminated immigrants in most other EU countries.

### POLICIES - SUMMARY



#### LABOUR MARKET MOBILITY

**Rank:**  
21 of 52  
**Score:**  
56



#### FAMILY REUNION

**Rank:**  
36 of 52  
**Score:**  
48



#### EDUCATION

**Rank:**  
7 of 52  
**Score:**  
74



#### HEALTH

**Rank:**  
12 of 52  
**Score:**  
73



#### POLITICAL PARTICIPATION

**Rank:**  
9 of 52  
**Score:**  
65



#### PERMANENT RESIDENCE

**Rank:**  
11 of 52  
**Score:**  
75



#### ACCESS TO NATIONALITY

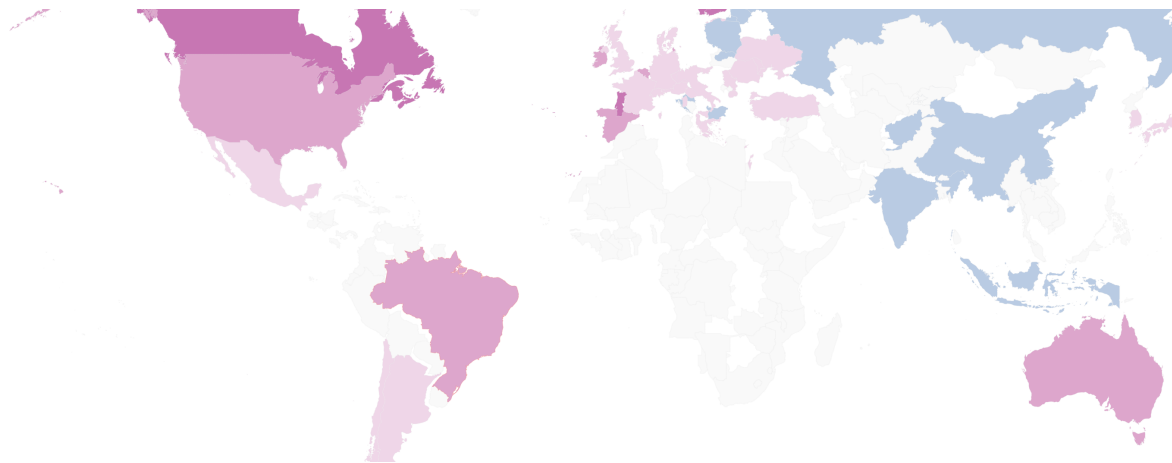
**Rank:**  
14 of 52  
**Score:**  
65



#### ANTI-DISCRIMINATION

**Rank:**  
1 of 52  
**Score:**  
100





# BRAZIL

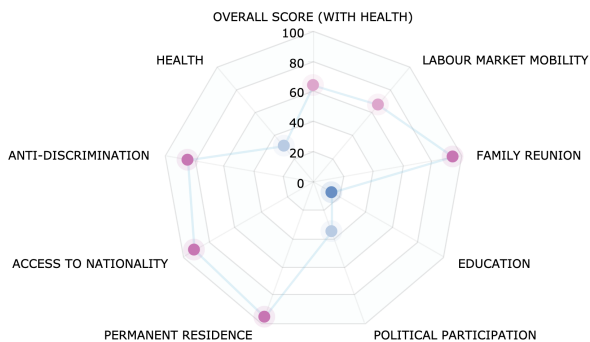
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 64

## KEY FINDINGS

Labour Market Mobility:	67
Family Reunion:	94
Education:	14
Health:	31
Political Participation:	35
Permanent Residence:	96
Access To Nationality:	91
Anti-discrimination:	85

Brazil, 2019



## Changes in policy

Over the past five years, the average MIPEX country increased by +2 points on the 100-point MIPEX scale. In

contrast, Brazil improved by +12 points and experienced the second largest improvement of its integration policies of all MIPEX countries and the largest of all non-European MIPEX countries.

In 2014, Brazil was a country of 'Equality on paper' with only halfway favourable policies, where immigrants enjoyed basic rights and long-term security, but did not equal opportunities.

As a result of major reforms mostly introduced in 2017, Brazil adopted a "comprehensive approach" to integration that is slightly favourable for societal integration, scoring 64/100 on MIPEX. Immigrants to Brazil enjoy more equal opportunities, greater long-term security and a few more basic rights.

Immigrants enjoy now more favourable policies in nearly all areas of societal integration: the labour market, education system, health, political participation, permanent residence and access to nationality. For example, thanks to the introduction of the new Migration Law (13.445/2017) and Decree 9199/17, immigrants in Brazil have the right to change employers, equal access to education and the right to join political parties, and unconditional path to permanent residence.

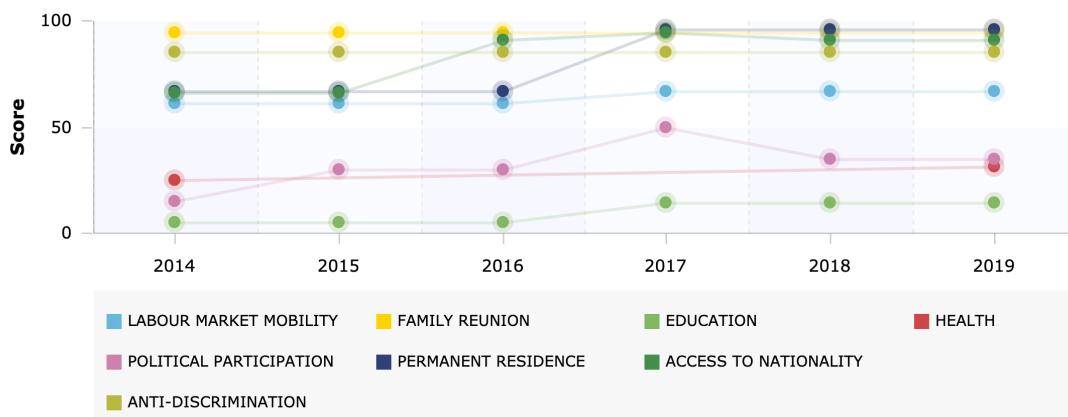
#### Positive changes on MIPEX indicators:

- Immediate access to labour market
- Access to compulsory and non-compulsory education
- Membership in political parties
- Required residence period for permanent residence
- Periods of absence allowed for permanent residents
- Naturalisation language level
- Economic resources requirement for naturalisation
- Dual nationality
- Whole organisation approach in the health sector

#### Negative changes on MIPEX indicators:

- Naturalisation language level

Brazil



#### Conclusions and recommendations

Given Brazil's new comprehensive approach to integration, Brazil moved into the MIPEX 'Top Ten'. Brazil scores 64/100, higher than the MIPEX average country (50). Immigrants in Brazil enjoy more opportunities than obstacles for integration. They enjoy long-term security in Brazil and many of the same basic rights as Brazilian citizens. However, compared to the other 'Top Ten' countries, Brazil only goes halfway to promote equal opportunities. Brazil's current policies encourage the public to see immigrants as equals and potential citizens, but not fully as their neighbours.

Although immigrants in Brazil enjoy overall slightly favourable policies, Brazil differs considerably in the degree of development of its policies in the eight MIPEX areas of integration policy. On the one hand, immigrants should be able to find a job, reunite their family, become permanent residents and citizens and be protected from discrimination. On the other hand, immigrants enjoy far less support to access healthcare and enjoy equal opportunities to education and political participation.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Brazil is a leading country in Latin America, as its integration policies are more inclusive than in Argentina, Chile and Mexico and in traditional destination country Australia. However, Brazilian policies are less inclusive policies than in the other traditional destination countries (Canada, New Zealand and the US).

- **Labour market mobility:** *Slightly favourable:* Ranking in the Top 10, Brazil's policies provide migrants with access to employment, self-employment and social security. However, immigrants in Brazil receive only general—and no targeted—support to improve their professional skills and career.
- **Family reunification:** *Favourable:* Ranking #1, immigrants in Brazil enjoy 'family-friendly' policies. Immigrants are able to request family reunification upon their arrival, for dependent and non-dependent relatives, and reunited relatives enjoy a secure status.
- **Education:** *Unfavourable:* Since 2017, immigrants enjoy equal access to compulsory and non-compulsory education. However, the Brazilian education system lacks the targeted measures to address the inequalities and diversity related to migration. Migrant education policies in Brazil are some of the least developed among MIPEX countries.
- **Health:** *Slightly unfavourable:* Legal immigrants, asylum seekers and undocumented migrants have access to healthcare but with little-to-no targeted information or support to access health services.
- **Political participation:** *Slightly unfavourable:* Immigrants in Brazil have no right to vote, although they can be members of political parties. Immigrants are informed and consulted ad hoc, able to join political parties since 2017, but not vote in local elections in Brazil, unlike in many South American countries.
- **Permanent residence:** *Favourable:* Ranking #1 together with Finland, immigrants enjoy an unconditional path to become permanent residents and enjoy equal access to social security and assistance.
- **Access to nationality:** *Favourable:* Ranking #3, immigrants in Brazil can become Brazilian citizens after short periods if they have A2-level Portuguese skills and no criminal record. Brazil has followed international trends, as dual citizenship is allowed (since 2016) and Brazilian-born migrant children acquire the Brazilian nationality automatically at birth.
- **Anti-discrimination:** *Favourable:* Immigrants who are victims of discrimination enjoy wide protections against discrimination and strong enforcement mechanisms. Brazil only lacks an effective specialised body with the powers to assist victims to access justice.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
9 of 52  
**Score:**  
67



### FAMILY REUNION

**Rank:**  
1 of 52  
**Score:**  
94



### EDUCATION

**Rank:**  
46 of 52  
**Score:**  
14



### HEALTH

**Rank:**  
39 of 52  
**Score:**  
31



### POLITICAL PARTICIPATION

**Rank:**  
22 of 52  
**Score:**  
35



### PERMANENT RESIDENCE

**Rank:**  
1 of 52  
**Score:**  
96



### ACCESS TO NATIONALITY

**Rank:**  
2 of 52  
**Score:**  
91



### ANTI-DISCRIMINATION

**Rank:**  
19 of 52  
**Score:**  
85



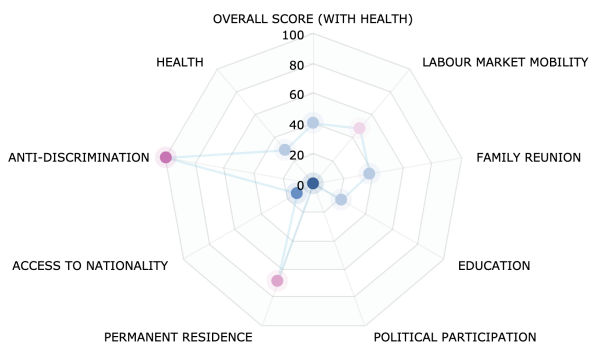
# BULGARIA

**Rank:** Equality on paper  
**MIPEX Score:** 40

Bulgaria, 2019

## KEY FINDINGS

Labour Market Mobility:	48
Family Reunion:	38
Education:	21
Health:	29
Political Participation:	0
Permanent Residence:	69
Access To Nationality:	13
Anti-discrimination:	100



## Changes in policy

Bulgaria's MIPEX score has improved by +3 points in the last five years, similarly to the average MIPEX country (+2). Immigrants now enjoy more support for equal opportunities, due to improvements in the labour market and

education. The 2018 amendment of the Labour Migration and Labour Mobility Act established that family members have the same social rights as Bulgarian citizens. Immigrants and their children no longer face impediments to their access to compulsory education, and receive language support at school.

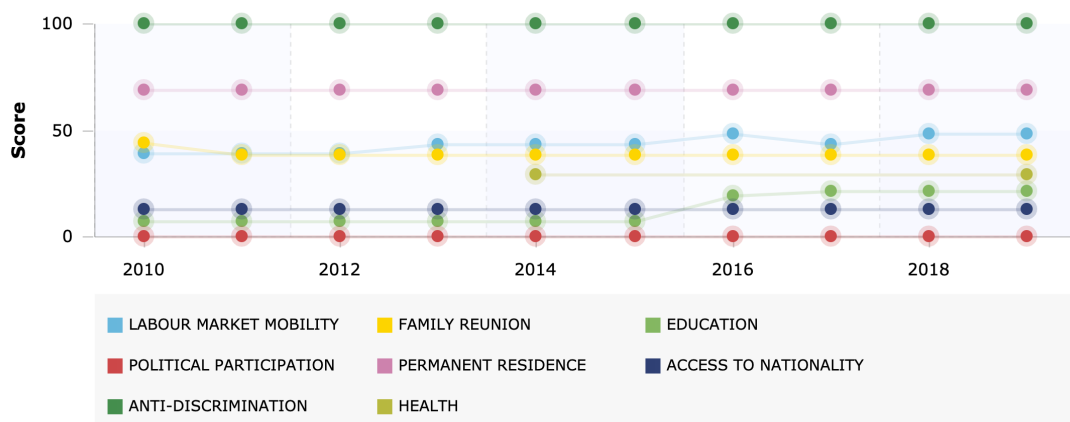
#### Positive changes on MIPEX indicators:

- Access to social security and assistance
- Access to compulsory and non-compulsory education
- Language instruction
- Communicative/academic fluency
- Language instruction standards

#### Negative changes on MIPEX indicators:

- Access to self-employment

#### Bulgaria



#### Conclusions and recommendations

Non-EU newcomers to Bulgaria face many obstacles to integration under Bulgaria's slightly unfavourable policies. Bulgaria scores 40 on the MIPEX 100-point scale, while the average MIPEX country scores 50. Bulgaria's approach to integration is classified by MIPEX as "equality on paper" only. As in most Central and Eastern European countries, immigrants in Bulgaria enjoy basic rights and security but not equal opportunities. Major obstacles emerge in nearly all areas of life, with the exceptions of the labour market, permanent residence and anti-discrimination.

Bulgaria's approach to integration matters because its policies can influence whether or not integration works as a two-way process in the country. The way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Bulgaria's current policies encourage the public to see immigrants as equal but also as strangers. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Restrictive policies like Bulgaria's can create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see them as [threats](#) and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of [xenophobia](#) and [islamophobia](#) and lower levels of [social trust](#), which contributes to [less contact and fewer positive experiences](#) with immigrants.

Bulgaria's policies are more restrictive than in the average EU country, and like the EU13 average. Its policies are similar to other "equality on paper" countries in Central and Eastern Europe, such as Croatia, Hungary, and Poland. In contrast, policies are slightly more advanced in neighbouring North Macedonia, Greece, Romania, Serbia and Turkey.

- **Labour market mobility:** *halfway favourable:* General access to the labour market continues to be favourable for long-term residents and open to immigrant entrepreneurs. As of 2018 family members are also equal to Bulgarian citizens, with access to social security and assistance.
- **Family reunification:** *slightly unfavourable:* Sponsors can be joined by their spouse or their stable long-term partner since 2013. Only basic legal income and standard housing is required for migrants to reunite with their families. However, authorities can deny or withdraw their legal status through discretionary procedures with wide grounds (e.g. family breakup, economic resources, public security), without considering personal circumstances (e.g. violence, existing links with country of origin).
- **Education:** *slightly unfavourable:* The school system creates barriers to access for certain categories of immigrant pupils and largely ignores the specific needs and benefits they bring to the classroom. Immigrants and their children now face no impediments in their access to compulsory education and receive language support at school. Intercultural education at schools is part of state educational standards but remains critically unfavourable because of the lack of targeted measures in practice.
- **Health:** *slightly unfavourable:* In Bulgaria, as in most countries, legal migrants and asylum-seekers have basic entitlements to healthcare that may be undermined in practice. Migrants may find it harder to access healthcare entitlements in Bulgaria than in most countries in Europe or the region. Healthcare services are not at all adapted to migrants' specific health needs.
- **Political participation:** *critically unfavourable:* Political participation is still missing from Bulgaria's integration strategy and remains a challenge for migrants in Bulgaria. Non-EU residents do not have the local right to vote or stand in elections, excluding them from the democratic process. Consultative bodies to inform and improve the policies that affect migrants daily are not yet part of integration governance at local and national levels in Bulgaria.
- **Permanent residence:** *slightly favourable:* Non-EU residents must wait 5 years before they can apply for equal opportunities to integrate in the economic and social life of most EU countries. Applicants and long-term residents in Bulgaria are uncertain about their futures as, like in other Central European countries, authorities retain wide discretion.
- **Access to nationality:** *unfavourable:* Most non-EU residents in Bulgaria are ineligible for citizenship, under some of Europe's most restrictive eligibility criteria. Applicants must also pass demanding income/job requirements compared to other countries.
- **Anti-discrimination:** *favourable:* The 2004 Protection Against Discrimination Act created favourable definitions protecting residents from all discrimination. Victims can also look for support from one of the strongest equality bodies in Europe: the Protection Against Discrimination Commission.

### Policy Recommendations from the Open Society Institute Sofia

- Enforce Bulgaria's strong anti-discrimination laws and body by supporting its implementation through financial resources
- Include foreigners with continuous permits and their families in the National Health Insurance system, with all rights and obligations such as access to health services and payment of monthly contributions
- Improve self-employment opportunities and stimulate entrepreneurship
- Open public sector employment to foreigners with long-term or permanent residency (excluding police and defence)
- Encourage foreigners to become teachers and make intercultural education a reality
- Grant the same residence permit to family members as the sponsor, i.e. family members of foreign nationals with long-term residence should also get long-term residence

## POLICIES - SUMMARY


**LABOUR MARKET  
MOBILITY**

**Rank:**  
28 of 52  
**Score:**  
48


**FAMILY  
REUNION**

**Rank:**  
46 of 52  
**Score:**  
38


**EDUCATION**

**Rank:**  
40 of 52  
**Score:**  
21


**HEALTH**

**Rank:**  
42 of 52  
**Score:**  
29


**POLITICAL  
PARTICIPATION**

**Rank:**  
48 of 52  
**Score:**


**PERMANENT  
RESIDENCE**

**Rank:**  
17 of 52  
**Score:**  
69

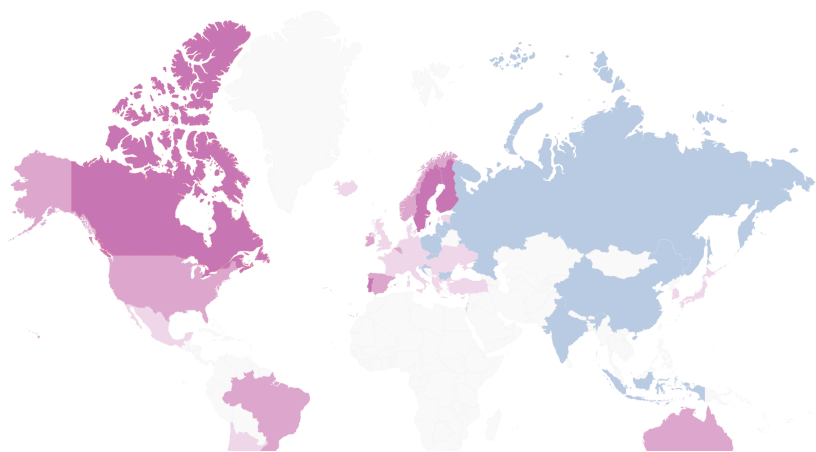

**ACCESS TO  
NATIONALITY**

**Rank:**  
51 of 52  
**Score:**  
13


**ANTI-DISCRIMINATION**

**Rank:**  
1 of 52  
**Score:**  
100





# CANADA

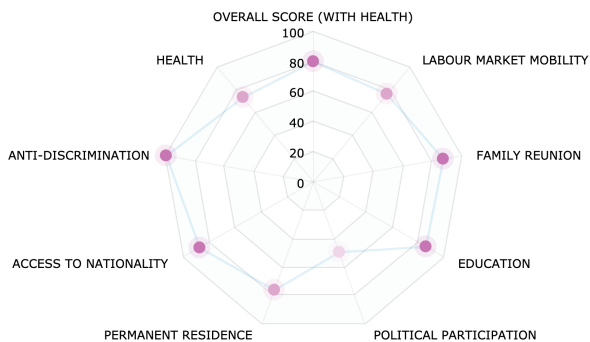
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 80

## KEY FINDINGS

Labour Market Mobility:	76
Family Reunion:	88
Education:	86
Health:	73
Political Participation:	50
Permanent Residence:	77
Access To Nationality:	88
Anti-discrimination:	100

Canada, 2019



## Changes in policy

Since the last edition of MIPEX, Canada returned to its traditional path to citizenship and strengthened its

commitment to equal rights and opportunities. From 2014 to 2019, Canadian integration policies improved by +2 points, like most MIPEX countries – which improved by +2 points on average. Over the past 5 years, Canada improved policies on access to basic rights and equal opportunities. The 2017 Citizenship Act removed recent obstacles for immigrants to prove the residence and language requirements. In addition, Canada improved asylum-seekers' access to healthcare and the health information and interpreters available to all groups. Compared to other destination countries, Canada have consistently remained strong in the MIPEX Top Ten.

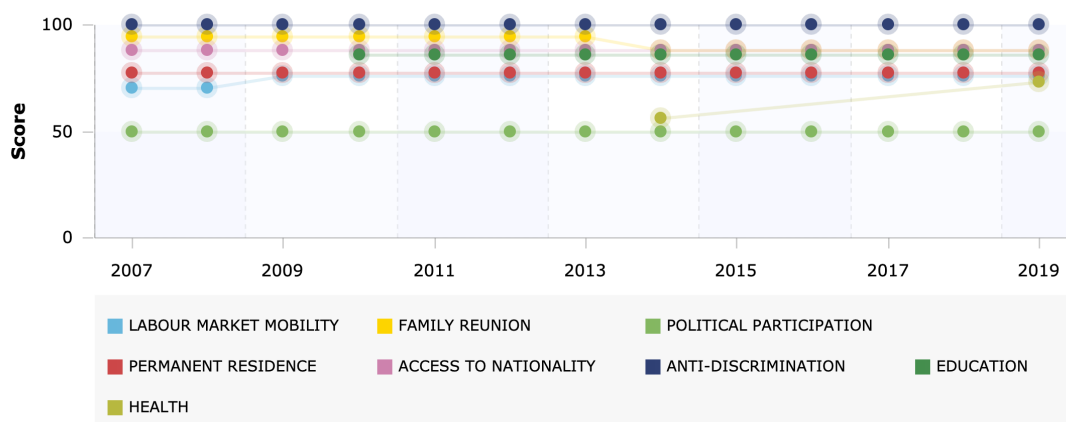
#### Positive changes on MIPEX indicators:

- Healthcare conditions for asylum-seekers
- Information on health entitlements and services
- Information for health education and promotion
- Availability of interpreters in healthcare

#### Negative changes on MIPEX indicators:

- None

Canada



#### Conclusions and recommendations

Canada's comprehensive approach ranks high in the MIPEX 'Top Ten', scoring 80 on the MIPEX 100-point scale, above the MIPEX average of 50. A comprehensive approach to integration guarantees equal rights, opportunities and security for newcomers and citizens. Canada leads the other traditional destination countries in the Top Ten, with policies in most areas that are slightly more favourable than policies in Australia, New Zealand and the US.

The 'Top Ten' MIPEX countries treat immigrants as equals and invest in integration as an opportunity. In Canada, integration goes both ways, as policies encourage the public to see immigrants as their equals, neighbours and potential citizens.

These policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country. Under inclusive policies like Canada's, both immigrants and the public are more likely to interact together and think of each other as equals.

- **Labour market mobility:** *Slightly favourable:* Permanent residents, families and some temporary workers enjoy better opportunities to progress into stable quality employment than in most other Global Destinations.
- **Family reunification:** *Favourable:* Canada's policies are traditionally family-friendly, but, despite minor improvements in 2017, adult children, parents and grandparents still face greater obstacles to reunite in

Canada than in other countries in the Top Ten.

- **Education:** *Favourable:* Canada's well-developed multicultural education and equity policies help all types of children to achieve and feel safe and at home at school, but better representation is needed across the curriculum, teaching profession and higher education.
- **Health:** *Slightly favourable:* While obstacles still remain, Canada's responsive healthcare services are becoming more accessible for immigrant patients. This can have major and direct implications on their physical and mental health.
- **Political participation:** *Halfway favourable:* While immigrants can become active in local civil society and become full citizens, Canada, unlike other major destinations, does not experiment in local democracy by expanding voting rights or consultative structures.
- **Permanent residence:** *Slightly favourable:* Canada's traditional path to permanent residence, citizenship and secure integration outcomes can be long and frustrating for the increasing number of temporary migrant workers.
- **Access to nationality:** *Favourable:* Canada's traditional path to citizenship is straightforward and flexible, with its high levels of naturalisation, political participation and belonging to the country.
- **Anti-discrimination:** *Favourable:* Canada's world-leading anti-discrimination laws and policies secure high levels of awareness, trust and reporting on discrimination.

**POLICIES - SUMMARY**



**LABOUR MARKET MOBILITY**

**Rank:**  
6 of 52  
**Score:**  
76



**FAMILY REUNION**

**Rank:**  
2 of 52  
**Score:**  
88



**EDUCATION**

**Rank:**  
3 of 52  
**Score:**  
86



**HEALTH**

**Rank:**  
12 of 52  
**Score:**  
73



**POLITICAL PARTICIPATION**

**Rank:**  
16 of 52  
**Score:**  
50



**PERMANENT RESIDENCE**

**Rank:**  
8 of 52  
**Score:**  
77



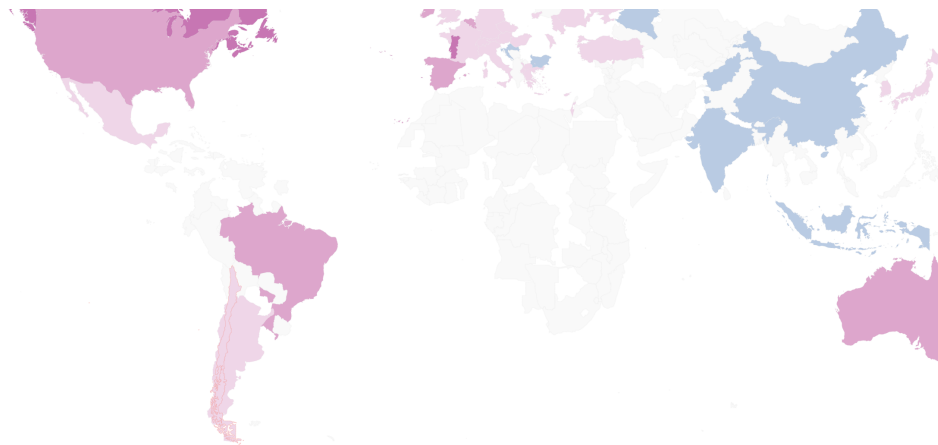
**ACCESS TO NATIONALITY**

**Rank:**  
4 of 52  
**Score:**  
88



**ANTI-DISCRIMINATION**

**Rank:**  
1 of 52  
**Score:**  
100



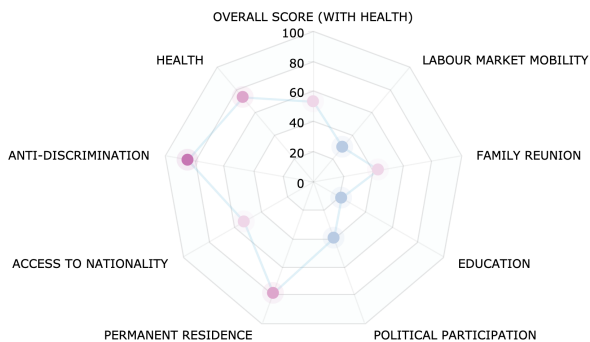
# CHILE

**Rank:** Equality on paper  
**MIPEX Score:** 53

Chile, 2019

## KEY FINDINGS

Labour Market Mobility:	30
Family Reunion:	44
Education:	21
Health:	73
Political Participation:	40
Permanent Residence:	79
Access To Nationality:	53
Anti-discrimination:	85



## Changes in policy

Immigrants have benefited from several recent improvements in Chile, which improved by +3 points on MIPEX over the past five years, following the international reform trends of other MIPEX countries (+2 points on

average). The sector that improved the most is health. To access the health system for free, undocumented migrants only have to sign a document declaring that their resources are insufficient. Furthermore, the government has now invested in making migrant health a priority both for health services and for health research.

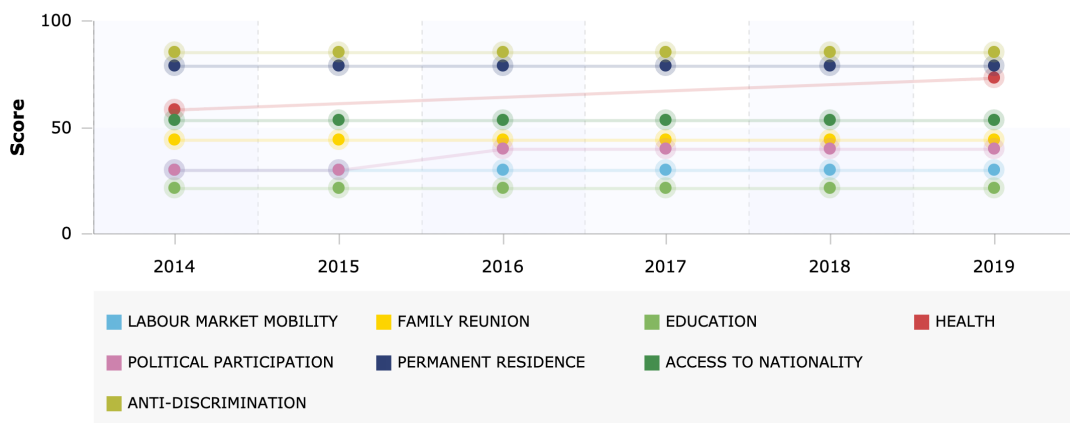
**Positive changes on MIPEX indicators:**

- Membership in political parties
- Administrative discretion and documentation for undocumented migrants to access the health system
- Support for research on migrant health
- Whole organisation approach in the health system

**Negative changes on MIPEX indicators:**

- None

Chile



**Conclusions and recommendations**

Immigrants face slightly more opportunities than obstacles for societal integration in Chile, which scores 53 on the 100-point MIPEX scale. Chile’s integration policies are similar to other Latin American countries but less advanced than in Argentina and Brazil.

Chile’s approach to integration is classified by MIPEX as ‘equality on paper’ only. Immigrants in Chile enjoy basic rights and half-way favourable long-term security, but they do not enjoy equal opportunities. Although immigrants in Chile enjoy overall halfway favourable policies, major obstacles emerge for immigrants in the labour market, education and political participation.

A country’s approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, belonging, participation and even health in their new home country.

Chile’s current policies encourage the public to see immigrants as equals. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants not only as equals, but also as neighbours and potential citizens, and invest in integration as a two-way process for society.

- **Labour market mobility:** *Slightly unfavourable:* Chile ranks in the bottom 10 as immigrants face several restrictions to enter the labour market and receive little general or targeted support to improve their skills and

job prospects.

- **Family reunification:** *Halfway favourable:* Sponsors who can cover the costs of their family can immediately apply to reunite, but face uncertainty due to the highly discretionary process and their family's insecure status, with no right to autonomous residence permit.
- **Education:** *Unfavourable:* Immigrants face major obstacles and little-to-no support in the education system. Well-developed targeted policies help all pupils to feel safe and at home at school and help vulnerable groups to achieve and progress into higher education.
- **Health:** *Slightly favourable:* Chile stands out positively compared to other Latin America countries by providing immigrant patients with health information, support and almost the same healthcare entitlements as national citizens support to access it.
- **Political participation:** *Slightly Unfavourable:* Although foreign citizens in Chile can vote in local elections and join political parties after 5 years, they are not systematically informed, consulted or supported by government.
- **Permanent residence:** *Slightly favourable:* Ranking in the top 10, immigrants with sufficient income from work can become permanent residents after only two years, although their status can be withdrawn if they leave the country for a year or more.
- **Access to nationality:** *Halfway favourable:* While Chilean-born children automatically become citizens, the path to naturalisation for their foreign-born parents is relatively favourable for naturalisation, except for the renunciation requirement. Chile has yet to follow international reform trends to fully embrace dual nationality for naturalising immigrants, unlike most other MIPEX countries.
- **Anti-discrimination:** *Favourable:* Chile's strongest area, lacking only positive actions towards immigrants in their National Human Rights Plan. Immigrants in Chile are protected and supported in cases of discrimination based on race/ethnicity, religion and nationality.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
44 of 52  
**Score:**  
30

**FAMILY  
REUNION**

**Rank:**  
41 of 52  
**Score:**  
44

**EDUCATION**

**Rank:**  
40 of 52  
**Score:**  
21

**HEALTH**

**Rank:**  
12 of 52  
**Score:**  
73

**POLITICAL  
PARTICIPATION**

**Rank:**  
20 of 52  
**Score:**  
40

**PERMANENT  
RESIDENCE**

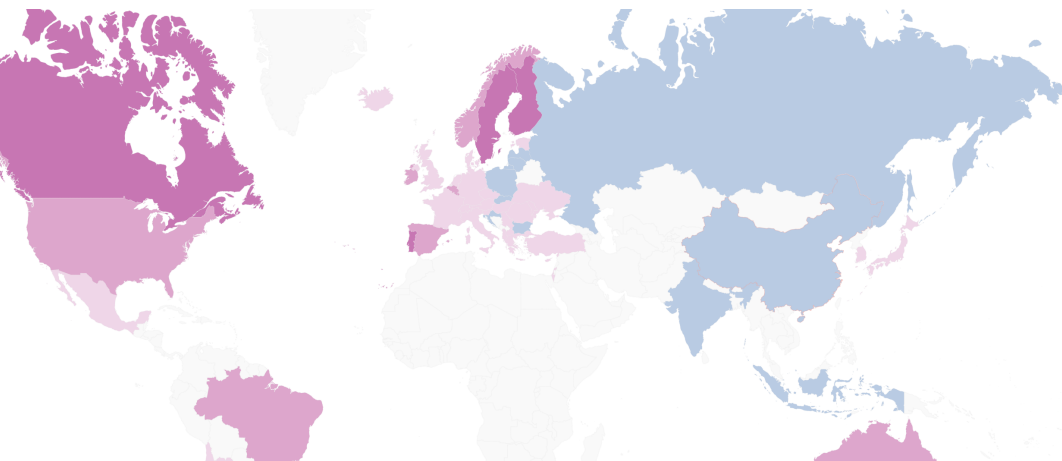
**Rank:**  
7 of 52  
**Score:**  
79

**ACCESS TO  
NATIONALITY**

**Rank:**  
20 of 52  
**Score:**  
53

**ANTI-DISCRIMINATION**

**Rank:**  
19 of 52  
**Score:**  
85



# CHINA

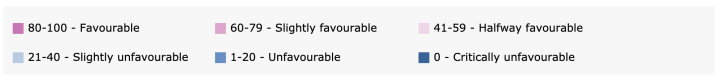
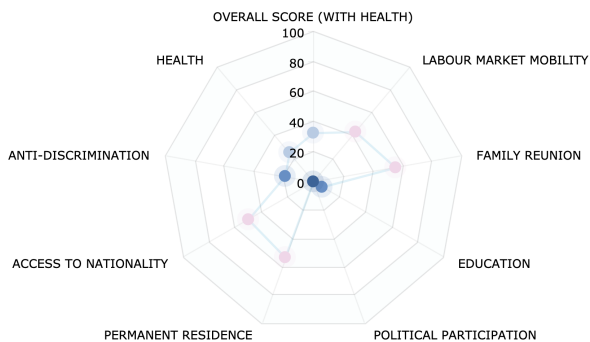
**Rank:** Integration denied

**MIPEX Score:** 32

China, 2019

## KEY FINDINGS

Labour Market Mobility:	44
Family Reunion:	56
Education:	7
Health:	25
Political Participation:	0
Permanent Residence:	54
Access To Nationality:	50
Anti-discrimination:	19



## Changes in policy

China has improved by +5 points from 2014 to 2019, more than the average MIPEX country (+2 points on average). In the last five years, international migrants have enjoyed slightly better opportunities and security as China began



to address international diversity in schools and improve the procedures for family reunification and naturalisation.

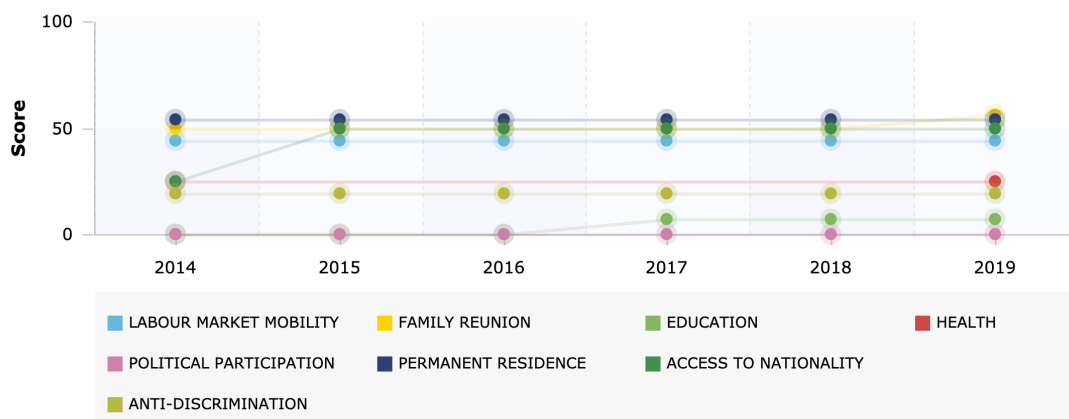
**Positive changes on MIPEX indicators:**

- Duration of the validity of permit for family reunification.
- Measures to address educational situation of migrant groups
- Residence conditions for ordinary naturalisation

**Negative changes on MIPEX indicators:**

- None

China



**Conclusions and recommendations**

International migrants in China, who are still a small share of the total population, face many obstacles to integration under the slightly unfavourable policies. Despite these recent improvements, China ranks in Bottom 5 Countries out of the 52 MIPEX countries. China scores 32 on the 100-point MIPEX scale, while the average MIPEX country scored 50. Among MIPEX countries, the obstacles facing international migrants in China are greater than in Japan or Korea but are less than in India and Indonesia.

China’s approach to integration is categorised by MIPEX as ‘immigration without integration’ because Chinese policies refuse to recognise China as a country of immigration and integration. Although certain categories of international migrants are able to settle long-term in China, they are denied basic rights and equal opportunities to participate in society. In fact, access to basic rights and equal opportunities are weaker in China than in most MIPEX countries.

China’s approach to integration matters because state policies can influence whether or not integration works as a two-way process. The way that governments treat international migrants strongly influences how well immigrants and the public interact and think of each other. China’s current policies may encourage the public to think of international migrants as potential citizens, but also as their subordinates and as strangers.

Obstacles emerge for international migrants in different areas of life in China. Immigrants have half-way opportunities for labour market mobility, family reunification, permanent residence and access to nationality. Compared to the situation in the other 52 MIPEX countries, international migrants in China are confronted with the most restrictive political participation policies and some of the weakest policies on migrant education, health and anti-discrimination.

- **Labour market mobility:** *Halfway favourable:* Although foreign citizens can access higher education, scholarships and facilitated procedures to recognise their qualifications, they face restrictions on the labour

market (as employed and self-employed workers) and benefit from very limited general and no targeted support.

- **Family reunification:** *Halfway favourable:* Only permanent residents can apply family reunification and their families enjoy fewer and less secure rights than elsewhere, including no right to an autonomous residence permit.
- **Education:** *Unfavourable:* Like other countries with small numbers of foreign pupils, China does relatively little to encourage them across the education system or support diversity at school, although measures have started to bring international migrants into the teacher workforce.
- **Health:** *Slightly Unfavourable:* Only legal immigrants have access to the Chinese health system and they benefit from little-to-no targeted information or support to meet their specific health questions and needs.
- **Political participation:** *Critically Unfavourable:* international migrants are fully denied the opportunity to participate in public life in China, as foreign citizens have no right to vote, support or consultation by policymakers.
- **Permanent residence:** *Halfway favourable:* Only a small group of international migrants like high-skilled workers are able to fulfil the economic requirements to become permanent residents and enjoy more secure and equal rights in key areas of life like social security and assistance.
- **Access to nationality:** *Halfway favourable:* The path to Chinese citizenship is shorter and clearer than the average MIPEX country. However, China has not followed international reform trends to open up dual nationality for foreign citizens or birthright citizenship entitlements for their Chinese-born children.
- **Anti-discrimination:** *Unfavourable:* Foreign citizens who are victims of ethnic, racial, religious or nationality discrimination have little chance to access justice, as China lacks an overall antidiscrimination law and dedicated independent equality body.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
35 of 52  
**Score:**  
44



### FAMILY REUNION

**Rank:**  
31 of 52  
**Score:**  
56



### EDUCATION

**Rank:**  
48 of 52  
**Score:**  
7



### HEALTH

**Rank:**  
48 of 52  
**Score:**  
25



### POLITICAL PARTICIPATION

**Rank:**  
48 of 52  
**Score:**



### PERMANENT RESIDENCE

**Rank:**  
32 of 52  
**Score:**  
54



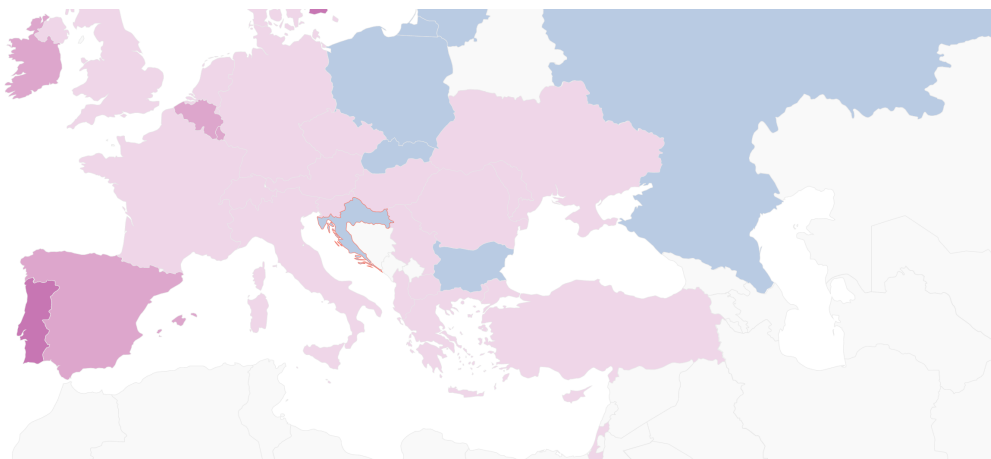
### ACCESS TO NATIONALITY

**Rank:**  
22 of 52  
**Score:**  
50



### ANTI-DISCRIMINATION

**Rank:**  
49 of 52  
**Score:**  
19



# CROATIA

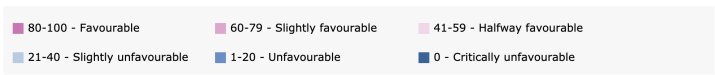
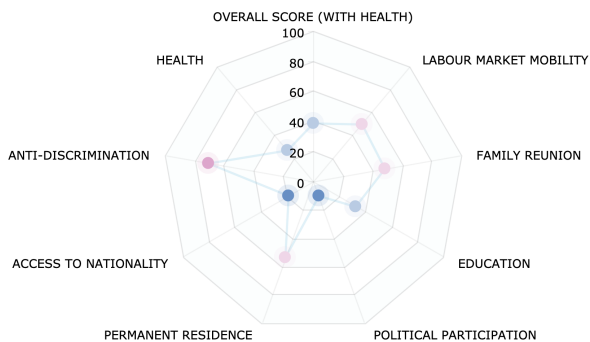
**Rank:** Equality on paper

**MIPEX Score:** 39

## KEY FINDINGS

Labour Market Mobility:	50
Family Reunion:	48
Education:	33
Health:	27
Political Participation:	10
Permanent Residence:	54
Access To Nationality:	19
Anti-discrimination:	71

Croatia, 2019



## Changes in policy

Croatia's MIPEX score has gone up and down over the past five years, leading to a net +1 increase from 2014 to 2019. Immigrants enjoy slightly better basic rights to health, employment and discrimination protections, but

slightly less security and support for equal opportunities, due to other changes in family reunification and public sector employment. Most positively, refugees can be better informed about health services (among other areas such as employment and social protection), thanks to the 'Action plan for the integration of persons who have been granted international protection' (2017-2019). The new Action plan for the period 2020-2022 is designed and will be adopted by the end of 2020. In contrast no reforms took place on political participation and access to nationality, which remain far more restrictive and below-average compared to other MIPEX countries.

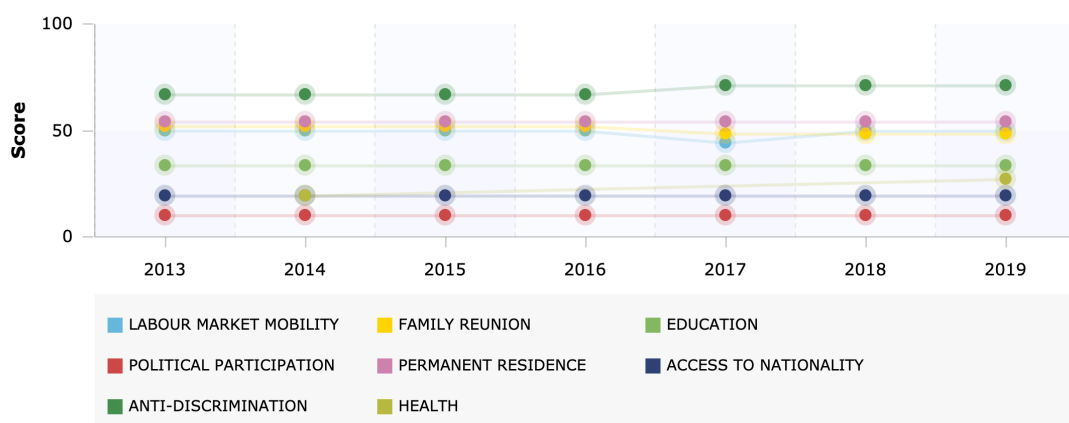
### Positive changes on MIPEX indicators:

- Public employment services
- Law covers positive antidiscrimination action measures
- Information for migrants concerning entitlements and use of health services
- Information for migrants concerning health education and promotion

### Negative changes on MIPEX indicators:

- Access to public sector
- Economic resources for family reunification

Croatia



### Conclusions and recommendations

Non-EU newcomers to Croatia face many obstacles to integration under Croatia's slightly unfavourable policies. Croatia scores 39 on the MIPEX 100-point scale, while the average MIPEX country scored 50.

The Croatian approach to integration is classified by MIPEX as 'equality on paper' only. As in most Central and Eastern European countries, immigrants in Croatia enjoy basic rights and security, but not equal opportunities. Croatia still needs to strongly invest in policies on all the three dimensions, especially equal opportunities, as its policies remain below average for MIPEX countries.

Croatia's approach to integration matters because its policies can influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Many obstacles emerge for immigrants in Croatia in several areas, especially in terms of health policies, political participation and access to nationality. Restrictive policies like Croatia's can create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants

as **general threats** and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of **xenophobia** and **islamophobia** and lower levels of **social trust**, which leads them to **fewer contacts and positive experiences** with immigrants.

Croatia's policies are more restrictive than the average EU country, and slightly below the EU13 average. Its policies are similar to other 'equality on paper' countries in Central and Eastern Europe, such as Albania, Lithuania and Poland. In contrast, policies are more advanced in neighbouring Slovenia.

- **Labour market mobility:** *Halfway favourable:* Non-EU citizens' opportunities on the Croatian labour market are similar to the average EU28 country and slightly more favourable than in most Central European countries. Long-term residents and family migrants have equal access to the labour market. Immigrants can access general support through public employment services since 2018. However, they still receive no targeted support to find the right job.
- **Family reunification:** *Halfway favourable:* Reuniting families enjoy a halfway favourable right to family reunification because Croatia only does the minimum to follow EU standards. However, a non-EU sponsor and nuclear family have to meet restrictive conditions for dependent relatives and economic requirements and the procedure itself can be discretionary in HR as in other Central European countries.
- **Education:** *Slightly unfavourable:* All legally residing migrant children in Croatia can enroll in compulsory education and pupils receive language support, but schools receive scarce support for the creation of an intercultural environment.
- **Health:** *Slightly unfavourable:* Croatia has one of the weakest approaches to migrant health. Immigrants receive now some information on their entitlements and rights to access to the health system, but little is done to support them within the system.
- **Political participation:** *Unfavourable:* A major area of weakness across EU13 countries, immigrant groups in Croatia have almost no opportunities to be informed, participate (as voters or members of a political party) or be active in public life. Other new countries of immigration have started to include political participation as one area in their integration strategies by removing legal obstacles, expanding voting rights and creating immigrant consultative bodies.
- **Permanent residence:** *Halfway favourable:* The security of permanent residence is a relative strength for the integration of most non-EU immigrants in Croatia, though the high requirements may hinder rather than help immigrants who are learning the language or looking for jobs. Permanent residence grants also equal opportunities to integrate in economic and social life.
- **Access to nationality:** *Unfavourable:* Access to nationality represents a major area of weakness across EU13 countries and in particular in Croatia with its restrictive naturalisation and dual nationality requirements for adults and no citizenship entitlement for Croatian-born children.
- **Anti-discrimination:** *Slightly favourable:* The new National Plan for Combating Discrimination now addresses positive action measures. Croatia's slightly favourable law but weak equality bodies mean that many potential victims may be too poorly informed and supported to bring forward their case.

### Policy Recommendations from Institute for Migration and Ethnic Studies

- Increase access to vocational training for non-EU citizens, including access to study grants for permanent residents and family migrants
- Ensure re-skilling and training for non-EU citizens with low proficiency in the Croatian language
- Guarantee all pupils' access to intercultural education throughout curricula by developing a systematic national educational framework
- Increase political participation of non-EU citizens by extending local voting rights to permanent residents
- Guarantee equal healthcare entitlements for all categories of migrants
- For permanent residence and naturalisation, make language requirements more attainable for both low- and

high-educated non-native speakers

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
27 of 52  
**Score:**  
50



### FAMILY REUNION

**Rank:**  
36 of 52  
**Score:**  
48



### EDUCATION

**Rank:**  
32 of 52  
**Score:**  
33



### HEALTH

**Rank:**  
45 of 52  
**Score:**  
27



### POLITICAL PARTICIPATION

**Rank:**  
40 of 52  
**Score:**  
10



### PERMANENT RESIDENCE

**Rank:**  
32 of 52  
**Score:**  
54



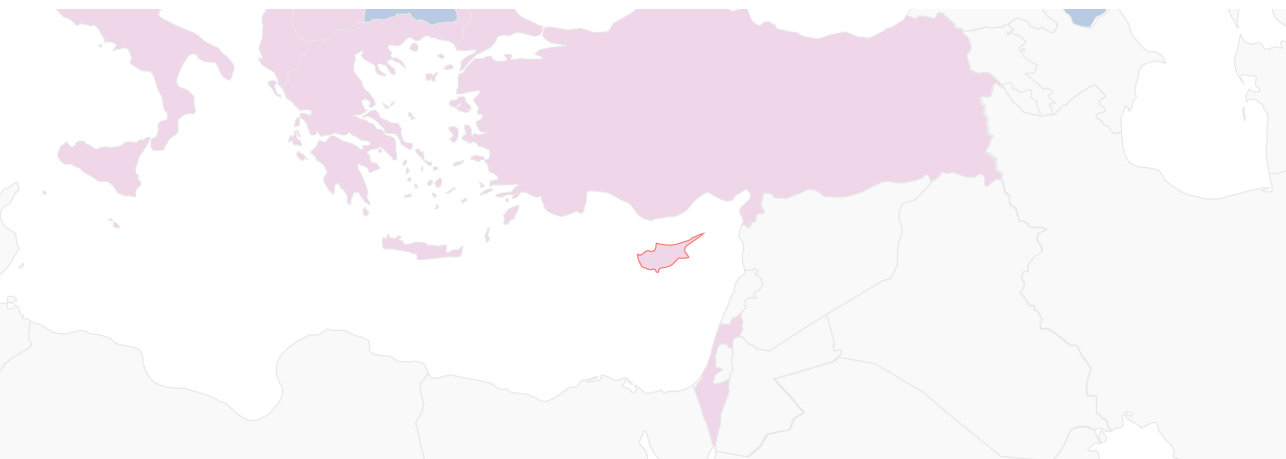
### ACCESS TO NATIONALITY

**Rank:**  
48 of 52  
**Score:**  
19



### ANTI-DISCRIMINATION

**Rank:**  
26 of 52  
**Score:**  
71



# CYPRUS

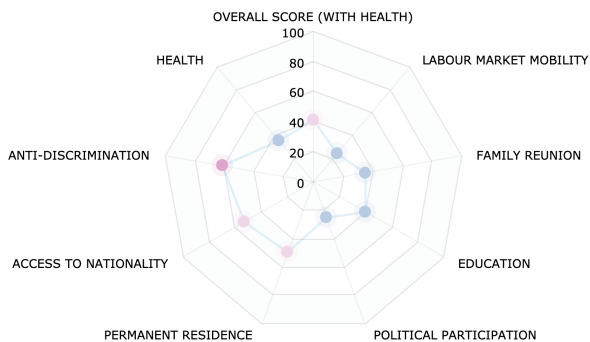
**Rank:** Integration denied

**MIPEX Score:** 41

Cyprus, 2019

## KEY FINDINGS

Labour Market Mobility:	24
Family Reunion:	35
Education:	40
Health:	36
Political Participation:	25
Permanent Residence:	50
Access To Nationality:	53
Anti-discrimination:	62



## Changes in policy

Over the past five years, non-EU immigrants benefited from small improvements in integration policies in Cyprus and in most MIPEX countries. Cyprus, like the average MIPEX country, increased its MIPEX score by +2 points from



2014 to 2019. Cyprus is starting to address the major areas of weakness in its integration policy, by providing basic rights and opportunities in the education, health and political system. Schools receive basic guidance on how to support immigrant pupils. The conditions to access healthcare are slightly clearer for legal immigrants. Immigrant leaders are consulted ad hoc on integration issues. These improvements concerned some of the most unfavourable policy areas in Cyprus. These changes aimed at improving access to education (e.g., through the publication of general guide on educational opportunities for migrants), political participation (ad-hoc consultation once per year on integration) and health (for legal migrants). However, policies in these areas still have a long way to go to address the major obstacles faced by immigrants in Cyprus.

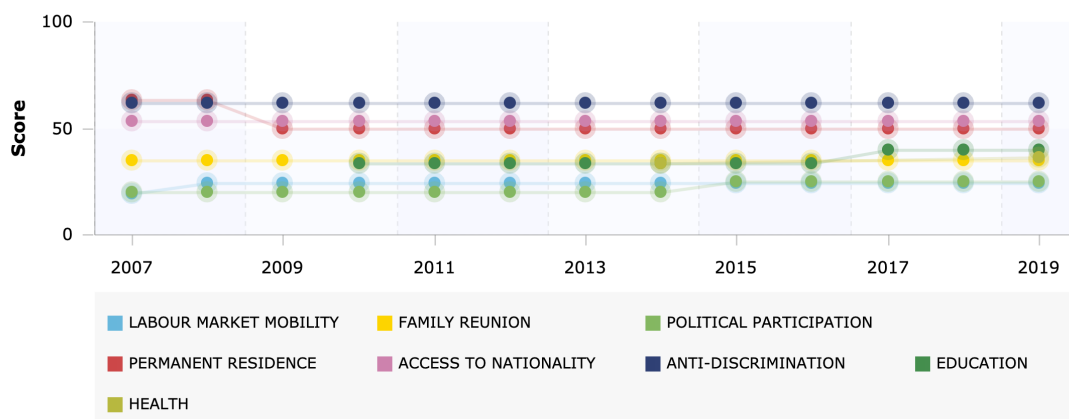
#### Positive changes on MIPEX indicators:

- Educational guidance at all level
- Strength of national consultive body
- Healthcare conditions for legal migrants

#### Negative changes on MIPEX indicators:

- None

Cyprus



#### Conclusions and recommendations

Non-EU citizens face more obstacles than opportunities for integration in Cyprus, whose policies barely go halfway to promote integration. Cyprus scores 41 on the 100-point MIPEX Scale, 9 points below the international average (50/100).

Cyprus's approach to integration is categorised by MIPEX as "Immigration without Integration" because its policies still do not reflect Cyprus' reality as a country of immigration. Non-EU immigrants are denied many basic rights and opportunities and face some uncertainty about their long-term future in Cyprus. They face significant obstacles to participate in many areas of life, from the labour market to family life, education, health, and politics. A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Cyprus's current policies encourage the public to see immigrants as their subordinates and as strangers rather than as equals, neighbours or potential citizens.

Cyprus still needs to invest in basic rights, equal opportunities and long-term security, which are below average when compared to most MIPEX countries. In contrast, other new destination countries are following international reform trends and making these improvements (e.g. Czechia and Greece).

Cyprus's integration policies are below average for the EU, although its policies are generally similar to other

Central and Southeastern European countries. In contrast, integration policies are more developed in Greece and in the other countries in the Mediterranean Sea.

- **Labour market mobility:** *Slightly unfavourable:* This is a major weakness in Cyprus, which is one of the most unfavourable MIPEX countries. Cyprus critically restricts non-EU citizens' access to the labour market, meaning they can almost never change jobs and face major legal and high language barriers to work in other sectors, like self-employment or the public sector. Non-EU residents still lack general and targeted support to improve their situation, and temporary residents do not get any access to social security and assistance.
- **Family reunification:** *Slightly unfavourable:* Separated families are excluded, deterred or rejected under Cyprus' family reunification policy. Long residence requirements, restrictions for dependent relatives, demanding economic requirements and an insecure process and status make Cyprus's policies among the most restrictive amongst MIPEX countries.
- **Education:** *Slightly unfavourable:* All pupils, regardless of status, should be allowed to access all types of schools, receive ongoing language support and more targeted support and trained teachers in schools. In 2017, the Ministry of Education prepared a general guide on migrant education in a number of different languages. However, schools in Cyprus are not used as spaces for social integration for all pupils to learn how to live in a diverse society.
- **Health:** *Slightly unfavourable:* Migrant health policies are under-developed in Cyprus, much like other Southeastern European countries. The health system provides migrants with basic health information through various means, but little else, as health services and policies are barely responsive to their specific access/health needs. Despite improvements under the new General National Health System in 2019, legal residents, asylum seekers and the undocumented all face conditions and practical obstacles to access the health system, although attached to specific conditions (e.g., insufficient financial means).
- **Political participation:** *Slightly unfavourable:* Non-EU residents living in Cyprus cannot participate in most parts of public life. Little meaningful dialogue can take place in the absence of voting rights, more regular consultation and structural support for immigrant-led associations.
- **Permanent residence:** *Halfway favourable:* Cyprus' policies are among some of the most restrictive in the EU, with a path to long-term residence that excludes many 'de facto' settled residents and deters ordinary immigrants from investing in integration and obtaining the secure and equal status to make Cyprus their home (see instead Italy, Portugal or Spain).
- **Access to nationality:** *Halfway favourable:* While ordinary immigrants can apply for dual nationality after 5 to 7 years, they receive little support to pass the costly and highly discretionary procedure. Their children born or educated in Cyprus are treated like foreigners, without any special entitlement to citizenship (see instead Portugal or Greece).
- **Anti-discrimination:** *Slightly favourable:* Cyprus' Ombudsman and enforcement mechanisms have traditionally been accessible to the large number of potential ethnic, racial and religious discrimination. Still Cyprus' anti-discrimination policies are one of the lowest scoring in the EU as its laws may be too weak and poorly defined for victims to find justice.

### Policy Recommendations from CARDET

- Support the creation of Immigrants Civil Society and Youth organizations, which will have an active role in the public dialogue on upcoming migration policies and integration initiatives, and also to have active participation in migrant related civil society organizations.
- Improve the implementation of non-discrimination policies at the workplace by creating specialized observatory bodies and providing training to employers.
- Creation of a media observatory body for public speech and creation of a coordinating body for issue of non-discrimination and media.
- Supporting migrants in their integration path as soon as they arrive; design of a policy that combines language and skills training and professional integration.

- Adopt of an accreditation process to recognize tacit and explicit professional knowledge and expertise of migrants.
- Establish education responses to address segregation and provide equitable paths to professional growth.
- Development of Local Integration plans for migrants; While integration policy is set at the national level, actions are generally implemented at the subnational level. Integration must be addressed at local scale, involving municipalities in establishing plans for the housing, education, employment, well-being and inclusion.
- Local municipalities must be part of the design of policies for the migrants 'integration; they have also provide feedback to the national policy for changes that have been occurred through their experience on the ground.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
47 of 52  
**Score:**  
24



### FAMILY REUNION

**Rank:**  
49 of 52  
**Score:**  
35



### EDUCATION

**Rank:**  
27 of 52  
**Score:**  
40



### HEALTH

**Rank:**  
36 of 52  
**Score:**  
36



### POLITICAL PARTICIPATION

**Rank:**  
28 of 52  
**Score:**  
25



### PERMANENT RESIDENCE

**Rank:**  
38 of 52  
**Score:**  
50



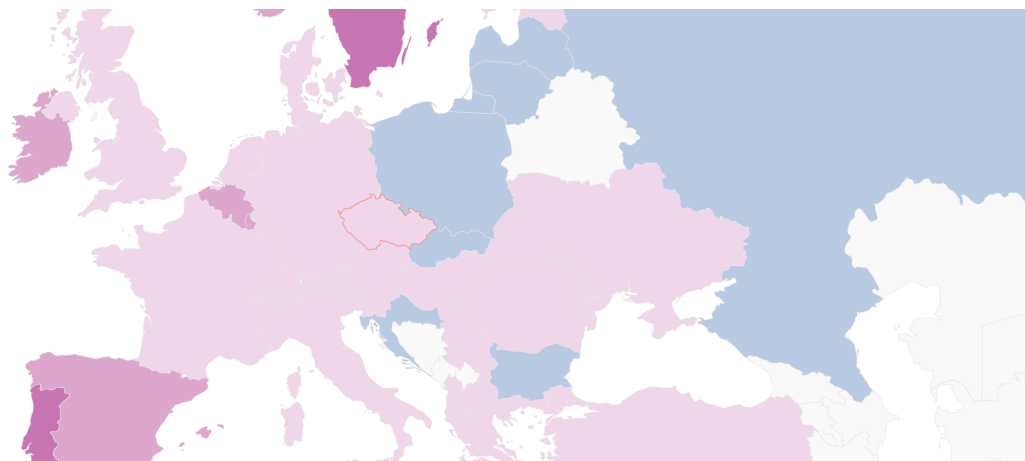
### ACCESS TO NATIONALITY

**Rank:**  
20 of 52  
**Score:**  
53



### ANTI-DISCRIMINATION

**Rank:**  
36 of 52  
**Score:**  
62



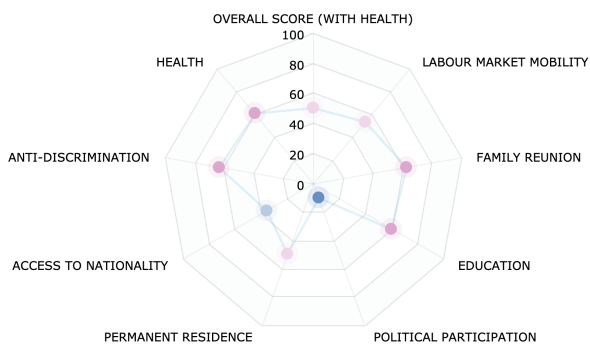
# CZECHIA

**Rank:** Comprehensive  
**MIPEX Score:** 50

Czechia, 2019

## KEY FINDINGS

Labour Market Mobility:	54
Family Reunion:	63
Education:	60
Health:	61
Political Participation:	10
Permanent Residence:	50
Access To Nationality:	36
Anti-discrimination:	64



## Changes in policy

Czechia is starting to address some of its areas of weakness on equal opportunities for immigrants. Like most MIPEX countries – which improved by +2 points on average –, Czech integration policies increased by +3 points

from 2014 to 2019 by improving its migrant health and education policies. Immigrants and locals are better able to interact together thanks to interpreters in the health system, better language support to immigrant children and more guidance to their teachers. Czech integration policies have continuously improved on MIPEX since 2007. These significant and constant increases in Czechia's MIPEX score reflect increasing attention to migrant integration, number of actors and cities involved and the number of positive measures becoming standard practices.

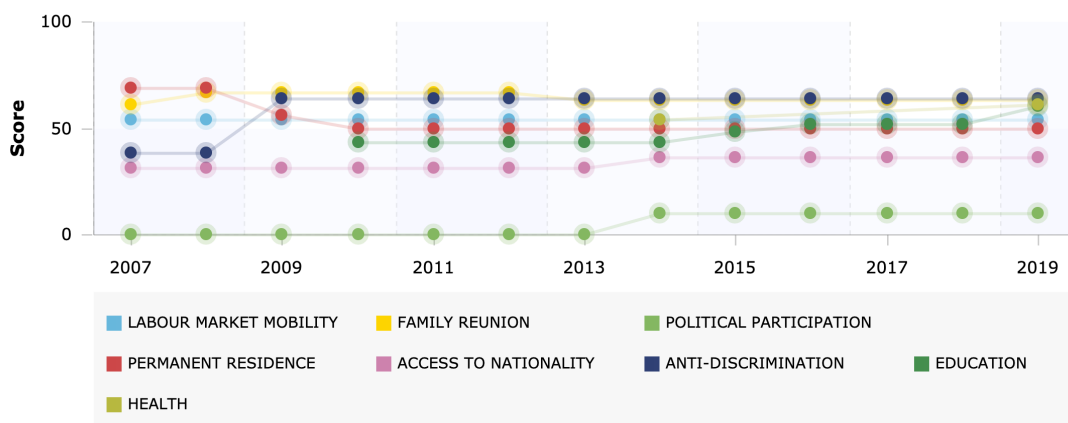
**Positive changes on MIPEX indicators:**

- Teacher training to reflect diversity.
- Educational guidance at all level.
- Language instruction.

**Negative changes on MIPEX indicators**

- None

Czechia



**Conclusions and recommendations**

Czechia scores 50/100, in line with the average score of MIPEX country. Czech integration policies create as many obstacles as opportunities for integration. Czechia promotes a comprehensive approach to integration, but only goes halfway to actually guarantee equal rights, opportunities and security for immigrants. Czechia is starting to address these three critical dimensions, much like the 'Top Ten' MIPEX countries, but its policies still involve many more obstacles and less targeted support. Over the last five years, Czechia has increased its support for equal opportunities, but done little to improve access to rights and long-term settlement for immigrants.

Czechia needs to invest more on those two dimensions, as they are weaker than in the average MIPEX country. Without greater support on all three dimensions, immigrants will remain invisible in public life and the Czech public will also continue to see immigrants more as threats than as opportunities. These weaknesses make immigrants and locals less likely to develop relationships and a common sense of belonging, trust and civic participation.

Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society. Under these inclusive policies, both immigrants and the public are more likely to interact together and think of each other as equals.

Czechia is a regional leader. While Czechia's integration policies are average for Europe, they are more advanced than in the other Central and Eastern Europe, such as the other Visegrad countries. For example, compared to Slovakia, Czechia has stronger policies in all policy areas except permanent residence and anti-discrimination. Czechia's policies are similar to policies in Estonia or Malta. In contrast, policies are more advanced in

neighbouring Germany.

- **Labour market mobility.** *Halfway favourable:* Migrant workers may get trapped in lower-quality precarious jobs because, while they have opportunities to work, they face obstacles to access support and targeted trainings to improve their skills and careers.
- **Family reunification.** *Slightly favourable:* Separated families have right to reunite, if they can meet tougher requirements introduced in 2013.
- **Education.** *Slightly favourable:* Czechia leads Central Europe by improving its support to teachers and immigrant pupils since 2015, but more focus is needed on access, segregation and intercultural education.
- **Health.** *Slightly favourable:* Czechia leads Central Europe by taking the 1st steps to improve health information for migrants, but this support is ad hoc and access is limited
- **Political participation.** *Unfavourable:* A major area of weakness across Central Europe, immigrant groups in Czechia receive some funding, but limited opportunities to be informed, consulted or active in public life.
- **Permanent residence.** *Halfway favourable:* Non-EU residents can settle long-term, but would benefit from more flexible requirements and more secure status.
- **Access to nationality.** *Slightly unfavourable:* A major area of weakness across Central Europe, since 2013, restrictive requirements bar many immigrants and Czech-born children from acquiring dual nationality and common sense of belonging.
- **Anti-discrimination.** *Slightly favourable:* Potential victims of discrimination have limited awareness and trust of Czechia's below-average 2009 Law, which is relatively young and weak, with gaps in law and weak equality body and policies.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
22 of 52  
**Score:**  
54



### FAMILY REUNION

**Rank:**  
18 of 52  
**Score:**  
63



### EDUCATION

**Rank:**  
13 of 52  
**Score:**  
60



### HEALTH

**Rank:**  
23 of 52  
**Score:**  
61



### POLITICAL PARTICIPATION

**Rank:**  
40 of 52  
**Score:**  
10



### PERMANENT RESIDENCE

**Rank:**  
38 of 52  
**Score:**  
50



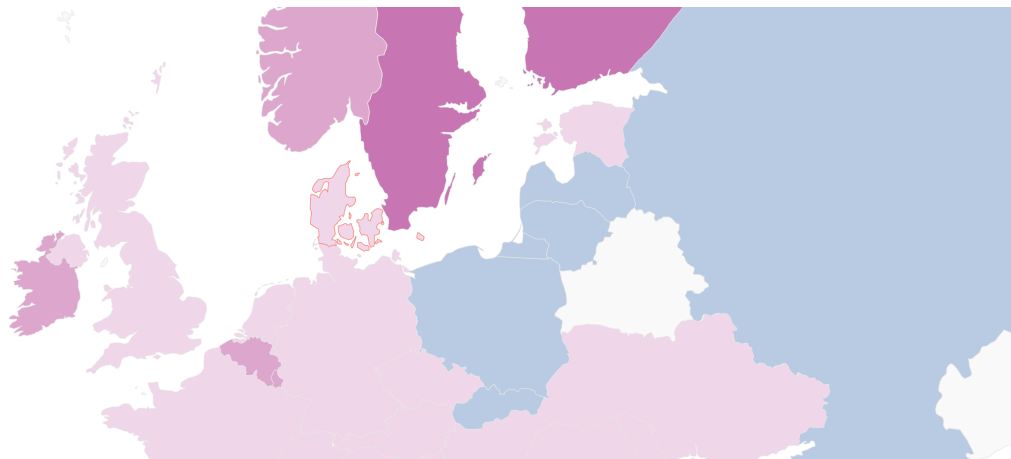
### ACCESS TO NATIONALITY

**Rank:**  
38 of 52  
**Score:**  
36



### ANTI-DISCRIMINATION

**Rank:**  
33 of 52  
**Score:**  
64



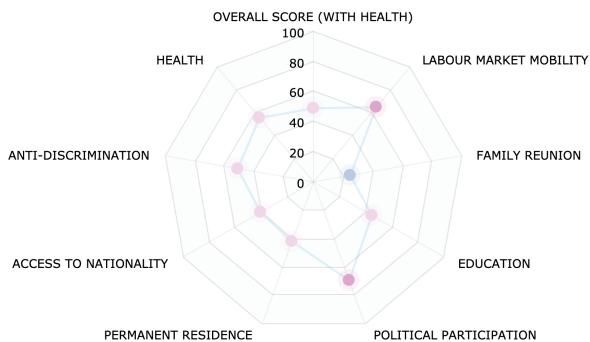
# DENMARK

**Rank:** Temporary  
**MIPEX Score:** 49

Denmark, 2019

## KEY FINDINGS

Labour Market Mobility:	65
Family Reunion:	25
Education:	45
Health:	56
Political Participation:	70
Permanent Residence:	42
Access To Nationality:	41
Anti-discrimination:	51



## Changes in policy

While most countries improved their policies over the last five years (on average, by +2 points), Denmark is one of the few countries to significantly backslide on its commitments to integration (-4 points). Compared to 2014,

immigrants in Denmark now face greater insecurity and even greater barriers to accessing rights. New obstacles emerged in labour market participation, education, family reunion, permanent residence, access to nationality and health. For example, requirements for family reunion, permanent residence and Danish citizenship became more restrictive. A particularly negative change was the abolishment of the entitlement to Danish nationality by declaration for young persons born and raised in Denmark.

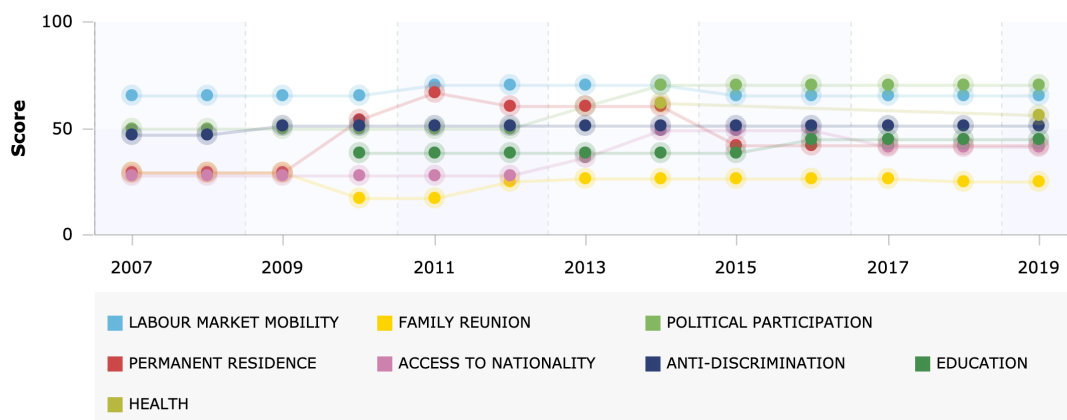
#### Positive changes on MIPEX indicators:

- Measures to address educational situation of migrant groups

#### Negative changes on MIPEX indicators:

- Access to social security and assistance
- In-country language level for family reunification
- Measures to bring migrants into the teacher workforce
- Residence period for permanent residence permit
- Economic resources for permanent residence permit
- Citizenship for immigrant children (birthright and socialisation)
- Cost/availability of interpreters

Denmark



#### Conclusions and recommendations

Scoring 49 on the MIPEX 100-point scale, Denmark's policies create almost as many opportunities as obstacles for non-EU immigrants' to full participation in society. Denmark scores below other Western European/OECD countries.

Denmark's approach to integration is classified by MIPEX as "Temporary Integration". Foreign citizens can benefit from access to basic rights and some targeted support for equal opportunities, but they do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. Denmark is one of the most insecure of these "Temporary Integration" countries, with policies most similar to those of Austria and Switzerland. Non-EU citizens are left insecure in Denmark, scoring 17/100 on security - nearly the most insecure among all 52 MIPEX countries, alongside Austria and Switzerland.

Denmark's "Temporary Integration" approach encourages the Danish public to see immigrants as foreigners and not as the equals of native citizens. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's



willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

- **Labour market mobility:** *slightly favourable:* Permanent residents, family members and green card holders can apply for jobs in any sector – private, public, and self-employment. Non-EU work-permit holders face delays in access to public employment services and vocational training, unlike Danish citizens and other immigrants. In 2015 a lower integration allowance was established, aimed at giving newly arrived refugees and immigrants greater incentive to work.
- **Family reunification:** *slightly unfavourable:* Non-EU immigrants face the least family-friendly immigration policies among MIPEX countries. Many restrictive eligibility requirements make most families unable to reunite and integrate in Denmark. Applicants can be rejected on many discretionary grounds.
- **Education:** *halfway favourable:* Immigrant pupils are supported to access pre-primary and compulsory education. They can benefit from several targeted measures, similarly to other Nordic countries (i.e., Finland, Norway and Sweden). Immigrant pupils and parents in Denmark can benefit from pilot programmes to make schools into spaces for social integration, though multilingualism and multiculturalism still tend to be overlooked as new opportunities for learning.
- **Health:** *halfway favourable:* Legal migrants are entitled to the same national health insurance system and services as citizens, once they get through the registration process with the DK National Register of Persons. Legal migrants and, to a limited extent, asylum seekers can get information about their entitlements and health issues in various ways and languages. Interpreters are now provided free of charge to patients who have resided in the country for fewer than 3 years.
- **Political participation:** *slightly favourable:* Ranked in the 'Top Ten' MIPEX countries, Denmark guarantees immigrants the same basic political liberties as national citizens in Denmark. Non-EU citizens have the right to vote and to stand in local and regional elections after three years of residence. Immigrants and immigrant associations are consulted and funded.
- **Permanent residence:** *halfway favourable:* The path to permanent residence is halfway favourable for integration in the country. Since 2015, non-EU residents are eligible after 6 years for a relatively demanding path to permanent residence and near-equal rights in Denmark, like in the other Nordic countries.
- **Access to nationality:** *halfway favourable:* Immigrants can benefit from dual nationality, but many may be discouraged from applying by several remaining restrictions. Applicants are confronted with a final parliamentary-based decision that is discretionary, without legal time limit or full rights of appeal. Law no. 110 of 8 February 2016 abolished the entitlement to Danish nationality by declaration for young persons born and raised in Denmark.
- **Anti-discrimination:** *halfway favourable:* Potential victims of discrimination continue to benefit from minor improvements in Denmark's laws and policies to fight discrimination. All people are protected from racial, ethnic and religious discrimination in public life. Victims enjoy average access to redress, such as binding mediation decisions, stronger equality bodies and, since 2014, the Danish government's first dedicated anti-discrimination unit.

**POLICIES - SUMMARY****LABOUR MARKET  
MOBILITY**

**Rank:**  
12 of 52  
**Score:**  
65

**FAMILY  
REUNION**

**Rank:**  
52 of 52  
**Score:**  
25

**EDUCATION**

**Rank:**  
19 of 52  
**Score:**  
45

**HEALTH**

**Rank:**  
24 of 52  
**Score:**  
56

**POLITICAL  
PARTICIPATION**

**Rank:**  
8 of 52  
**Score:**  
70

**PERMANENT  
RESIDENCE**

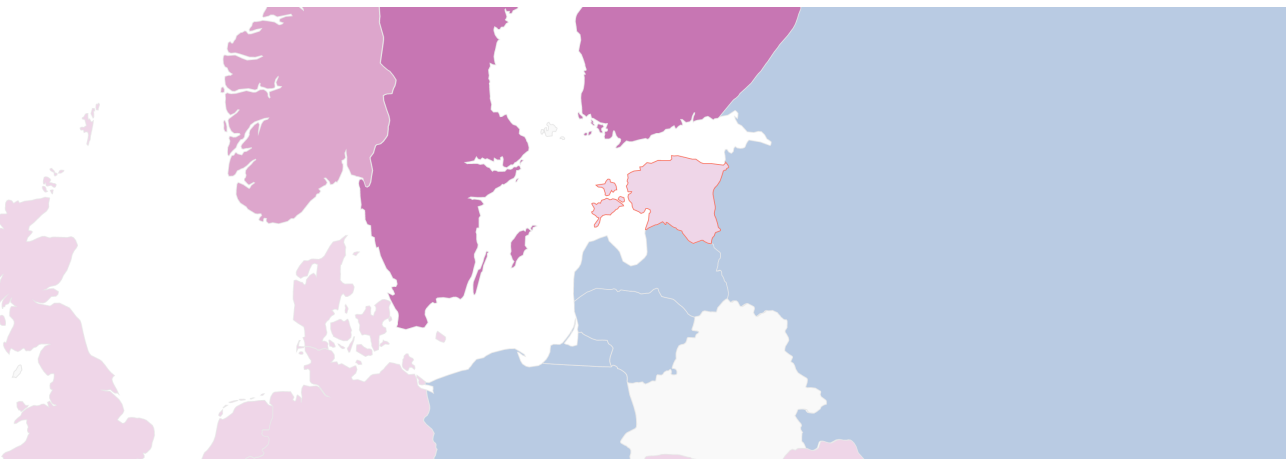
**Rank:**  
51 of 52  
**Score:**  
42

**ACCESS TO  
NATIONALITY**

**Rank:**  
32 of 52  
**Score:**  
41

**ANTI-DISCRIMINATION**

**Rank:**  
41 of 52  
**Score:**  
51



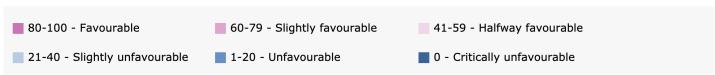
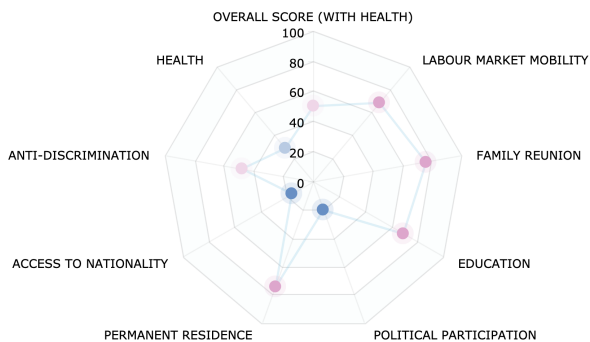
# ESTONIA

**Rank:** Comprehensive  
**MIPEX Score:** 50

Estonia, 2019

## KEY FINDINGS

Labour Market Mobility:	69
Family Reunion:	76
Education:	69
Health:	29
Political Participation:	20
Permanent Residence:	75
Access To Nationality:	16
Anti-discrimination:	48



## Changes in policy

Estonia has continuously improved since 2007. From 2014 to 2019 Estonia’s integration policies improved by +5 points, more than in most MIPEX countries (+2 points on average). Immigrants enjoy slightly more equal

opportunities and security across different areas of life, from the labour market to health family reunification and permanent residence. Most significantly, Estonia reduced the obstacles for separated families to reunite and settle long-term, thanks to changes in the residence requirement, permit duration and autonomous permits.

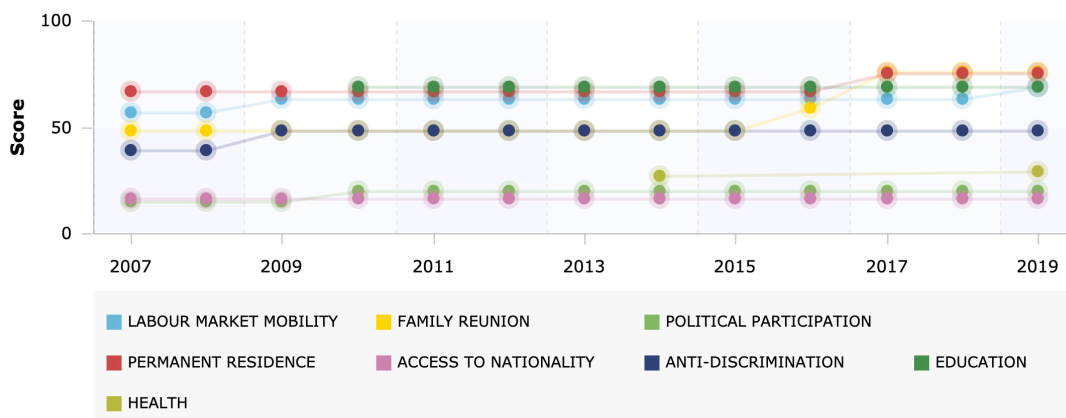
#### Positive changes on MIPEX indicators:

- Economic integration measures to support migrant youth and migrant women
- Residence requirement for ordinary legal residents for family reunification
- Duration of the validity of permit for migrants 'partners and children
- Right to autonomous residence permit for migrants 'partners and children
- Periods of absence allowed for long-term residents
- Administrative discretion and documentation for legal migrants in the health area

#### Negative changes on MIPEX indicators:

- None

Estonia



#### Conclusions and recommendations

Estonia scores 50/100, in line with the average score of MIPEX country. Estonian integration policies create as many obstacles as opportunities for integration. Estonia promotes a comprehensive approach to integration, but only goes halfway to actually guarantee equal rights, opportunities and security for immigrants. Estonia employs an approach that it is similar to the 'Top Ten' MIPEX countries, but its policies still involve many more obstacles and less targeted support. Over the last five years, Estonia has increased its support on access to rights, equal opportunities, and long-term settlement for immigrants. Despite this, Estonia needs to invest more on all the three dimensions, especially to guarantee immigrants with the same basic rights as Estonian citizens. Access to basic rights for immigrants is weaker in Estonia than on average in MIPEX.

Estonia's policies matter because they influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Estonia's current policies do not encourage the public to see immigrants as their neighbours and their equals. Gaps in Estonia's health and integration policies can have major and direct implications for immigrants' physical and mental health. The fact that Estonia denies immigrants the opportunity to be heard by politicians means that they are less likely to not only vote, but also to contribute to improving public life and attitudes. Its restrictive citizenship policies are the main factor behind its low naturalisation rate, the lowest in the EU. All of these weaknesses make newcomers and locals less likely to develop relationships, positive attitudes about each other and a common sense of belonging, trust and civic participation.

Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society. Under these inclusive policies, both immigrants and the public are more likely to interact together and think of each other as equals. Inclusive policies not only reinforce positive attitudes and interactions between the public and immigrants, but also create an overall sense of belonging and well-being and trust.

Estonia's comprehensive approach to integration is more advanced than policies in the other Baltic states (i.e. Latvia and Lithuania) or in any other country in Central and Eastern Europe. Estonia's comprehensive but minimum approach is most similar to the policies in Czechia.

- **Labour market mobility:** *Slightly favourable:* Migrant workers face some barriers in the access to employment and self-employment, but they enjoy equal access to higher education and vocational training, targeted measures and equal access to social security and assistance.
- **Family reunification:** *Slightly favourable:* Estonia generally guarantees equal treatment for Estonian and non-EU families, especially thanks to improvements introduced since 2016.
- **Education:** *Slightly favourable:* Estonia leads Baltics and Central Europe by responding to the diverse needs and opportunities of pupils speaking different languages.
- **Health:** *Slightly unfavourable:* Migrant patients benefit from limited entitlements and some basic information about general health services., These services receive hardly any support to become more responsive to migrant patients' specific health needs or barriers, a problem across the Baltics and Central Europe.
- **Political participation:** *Unfavourable:* Non-EU citizens have the local right to vote (with some restrictions) but they are discouraged from broader participation due to limited support and opportunities.
- **Permanent residence:** *Slightly favourable:* Non-EU citizens enjoy slightly favourable chances to become long-term residents with a secure future and equal rights to participate. Their opportunities for long-term residents provide them some of their best chances at integration in the country.
- **Access to nationality:** *Unfavourable:* Naturalisation is more restrictive in Estonia than in nearly all other developed democracies. A rights-based procedure and dual nationality for Estonian-born and foreigners meeting the requirements would build a common sense of belonging and trust and boost integration outcomes.
- **Anti-discrimination:** *Halfway favourable:* The legal protections and support for victims of discrimination in Estonia are weaker than in any other EU country, which can undermine awareness, reporting and trust among potential victims

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
7 of 52  
**Score:**  
69



### FAMILY REUNION

**Rank:**  
4 of 52  
**Score:**  
76



### EDUCATION

**Rank:**  
10 of 52  
**Score:**  
69



### HEALTH

**Rank:**  
42 of 52  
**Score:**  
29



### POLITICAL PARTICIPATION

**Rank:**  
31 of 52  
**Score:**  
20



### PERMANENT RESIDENCE

**Rank:**  
11 of 52  
**Score:**  
75



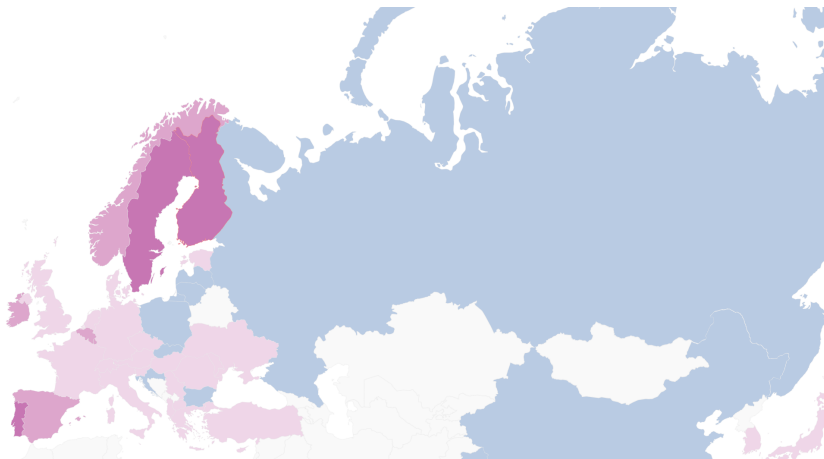
### ACCESS TO NATIONALITY

**Rank:**  
49 of 52  
**Score:**  
16



### ANTI-DISCRIMINATION

**Rank:**  
46 of 52  
**Score:**  
48



# FINLAND

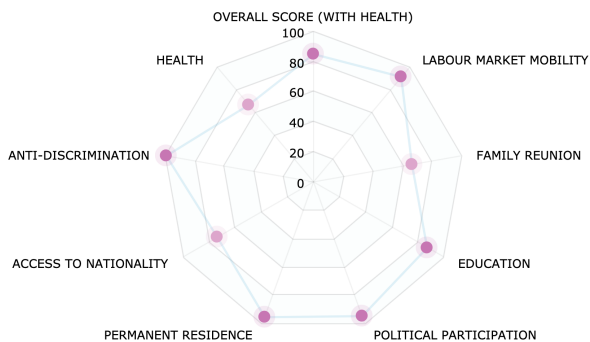
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 85

## KEY FINDINGS

Labour Market Mobility:	91
Family Reunion:	67
Education:	88
Health:	67
Political Participation:	95
Permanent Residence:	96
Access To Nationality:	74
Anti-discrimination:	100

Finland, 2019



## Changes in policy

Over the past five years, Finland has generally reinforced its comprehensive approach to integration. While the

average MIPEX country improved its MIPEX score by +2 points, Finland improved by +3 points on the MIPEX 100-point scale. Finland improved its support for equal opportunities in labour market and public life and reinforced the basic rights of immigrants to non-discrimination and family life. Newcomer workers enjoy better access to the labour market. Reunited family members should have their personal circumstances taken into account to extend their permit in cases of violence or abuse since 2015, thanks to implementation of the Istanbul Convention. However, the family reunification requirements were restricted for beneficiaries of subsidiary protection. Members of the Advisory Board for Ethnic Relations (ETNO) gained the right to initiative. The Non-discrimination Act (1325/2014) enhanced Finland's comprehensive approach to improve public awareness, reporting and justice for potential victims of discrimination.

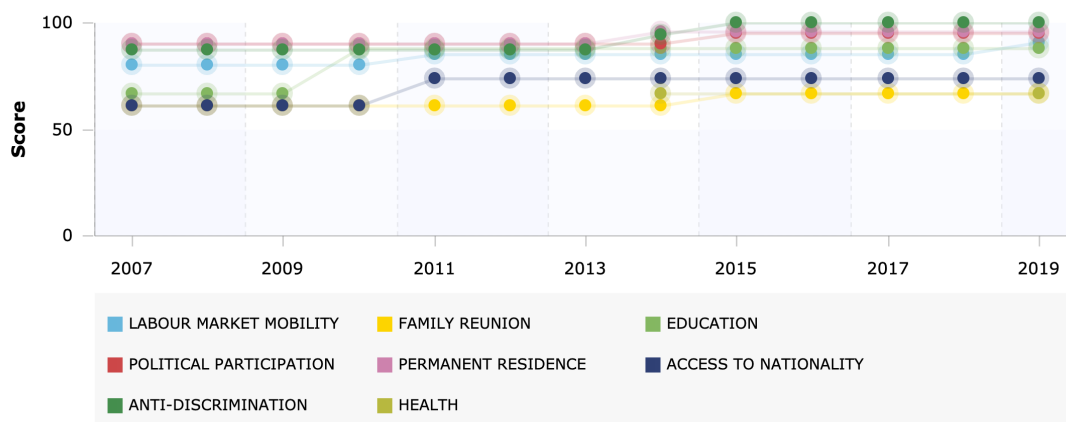
#### Positive changes on MIPEX indicators:

- Immediate access to labour market
- Personal circumstances considered for family reunification
- Strength of national consultive body
- Anti-discrimination enforcement mechanisms

#### Negative changes on MIPEX indicators:

- None

Finland



#### Conclusions and recommendations

Finland's comprehensive approach ranks high in the MIPEX 'Top Ten', within the International Top 3. Finland scores 85 on the MIPEX 100-point scale, while the average MIPEX country only scores 50/100. A comprehensive approach to integration guarantees equal rights, opportunities and long-term security, both for newcomers and citizens.

Finland's comprehensive approach to integration is most similar to Canada, Sweden and Portugal and more inclusive than the other Nordic countries. Compared to Sweden, Finland's policies are more inclusive on political participation and permanent residence, but slightly less inclusive on health and access to nationality.

The 'Top Ten' MIPEX countries treat immigrants as equals and invest in integration as an opportunity. In Finland, integration goes both ways, as policies encourage the public to see immigrants as their equals, neighbours and potential citizens.

These policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health



in their new home country. Under inclusive policies like Finland's, both immigrants and the public enjoy similar levels of positive attitudes, awareness of discrimination, satisfaction with life, trust in society and belonging in their new home country.

- **Labour market mobility:** *Favourable:* Ranked #2 alongside Sweden, Finland is tackling the long-term challenge to create a fairer labour market with equal opportunities for newcomers. Non-EU newcomers are more likely in Finland than in most other MIPEX countries to access adult education, professional training and language courses in order to improve their jobs and careers in Finland. Newcomer workers and entrepreneurs can immediately access the labour market, with only a few delays for higher education, study grants and social security. Finland continues to evaluate and improve its labour market policies, qualification recognition procedures and individual integration plans. Since the start of these plans in 2011, newcomer men and women are individually assessed, advised and supported to pursue training and work experience. Based on two dozen independent scientific studies using MIPEX, labour market mobility policies may help working immigrant men and women to improve their [language and professional skills](#), [careers](#) and [public acceptance](#).
- **Family reunification:** *Slightly favourable:* A slight area of weakness in Finland's integration policies, the path to family reunification is similar to policies in traditional destination countries and other European countries. To reunite with their immediate family, all non-EU sponsors except refugees must have a basic legal source of income that meets their and their family's needs based on general social standards in Finland. These requirements were reinforced in 2016, although each family's personal circumstances should be taken into account. These basic levels may seem comparatively high for a newcomer in Finland or compared to most European countries. The path to autonomous residence for reunited family members is another weakness in Finland as in most countries as well. Based on around 20 scientific studies linking MIPEX to families' integration outcomes, these policies seem to have a major impact on whether immigrant families [reunite](#), [settle down in the country](#), [find jobs](#) and a [better place to live](#) and [age with dignity](#).
- **Education:** *Favourable:* Ranked #2 behind Sweden, Finland's targeted policies are reaching immigrant pupils and addressing many of their basic needs and opportunities. From pre-school to university, immigrant pupils have the right to language, mother tongue and additional academic and social support. The education system could do more to address intercultural education and diversity across the curriculum, school day, extracurricular activities and the teaching profession. Around 20 scientific studies have tried to identify the specific role that these policies play. These policies may not only help to close [achievement gaps](#) for vulnerable groups on [different education tracks](#) but also help all pupils to develop a common sense of [pride](#), [safety](#) and [belonging](#) at school.
- **Health:** *Slightly favourable:* A slight area of weakness in Finland as in most European countries, migrant patients do not benefit from comprehensive migrant health policies. Universal healthcare access is limited by the conditions for legal migrants and by both legal and procedural obstacles for asylum-seekers and undocumented migrants. Providers and patients are generally provided with information and support. But they could benefit from better cooperation, training and targeted services. A comprehensive national migrant health policy could emerge from local practitioners (e.g. Helsinki Global Clinic and standards at Turku University Hospital) as well as international good practices (e.g. Switzerland, Norway, Sweden, Ireland, New Zealand). While more research is needed on migrant health policies, around a dozen MIPEX studies, including several reviewed in [The Lancet](#), find that inclusive integration policies can help to reduce gaps in health equity in terms of immigrants' [reported health](#), [chronic illnesses](#), elderly [diabetes](#) and [frailty](#) and, even, [mortality](#).
- **Political participation:** *Favourable:* Ranking #1 alongside Ireland, New Zealand, Portugal and other Nordic countries, Finland's inclusive approach to democracy encourages immigrant residents to participate in the decisions that concern their daily lives. Newcomers enjoy basic political liberties and democratic inclusion in their town and region. Authorities aim to improve their policies and boost immigrants' civic and political participation by supporting and consulting immigrant-led civil society. The national Advisory Board for Ethnic Relations (ETNO) provides a favourable model for local/regional authorities in Finland and other countries. Around 30 scientific studies using MIPEX find that inclusive policies help to close the democratic deficit in political [participation](#), [engagement](#), [trust](#) and [satisfaction](#) between immigrants and the general public.
- **Permanent residence:** *Favourable:* Ranked #1 alongside Sweden, Brazil and traditional destination countries,

Finland offers a clear and stable path for most non-EU residents to enjoy long-term security and better socio-economic opportunities to participate in society. The path to permanent residence in Finland has been stable and similar to the paths in several Western European countries. The limited MIPEX research on permanent residence suggests that inclusive policies encourage immigrants to [stay long-term](#), [settle down](#) and secure [better jobs](#).

- **Access to nationality:** *Slightly favourable:* Thanks to the 579/2011 Nationality Act, naturalising immigrants enjoy a relatively clear, quick and encouraging path to dual nationality in Finland, slightly above average for Western Europe. Following a 2007 Supreme Court decision recognising applicants' 'strong ties' to Finland, the 2011 Act made the procedure shorter and more flexible for applicants who can meet the legal requirements after 5 years. Children raised in Finland also benefit from an entitlement to citizenship since 2003. One of the best studied areas of integration policy with over 30 MIPEX studies, nationality policies are the strongest factor driving [naturalisation rates](#) and can also boost some immigrants' [acceptance](#), [socio-economic status](#), [political participation](#), [sense of belonging](#) and [trust](#).
- **Anti-discrimination:** *Favourable:* Finland's comprehensive law (December 2014 Non-Discrimination Act, +6 in 2015 in this MIPEX area) scores in the international Top 10, alongside traditional destination countries and several European countries (+6 2015). Potential victims of discrimination on all grounds are equally protected in all areas of life by the new non-discrimination law, ombudsman and tribunal. Based on over 30 MIPEX studies, the slow expansion of anti-discrimination policies across most MIPEX countries appears to have had a long-term impact on reshaping public attitudes, discrimination [awareness](#), [reporting](#) and trust in [institutions](#), [society](#) and [democracy](#). For example, the EU-MIDIS 2016 survey found that discriminated immigrants in Finland were more likely to know their rights and report their case to authorities than discriminated immigrants in most EU countries.

**POLICIES - SUMMARY****LABOUR MARKET  
MOBILITY**

**Rank:**  
2 of 52  
**Score:**  
91

**FAMILY  
REUNION**

**Rank:**  
13 of 52  
**Score:**  
67

**EDUCATION**

**Rank:**  
2 of 52  
**Score:**  
88

**HEALTH**

**Rank:**  
16 of 52  
**Score:**  
67

**POLITICAL  
PARTICIPATION**

**Rank:**  
1 of 52  
**Score:**  
95

**PERMANENT  
RESIDENCE**

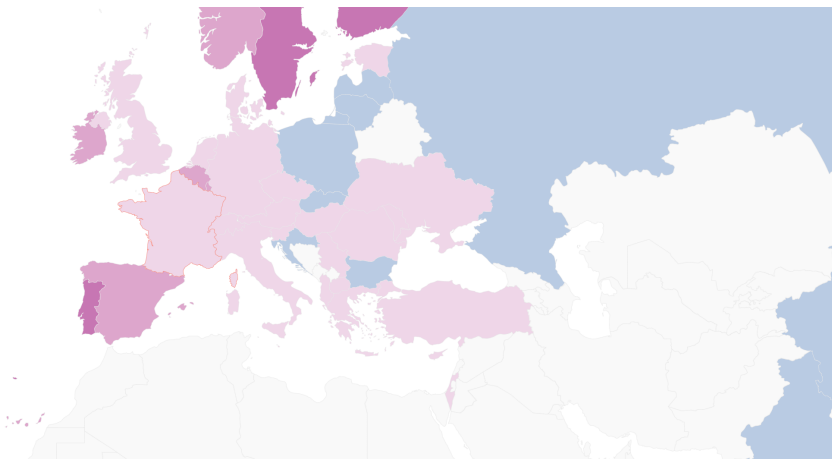
**Rank:**  
1 of 52  
**Score:**  
96

**ACCESS TO  
NATIONALITY**

**Rank:**  
12 of 52  
**Score:**  
74

**ANTI-DISCRIMINATION**

**Rank:**  
1 of 52  
**Score:**  
100



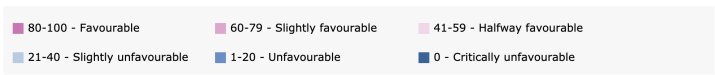
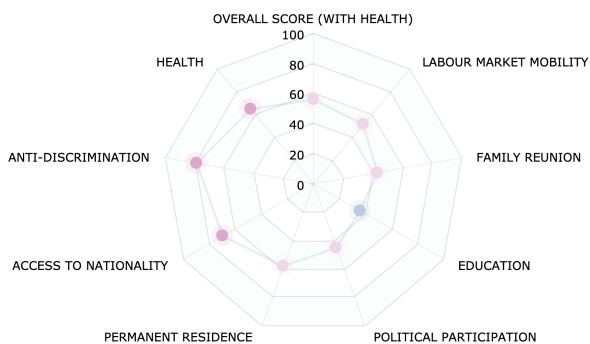
# FRANCE

**Rank:** Temporary  
**MIPEX Score:** 56

## KEY FINDINGS

Labour Market Mobility:	52
Family Reunion:	43
Education:	36
Health:	65
Political Participation:	45
Permanent Residence:	58
Access To Nationality:	70
Anti-discrimination:	79

France, 2019



## Changes in policy

France improved by +3 points on MIPEX from 2014 to 2019, slightly ahead of the international reform trends in the other MIPEX countries (+2 points on average). Over the past five years, non-EU citizens in France should

benefit from greater opportunities and greater security in several areas of integration policy. Since 2015, more targeted programmes have helped migrants and refugees access higher education. In terms of the obstacles facing separated non-EU families, ineffective language and integration requirements abroad were replaced in 2016 with greater support upon arrival for reunited families. Since 2018, more refugee groups are being consulted thanks to the Inter-ministerial Delegation for the Reception and Integration of Refugees. And more research has informed government policies on migrant health.

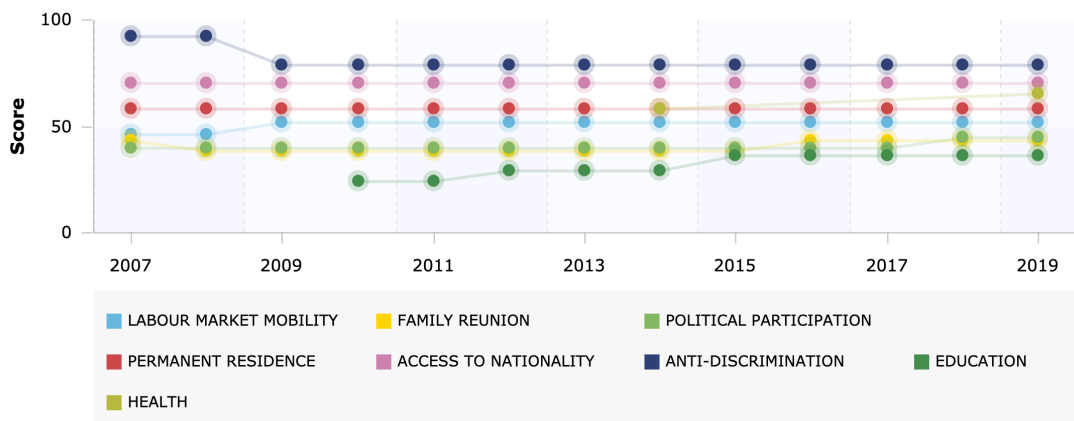
**Positive changes on MIPEX indicators:**

- Pre-entry language requirements for family reunification
- Pre-entry integration requirements for family reunification
- Measures to access to higher education
- National consultative body
- Support for research on migrant health

**Negative changes on MIPEX indicators:**

- None

France



**Conclusions and recommendations**

Scoring 56 on the MIPEX 100-point scale, France’s integration policies go halfway to promote societal integration. Non-EU newcomers to France enjoy more opportunities than obstacles to integration and these opportunities have improved since 2015. As a result, France’s integration policies are comparable to other major Western European/OECD countries.

However, France’ approach to integration is classified by MIPEX as “Temporary Integration”, like Italy, Germany, the Netherlands and the United Kingdom. While non-EU citizens can benefit from basic rights and some support for equal opportunities, but not the long-term security they need to settle permanently, invest in integration and participate as full citizens. France’s ‘temporary Integration’ approach encourages the French public to see immigrants as their equals, but also as foreigners. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country’s integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, belonging, participation and even health in their new home country.

- **Labour market mobility:** *Halfway favourable:* Slightly below average, France delays and discourages the labour

market mobility of non-EU immigrants more than most Western European/OECD countries. While permanent residents and reuniting non-EU families can access the labour market, but are denied legal access to more regulated professions than in all other countries. Non-EU newcomers can access general employment services, training, and skill validations, but many cannot access procedures, study grants or a formal recognition of their non-EU degree. MIPEX analyses suggest that weak labour market mobility policies like France's can undermine immigrant men and women's access to training, education and quality employment.

- **Family reunification:** *Halfway favourable:* Separated non-EU families still face more restrictive and discretionary requirements to reunite in France than in most Western European/OECD countries. The economic and accommodation requirements are demanding, while the process can be discretionary and potentially long. Once reunited, families can benefit from France's support for integration and gender by granting spouses and children the equal socio-economic rights and a path to independent residence. Since 2016, France has removed its ineffective pre-departure language and integration requirements. From March 2019, reunited family members can also benefit from better post-arrival integration support, as the language hours offered to all newcomers have increased from 200 to maximum 400 hours and 600 hours for illiterate people.
- **Education:** *Slightly Unfavourable:* Slightly below average for Western European/OECD countries, France has been slow to respond to the needs and opportunities brought by its sizeable number of 1st and 2nd generation pupils. All pupils, whatever their legal status is, have an equal right to compulsory and non-compulsory education and to general support for pupils from disadvantaged areas in France. The appreciation of diversity is missing from citizenship education. France's relatively weak targeted support has slightly improved over the past decade. Since 2015, more targeted programmes have helped migrants and refugees access higher education. Studies comparing MIPEX to education outcomes suggest that weak targeted education policies like France's may explain not only why achievement gaps persist for vulnerable learners, but also why not all students feel safe and at home in their school.
- **Health:** *Slightly favourable:* Similar to most Western European countries, France makes health services inclusive and accessible, but does relatively little to address migrant patients' specific health needs. Under France's inclusive health system, most immigrant patients can access healthcare entitlements, information and orientation to the appropriate health services, enjoying same rights legal residents and citizens in France. While targeted research on migrant health is improving, a more comprehensive national policy could better inform and support all health services on these needs.
- **Political participation:** *Halfway favourable:* Most other established destination countries like France tend to facilitate both access to nationality and political rights for foreign residents. Slightly below average for Western Europe, newcomers and foreign citizens in France are not regularly informed and consulted by authorities in order to effectively access their political rights and contribute to public life. France is also one of the few major destination countries without the political will to extend local voting rights. Traditionally, immigrant associations have been supported and sometimes consulted by the local authorities most active on integration. Since 2018, more refugee groups are being consulted at national level, thanks to the Inter-ministerial Delegation for the Reception and Integration of Refugees.
- **Permanent residence:** *Halfway favourable:* After 3-5 years, eligible temporary residents must be able to meet highly restrictive language, integration and – in some cases - economic requirements in order to benefit from the secure 10-year status and near-equal socio-economic rights. While this status is more equal and secure than in most other countries, the requirements are some of the most restrictive.
- **Access to nationality:** *Slightly favourable:* Immigrants undertake a similar path to citizenship in FR as in the US and most Western European countries: naturalisation after five years, citizenship entitlements for children and dual nationality. MIPEX analyses find that nationality policies are the strongest factor driving naturalisation rates and can also boost some immigrants' acceptance, socio-economic status, political participation, sense of belonging and trust. But in France, over the past decade, access to nationality has been increasingly politicised and undermined as a tool for integration. Compared to other countries, France's discretionary procedure does not treat all applicants the same or encourage them to apply, while its comparatively demanding requirements do not provide all with enough support to succeed. For example, becoming a French citizen is conditional upon a person's employment/financial situation. Immigrants must also demonstrate one of the highest standards

for fluency in Europe (B1) and pass a discretionary 'assimilation interview'.

- **Anti-discrimination:** *Slightly favourable:* French laws and policies to promote equality remain the country's greatest strength for integration. Anti-discrimination policies are also a major area of strength across Western Europe and in traditional destination countries. France's rather strong anti-discrimination law and body (Défenseur des Droits/Ombudsman) are helping the general public to learn about their rights and potential victims to seek justice. Strong anti-discrimination policies like France's appear to have had long-term impacts across Europe on reshaping public attitudes, discrimination awareness, reporting and trust in institutions, society and democracy.

### **Policy Recommendations from France terre d'asile**

- Promote non-EU newcomers' labour market integration by ensuring that they can all benefit from a formal recognition of their foreign diplomas, qualifications and/or skills - and by reviewing the list of regulated professions that are prohibited to them.
- Further develop work-related language training and increase the language level to be reached by non-EU nationals within the framework of publicly funded language courses.
- Facilitate access to citizenship for immigrants by making requirements criteria clear and legally transparent - including for examining the "assimilation requirement" - in order to avoid discretionary decisions.
- Comply with the requirement of reasonable time limit for processing family reunion applications and broaden the definition of eligible family members to include dependant adult children and members of the ascending line.
- Increase foreign residents' civic and participation to public life by extending the right to vote to local elections and by encouraging initiatives that promote their participation in the design and implementation of policies affecting them.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
24 of 52  
**Score:**  
52

**FAMILY  
REUNION**

**Rank:**  
42 of 52  
**Score:**  
43

**EDUCATION**

**Rank:**  
30 of 52  
**Score:**  
36

**HEALTH**

**Rank:**  
17 of 52  
**Score:**  
65

**POLITICAL  
PARTICIPATION**

**Rank:**  
18 of 52  
**Score:**  
45

**PERMANENT  
RESIDENCE**

**Rank:**  
27 of 52  
**Score:**  
58

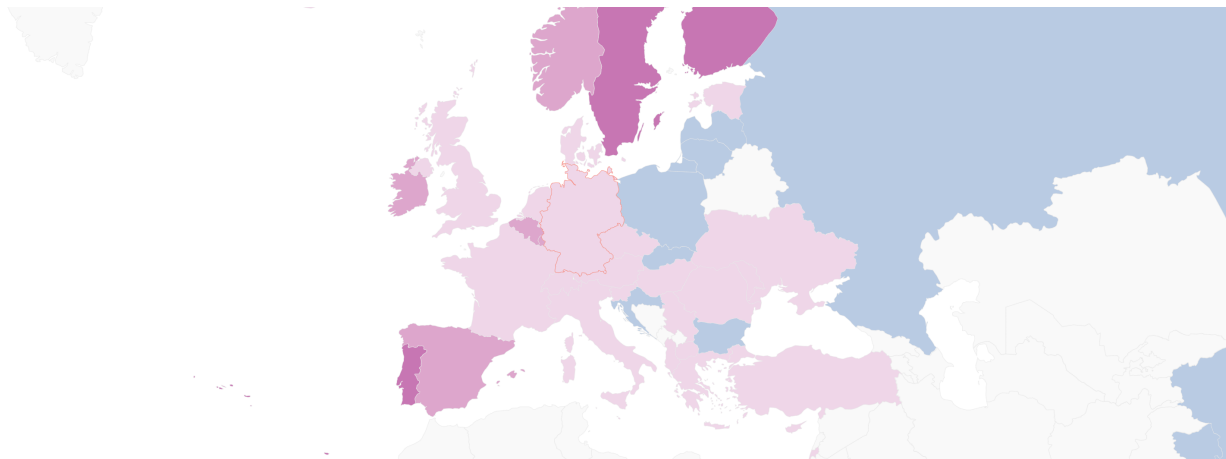
**ACCESS TO  
NATIONALITY**

**Rank:**  
13 of 52  
**Score:**  
70

**ANTI-DISCRIMINATION**

**Rank:**  
23 of 52  
**Score:**  
79





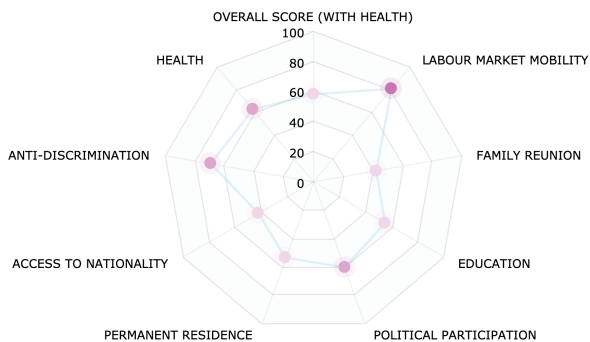
# GERMANY

**Rank:** Temporary  
**MIPEX Score:** 58

Germany, 2019

## KEY FINDINGS

Labour Market Mobility:	81
Family Reunion:	42
Education:	55
Health:	63
Political Participation:	60
Permanent Residence:	54
Access To Nationality:	42
Anti-discrimination:	70



## Changes in policy

MIPEX shows that Germany has been slowly improving its policies over the past decade. From 2014 to 2019, Germany, like most MIPEX countries, improved its integration policies by +1 point on the 100-point MIPEX scale. In

response to the 2015/6 large-scale arrivals, Germany did not fundamentally change its existing approach to integration, but rather improved its implementation, with packages of measures and funding. The government's priority was greater support for equal socio-economic opportunities for newcomers. Germany reinforced its areas of strength on integration—employment and vocational training and started to address one slight area of weakness—education—where the federal and state governments provided greater educational guidance and materials like 'Reading for Beginners' ('Lesestart') and the app 'Starting German' ('Einstieg Deutsch'). Other areas of weakness for newcomers' long-term security in Germany—family reunification, permanent residence and access to nationality—remained largely unchanged, despite a few restrictions and reversals over the past few years.

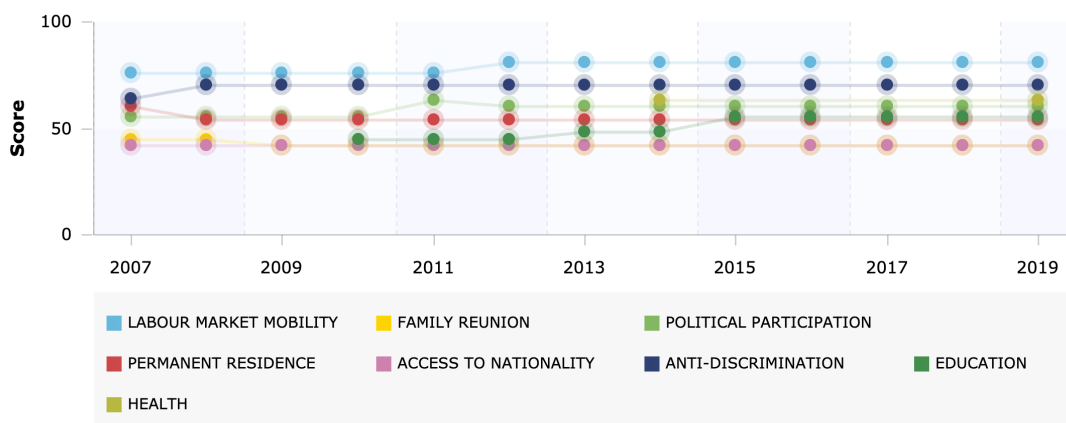
**Positive changes on MIPEX indicators:**

- Measures to address educational situation of migrant groups

**Negative changes on MIPEX indicators:**

- None

Germany



**Conclusions and recommendations**

As MIPEX expanded from its fourth edition (2015) to fifth edition (2020), Germany is no longer ranked in the International Top Ten because more MIPEX countries have a more inclusive and comprehensive approach to integration than Germany, particularly to provide newcomers with a sense of long-term security.

Firstly, Germany was overtaken by a few newer destination countries (Ireland, Luxembourg and Spain) which made greater improvements in recent years and adopted a more comprehensive approach than Germany. Secondly, MIPEX 2020 has expanded 52 countries worldwide, including Argentina and Brazil, which outrank Germany in providing greater discrimination protections and greater security for reuniting families, permanent residents and naturalising citizens. As other countries have learned from international best practice and caught up with Germany, German integration policies are now relatively average for Western European/OECD countries. Lastly, the new MIPEX 2020 looks more equally at the three key dimensions underlying a country's approach to integration: equal rights, equal opportunities and equal security for immigrants and national citizens. While Germany's support for equal opportunities is similar to the average Western European/OECD country, its policies on family reunification, permanent residence, access to nationality and anti-discrimination leave non-EU immigrants unfavourably insecure about their future in the country and only go halfway to provide them with equal basic rights.

As a result, with a score of 58/100, Germany's integration policies are ranked by the 2020 MIPEX core indicators as nearly 'slightly favourable', but only for 'temporary integration.' Germany's 'temporary integration' approach is similar to its neighbouring Western European countries. Among these, Germany offers greater rights and support

for equal opportunities than neighbouring Austria, Denmark or Switzerland.

The main weakness in Germany's 'temporary integration' approach is that non-EU immigrants face greater delays, uncertainty and obstacles to secure their future in Germany than in nearly all MIPEX countries, similar only to neighbouring Austria, Denmark and Switzerland. For example, immigrants face greater obstacles to reunite their families or access justice as victims of discrimination in Germany than in most Western European/OECD countries. Germany is also now one of the few Western European countries that still restricts dual nationality.

This sense of insecurity partly explains Germany's below-average levels of nationality acquisition and differences in political participation and sense of belonging between people in Germany with and without a migration background. In terms of public opinion, Germany's 'Temporary Integration' approach encourages the public to see immigrants as their neighbours, but also as foreigners and not as the equals of native German citizens.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Internationally, the 'Top Ten' MIPEX countries with comprehensive policies treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society. Germany's policies are less comprehensive when compared to other Nordic countries, neighbouring Belgium and Luxembourg or the traditional destination countries. Compared to countries with comprehensive policies, Germany's policies are most similar to Norway. More broadly, Germany can learn from all its neighbours: from Nordic countries' approaches to residence policies, education and political participation, from France and Benelux countries on access to nationality and anti-discrimination and from Austria and Switzerland on migrant health policies.

- **Labour market mobility:** *Favourable:* Ranked in the international Top Ten in this area, Germany reinforced its support for equal opportunities for non-EU immigrants to progress into stable quality employment, One international area of strength are Germany's targeted support measures as well as its improving procedures to recognise foreign qualifications and skills. In terms of weaknesses, not all temporary residents enjoy immediate access to the labour market, vocational training or public sector jobs. Based on two dozen independent scientific studies using MIPEX, strong policies like these may help working immigrant men and women to improve their [language and professional skills](#), [careers](#) and [public acceptance](#).
- **Family reunification:** *Halfway favourable:* Ranking in the international Bottom Ten in this area, Germany's family reunification policies are more restrictive than most Western European/OECD countries in terms of the delays, eligibility restrictions for sponsors and the language test abroad. Besides those major differences, the requirements are largely the same as most countries and reunited non-EU families enjoy only a slightly secure status. Based on around 20 scientific studies linking MIPEX to families' integration outcomes, these policies may have a significant impact on whether immigrant families [reunite](#), [settle down in the country](#), [find jobs](#) and a [better place to live](#) and [age with dignity](#).
- **Education:** *Halfway favourable:* Since the 2015/6 large-scale arrivals, education policies have slightly improved as a priority for integration policies in Germany, with slightly above-average policies for Western European/OECD countries. Through greater federal and state standards and guidance, Germany has gone halfway to address immigrant pupils' specific needs and opportunities at all school levels. Compared to the International Top Ten (e.g. Nordics and traditional destination countries) German states do slightly less to require that schools guarantee equal access to levels of the education system and target immigrant pupils' needs through comprehensive orientation, language support and teacher trainings. Around 20 scientific studies have tried to identify the specific role that these policies play. These policies may not only help to close [achievement gaps](#) for vulnerable groups on [different education tracks](#) but also help all pupils to develop a common sense of [pride](#), [safety](#) and [belonging](#) at school.
- **Health:** *Slightly favourable:* Germany's approach to migrant health changed little from 2014 to 2019 and remains average for Western European/OECD countries. While Germany's healthcare services continue to improve their ability to respond to migrant patients' specific needs, state and federal policies still lack a comprehensive approach and limit entitlements and access for undocumented migrants and asylum-seekers.

Inclusive integration policies can help to reduce gaps in health equity in terms of immigrants' [reported health](#), [chronic illnesses](#), elderly [diabetes](#) and [frailty](#) and, even, [mortality](#).

- **Political participation:** *Slightly favourable:* With an approach similar to most Western European countries, Germany's policies to consult and support immigrant civil society may not be sufficient to close the gaps in political participation, unless greater action is taken for ongoing information, immigrant-led structures, local voting rights and/or naturalisation. More inclusive policies could help to close the democratic deficit in political [participation](#), [engagement](#), [trust](#) and [satisfaction](#) between immigrants and the general public.
- **Permanent residence:** *Halfway favourable:* Like most Western European/OECD countries, Germany only goes halfway to facilitate the path to permanent residence and secure socio-economic rights. Due to EU law, Germany and other EU countries implemented many of the same eligibility rules, procedures and rights for national and EU long-term residents. The major difference is that Germany demands that non-EU citizens be more fluent and more economically self-sufficient than on average. Income and language requirements could be more realistic and flexible based on immigrants' individual progress and efforts. The limited MIPEX research on permanent residence suggests that inclusive policies encourage immigrants to [stay long-term](#), [settle down](#) and secure [better jobs](#).
- **Access to nationality:** *Halfway favourable:* Since 1999, permanent residents face a clear but demanding path to German citizenship. They also receive the support they need to succeed as new citizens through affordable courses and promotional materials. However, Germany is the last major destination country still enforcing a general ban on dual nationality (see recent governmental reviews and reforms in Denmark, Norway, Czechia and Poland). Germany, like half the MIPEX countries, also makes citizenship conditional upon an applicant's income/economic situation. These core requirements are major factors behind Germany's below-average naturalisation rates. More inclusive policies may boost not only some immigrants' naturalisation rates, but also their [public acceptance](#), [socio-economic status](#), [political participation](#), [sense of belonging](#) and [trust](#).
- **Anti-discrimination:** *Slightly favourable:* Germany's anti-discrimination policies are slightly weaker than the average European country. While the legal framework has continued to improve over time across the EU, including in DE in 2008, its laws may be ineffective against discrimination because potential victims do not get the support they need from one of the weakest set of enforcement mechanisms, equality bodies and policies among MIPEX countries. Stronger policies can help to improve public attitudes, discrimination [awareness](#), [reporting](#) and trust in [institutions](#), [society](#) and [democracy](#). For example, the EU-MIDIS 2016 survey found that discriminated immigrants in Germany were less likely to know report their case to authorities than discriminated immigrants in EU countries with stronger anti-discrimination policies on MIPEX.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
5 of 52  
**Score:**  
81

**FAMILY  
REUNION**

**Rank:**  
44 of 52  
**Score:**  
42

**EDUCATION**

**Rank:**  
15 of 52  
**Score:**  
55

**HEALTH**

**Rank:**  
21 of 52  
**Score:**  
63

**POLITICAL  
PARTICIPATION**

**Rank:**  
13 of 52  
**Score:**  
60

**PERMANENT  
RESIDENCE**

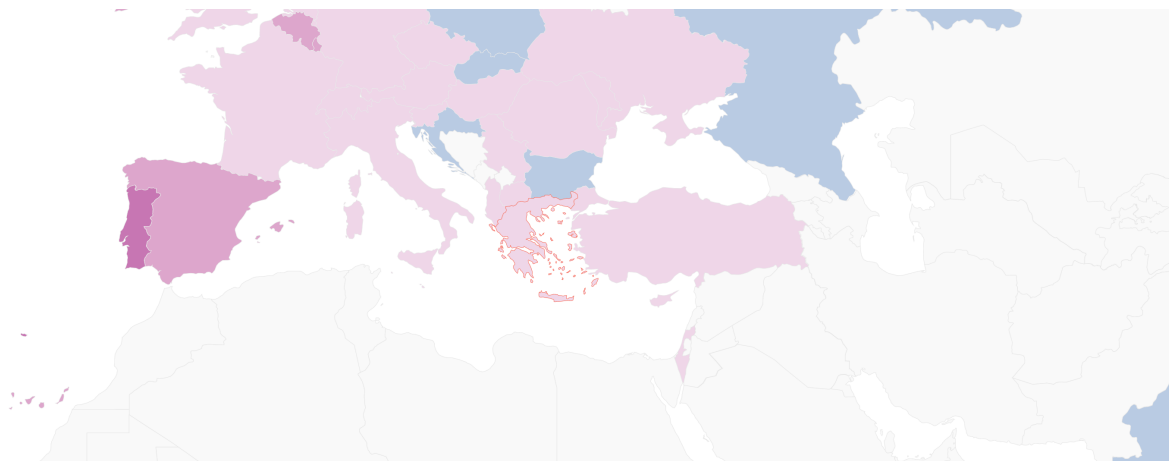
**Rank:**  
32 of 52  
**Score:**  
54

**ACCESS TO  
NATIONALITY**

**Rank:**  
30 of 52  
**Score:**  
42

**ANTI-DISCRIMINATION**

**Rank:**  
27 of 52  
**Score:**  
70



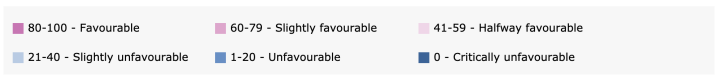
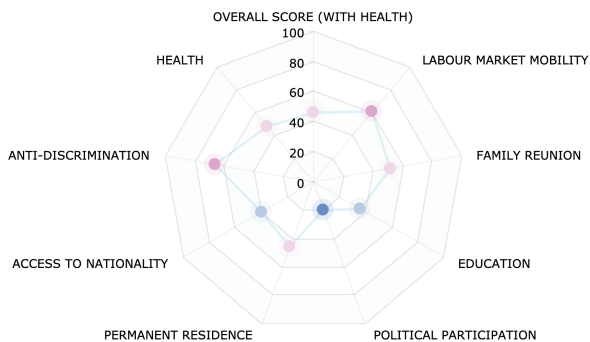
# GREECE

**Rank:** Equality on paper  
**MIPEX Score:** 46

Greece, 2019

## KEY FINDINGS

Labour Market Mobility:	61
Family Reunion:	52
Education:	36
Health:	48
Political Participation:	20
Permanent Residence:	46
Access To Nationality:	40
Anti-discrimination:	67



## Changes in policy

Over the past five years, newcomers to Greece have benefited from a few more basic rights and equal opportunities in the labour market, healthcare system and access to Greek citizenship. Targeted measures have

started to emerge to access the labour market integration and healthcare.

While immigrant children legally residing in Greece can acquire citizenship on education-related grounds, their parents still need to reside in Greece for 12 years before naturalisation. As a result, Greece's integration policies improved by +3 point in 2019 on the MIPEX 100-point-scale. In contrast, other MIPEX countries improved by +2 points on average.

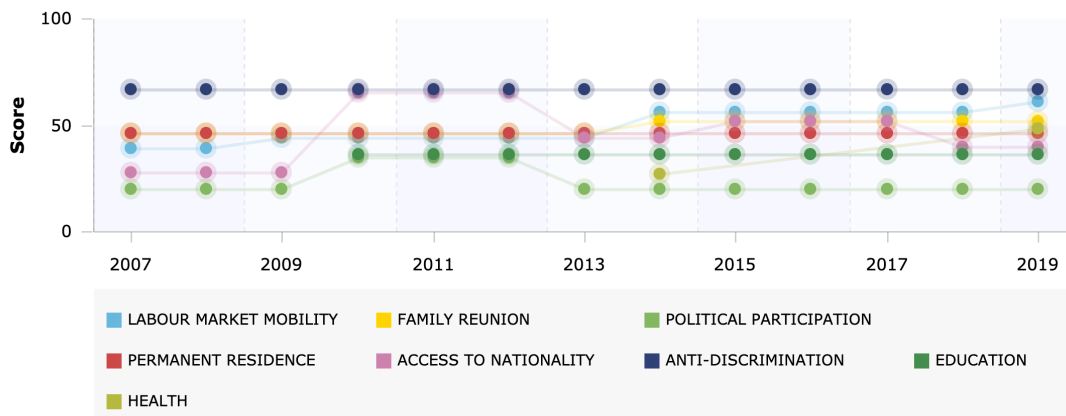
**Positive changes on MIPEX indicators:**

- Economic integration measures
- Citizenship for immigrant children (birthright and socialisation)
- Information for migrants concerning health education and promotion
- Cost/availability of healthcare interpreters
- Involvement of migrants in information provision, service design and delivery of health services

**Negative changes on MIPEX indicators:**

- Residence conditions for ordinary naturalisation

Greece



**Conclusions and recommendations**

Despite the small improvements over the past five years, non-EU citizens still face more obstacles than opportunities for integration in Greece, whose policies only go halfway to promote societal integration. Greece scores 46 on the 100-point MIPEX scale, which is 4 points below the international average (50/100). Major obstacles emerge for immigrants' education, political participation and access to nationality.

Greece's approach to integration is classified by MIPEX as 'Equality on Paper'. Greece only goes halfway to guarantee basic rights and long-term protection for immigrants, while support for equal opportunities is weak, especially compared to countries with a comprehensive approach. Immigrants to Greece enjoy fewer rights and fewer opportunities to integrate than in most MIPEX countries. Greece's current 'Equality on Paper' approach encourages the Greek public to see immigrants as foreigners and not as equals.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country. Internationally, immigrants and citizens in the MIPEX 'Top Ten' enjoy equal rights, opportunities and security and the public is encouraged to treat immigrants as their equals, neighbours and fellow citizens.

Compared to other destinations in the Mediterranean, Greece's integration policies are weaker than Italy, Portugal

and Spain's, most similar to Malta's and slightly more developed than Cyprus and Turkey's.

- **Labour market mobility:** *Slightly favourable:* Non-EU legal residents in Greece have legal access to the labour market and general support measures, but little-to-no targeted support to improve their skills or their work situation.
- **Family reunification:** *Halfway favourable:* Non-EU legal residents in Greece continue to face much greater difficulties to reunite their families than in most countries. In addition to the economic resource requirements, non-EU residents face delays and restrictions for their family's eligibility. If families are reunited, their status is as secure as their sponsor and their children have the right to an autonomous residence permit.
- **Education:** *Slightly unfavourable:* The Greek education system does not guarantee equal access for immigrant pupils to all types of schools, while little is done to address the diverse needs of pupils, teachers and schools.
- **Health:** *Halfway favourable:* Immigrants in Greece continue to face obstacles to fully access healthcare and health services. While greater health information and support is provided, healthcare entitlements and services are still uneven for different categories of immigrants.
- **Political participation:** *Unfavourable:* Immigrants in Greece have no rights to vote. One major area of weakness, Greece is becoming one of the most politically exclusive democracies in the developed world, excluding foreign citizens from the democratic process. Immigrants are not regularly informed of political opportunities, consulted on a structural basis or allowed to vote in local elections.
- **Permanent residence:** *Halfway favourable:* Many eligible non-EU citizens are likely deterred from becoming long-term or permanent residents by Greece's restrictive language and economic requirements and its relatively insecure status.
- **Access to nationality:** *Slightly unfavourable:* The first generation in Greece faces slightly unfavourable policies to become Greek citizens, given the increasingly demanding requirements. However, since 2015, Greece has taken a first step towards citizenship entitlements for children born or educated in Greece. Children of immigrants are eligible to become Greek citizens after the 1st grade if both of their parents lived legally and continuously in Greece for at least 5 years before their birth.
- **Anti-discrimination:** *Slightly favourable:* Non-EU citizens are poorly protected from nationality discrimination in all areas of life under Greece's young and weak anti-discrimination laws. MIPEX identifies clear gaps in Greece's laws, procedures and policies based on international trends and best practice (e.g. nationality discrimination, racial profiling, class actions and equality body powers).



## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
16 of 52  
**Score:**  
61



### FAMILY REUNION

**Rank:**  
34 of 52  
**Score:**  
52



### EDUCATION

**Rank:**  
30 of 52  
**Score:**  
36



### HEALTH

**Rank:**  
28 of 52  
**Score:**  
48



### POLITICAL PARTICIPATION

**Rank:**  
31 of 52  
**Score:**  
20



### PERMANENT RESIDENCE

**Rank:**  
44 of 52  
**Score:**  
46



### ACCESS TO NATIONALITY

**Rank:**  
33 of 52  
**Score:**  
40



### ANTI-DISCRIMINATION

**Rank:**  
29 of 52  
**Score:**  
67



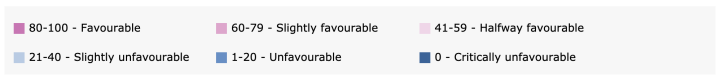
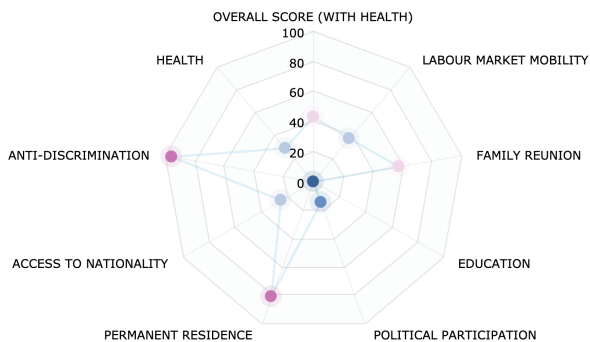
# HUNGARY

**Rank:** Equality on paper  
**MIPEX Score:** 43

Hungary, 2019

## KEY FINDINGS

Labour Market Mobility:	37
Family Reunion:	58
Education:	0
Health:	29
Political Participation:	15
Permanent Residence:	81
Access To Nationality:	25
Anti-discrimination:	96



## Changes in policy

Integration policies have changed little for legal residents in Hungary. Policies have improved by +1 point from 2014 to 2019, less than the average MIPEX country (+2 points on average). Since 2014, the basic right to access the

labour market has been extended to categories of temporary workers like employees with temporary job agencies and non-EU citizens from neighbouring countries. However, Hungary's integration policies have also been undermined by greater bureaucratic and administrative procedures for asylum-seekers to access to health care.

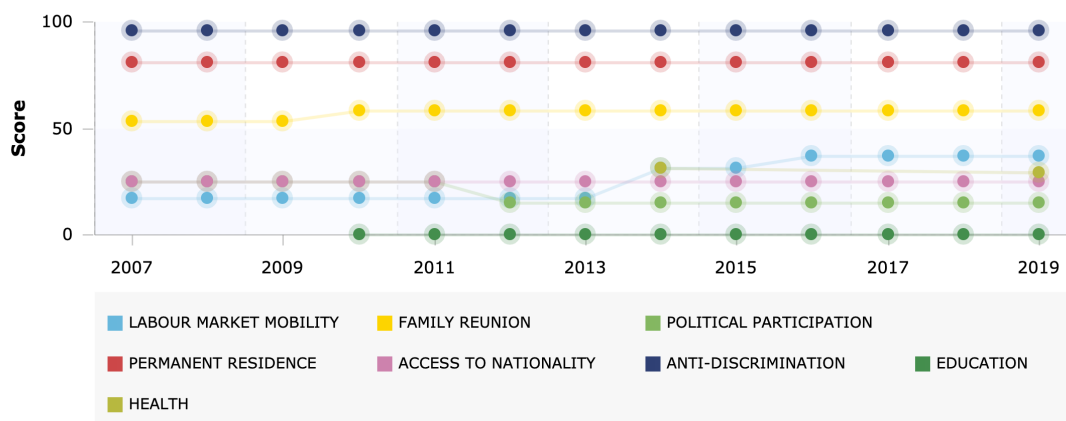
#### Positive changes on MIPEX indicators:

- Immediate access to labour market

#### Negative changes on MIPEX indicators:

- Healthcare administrative discretion and documentation for asylum-seekers

Hungary



#### Conclusions and recommendations

Non-EU citizens face many obstacles to integration under the halfway favourable policies in Hungary, which scores 43/100. Hungary's approach to integration is classified by MIPEX as 'equality on paper' only. As in most Central and Eastern European countries, immigrants in Hungary enjoy some basic rights and security, but not equal opportunities. Many obstacles emerge for immigrants in Hungary in several areas, especially in education, health, political participation and access to nationality. Policies are particularly restrictive and unfavourable on education. Hungary still needs to strongly invest in long-term security and, foremost, equal opportunities for immigrants, which are below-average in Hungary when compared to most MIPEX countries. In contrast, other new destination countries are following international reform trends and continuing to make improvements (e.g. Czechia and Greece).

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Hungary's current policies encourage the public to see immigrants as equals but also as strangers. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Restrictive policies like Hungary's can create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants as [general threats](#) and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of [xenophobia](#) and [islamophobia](#) and lower levels of [social trust](#), which leads them to [fewer contacts and positive experiences](#) with immigrants.

Hungary's integration policies are below average for the EU. Compared to the other Visegrad countries, Hungary generally appears to adopt similar policies to Slovakia and Poland. In contrast, integration policies are more developed in neighbouring Czechia.

- **Labour market mobility:** *Slightly unfavourable:* Since 2014, some categories of temporary workers can immediately access the labour market. However, Hungary has not yet created effective targeted programmes and creates longer delays to equal access to jobs and training for non-EU legal residents.
- **Family reunification:** *Halfway favourable:* Based on Hungary's inclusive national definition of the family, its family reunification policy sets only basic economic and housing requirements, but families are only somewhat secure in their status in Hungary and kept more dependent on their sponsor than in nearly all other countries.
- **Education:** *Critically unfavourable:* Migrant education policies in Hungary remain critically weak, ranking last among MIPEX countries (together with Indonesia).. There are restrictions in law for certain categories of migrants to access compulsory and non-compulsory education. Furthermore, schools receive some of the least support to address the new needs and opportunities of immigrant pupils.
- **Health:** *Slightly unfavourable:* Immigrants have only limited access to healthcare and little targeted information about entitlements and health issues. Typical of most Central European countries, health policies do relatively little to make services more accessible and support promising practices responding to specific health needs.
- **Political participation:** *Unfavourable:* A major area of weakness across Central Europe, immigrants are denied the opportunity to participate in public life in Hungary, as foreign citizens have a limited right to vote, and they receive no support by policymakers.
- **Permanent residence:** *Favourable:* Leading in Central Europe, settled non-EU residents experience a favourable path to secure their status and equal rights as permanent residents. However, the status of permanent residents is not fully secure, given, for example, the short period of absence allowed.
- **Access to nationality:** *Slightly unfavourable:* Even though dual nationality is allowed, Hungary has more restrictive ordinary naturalisation policies than most countries.
- **Anti-discrimination:** *Favourable:* Ranked top-10, Hungary leads Central Europe on anti-discrimination through broad laws, a strong equality body and strong possibilities for enforcement. Victims can also turn to the Equal Treatment Authority, one of the strongest equality bodies in Europe.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
37 of 52  
**Score:**  
37

**FAMILY  
REUNION**

**Rank:**  
25 of 52  
**Score:**  
58

**EDUCATION**

**Rank:**  
51 of 52  
**Score:**

**HEALTH**

**Rank:**  
42 of 52  
**Score:**  
29

**POLITICAL  
PARTICIPATION**

**Rank:**  
37 of 52  
**Score:**  
15

**PERMANENT  
RESIDENCE**

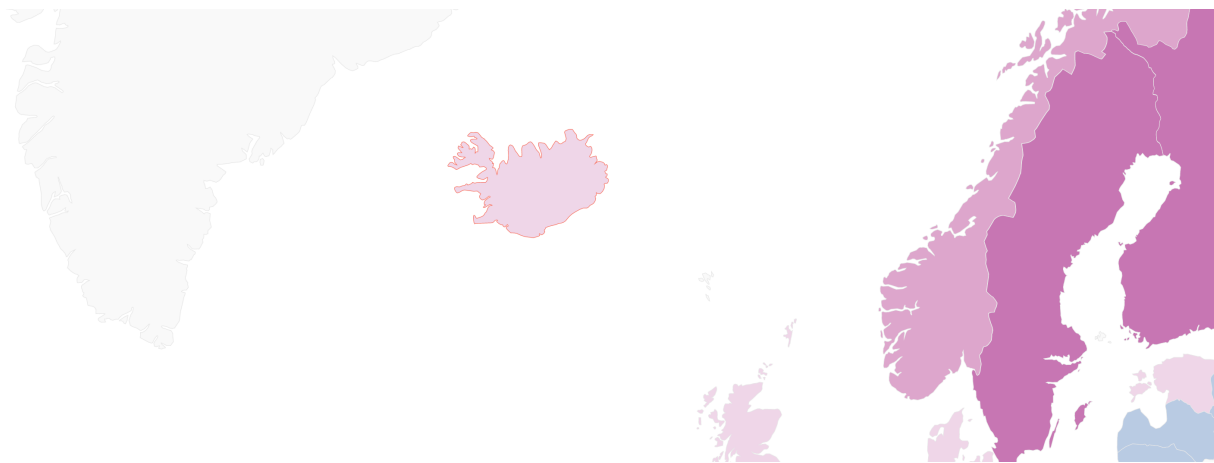
**Rank:**  
6 of 52  
**Score:**  
81

**ACCESS TO  
NATIONALITY**

**Rank:**  
43 of 52  
**Score:**  
25

**ANTI-DISCRIMINATION**

**Rank:**  
9 of 52  
**Score:**  
96



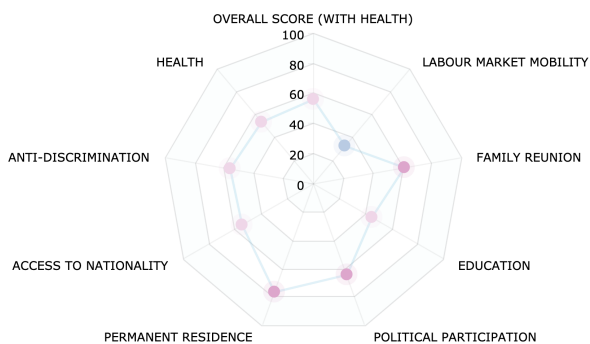
# ICELAND

**Rank:** Comprehensive  
**MIPEX Score:** 56

Iceland, 2019

## KEY FINDINGS

Labour Market Mobility:	33
Family Reunion:	62
Education:	45
Health:	54
Political Participation:	65
Permanent Residence:	77
Access To Nationality:	55
Anti-discrimination:	57



## Changes in policy

Over the past five years, the average MIPEX country increased by +2 points on the 100-point MIPEX scale. In contrast, Iceland is one of the countries whose integration policies improved the most —up by +7 points from

2014 to 2019. Before, Iceland's approach to integration was classified by MIPEX as "immigration without integration" because immigrants to Iceland were denied so many basic rights to participate as equals in Icelandic society. Now, immigrants benefit from a "comprehensive approach" to integration, with more secure basic rights and support for equal opportunities. This shift can be seen as a major recognition of Iceland as a country of immigration, similar to all other Western European countries.

All legal residents of Iceland now enjoy the right to protection from discrimination. Act no. 85/2018 and Act no. 86/2018 prohibit discrimination on grounds of race/ethnicity and religion/belief in nearly all the areas of public life from employment to education. These Acts transformed Iceland's antidiscrimination policy by strengthening its laws, enforcement mechanisms and equality body (i.e. the Directorate of Equality). In addition, starting from January 2019, foreign citizens can access jobs in the public sector.

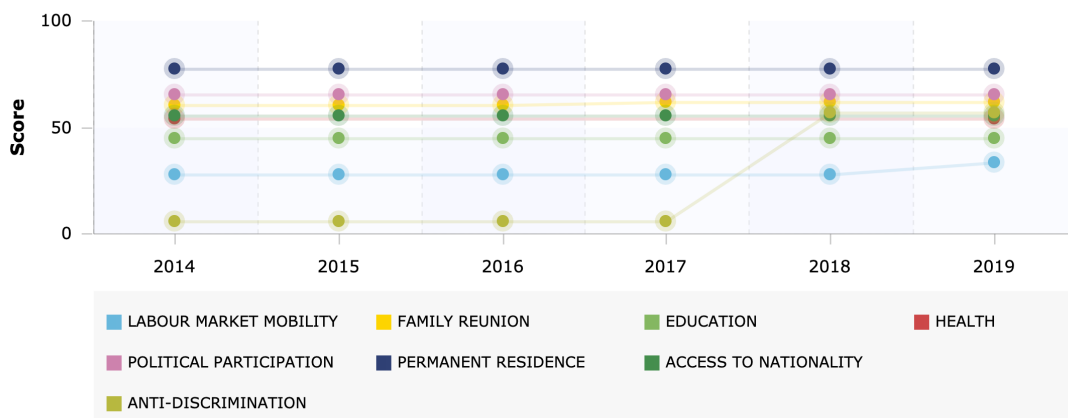
#### Positive changes on MIPEX indicators:

- Access to public sector
- Accommodation requirement for family reunification
- Anti-discrimination: Employment & vocational training
- Anti-discrimination on Education
- Anti-discrimination on access to and supply of public goods and services, including housing
- Anti-discrimination enforcement mechanisms
- Mandate of specialised equality body
- Powers of equality bodies
- Positive action measures

#### Negative changes on MIPEX indicators:

- None

Iceland



#### Conclusions and recommendations

As a result of these major reforms, Iceland scores 56/100, higher than the MIPEX average country (50). Despite Iceland's significant shift in direction, its new "comprehensive" approach to integration is yet not yet fully favourable for integration. Favourably, immigrants to Iceland can secure their future and settle long-term in the country. Still, Iceland only goes halfway to secure basic rights and equal opportunities for national and foreign citizens. These policies encourage the public to see immigrants as their possible fellow citizens, but not necessarily as their equals or neighbours.

Iceland has started to address these dimensions, much like the 'Top Ten' MIPEX countries. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a

two-way process for society.

These policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Iceland has more restrictive policies than other Nordic countries (Finland, Norway and Sweden), with the exception of Denmark.

- **Labour market mobility:** *Slightly unfavourable:* Non-EU migrants continue to face obstacles to the labour market in Iceland. Only permanent residents, spouses of Icelandic citizens and TCN spouses of EEA citizens have immediate access to the labour market. However, non-Icelandic citizens can access self-employment and, as of 2019, public sector employment. Non-EU newcomers also continue to have few options to improve their skills and careers, unlike in Western European or other Nordic countries.
- **Family reunification:** *Slightly favourable:* Non-EU families are eligible to reunite and settle in Iceland if they can overcome the demanding income requirement, discretionary procedure and restrictions on their rights.
- **Education:** *Halfway favourable:* Iceland's basic support for its small number of immigrant pupils may be insufficient to overcome language and social obstacles to equal opportunities in education.
- **Health:** *Halfway favourable:* Even though migrants in Iceland have better information and services than in most MIPEX countries, healthcare entitlements and gaps in general health policies may mean that immigrants do not enjoy the same health access as Icelandic citizens.
- **Political participation:** *Slightly favourable:* Foreign citizens in Iceland are relatively well included in the inclusive Nordic model of local democracy. EU and non-EU citizens in Iceland are able and encouraged to be local voters and candidates as well as be organised and consulted at local level.
- **Permanent residence:** *Slightly favourable:* Foreign citizens must wait four years before they can become permanent residents, with a secure status and the same socio-economic rights as Icelandic citizens. The requirement for applicants to prove their economic resources is potentially demanding, complicated and contrary to EU standards (social assistance excluded, except for temporary financial difficulties).
- **Access to nationality:** *Halfway favourable:* Permanent residents in Iceland benefit from a basic path to citizenship, similar to policies in other Nordic countries and the average EU country. Immigrants need to wait for an average period of 7 years before face demanding naturalisation requirements about their language skills, economic resources and criminal records.
- **Anti-discrimination:** *Halfway favourable:* Halfway favourable and significantly improved since 2014, but still below the EU average country, residents in Iceland should be protected from racial, ethnic, religious discrimination thanks to a strong equality body and enforcement mechanisms. Immigrants are still not fully protected from discrimination on the ground of citizenship and in the area of social protection.



## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
40 of 52  
**Score:**  
33

**FAMILY  
REUNION**

**Rank:**  
19 of 52  
**Score:**  
62

**EDUCATION**

**Rank:**  
19 of 52  
**Score:**  
45

**HEALTH**

**Rank:**  
26 of 52  
**Score:**  
54

**POLITICAL  
PARTICIPATION**

**Rank:**  
9 of 52  
**Score:**  
65

**PERMANENT  
RESIDENCE**

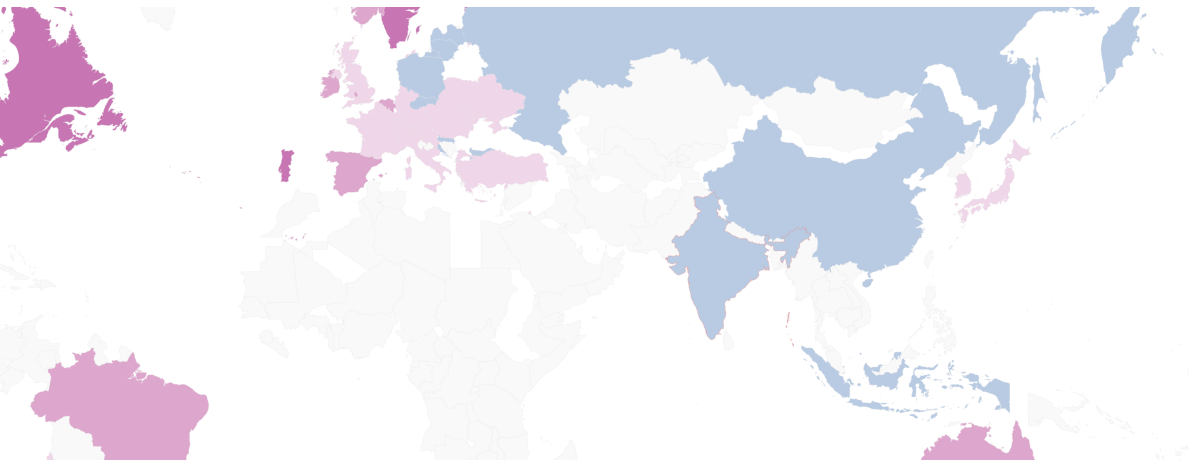
**Rank:**  
8 of 52  
**Score:**  
77

**ACCESS TO  
NATIONALITY**

**Rank:**  
18 of 52  
**Score:**  
55

**ANTI-DISCRIMINATION**

**Rank:**  
38 of 52  
**Score:**  
57



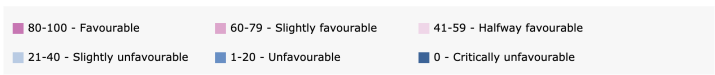
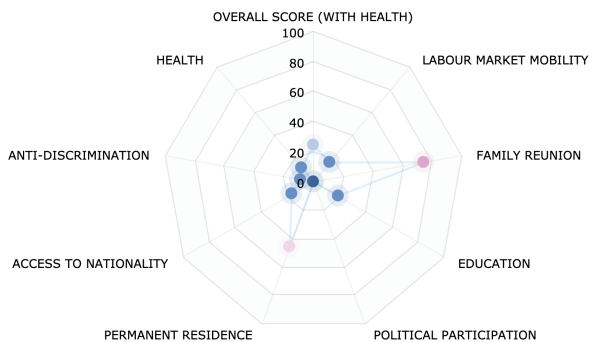
# INDIA

**Rank:** Integration denied  
**MIPEX Score:** 24

India, 2019

## KEY FINDINGS

Labour Market Mobility:	17
Family Reunion:	75
Education:	19
Health:	12
Political Participation:	0
Permanent Residence:	46
Access To Nationality:	16
Anti-discrimination:	9



## Changes in policy

While most countries, including China and Indonesia, have improved their integration policies over the past five years, India has not yet developed immigrant integration policies. India did not follow the international reform

trends of other MIPEX countries (+2 points on average).

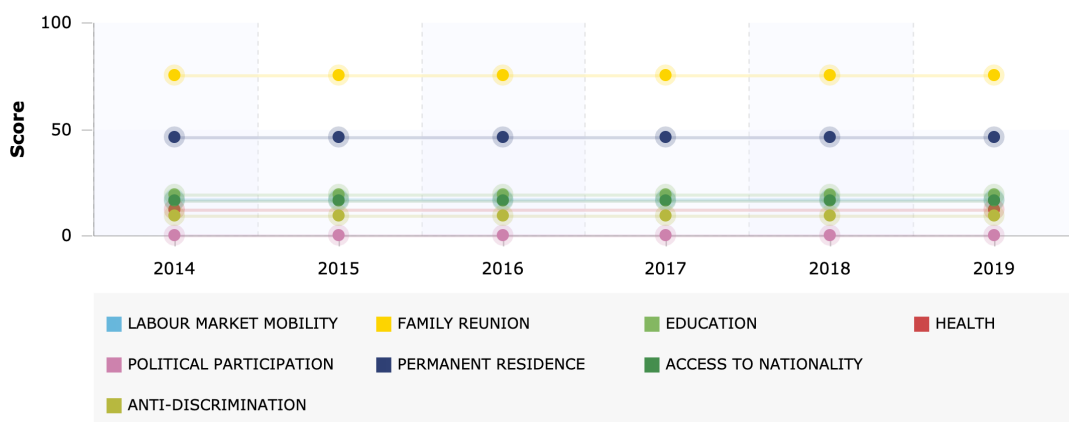
**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- None

India



**Conclusions and recommendations**

International migrants in India face many obstacles to integration under the slightly unfavourable policies in India, which ranked last out of 52 MIPEX countries. India scores 24 on the 100-point MIPEX scale, while the average MIPEX scored 50/100. Among MIPEX countries, Indian policies are most similar to Indonesia’s. The obstacles facing migrants in India are greater than in the other Asian MIPEX countries.

India’s approach to integration is categorised by MIPEX as ‘immigration without integration’ because Indian policies refuse to recognise India as a country of immigration. Although immigrants are able to settle long-term in India, they are denied basic rights and equal opportunities to participate in society. In fact, access to basic rights and equal opportunities are weaker in India than in nearly all MIPEX countries.

India’s approach to integration matters because its policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. India’s current policies encourage the public to see immigrants as subordinates and foreigners.

Furthermore, many obstacles emerge for immigrants in nearly all areas of life in India, with the exception of family reunification and permanent residence policies. Anti-discrimination policies, health and political participation policies emerged as particularly unfavourable for integration. Compared to the situation in the other 52 MIPEX countries, international migrants in India are confronted with the weakest anti-discrimination policies and migrant health policies and some of the most unfavourable migrant education, nationality and political participation policies.

- **Labour market mobility:** *Unfavourable:* Immigrants with the legal right to work face major obstacles to access the labour market, with no general and targeted support to improve their professional skills or opportunities.
- **Family reunification:** *Slightly favourable:* Although many foreign citizens are favourably eligible to apply for their close family members, these reunited families are made entirely dependent on the sponsor for their

integration.

- **Education:** *Unfavourable:* Like other countries with small numbers of foreign pupils, India does relatively little to encourage them across the education system or support diversity at school, although basic targeted support is available.
- **Health:** *Unfavourable:* Legal migrants and asylum seekers face additional requirements to access the Indian health system and enjoy little information or support targeted to meet their specific health needs.
- **Political participation:** *Unfavourable:* Immigrants are fully denied the opportunity to participate in public life in India, as foreign citizens have no right to vote, support or consultation by policymakers.
- **Permanent residence:** *Halfway favourable:* The path to permanent residence for newcomers in India is mainly linked to their ability to fulfil its economic requirements, but even permanent residents are denied equal treatment with Indian nationals in key areas of life like social security and assistance.
- **Access to nationality:** *Unfavourable:* The path to Indian citizenship is long (>10 years) and burdensome, as India has not followed international reform trends to open up dual nationality for foreign citizens or birthright citizenship entitlements or their Indian-born children.
- **Anti-discrimination:** *Unfavourable:* Foreign citizens who are victims of ethnic, racial, religious or nationality discrimination have little chance to access justice in India, as they are not covered by anti-discrimination laws or a dedicated independent equality body.

### POLICIES - SUMMARY



#### LABOUR MARKET MOBILITY

**Rank:**  
50 of 52  
**Score:**  
17



#### FAMILY REUNION

**Rank:**  
5 of 52  
**Score:**  
75



#### EDUCATION

**Rank:**  
44 of 52  
**Score:**  
19



#### HEALTH

**Rank:**  
52 of 52  
**Score:**  
12



#### POLITICAL PARTICIPATION

**Rank:**  
48 of 52  
**Score:**



#### PERMANENT RESIDENCE

**Rank:**  
44 of 52  
**Score:**  
46



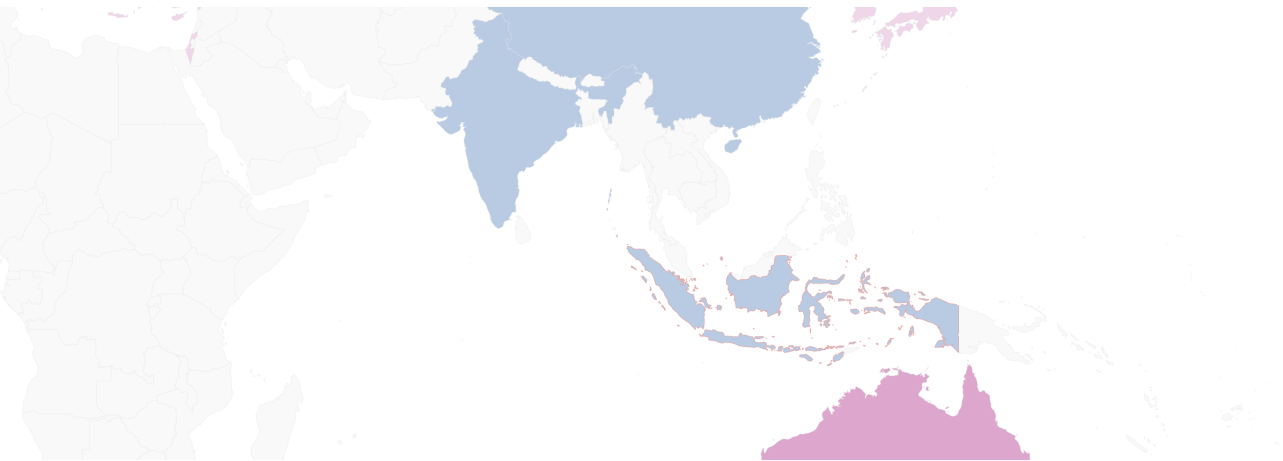
#### ACCESS TO NATIONALITY

**Rank:**  
49 of 52  
**Score:**  
16



#### ANTI-DISCRIMINATION

**Rank:**  
52 of 52  
**Score:**  
9



# INDONESIA

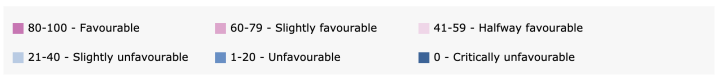
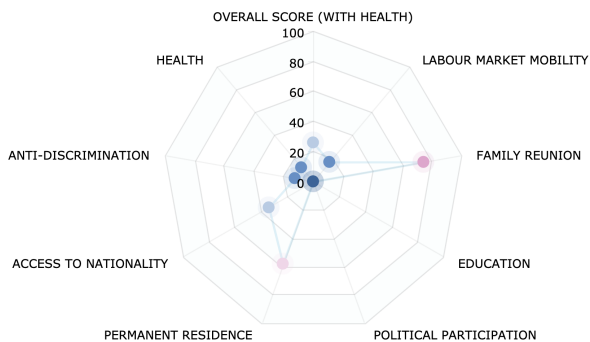
**Rank:** Integration denied

**MIPEX Score:** 26

Indonesia, 2019

## KEY FINDINGS

Labour Market Mobility:	17
Family Reunion:	75
Education:	0
Health:	13
Political Participation:	0
Permanent Residence:	58
Access To Nationality:	34
Anti-discrimination:	13



## Changes in policy

Indonesia has slightly improved its integration approach over the last five years, due to health policy improvements (asylum seekers are now entitled - subject to some conditions - to receive health care). Such

development is in keeping with the reform trends of other MIPEX countries (+2 points on average).

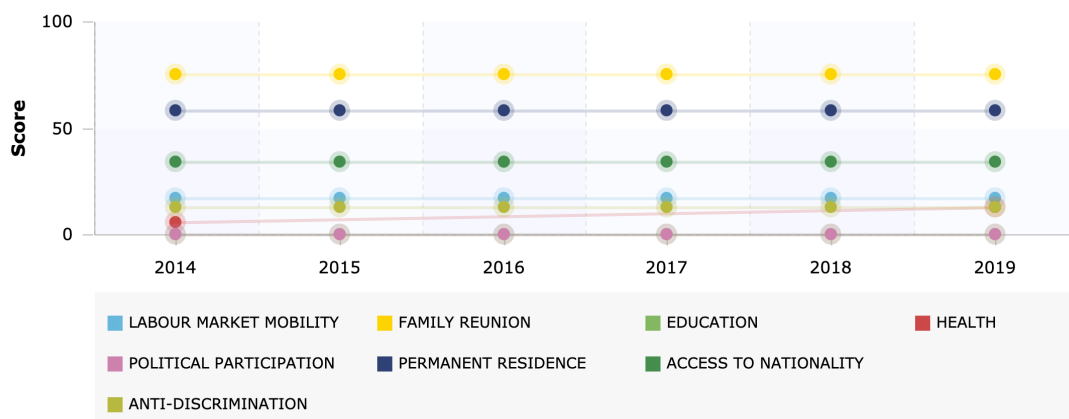
#### Positive changes on MIPEX indicators:

- Conditions for asylum-seekers to access healthcare
- Administrative discretion and documentation for asylum-seekers

#### Negative changes on MIPEX indicators:

- None

Indonesia



#### Conclusions and recommendations

Despite some small improvements, Indonesia's policies place it in the bottom three of 52 MIPEX countries. It scored 26 on the 100-point MIPEX scale, while the average country scored 50/100. Along with India, it has the most unfavourable policies for migrants of all the Asian countries surveyed.

Indonesia's approach is categorised by MIPEX as "immigration without integration", because its policies do not recognise Indonesia as a country of immigration and integration. Although immigrants can settle long-term in the country, they are denied basic rights and equal opportunity to participate in society. In fact, access to basic rights and equal opportunities is weaker in Indonesia than in almost all other MIPEX countries.

A country's approach to integration matters because its policies influence whether or not integration in the country works as a two-way process. The way in which governments treat immigrants affects how well immigrants and the public interact, and Indonesia's current policies encourage the public to see immigrants as subordinates and foreigners rather than as equals.

Furthermore, immigrants face obstacles in nearly all areas of integration in Indonesia, with the exception of family reunification and permanent residence policies. Education and political participation policies are particularly unfavourable. Migrants in Indonesia must endure the weakest labour market, education, health, political participation and anti-discrimination policies of all the MIPEX countries.

- **Labour market mobility:** *Unfavourable:* Immigrants face major obstacles in labour market access, with neither general nor targeted support available. Migrant workers do not have equal access to state-provided social security.
- **Family reunification:** *Slightly favourable:* Although many foreign citizens in Indonesia are immediately eligible for family reunification, family members who arrive are left entirely dependent upon their sponsor.
- **Education:** *Unfavourable:* The education system restricts access for TCNs and offers migrant pupils no general or specific support.
- **Health:** *Unfavourable:* Legal migrants and asylum seekers must meet additional requirements to access the

healthcare system, and receive no targeted information or support for their specific health needs.

- **Political participation:** *Unfavourable:* Immigrants are denied the opportunity to participate in public life in Indonesia. Foreign citizens have no right to vote and are not consulted by policymakers.
- **Permanent residence:** □ *Halfway favourable:* The path to permanent residence for newcomers in Indonesia is mainly determined by their ability to fulfil certain economic requirements. Permanent residents have an insecure status and are denied treatment equal to that received by Indonesian nationals in key areas of life, such as social security and assistance.
- **Access to nationality:** *Slightly unfavourable:* The path to Indonesian citizenship is short (five years) but burdensome for migrants, as Indonesia imposes strict language and economic requirements. It has not followed international reform trends to allow dual nationality for foreign citizens, or birth right citizenship entitlements.
- **Anti-discrimination:** *Unfavourable:* Indonesia does not have any overarching anti-discrimination law. Instead, a patchwork of laws and sector-specific regulations prohibit ethnic, racial and religious discrimination. Victims of discrimination have little hope of securing justice, as the country has no specific enforcement mechanisms or independent equality body to ensure that these laws are upheld.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
50 of 52  
**Score:**  
17



### FAMILY REUNION

**Rank:**  
5 of 52  
**Score:**  
75



### EDUCATION

**Rank:**  
51 of 52  
**Score:**



### HEALTH

**Rank:**  
51 of 52  
**Score:**  
13



### POLITICAL PARTICIPATION

**Rank:**  
48 of 52  
**Score:**



### PERMANENT RESIDENCE

**Rank:**  
27 of 52  
**Score:**  
58



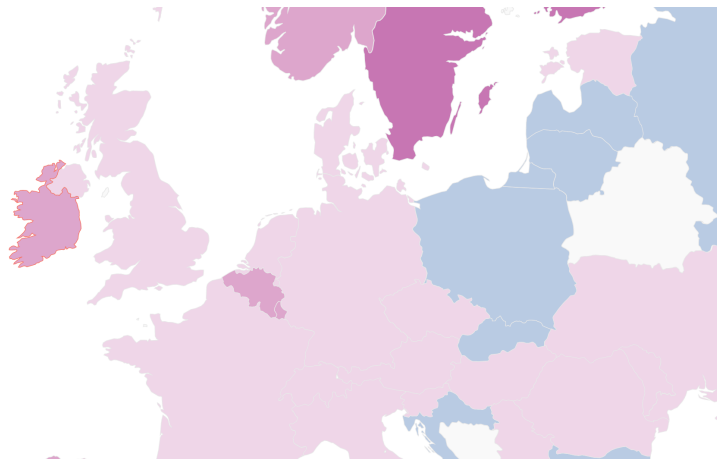
### ACCESS TO NATIONALITY

**Rank:**  
39 of 52  
**Score:**  
34



### ANTI-DISCRIMINATION

**Rank:**  
51 of 52  
**Score:**  
13



# IRELAND

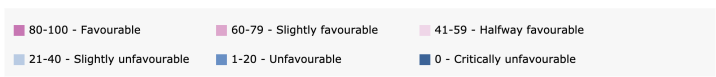
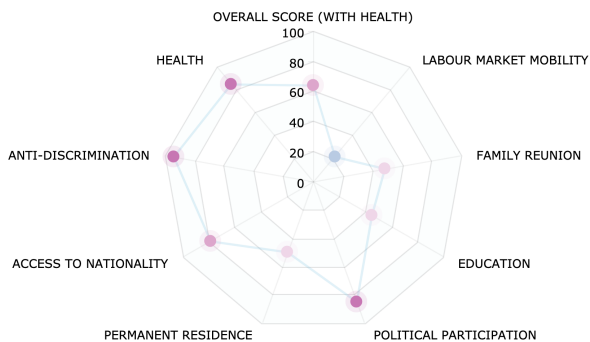
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 64

## KEY FINDINGS

Labour Market Mobility:	22
Family Reunion:	48
Education:	45
Health:	85
Political Participation:	85
Permanent Residence:	50
Access To Nationality:	79
Anti-discrimination:	94

Ireland, 2019



## Changes in policy

Over the past decade, immigrants to Ireland have seen more improvements to Irish integration policies than



immigrants have in most MIPEX countries. Since 2017's Migrant Integration Strategy, Ireland has increased +5 points on the 100-point MIPEX scale. Internationally, the average MIPEX country increased by +2 points from 2014 to 2019. Within the English-speaking world, Ireland, like Canada, is becoming a more attractive global destination, alongside New Zealand, taking the place of Australia, the UK and US as they go down in the MIPEX rankings.

Ireland has developed a more comprehensive approach to integration by securing more basic rights and equal opportunities for foreign and Irish citizens. While many challenges remain, rights and opportunities improved across several areas of life. Immigrants have more opportunities to be informed and consulted, while, on the whole, the health and education system are improving their responses to the specific needs of migrant patients and pupils. Thanks to these recent efforts, immigrants now benefit from more favourable policies on anti-discrimination, health and political participation.

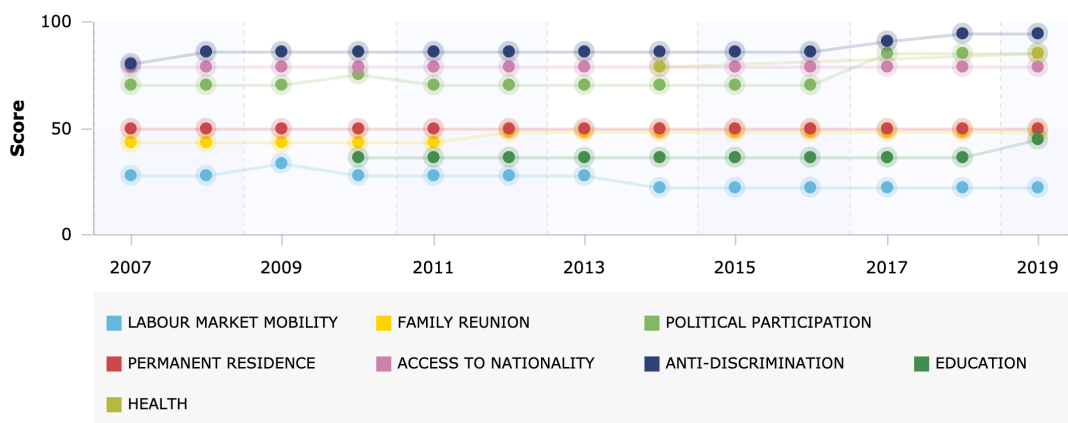
**Positive changes on MIPEX indicators:**

- Measures to bring migrants into the teacher workforce
- Support for research on migrant health
- Strength of national consultative body (Consultation of foreign residents)
- Active information policy on political participation targeted towards migrants by civil society
- Anti-discrimination policies in education
- Positive action measures

**Negative changes on MIPEX indicators:**

- None

Ireland



**Conclusions and recommendations**

Thanks to the focus provided by the 2017-2020 Migrant Integration Strategy, Ireland made it into the MIPEX 'Top Ten', scoring 64 out of the MIPEX 100-point-scale. Over the past few years, immigrants to Ireland have enjoyed improved access to health services, citizenship, political opportunities and justice, as Ireland has made advancements in policies of health, political participation, access to nationality and anti-discrimination. These recent efforts are likely to have long-term impacts, both for immigrant integration and for positive public attitudes and awareness on issues of immigration and discrimination.

However, it must be noted that issues remain as regards all of the above areas, which must be prioritized by legislators and policy makers if Ireland's positive approach is to be embedded and sustained. Similarly, the momentum and focus encouraged by the National Migrant Integration Strategy must be further invested in and expanded upon in the next iteration of that strategy, with improved mechanisms for cross-departmental actions and monitoring, and clear and measurable targets and indicators of success. It is also advisable that the

evaluation of the next iteration of the Migrant Integration Strategy be carried out independently.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Ireland's approach to integration is classified as, on the whole, increasingly more "comprehensive" but only "slightly" favourable for integration. While immigrants benefit from Ireland's areas of strength on integration, they do not enjoy equal rights and opportunities in all areas of life, particularly in terms of employment, education and family life. More broadly, non-EU immigrants can only feel halfway secure about their future in Ireland. The Irish immigration system makes it harder for non-EU newcomers to secure their career, family life and residence in Ireland than it is in most MIPEX countries. These policies encourage the public to see immigrants as their neighbours and their equals, but not yet as full citizens.

Non-EU residents regularly face problems of administrative discretion, bureaucracy and uncertainty about their permits and legal status. This major area of integration undermines immigrants' willingness and ability to invest and settle in Ireland as their future home. These problems in the Irish immigration system have gone unresolved and even exacerbated during the COVID19 pandemic. Immigrants feel insecure in their family life and future in Ireland, even as Ireland depends on immigrants as 26% of its key workers during COVID19 according to a [2020 Study by the European Commission's Joint Research Centre](#). With a few changes inspired by EU law and common practices across Europe, Ireland could pilot temporary arrangements during these COVID19 times that could become permanent solutions in legislation from the new government.

Similarly, while on the whole policies addressing anti-discrimination and access to citizenship are seen as positive when compared internationally, significant issues remain within those areas. In the area of anti-discrimination, the lack of comprehensive Hate Crime and Hate Speech legislation, a National Action Plan Against Racism and well-resourced and accessible victim support services are seen as significant barriers to providing appropriate responses to victims of racism. As regards access to citizenship, while Ministerial discretion can be utilised positively in the determination of an application, it can also lead to a lack of both clarity and transparency in decision making. This lack of transparency is exacerbated by the lack of an appeals mechanism to challenge negative decisions.

Should the challenges described above be further addressed, Ireland can serve as a model for many newer destination countries in Europe and around the world. Ireland's current policies are slightly above-average for Western Europe (EU15). Its areas of strength and weakness are most similar to Belgium, Luxembourg, countries with a comprehensive approach and large number of both EU and non-EU citizens. To improve its areas of weakness, Ireland can take inspiration from the standards set in EU law as well as policies in more inclusive countries like Canada, New Zealand, the Nordics and Portugal.

- **Labour market mobility:** *Slightly unfavourable:* Scoring far below average, Ireland offers much less support than any other EU country to secure equal opportunities on the labour market. Non-EU citizens with the right to work do not enjoy equal access to all types of jobs, education, training or social protection. Newcomers also lack sufficient support to get their foreign qualifications recognised or gain new professional and language skills. In contrast, most MIPEX countries grant equal access to long-term residents, family and some work migrants, while continuing to improve their recognition and targeted support.
- **Family reunification:** *Halfway favourable:* Scoring slightly below-average, Ireland's policy is more discretionary and insecure than most MIPEX countries. Although the 2013 INIS Policy Document improved the clarity and security for separated non-EU families, Ireland's policy is still far below the standards in EU and other English-speaking countries. In most MIPEX countries, sponsors with a basic legal income have the statutory right to reunite with at least their spouse/partner and minor children who enjoy the same security and basic rights, including the right to live independently from their sponsor after 5 years.
- **Education:** *Halfway favourable:* In Ireland, as in other newer destination countries, schools are slowly starting to respond to the needs and opportunities brought by the growing number of immigrant pupils. Ireland has

developed guides for parents, trainings for teachers and ad hoc support for schools, including a new Migrant Teacher Project. However, all schools need systematic academic and financial support to guarantee equal opportunities for immigrant pupils and to integrate diversity into the school curriculum and activities.

- **Health:** *Favourable:* Ranked #1 alongside New Zealand, Switzerland and Sweden, Ireland addresses migrant health outcomes thanks to its 2nd National Intercultural Health Strategy 2018-2023. Although both legal and administrative obstacles exist for immigrants to be eligible for a medical card, immigrant patients are generally well informed and supported by responsive health services and the HSE National Social Inclusion Office.
- **Political participation:** *Favourable:* Ranked #2 alongside Finland, Luxembourg and New Zealand, Ireland is boosting political participation through inclusive voting rights, support for immigrant-run organisations, and, since the 2017 Migrant Integration Strategy, more regular information and consultation, although these structures and policies could be more immigrant-led.
- **Permanent residence:** *Halfway favourable:* Just 1% of non-EU residents are able to settle as long-term residents in Ireland, under some of the most restrictive and discretionary policies in the EU. Unless they become Irish citizens, non-EU citizens only have two options to secure their future and basic rights in Ireland (long-term residency and WCATT), but neither is a real solution; behind the rather favourable requirements on paper lies a highly discretionary and uncertain procedure. Ireland's Migrant Integration Strategy has yet to deliver on the promised statutory scheme for Long-Term Residency, which exists in nearly all other MIPEX countries.
- **Access to nationality:** *Slightly favourable:* Ireland has positive approaches and practices regarding access to citizenship, similar to traditional destination countries, Portugal and Sweden. The Irish government encourages immigrants to become citizens through streamlined requirements, shorter processing times, acceptance of dual citizenship and citizenship ceremonies. The continued best practice of 'Citizenship Ceremonies', where persons who have newly been granted Irish citizenship swear their oath of fidelity to the State together in a group celebration, is a model which many other countries can learn from. However, the absolute use of Ministerial discretion, the lack of an appeals process, the cost of applications and the issue of processing time for some applications remain areas for considerable improvement.
- **Anti-discrimination:** *Favourable:* Immigrants benefit from greater discrimination protections and equality duties, thanks to the 2018 Education (Admissions to School) Act and the Actions under the 2017 Migrant Integration Strategy. These policies are similar to most Western European and traditional destination countries. Ireland's favourable laws and Human Rights and Equality Commission are helping to raise discrimination awareness and reporting, though mechanisms could be stronger to enforce the law and equality in practice. Appropriate hate crime and hate speech legislation in Ireland, coupled with more comprehensive support for victims of racism and an overall National Action Plan Against Racism, are seen as a key area in need of development.

### Policy Recommendations from Immigrant Council of Ireland

- Recognise the permanent nature of migration by concretely improving the social, economic and legal situation of settled residents through the current National Migrant Integration Strategy and its successors, with a focus on improved cross-departmental communication and firm indicators and evaluation.
- Increase IE's very low levels of family reunion and long-term residence among the many eligible families and settled residents by comprehensively reforming Immigration and Residence legislation, including a clear entitlement to both and an independent appeals mechanism
- Maintain IE's efforts to catch up on naturalisation rates by further promoting and reforming the citizenship process, including lowering the high costs where possible
- Introduce appropriate Hate Crime and Hate Speech legislation to provide protection to those who experience racism and racial harassment, as well as funding the development of victim support networks in civil society and elsewhere.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
48 of 52  
**Score:**  
22

**FAMILY  
REUNION**

**Rank:**  
36 of 52  
**Score:**  
48

**EDUCATION**

**Rank:**  
19 of 52  
**Score:**  
45

**HEALTH**

**Rank:**  
1 of 52  
**Score:**  
85

**POLITICAL  
PARTICIPATION**

**Rank:**  
2 of 52  
**Score:**  
85

**PERMANENT  
RESIDENCE**

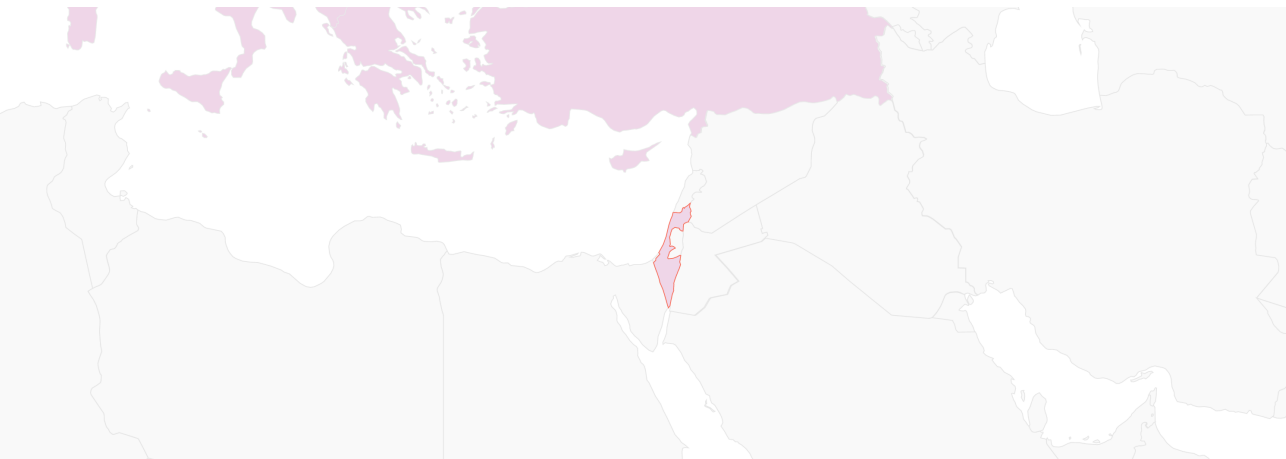
**Rank:**  
38 of 52  
**Score:**  
50

**ACCESS TO  
NATIONALITY**

**Rank:**  
8 of 52  
**Score:**  
79

**ANTI-DISCRIMINATION**

**Rank:**  
11 of 52  
**Score:**  
94



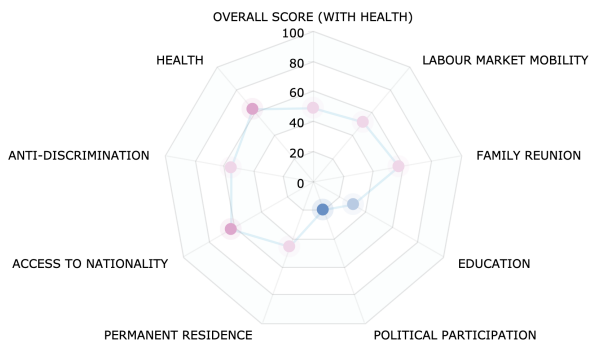
# ISRAEL

**Rank:** Comprehensive  
**MIPEX Score:** 49

Israel, 2019

## KEY FINDINGS

Labour Market Mobility:	52
Family Reunion:	58
Education:	31
Health:	63
Political Participation:	20
Permanent Residence:	46
Access To Nationality:	63
Anti-discrimination:	56



## Changes in policy

While most countries have improved their policies over the last five years (by +2 points on average), Israel is one of the few countries that did not change its commitments to integration. The legislation on integration of non-

ethnic migrants has not develop much since 2014, while non-Jewish groups of Israeli citizens face slightly greater barriers to equal rights, due to a new law passed in 2018. The law is declarative (meaning that no policy was derived from it), but clearly favours the Jewish ethnic and religious group and disregards other groups living in the country (e.g., Israeli Arabs, non-Jewish Israelis and non-ethnic migrants). Due to this change, Israel's score dropped by -1 point on the MIPEX scale.

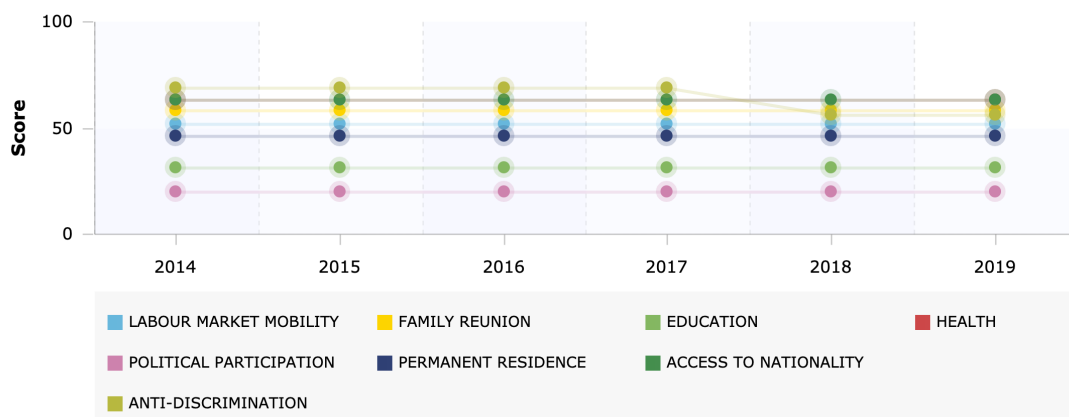
**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- Law covers direct/indirect discrimination, harassment, instruction

Israel



**Conclusions and recommendations**

International, non-ethnic migrants in Israel experience halfway favourable integration policies. Israel scores 49/100 on the MIPEX integration scale, close to the average country score of 50/100. This means that non-ethnic immigrants encounter as many obstacles as opportunities when it comes to integration. Israel has slightly more advanced policies than other countries in the area (Cyprus, Greece and Turkey) and more restrictive policies than the average OECD country (56/100).

MIPEX analysis focused only on non-ethnic migrants. Ethnic migrants, known as repatriates, are descendants of Jews up to the fourth generation (grandchildren) and their non-Jewish family members who enter the country under the regulations of the Law of Return. Since the creation of the state, more than 3.3 million people have moved there. Only a quarter of the elderly Israeli population (aged 65+) was born in the country. Ethnic migrants resemble the descendants of European emigrants that return to the country of origin of their ancestors, so for this reason integration policies for ethnic migrants were not assessed on the MIPEX scale.

Policies for ethnic migrants in Israel are more favourable than those for non-ethnic migrants, offering a set of tools for social, economic, political and cultural integration. Ethnic immigrants are granted full citizenship upon arrival, and can vote for and be elected to local and national elective bodies (including the Knesset). They receive financial support for their first 6 months in the country, as well as numerous other types of economic support that facilitate their successful integration.

Israel promotes a comprehensive approach to integration, with policies deemed at least halfway favorable on the three main dimensions (basic rights, equal opportunities, and secure future). However, its approach is yet not yet fully favourable. Immigrants can secure their future and settle long-term in the country, but policies only go halfway towards securing them basic rights and equal opportunities.

Israel is beginning to address these three dimensions in the same way as the 'Top Ten' MIPEX countries, but its

policies still provide little targeted support.

Integration policy matters because the way in which a government treats immigrants strongly influences the way in which immigrants and the public interact. Integration policies shape not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

- **Labour market mobility:** *Halfway favourable:* Most foreign residents have immediate access to the labour market but under less favourable conditions than nationals. They receive little general or targeted support to improve their professional skills or opportunities.
- **Family reunification:** □ *Slightly favourable:* Non-ethnic migrants (usually married to an Israeli, or asylum seekers) can become sponsors only after their legal status in Israel is settled. This usually takes more than a year but has no additional requirements attached.
- **Education:** □ *Slightly unfavourable:* Immigrants can access compulsory education. There is some disparity across the country, though, because migrants' individual access to education is at the discretion of schools and municipal authorities. Pupils can access language courses but receive no other targeted support.
- **Health:** □ *Slightly favourable:* Legal immigrants can access healthcare under some conditions. Although they face administrative barriers, immigrants receive information and some targeted support.
- **Political participation:** *Unfavourable:* Only those non-ethnic immigrants with permanent resident status have the right to vote in municipal elections in Israel. They receive some information on their political and social rights, and are consulted by policymakers on an ad-hoc basis.
- **Permanent residence:** □ *Halfway favourable:* The path to permanent residence for newcomers in Israel is long (seven years, on average) but subject only to language requirements. The status of permanent residents remains insecure.
- **Access to nationality:** *Slightly favourable:* The path to Israeli citizenship is relatively short (five years) and dual citizenship is an option, based on a discretionary interview. The process does not give citizenship at birth to the children of immigrants.
- **Anti-discrimination:** *Halfway favourable:* Sectoral laws in Israel cover all types of discrimination, but the basic law of 2018 favours the Jewish religious and ethnic group over other groups. Victims of discrimination have access to strong enforcement mechanisms but no equality body.

**POLICIES - SUMMARY**



**LABOUR MARKET MOBILITY**

**Rank:**  
24 of 52  
**Score:**  
52



**FAMILY REUNION**

**Rank:**  
25 of 52  
**Score:**  
58



**EDUCATION**

**Rank:**  
36 of 52  
**Score:**  
31



**HEALTH**

**Rank:**  
21 of 52  
**Score:**  
63



**POLITICAL PARTICIPATION**

**Rank:**  
31 of 52  
**Score:**  
20



**PERMANENT RESIDENCE**

**Rank:**  
44 of 52  
**Score:**  
46



**ACCESS TO NATIONALITY**

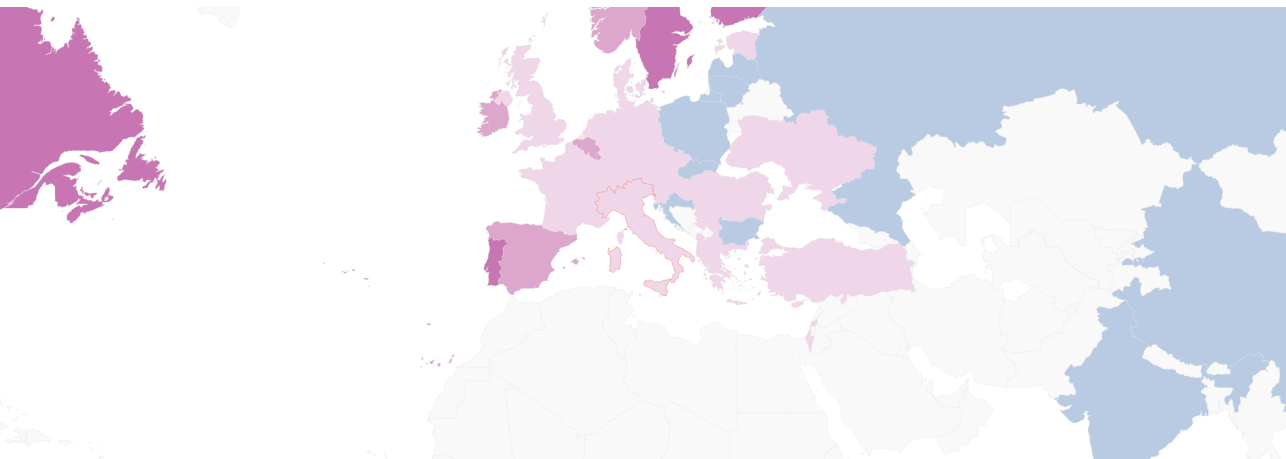
**Rank:**  
15 of 52  
**Score:**  
63



**ANTI-DISCRIMINATION**

**Rank:**  
39 of 52  
**Score:**  
56





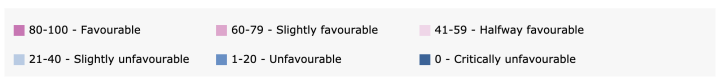
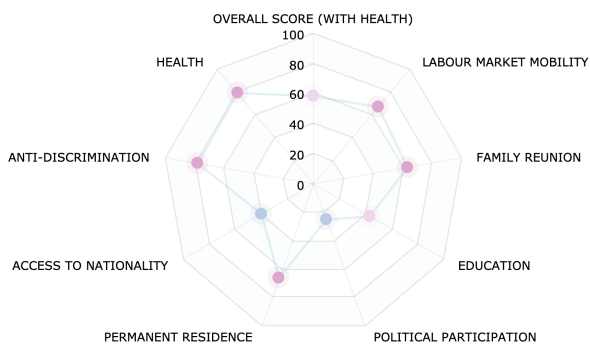
# ITALY

**Rank:** Temporary  
**MIPEX Score:** 58

## KEY FINDINGS

Labour Market Mobility:	67
Family Reunion:	64
Education:	43
Health:	79
Political Participation:	25
Permanent Residence:	67
Access To Nationality:	40
Anti-discrimination:	78

Italy, 2019



## Changes in policy

Policies in Italy have changed little for immigrants. The country has seen a decrease of -1 point in its score, due to restrictive changes to naturalisation and health policies. The Decree Law no. 113/2018 sets a B1 language

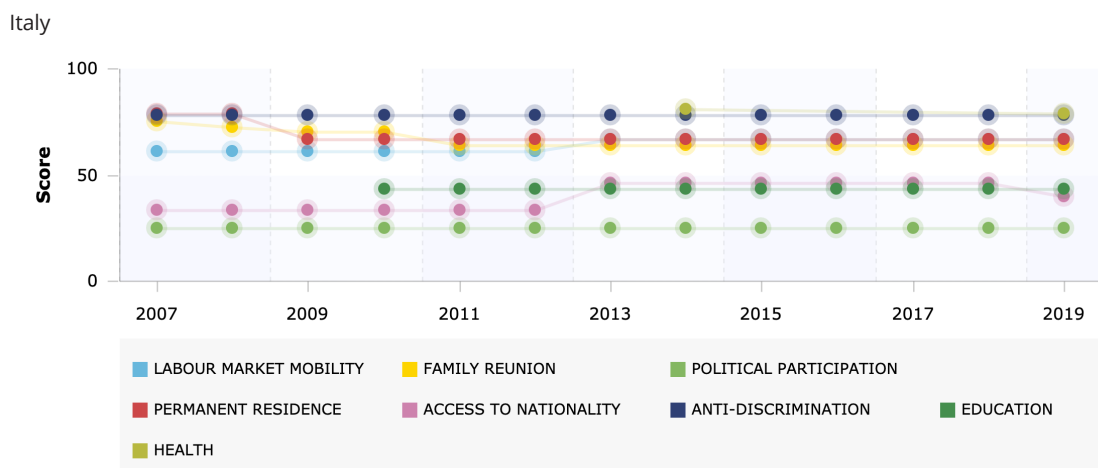
standard as requirement for naturalisation. The law of December 1st 2018, which converted the Law Decree n.113, reformed the system of international protection (abrogation of humanitarian protection and in alternative, it has introduced special residence permits). As a result, since 2018 access to health care for asylum seekers and refugees is more complex and discretionary. In contrast, the average MIPEX country increased its score by +2 points in the last five years, from 2014 to 2019.

**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- Language requirement for naturalisation
- Administrative discretion and documentation for asylum-seekers



**Conclusions and recommendations**

Italy scores 58/100, higher than the average MIPEX country (50) and slightly above-average among EU and Western European (EU15) / OECD countries. Immigrants in Italy enjoy more opportunities than obstacles for integration. Major obstacles tend to emerge in political participation and access to nationality, as immigrants in Italy face slightly unfavourable policies in these two areas of integration.

Italy's approach to integration is classified by MIPEX as "Temporary Integration", like France, the Netherlands, Germany and the United Kingdom. Italy has more developed policies than Austria, Denmark and Switzerland, which have a similar approach but go only halfway towards providing immigrants with equal opportunities. Although it has a similar score to Spain, Italy differs from Spain due to the more comprehensive Spanish integration approach.

Foreign citizens in Italy can benefit from access to basic rights and halfway favourable policies on equal opportunities, but they do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. The Italian 'Temporary Integration' approach encourages the public to see immigrants as equals but as foreigners. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

These policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

- **Labour market mobility:** *slightly favourable:* Under Italy's slightly favourable policies, non-EU citizens have access to (basic) employment and self-employment. A lack of targeted support may make it less likely that non-EU residents find secure jobs in line with their qualifications and skills.
- **Family reunification:** *slightly favourable:* Non-EU families have slightly favourable opportunities to reunite and integrate in Italy. Close family members can quickly apply to reunite with their sponsor and secure stable status with near-equal rights. Nevertheless, the restrictive language and economic requirements may keep families separated given current economic and local realities in Italy.
- **Education:** *halfway favourable:* Even though immigrants under the age of 18 have access to education in Italy, newcomer pupils receive little help in accessing all types of school (e.g. higher education). Italy still needs to invest in its growing diversity of pupils and make equal access and intercultural education a reality in schools across the country. Furthermore, there is a lack of support for teachers, which could create additional barriers for immigrant pupils.
- **Health:** *slightly favourable:* Healthcare services are generally accessible for immigrant patients due to a combination of national and regional policies. All legal migrants and asylum-seekers have the right and duty to enrol in the National Health Service (SSN). However, the documentation required to access healthcare can be complicated for legal migrants and asylum seekers.
- **Political participation:** *slightly unfavourable:* Migrants in Italy continue to face obstacles to their political participation, as they are neither allowed to vote nor supported to be politically engaged. In addition they are consulted only through weak consultative bodies across Italy.
- **Permanent residence:** *slightly favourable:* 5 years' residence, with limited time abroad, is required for most temporary residents including, as of 2014, all beneficiaries of international protection and their families. Long-term residents are relatively secure in their status in Italy. However, long-term residents can still lose their status on several grounds, including committing a serious crime or being absent from the EU for >1 year.
- **Access to nationality:** *slightly unfavourable:* Immigrants in Italy face a long and highly discretionary procedure to become secure Italian citizens with dual nationality. Immigrants' children born in Italy are treated as foreigners for their entire childhood. Applicants continue to face one of the most discretionary and bureaucratic procedures among MIPEX countries for becoming a citizen.
- **Anti-discrimination:** *slightly favourable:* Victims of ethnic, racial, religious and nationality-based discrimination are protected in all areas of life. Despite strong enforcement mechanisms, the weak equality body in Italy could prove to be a challenge for victims of discrimination.

### Policy Recommendations from ISMU, Institute for the Study of Multi-ethnicity

- Support immigrants' labour market integration through on-the-job training and support, specifically for youth and in light of the challenges posed by the current Covid-19 pandemic
- Remedy IT's widespread problem of 'over-qualification' so that educated immigrant workers find jobs matching their expectations and avoiding the unproductive waste of their skills and expertise
- Combat early school leaving through early prevention: target support at pupils from disadvantaged families, support intercultural education and provide training and professional support to school teachers and staff
- Build a sense of trust among non-EU residents' towards Italian public authorities, who must do more to counter racial/ethnic and religious discrimination

## POLICIES - SUMMARY


**LABOUR MARKET  
MOBILITY**

**Rank:**  
9 of 52  
**Score:**  
67


**FAMILY  
REUNION**

**Rank:**  
17 of 52  
**Score:**  
64


**EDUCATION**

**Rank:**  
22 of 52  
**Score:**  
43


**HEALTH**

**Rank:**  
7 of 52  
**Score:**  
79


**POLITICAL  
PARTICIPATION**

**Rank:**  
28 of 52  
**Score:**  
25


**PERMANENT  
RESIDENCE**

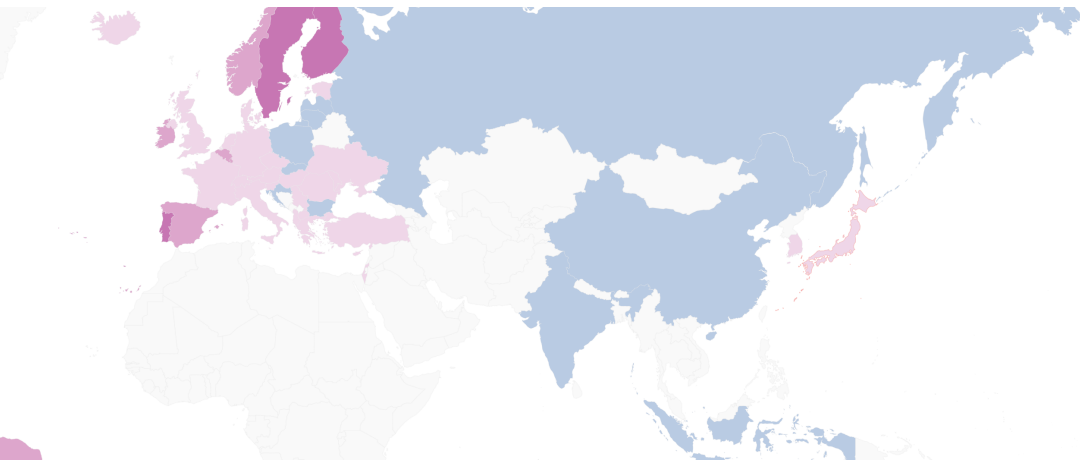
**Rank:**  
20 of 52  
**Score:**  
67


**ACCESS TO  
NATIONALITY**

**Rank:**  
33 of 52  
**Score:**  
40


**ANTI-DISCRIMINATION**

**Rank:**  
25 of 52  
**Score:**  
78



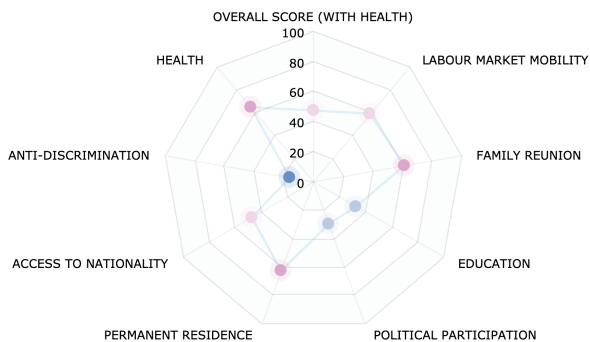
# JAPAN

**Rank:** Integration denied  
**MIPEX Score:** 47

Japan, 2019

## KEY FINDINGS

Labour Market Mobility:	59
Family Reunion:	62
Education:	33
Health:	65
Political Participation:	30
Permanent Residence:	63
Access To Nationality:	47
Anti-discrimination:	16



## Changes in policy

Despite Japan's initial steps towards developing an integration policy in 2006 and 2009/10, little has improved since 2010. Japanese integration policies improved by +1 point in 2018 with the establishment of "one-stop-shop

comprehensive consultation centers for multicultural coexistence”. These centers in over 100 locations across Japan provide foreign nationals with quick information and advice in many areas of life, from residence procedures to employment, health, social security and education.

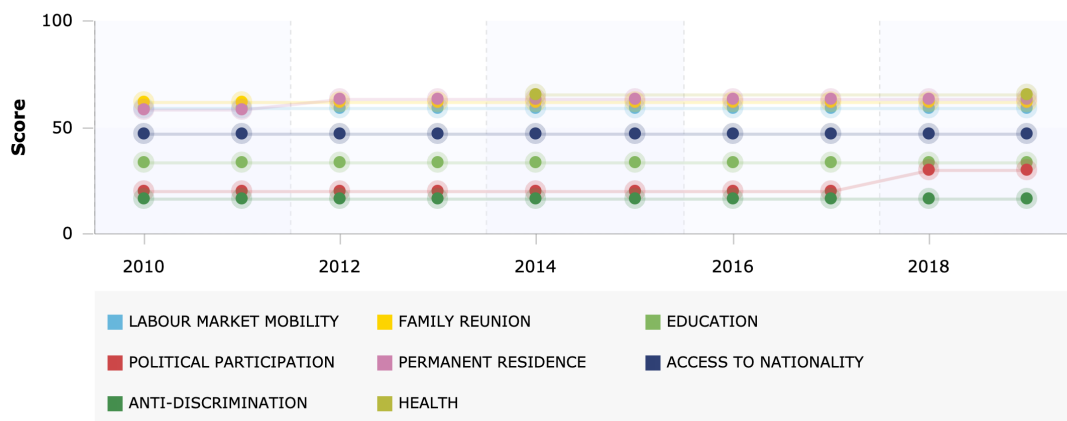
**Positive changes on MIPEX indicators:**

- Active information policy

**Negative changes on MIPEX indicators:**

- None

Japan



**Conclusions and recommendations**

Japan scores 47/100, slightly below the average MIPEX country (50/100) because Japanese policies still refuse to recognise that Japan is a country of immigration. This denial leads to contradictory policies that create as many obstacles as opportunities for foreign nationals. Japan’s approach to integration is categorised as “Immigration without Integration”. While Japan is a leader far ahead of the other countries in this category, its policies still deny basic rights and equal opportunities to newcomers. Foreign nationals can find some ways to settle long-term in Japan. However, Japanese policies only go halfway to guarantee them equal opportunities, (e.g., on health and education), while also denying them several basic rights, most notably protections from discrimination.

Japan needs to invest more on all the three dimensions, especially to guarantee immigrants with the same basic rights as Japanese citizens. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Japan’s current policies encourage the public to see immigrants as subordinates and not their neighbours.

Foreign residents in Japan enjoy relatively favourable access to family reunification, permanent residence and the health system. However, foreign nationals and their children still face major obstacles to education, political participation and non-discrimination. Immigrants’ children receive little targeted support in the education system in Japan, similar to the situation of other countries with low number of migrant pupils. Furthermore, potential victims of ethnic, racial, religious or nationality discrimination have little chance to access justice in Japan. Japan is one of the only MIPEX countries still without a dedicated anti-discrimination law and body. Japan is the among bottom three countries for anti-discrimination policies, together with other ‘immigration without integration’ countries.

Japan’s approach is slightly ahead of poorer Central European countries with equally small and new immigrant populations, but far behind other developed countries, including Korea. In comparison to neighbouring Korea, foreign nationals in Japan face weaker integration policies in the labour market, education, political participation, and anti-discrimination. Besides Korea, Japan’s policies are most similar on MIPEX to Israel and stronger than the

other MIPEX Asian countries (China, India and Indonesia).

- **Labour market mobility:** *Halfway favourable:* Japanese policies treat permanent residents equally with citizens and allow temporary workers to find basic subordinate jobs, but overlook many of their specific obstacles and needs for labour market integration. In comparison, countries with comprehensive integration strategies often provide all legal workers with better access to both general and targeted support.
- **Family reunification:** *Slightly favourable:* While many foreigners are eligible to apply for their close family members, these families have fewer and less secure rights, including no right to an autonomous residence permit.
- **Education:** *Slightly unfavourable:* As in other countries with few foreign pupils, mainstream teachers, pupils and parents receive limited support to target their needs, seize new opportunities for learning and implement an intercultural education throughout the curriculum and school day (see instead Korea, Western Europe and traditional destination countries).
- **Health:** *Slightly favourable:* Japan's migrant health policies are more favourable than in the average MIPEX country, as the Japanese health system includes legal migrants and asylum seekers and provide them with information and support.
- **Political participation:** *Slightly unfavourable:* Political participation policies, which are increasingly part of integration strategies in both traditional and new countries of immigration (e.g. Korea), remain slightly weak in Japan. Foreign nationals do not have the local right to vote and they are discouraged from broader participation due to limited support and opportunities.
- **Permanent residence:** *Slightly favourable:* Most newcomers in traditional destination countries and in European countries take a shorter path to become permanent residents than in Japan. The path to permanent residence for newcomers in Japan's is long (10 years) and mainly linked to their ability to fulfil economic requirements. As in most countries, permanent residents in Japan enjoy a relatively secure status and equal rights in several key areas.
- **Access to nationality:** *Halfway favourable:* While foreign nationals face naturalisation requirements similar to the average MIPEX country, Japan has yet to open up to international reform trends towards dual nationality for all naturalizing adults and citizenship entitlements for their children.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
17 of 52  
**Score:**  
59



### FAMILY REUNION

**Rank:**  
19 of 52  
**Score:**  
62



### EDUCATION

**Rank:**  
32 of 52  
**Score:**  
33



### HEALTH

**Rank:**  
17 of 52  
**Score:**  
65



### POLITICAL PARTICIPATION

**Rank:**  
24 of 52  
**Score:**  
30



### PERMANENT RESIDENCE

**Rank:**  
22 of 52  
**Score:**  
63



### ACCESS TO NATIONALITY

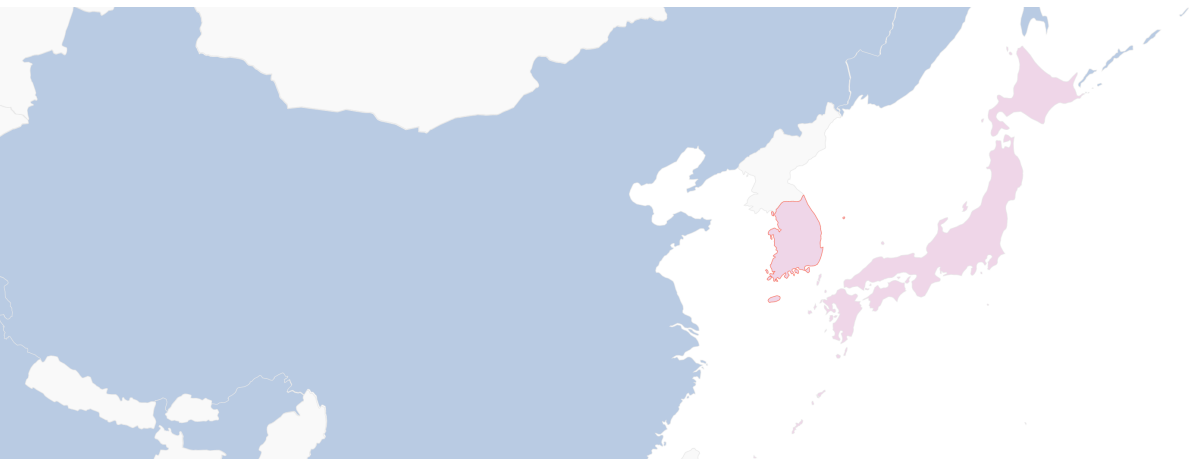
**Rank:**  
26 of 52  
**Score:**  
47



### ANTI-DISCRIMINATION

**Rank:**  
50 of 52  
**Score:**  
16





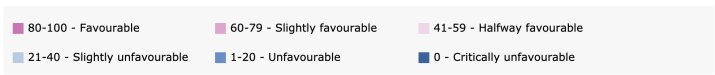
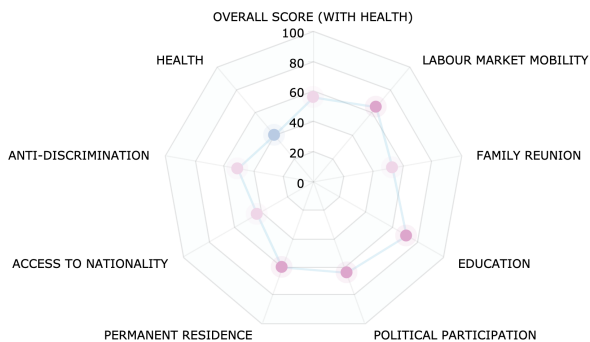
# KOREA

**Rank:** Comprehensive  
**MIPEX Score:** 56

Korea, 2019

## KEY FINDINGS

Labour Market Mobility:	65
Family Reunion:	54
Education:	72
Health:	40
Political Participation:	65
Permanent Residence:	60
Access To Nationality:	44
Anti-discrimination:	51



## Changes in policy

While most countries improved their policies over the past five years (on average, by +2 points), Korea is one of the few countries to backslide on its commitments to integration (-2 points). While classroom teachers since 2015

are being better trained about multiculturalism, immigrants face greater obstacles since 2018 to secure their future in Korea as permanent residents.

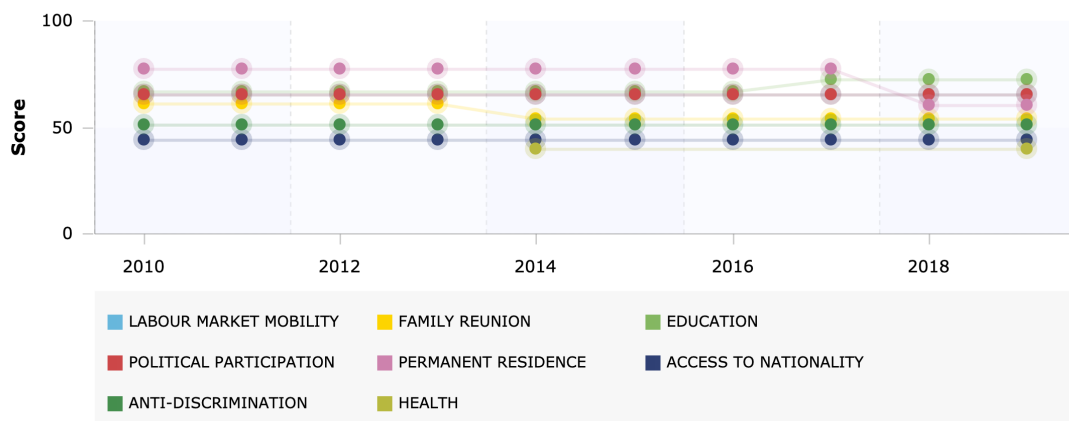
#### Positive changes on MIPEX indicators:

- Teacher training to reflect diversity

#### Negative changes on MIPEX indicators:

- Language requirement for permanent residence
- Renewable permanent residence permit

Korea



### Conclusions and recommendations

Korea scores 56/100, higher than the MIPEX average country (50). Immigrants in Korea face slightly more opportunities than obstacles for societal integration. Korea promotes a comprehensive approach to integration similar to the 'Top 10' MIPEX countries. But Korea falls short of the 'Top 10' because its policies only go halfway to actually guarantee equal rights, opportunities and security for immigrants. Korea would need to remove key obstacles and offer more targeted support across different areas of life.

These policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country. Korea's comprehensive approach can create a 'virtuous cycle' to continue to improve positive public attitudes towards immigrants. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

Korea is a leader in Asia. Immigrants in Korea enjoy more favourable policies than any other Asian countries included in MIPEX. Korea's policies are similar to the average OECD country, but less well-developed than the policies in the traditional destination countries (Australia, Canada, New Zealand, and the US).

- **Labour market mobility:** *Slightly favourable:* While most legal residents can access self-employment, public sector jobs, and some general and targeted support, obstacles still exist for temporary workers and some family migrants to improve their skills and job status.
- **Family reunification:** *Halfway favourable:* Reuniting multicultural families in Korea benefit from a halfway favourable legal framework for family's reunion and integration. Sponsors can immediately apply to reunite with the nuclear family and, under certain conditions, with their dependent adult children and parents.
- **Education:** *Slightly favourable:* Korea leads most new countries of immigration in helping immigrant pupils enrol and succeed in all types of schools. All immigrant children in Korea have access to education. Under the

Multicultural Family Support Act, multicultural families have access to language instruction and extra targeted support at every stage of their educational career.

- **Health:** *Slightly unfavourable:* The weakest area of integration policy in Korea is migrant health. While immigrants can be informed of healthcare access and services, their healthcare entitlements are weaker than in most countries. In contrast, under more inclusive policies in other countries, immigrants and non-immigrants end up with similar health outcomes in terms of their reported health, chronic illnesses, elderly diabetes and frailty and even mortality. Under restrictive policies, immigrants are much more likely than non-immigrants to suffer from these poor health outcomes.
- **Political Participation:** *Slightly favourable:* Korea is ahead of most new destinations in promoting the democratic participation of immigrants. Immigrants are informed nationally-funded immigrant associations and one-stop-shop services, consulted by Foreigners' Policy Committees and able to vote, but not stand, in local and regional elections. Korea is one of the MIPEX countries denying foreign citizens the right to join political parties.
- **Permanent residence:** *Slightly favourable:* Eligible immigrants can become permanent residents after 5 years, as in most European countries. As of 2018, immigrants in Korea must be able to complete the social integration program or pass the comprehensive evaluation as part of their application for permanent residence.
- **Access to nationality:** *Halfway favourable:* Korea's halfway favourable policies are slightly out-of-touch and inconsistent with its new reality as a country of immigration. Unlike traditional destination countries and the average EU country, Korea have not yet followed international reform trends in new countries of immigration to open up citizenship entitlements for children and dual nationality for all naturalising foreigners.
- **Anti-discrimination:** *Halfway favourable:* Discrimination protections in Korea are still rather weakly defined and enforced. Compared to Japan, Korea's definition of discrimination is stronger; however, the mechanisms to enforce the law are just as weak in Japan and Korea, far below the standards in most countries.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
12 of 52  
**Score:**  
65



### FAMILY REUNION

**Rank:**  
32 of 52  
**Score:**  
54



### EDUCATION

**Rank:**  
8 of 52  
**Score:**  
72



### HEALTH

**Rank:**  
33 of 52  
**Score:**  
40



### POLITICAL PARTICIPATION

**Rank:**  
9 of 52  
**Score:**  
65



### PERMANENT RESIDENCE

**Rank:**  
25 of 52  
**Score:**  
60



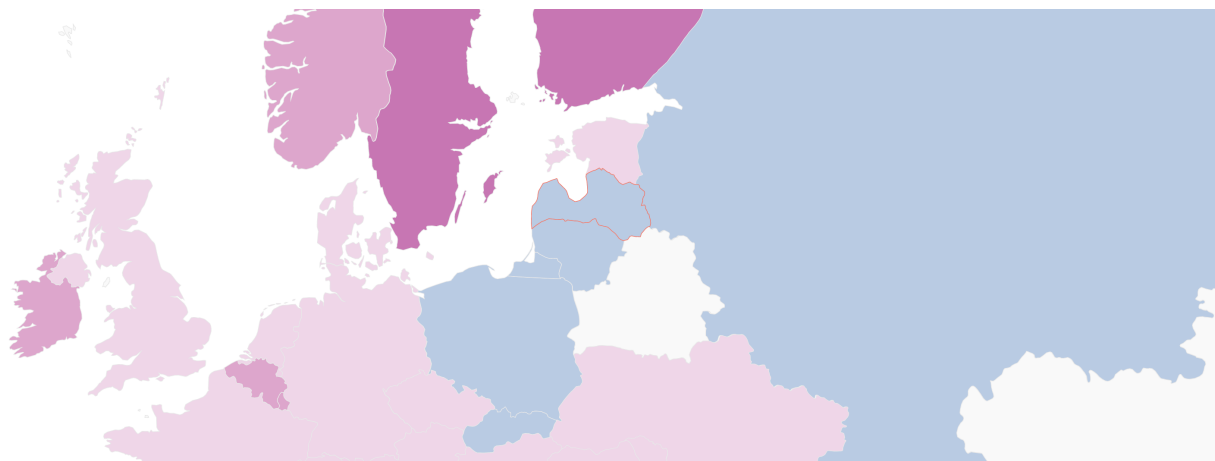
### ACCESS TO NATIONALITY

**Rank:**  
28 of 52  
**Score:**  
44



### ANTI-DISCRIMINATION

**Rank:**  
41 of 52  
**Score:**  
51



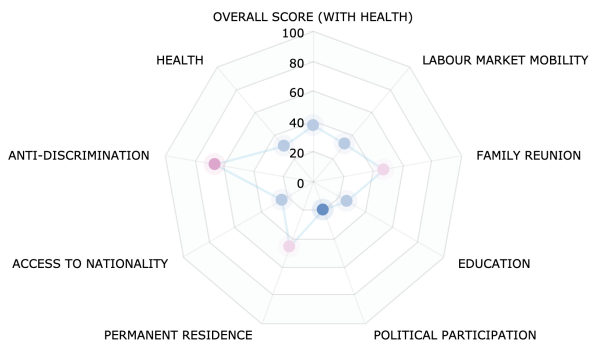
# LATVIA

**Rank:** Equality on paper  
**MIPEX Score:** 37

Latvia, 2019

## KEY FINDINGS

Labour Market Mobility:	33
Family Reunion:	47
Education:	26
Health:	31
Political Participation:	20
Permanent Residence:	46
Access To Nationality:	24
Anti-discrimination:	67



## Changes in policy

Over the past five years, Latvia has improved its integration policies by granting more equal opportunities and basic rights to health and citizenship. In 2019, a law on citizenship for non-citizens immigrant children was

approved. The children of non-citizens immigrants will automatically be entitled to Latvian citizenship by birth. More research and language facilities should be available in the health system, while the asylum seekers should be eligible for minimum health care support. Similarly to most MIPEX countries – which improved by +2 points on average –, Latvian integration policies improved by +3 points from 2014 to 2019. Latvian integration policies have continuously improved on MIPEX since 2007.

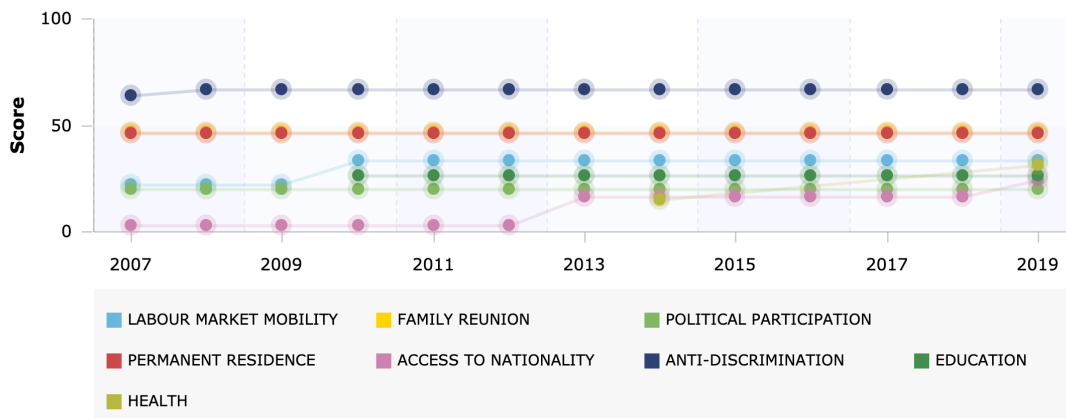
**Positive changes on MIPEX indicators:**

- Citizenship for immigrant children (birthright and socialisation).
- Conditions for asylum-seekers to access healthcare.
- Administrative discretion and documentation for asylum-seekers to access healthcare.
- Cost/availability of interpreters for healthcare
- Support for research on migrant health

**Negative changes on MIPEX indicators:**

- None

Latvia



**Conclusions and recommendations**

Despite this recent progress, Latvia scores 37/100, which means that Latvia integration policies create more obstacles than opportunities for integration. Latvia’s score is lower than the average score of MIPEX country (50).

Latvia employs an approach to integration that promotes equality on paper, as it focuses mainly on access to rights and long-term settlement. As in most Central and Eastern European countries, immigrants in Latvia enjoy basic rights and protection, but not equal opportunities. Despite the fact that Latvia has invested in access to rights and opportunities over the last five years, Latvia is weaker than the average in MIPEX on all the three dimensions. Policies in Latvia are far to offer equal opportunities to migrants.

Without greater support on all three dimensions (rights, opportunities and long-term security), immigrants will remain invisible in public life and the Latvian public will also continue to see immigrants more as threats than as opportunities. Almost half of the population in Latvia thinks that immigration and immigrants are a problem for the society. The weak education policies may also explain the low number of migrants with tertiary education, one of the lowest in the EU. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society. Under these inclusive policies, both immigrants and the public are more likely to interact together and think of each other as equals.

Latvia’s integration policies are below the average for Europe, and they are less advanced than in other countries in Central and Eastern Europe (e.g., Czechia and Estonia) and in countries employing a similar approach to integration (e.g., Slovenia and Hungary). Latvia’s policies are ranked lower than the other new EU member states

(EU13) and similar to policies in Croatia, Lithuania and Slovakia. In contrast, policies are more advanced in Estonia and Poland.

- **Labour market mobility:** *Slightly unfavourable:* Migrant workers can improve their skills and job prospects with equal access to education, training and study grants, but they have only partial equal access to employment.
- **Family reunification:** *Halfway favourable:* Latvia's family reunion policies are more discretionary than in most countries, with relatively few non-EU families able to reunite in the country.
- **Education:** *Slightly unfavourable:* Latvian schools lack much of the basic infrastructure to welcome newcomer pupils in terms of their access, needs, new opportunities and a broader approach to intercultural education.
- **Health:** *Slightly unfavourable:* Basic healthcare entitlements are missing for temporary residents and undocumented migrants, while permanent residents and, since 2018, asylum seekers get access to them. Migrant patients benefit from a limited support, although interpretation services are now available free of charge.
- **Political participation:** *Unfavourable:* A major area of weakness across Central Europe, immigrant groups in Latvia has no right to vote (including in local elections) and no chance to be consulted through a national integration forum.
- **Permanent residence:** *Halfway favourable:* Non-EU residents can settle long-term, but would benefit from more flexible requirements and more secure status
- **Access to nationality:** *Slightly unfavourable:* The restrictive requirements bar many immigrants from acquiring the nationality. However, the new law in 2019 improved the situation for Latvian-born children by establishing that non-citizens Latvian-born residents are automatically entitled to Latvian citizenship.
- **Anti-discrimination:** *Slightly favourable:* Potential victims of discrimination benefit from the enforcement mechanisms and the mandate of the Latvian equality body that are quite well developed. However, citizenship as a ground of discrimination is not explicitly mentioned.

### Top 5 Policy Recommendations from Providus

- Improve migrant labor market mobility by providing institutionalized, systematic and targeted services to all migrants, also migrants with temporary residence permits, and develop employment support services for migrant women and youth.
- Improve the family reunification system by awarding family members the same type of residence permit as their sponsors.
- Improve migrant education by developing institutionalized, systematic and targeted support for Latvian language acquisition and the assessment of the needs of migrant pupils, providing Latvian language training to university students and developing intercultural competencies of teachers.
- Improve migrant access to health care by engaging migrants in service evaluation and design, and by providing health care services to undocumented migrants.
- Make permanent residence more secure by lifting the requirement to register one's permanent residence permit every five years, instead renewing it automatically if no changes or offences, and by allowing any income source as legitimate for acquiring permanent residence.
- Improve migrant political participation by allowing third country nationals to vote in local elections, and by implementing regular, formal consultations with migrants to take into account their needs and interests.

## POLICIES - SUMMARY


**LABOUR MARKET  
MOBILITY**

**Rank:**  
40 of 52  
**Score:**  
33


**FAMILY  
REUNION**

**Rank:**  
39 of 52  
**Score:**  
47


**EDUCATION**

**Rank:**  
38 of 52  
**Score:**  
26


**HEALTH**

**Rank:**  
39 of 52  
**Score:**  
31


**POLITICAL  
PARTICIPATION**

**Rank:**  
31 of 52  
**Score:**  
20


**PERMANENT  
RESIDENCE**

**Rank:**  
44 of 52  
**Score:**  
46

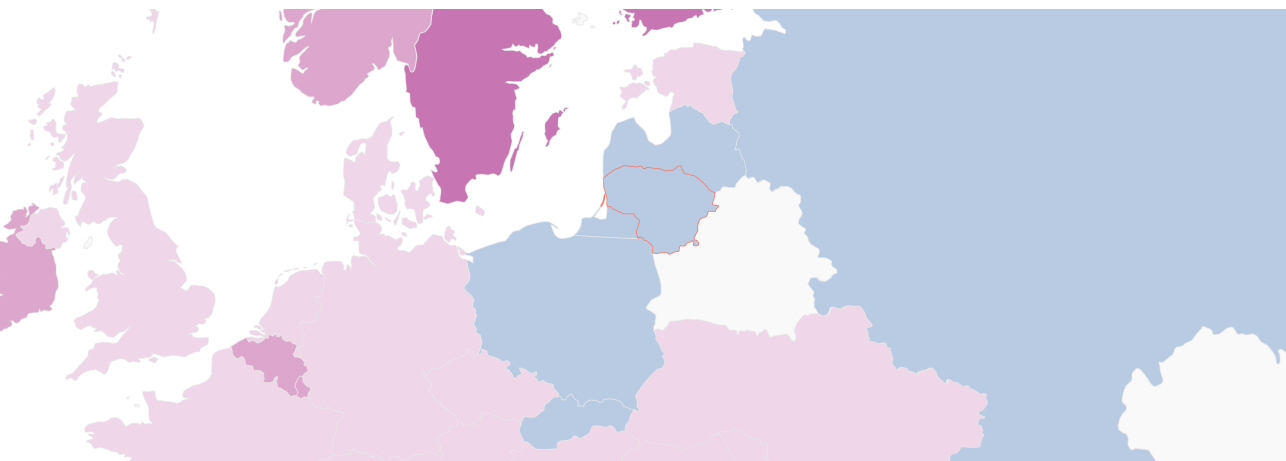

**ACCESS TO  
NATIONALITY**

**Rank:**  
44 of 52  
**Score:**  
24


**ANTI-DISCRIMINATION**

**Rank:**  
29 of 52  
**Score:**  
67





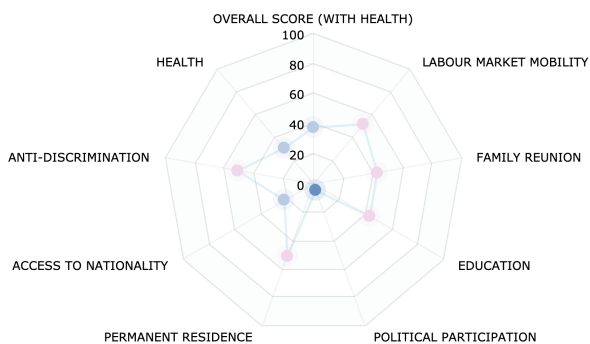
# LITHUANIA

**Rank:** Equality on paper  
**MIPEX Score:** 37

Lithuania, 2019

## KEY FINDINGS

Labour Market Mobility:	52
Family Reunion:	43
Education:	43
Health:	31
Political Participation:	5
Permanent Residence:	52
Access To Nationality:	22
Anti-discrimination:	51



## Changes in policy

Over the past five years, newcomers to Lithuania can benefit from a few more opportunities for integration and a slightly more secure future in the country. These opportunities emerged in the labour market, education and

health system. The 2018-2020 Action Plan on Integration pays more attention to the needs of migrant women (e.g., training on the rights of women and children in Lithuania; possibilities for reconciling work and studies with family needs, and violence in the family and their rights and support to victims). Within the health system, several projects over the past five years have gotten migrants more involved in providing information and services. Thanks to these changes, Lithuania's integration policies improved by +4 points from 2014 to 2019, compared to only +2 points on average for the 52 MIPEX countries.

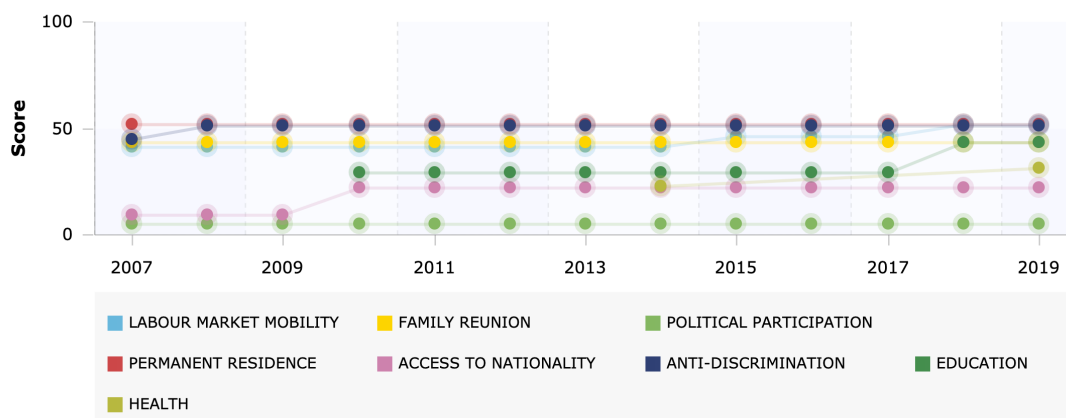
#### Positive changes on MIPEX indicators:

- Recognition of academic qualifications
- Economic integration measures of youth and women
- Educational guidance at all level
- Measures to address educational situation of migrant groups
- Administrative discretion and documentation for asylum-seekers to access the health system
- Involvement of migrants in information provision, service design and delivery

#### Negative changes on MIPEX indicators:

- None

Lithuania



#### Conclusions and recommendations

Despite this recent progress, Lithuania still scores only 37/100, which means that Lithuania's integration policies create more obstacles than opportunities for integration. Lithuania's score is lower than the average MIPEX country score of 50/100.

Lithuania's approach to integration is classified by MIPEX as "Equality on Paper". While immigrants enjoy basic rights and protection in Lithuania, they do not enjoy equal opportunities to participate in society. Lithuania's approach is similar to most Central and Eastern European countries. Despite the fact that Lithuania has improved the opportunities and security for immigrants over the last five years, Lithuania's integration policies are weaker on all three dimensions than the average MIPEX country.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Lithuania's current policies encourage the public to see immigrants as strangers instead of as their equals. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Many obstacles emerge for immigrants in Lithuania in several areas, especially in areas like health, political participation and access to nationality. Without greater support, immigrants will remain invisible in public life and

the Lithuanian public will also continue to see immigrants more as threats than as opportunities. Restrictive policies like Lithuania's can create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants as [general threats](#) and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of [xenophobia](#) and [islamophobia](#) and lower levels of [social trust](#), which leads them to [fewer contacts and positive experiences](#) with immigrants.

Lithuania's integration policies are below average in Europe and even slightly below average compared to other Central and Eastern European countries. For example, its policies are less advanced than Central and Eastern European countries with a more comprehensive approach (Czechia and Estonia). Lithuania's policies seem most similar to policies in Croatia, Latvia and Slovakia.

- **Labour market mobility:** *Halfway favourable:* Newcomers looking to improve their skills and job prospects face several obstacles to access employment, education, training and study grants.
- **Family reunification:** *Halfway favourable:* Under Lithuania combines inclusive definitions and conditions for family reunification with highly discretionary procedures, a typical problem across Central Europe.
- **Education:** *Halfway favourable:* While foreign pupils are starting to benefit from targeted support, they still face difficulties in accessing different levels and tracks in the education system.
- **Health:** *Slightly unfavourable:* While recent projects have helped more migrants get involved in providing information and services, entitlements and information for migrant patients are still more limited in Lithuania than in most countries
- **Political participation:** *Unfavourable:* A major area of weakness across Central Europe, political participation is limited in Lithuania to local voting rights for permanent residents, as more structural policies are required to inform, consult and support immigrants in civil society.
- **Permanent residence:** *Halfway favourable:* One of Lithuania's few areas of strength due to EU law, non-EU citizens in Lithuania may still be uncertain about their chances to pass the language/integration requirement and the discretionary procedure, more so than in most countries.
- **Access to nationality:** *Slightly unfavourable:* Ordinary immigrants must wait a long time (10 years) and prepare on their own to become citizens in Lithuania, given the restrictive naturalisation requirements. Lithuania has yet to follow the international reform trends to facilitate the residence requirement (5-7 years), full dual nationality and citizenship entitlements for all Lithuanian-born or educated children.
- **Anti-discrimination:** *Halfway favourable:* Despite a strong equality body, discrimination awareness and reporting are depressed by Lithuania's relatively weak and uneven laws and enforcement mechanisms to access justice for victims of racial, ethnic, religious or nationality discrimination.

### Policy Recommendations from the Diversity Development Group

- Improve mobility of migrant workers within the local labour market. Systematic support for migrant workers should be provided by taking into account their specific needs and by ensuring equal access to public employment services and support measures for all migrants without regard to their legal status.
- Increase family reunion rate for non-EU citizens, particularly migrant workers and other migrants who hold temporary residence permit. Ensure autonomous residence permit for partners and children in case of family breakups.
- Improve migrant civic and political participation by implementing regular and formal consultations with migrants on local and national level to take into account their needs and interests.
- Follow the international reform trends to facilitate the residence requirement (5-7 years), full dual nationality and citizenship entitlements for all Lithuanian-born or educated children whose parents are not Lithuanian citizens.
- Expand healthcare coverage entitlements for non-EU residents by providing information for migrant patients about their entitlements in various languages and by adapting healthcare services to the needs of migrants (e.g., regularly inform healthcare providers about these entitlements; apply various interpretation methods, etc.).

- To improve basic infrastructure to welcome newcomer pupils in schools across the country by providing resources to address their specific needs beyond basic language learning.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
24 of 52  
**Score:**  
52



### FAMILY REUNION

**Rank:**  
42 of 52  
**Score:**  
43



### EDUCATION

**Rank:**  
22 of 52  
**Score:**  
43



### HEALTH

**Rank:**  
39 of 52  
**Score:**  
31



### POLITICAL PARTICIPATION

**Rank:**  
44 of 52  
**Score:**  
5



### PERMANENT RESIDENCE

**Rank:**  
36 of 52  
**Score:**  
52



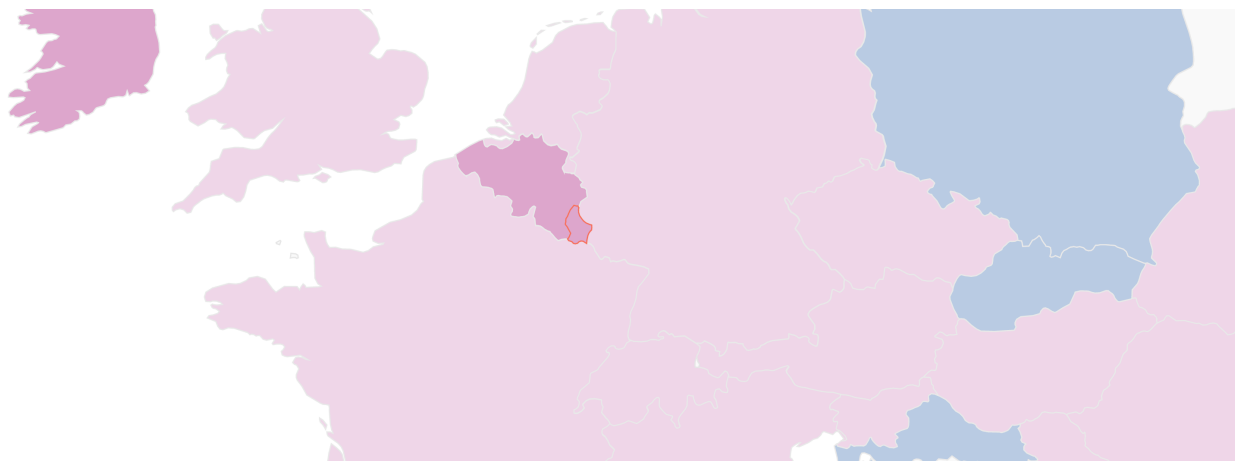
### ACCESS TO NATIONALITY

**Rank:**  
45 of 52  
**Score:**  
22



### ANTI-DISCRIMINATION

**Rank:**  
41 of 52  
**Score:**  
51



# LUXEMBOURG

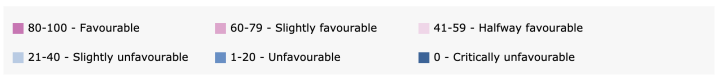
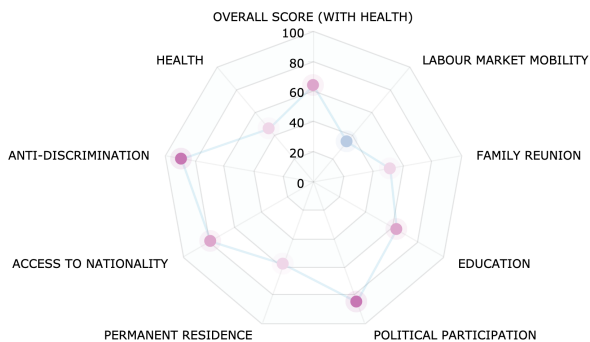
**Rank:** Comprehensive

**MIPEX Score:** 64

Luxembourg, 2019

## KEY FINDINGS

Labour Market Mobility:	35
Family Reunion:	52
Education:	64
Health:	46
Political Participation:	85
Permanent Residence:	58
Access To Nationality:	79
Anti-discrimination:	89



## Changes in policy

Over the past five years, the average MIPEX country increased by +2 points on the 100-point MIPEX scale. In contrast, Luxembourg led the European Union with the greatest improvements in its integration policies, with +10

points. Luxembourg developed a much more comprehensive approach to integration by securing basic rights for foreign and national citizens. All legal residents of Luxembourg now enjoy the right to protection from discrimination based on nationality and the right to birth-right citizenship (jus soli) for the second generation. In addition, immigrant adults should feel slightly more secure in their right to family life and their path to naturalisation, while their children should benefit from greater support to access higher education opportunities. These new policies build on decades-long reform trends which MIPEX has followed as Luxembourg recognises itself as a permanent country of immigration. The previous MIPEX edition was published after the failed 2015 national voting rights referendum and several of its recommendations were taken up: to reform the Nationality Law to recognise long-settled residents and reward efforts at learning Luxembourgish, expand anti-discrimination laws to prohibit nationality discrimination and to mainstream equal rights in different areas of life.

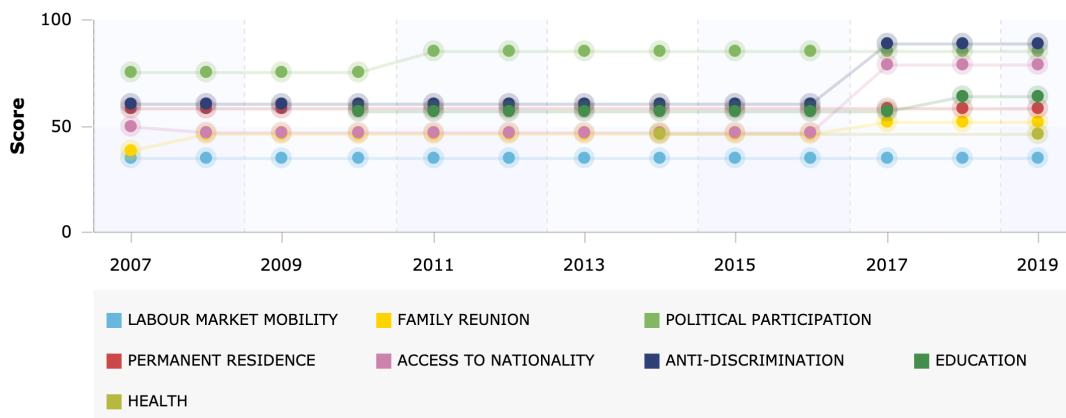
**Positive changes on MIPEX indicators:**

- Residence period for family reunification
- Access to higher education
- Residence conditions for ordinary naturalisation
- Citizenship for immigrant children
- Naturalisation language requirement
- Definitions of discrimination
- Fields of discrimination law
- Discrimination protection in employment
- Discrimination protection in education
- Discrimination protection in social protection
- Discrimination protection in goods & services
- Mandate of specialised body

**Negative changes on MIPEX indicators:**

- None

Luxembourg



**Conclusions and recommendations**

As a result of these major reforms, Luxembourg’s integration policies shifted from halfway favourable (54/100) to slightly favourable (64/100) for societal integration. Traditionally, Luxembourg suffered from one of lowest naturalisation rates in Europe and the largest democratic deficit of any developed democracy, comparable only to Singapore. These reforms are likely to have long-term positive impacts on public attitudes and awareness about immigration and discrimination as well as Luxembourg’s levels of naturalisation, political participation, common

sense of belonging and trust.

Integration is in many ways the reality for the many long-settled immigrants in this small, wealthy, multilingual country, with many positive attitudes, interactions and integration outcomes reported for immigrants and Luxembourg citizens. Still, a few inequalities do persist. The greatest gaps emerge in employment (underrepresentation in public sector and gaps in income, poverty and skills in Luxembourgish compared to French and German), education (school concentration of immigrant pupils, languages and education pathways), long-term security (permanent residence or naturalisation) and discrimination awareness and reporting. These inequalities can be partly explained by gaps and obstacles in Luxembourg's integration policies in areas like labour market mobility, education, family reunification and permanent residence.

Luxembourg's comprehensive approach is not yet fully favourable for integration. Favourably, all residents of Luxembourg, regardless of their nationality, now enjoy largely the same basic rights. Still, Luxembourg only goes halfway to secure equal opportunities and long-term security for both foreign and Luxembourg citizens. These policies encourage the public to see immigrants as their equals, but not necessarily as their neighbours and their fellow citizens.

Luxembourg's current policies are slightly above-average for the EU and for Western Europe (EU15). Its areas of strength and weakness are most similar to neighbouring Belgium and to Ireland, both countries with a comprehensive approach and large number of both EU and non-EU citizens. To improve its areas of weakness, Luxembourg can look within Europe to good practices from Belgium, the Nordics and Portugal. With a few improvements, Luxembourg could enter the MIPEX International 'Top Ten' on integration, where immigrants and citizens enjoy equal rights, opportunities and security and the public is encouraged to treat immigrants as their equals, neighbours and fellow citizens.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

- **Labour market mobility:** *Slightly unfavourable:* Non-EU newcomers enjoy less access and less support to improve their job prospects, professional and language skills in Luxembourg than in most EU or Western European countries.
- **Family reunification:** *Halfway favourable:* Luxembourg has become slightly 'family-friendly' for non-EU families, removing the 1-year waiting period, in line with EU trends. However, obstacles to integration still emerge in the procedures, security and rights for reuniting families.
- **Education:** *Slightly favourable:* Slightly above-average for Western Europe, Luxembourg offers targets immigrant pupils' specific needs and advocates an intercultural approach for all pupils. But with the largest number of 1st/2nd generation pupils of all developed democracies, Luxembourg has an especially large task ahead to promote equal opportunities at all levels, encourage mixed schools, language learning, multilingualism and diversity within the teaching sector.
- **Health:** *Halfway favourable:* While immigrant patients benefit from inclusive healthcare entitlements and intercultural interpreters, Luxembourg's average policies could benefit from greater involvement of immigrants in service design and delivery and greater mainstreaming in all health policies.
- **Political participation:** *Favourable:* With foreign citizens constituting a near-majority of its population, Luxembourg does more than most countries to facilitate their political participation through local voting rights, ad hoc campaigns, strong consultative bodies and funding for immigrant associations. These policies are ranked #2 on MIPEX, alongside Ireland and New Zealand, and score 85/100. Luxembourg's policies would be fully favourable with small changes in the voter registration procedure. Turnout among foreign citizens could be as high as in Nordic countries if voter registration was quasi-automatic and ongoing, from a newcomer's first day in Luxembourg up until a few days before the election. These changes can be compatible with EU law and Luxembourg's obligatory voting system.
- **Permanent residence:** *Halfway favourable:* The path to permanent residence in Luxembourg is average for Western Europe but more complicated than in countries like Belgium, Italy, Portugal, Spain and Nordics. The

way Luxembourg transposed its EU obligations in 2008 provided fewer groups with greater rights but still limited security.

- **Access to nationality:** *Slightly favourable:* Immigrants' access to nationality improved from halfway to slightly favourable, which may start to raise Luxembourg's traditionally low naturalisation and political participation rates. While the 2008 reform secured the path to dual nationality, the 8 March 2017 Nationality Law followed MIPEX recommendations and international trends. The wait for the first-generation is lowered from 7-to-5 years and their efforts are rewarded for learning Luxembourgish. The right to citizenship was regained by spouses and extended from the third- to the second-generation. Luxembourg's policies are now comparable to many Western European countries and only more restrictive on a few points than the traditional destination countries (the Americas, Australia, New Zealand), Ireland, Portugal or Sweden.
- **Anti-discrimination:** *Favourable:* The greatest improvement to Luxembourg's integration policies was its stronger non-discrimination approach thanks to the 7 November 2017 law. Luxembourg's anti-discrimination policies improved from slightly to fully favourable because protection now extends to all victims of nationality discrimination – whether Luxembourg, mobile EU or non-EU citizens. These improvements to Luxembourg's laws and enforcement mechanisms may help to improve Luxembourg's traditionally low levels to discrimination awareness and reporting on nationality, racial, ethnic and religious discrimination. Its policies are now comparable to Western European and traditional destination countries, although practitioners could still learn from their more extensive experiences, practices and positive actions.

### Policy Recommendations from ASTI

- Concerning access to social security, it would be crucial to have a standard and to define whether it is compulsory to have a residence permit or if a proof of living in Luxembourg is enough to apply for social security
- Introduction of a temporary residence permit for the purpose of seeking work; Luxembourg should be inspired by the recent example of Germany, which amended its legislation to allow skilled workers (persons with a higher education diploma or a qualified vocational training of at least two years) to obtain a temporary residence permit to enable them to seek work.
- Offering the possibility for people legally residing for a long period in another EU Member State to obtain a residence and work permit in Luxembourg, without having to pass the market test.
- For non-EU citizens, the 12 months residency and work delay is too long for a family reunification demand, as well as the waiting period of 9 months for the answer. The housing criteria for the family have to be better specified: the number of bedrooms, the size of the house, etc.
- For both non-EU and EU citizens the definition of “dependency” concerning parents or children above 21 in relation to family reunification, is not clear, since it is difficult to evaluate the exact amounts of money the person in Luxembourg has to have sent to his family member in order to prove it
- ASTI supports the demand by several Luxembourg civil society organisations for the creation of an universal health coverage. This would pursue three interrelated objectives of universal coverage: Equitable access to health services - all those who need health services, whatever their financial means, should be able to access them; quality - health services must be of sufficient quality to improve the health of those who receive them;; financial protection - the cost of care must not expose users to financial hardship
- There is a need to promote access to all types of participation in a country where 48% of residents are foreigners - voting in legislative elections, according to the criterion of residence, should be possible for all migrants in Luxembourg in order to allow real democratic participation of all residents.
- To obtain a long-term residency permit, the non-EU citizen has to prove 5 years residency and work in Luxembourg before he can apply. If he stopped working, even for a short period, the long-term residency permit can be denied (except for some specific reasons like health, pregnancy or studies)
- The waiting period of 6 months to obtain an answer from the authorities is too long
- The law having been reformed in 2017 allows wider access to Luxembourg nationality by introducing, among other things, jus soli for the second generation. Nevertheless, Luxembourg is struggling to enshrine the pure



and simple jus solis.

- The Equal Treatment Centre CET should have the possibility to take legal action in cases of discrimination. Its resources should be strengthened in order to improve the work against all forms of discrimination. Luxembourg should also set up a monitoring body, e.g. an observatory on racism, antisemitism and xenophobia.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
39 of 52  
**Score:**  
35



### FAMILY REUNION

**Rank:**  
34 of 52  
**Score:**  
52



### EDUCATION

**Rank:**  
12 of 52  
**Score:**  
64



### HEALTH

**Rank:**  
29 of 52  
**Score:**  
46



### POLITICAL PARTICIPATION

**Rank:**  
2 of 52  
**Score:**  
85



### PERMANENT RESIDENCE

**Rank:**  
27 of 52  
**Score:**  
58



### ACCESS TO NATIONALITY

**Rank:**  
8 of 52  
**Score:**  
79



### ANTI-DISCRIMINATION

**Rank:**  
16 of 52  
**Score:**  
89



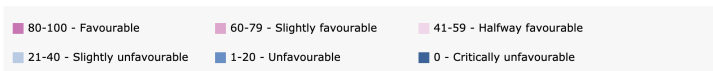
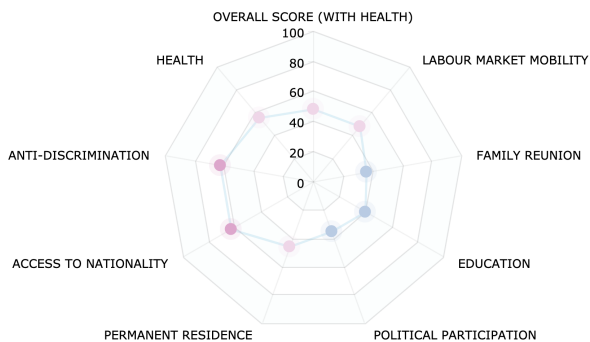
# MALTA

**Rank:** Comprehensive  
**MIPEX Score:** 48

Malta, 2019

## KEY FINDINGS

Labour Market Mobility:	48
Family Reunion:	36
Education:	40
Health:	56
Political Participation:	35
Permanent Residence:	46
Access To Nationality:	63
Anti-discrimination:	63



## Changes in policy

From 2014 to 2019, immigrants witnessed major improvements in Malta's integration policies, which improved by +5 points, more than in most MIPEX countries (+2 points on average). Malta started to address its main weakness

on equal opportunities and security for immigrants across different areas of life, from the labour market to education and political participation. Most significantly, Malta started to inform immigrants about their rights, consult them to make integration policies (as part of the Integration Strategy and Action Plan which runs up until the end of 2020) and improved the support for immigrant children at school.

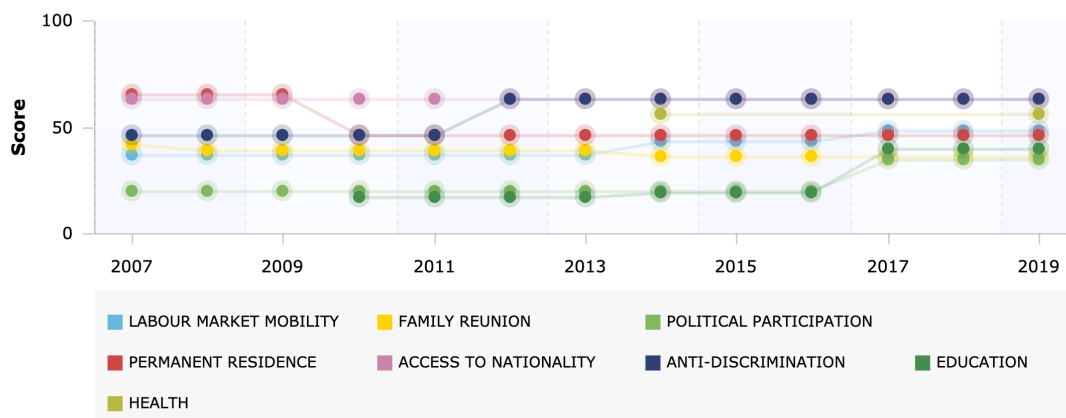
#### Positive changes on MIPEX indicators:

- Economic integration measures of TCNs
- Educational guidance at all level
- Measures to address educational situation of migrant groups
- Strength of national consultive body
- Active information policy

#### Negative changes on MIPEX indicators:

- None

Malta



#### Conclusions and recommendations

Malta scores 48 on the 100-point MIPEX scale, similar to the average MIPEX country (50). As Malta only recently started to address integration, Malta's integration policies still create as many obstacles as opportunities for integration. Malta is trying to promote a comprehensive approach to integration, but only goes halfway to actually guarantee equal rights, opportunities and security for immigrants. Immigrants have greater obstacles to access basic rights, opportunities and security in Malta than in other countries with comprehensive policies.

Malta's policies matter because they influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Malta's current policies do not encourage the public to see immigrants as their neighbours, equals and fellow citizens.

Many obstacles emerge for immigrants in Malta to reunite with their families, settle long-term, achieve at school and participate in public life. Malta needs family reunification and permanent residence policies in line with EU trends that would allow legal residents to reunite their families and settle long-term. A more comprehensive policy and support for migrant education can help immigrant children to achieve, feel safe at school and progress on to higher education.

The fact that Malta, denies immigrants the opportunity to be heard by politicians means that they are not able to vote, but also to contribute to improving public life and attitudes. Its bureaucratic and discretionary path to citizenship is the main factor depressing its naturalisation rate. All of these weaknesses make newcomers and

locals less likely to develop relationships, positive attitudes about each other and a common sense of belonging, trust and civic participation.

Compared to other destinations in the Mediterranean, Malta's integration policies are weaker than Italy, Portugal and Spain's but more advanced than Cyprus and Turkey's. Malta's comprehensive but minimum approach is similar to Czechia and Estonia.

- **Labour market mobility:** *Halfway favourable:* The labour market regulations are only halfway favourable for non-EU residents to contribute to the economy. Non-EU nationals in Malta cannot quickly or easily change jobs or benefit from the same general support and benefits that Maltese citizens use to pursue jobs and training.
- **Family reunification:** *Slightly unfavourable:* Non-EU citizens were less likely to reunite with family in Malta than in most European countries, because of its long-delayed, restrictive and discretionary policy. Only Cyprus, Denmark, the Netherlands and UK are more restrictive.
- **Education:** *Slightly unfavourable:* Maltese education policies improved over the last years thanks to increased support for migrant children at school. But more could be done to promote intercultural education and diversity at school and remove obstacles to higher education.
- **Health:** *Halfway favourable:* For migrant groups eligible for 'free' healthcare or who are able to pay for healthcare, some services are slowly becoming more accessible and responsive to their specific health needs. But for the rest, healthcare entitlements are more unclear and discretionary in Malta than almost anywhere else.
- **Political participation:** *Slightly unfavourable:* Following other Mediterranean countries, Malta has now started to inform and consult immigrant communities. However, non-Maltese citizens have still no right to vote.
- **Permanent residence:** *Halfway favourable:* Immigrants have greater obstacles to settle long-term in Malta than in most other MIPEX countries, because of Malta's restrictive language and economic requirements, discretionary procedures and insecure status (e.g., in terms of duration and renewal).
- **Access to nationality:** *Slightly favourable:* Malta has not updated its citizenship policy to reflect its transformation from a country of emigration to immigration. Malta's short and simple naturalisation requirements on paper are highly discretionary in practice, without citizenship entitlements for children born or raised in Malta.
- **Anti-discrimination:** *Slightly favourable:* Catching up with EU-wide trends, Malta adopted more comprehensive laws since 2012. Residents can better challenge discrimination, but not nationality discrimination, unlike in the majority of MIPEX countries. Stronger equality bodies and policies are needed to better inform and target immigrant victims of discrimination.

### Policy Recommendations from People for Change

- Ensure effective evaluation of the current Integration Strategy and Action Plan, and launch a new policy cover 2021 and beyond.
- Ensure the sustainability of existing measures and Programmes such as the I Belong Programme.
- Address specific needs of vulnerable groups to access and integration and residence policies.
- Improve access to higher education for third country nationals, (including particular measures to support those with limited financial means), as well as improving the recognition of existing qualifications and skills.
- Increase civic and political participation and visibility of non-EU citizens through greater support for migrant community organisation
- Increase immigrants' and mainstream service providers' awareness of immigrants' rights to access services and access to justice.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
28 of 52  
**Score:**  
48



### FAMILY REUNION

**Rank:**  
47 of 52  
**Score:**  
36



### EDUCATION

**Rank:**  
27 of 52  
**Score:**  
40



### HEALTH

**Rank:**  
24 of 52  
**Score:**  
56



### POLITICAL PARTICIPATION

**Rank:**  
22 of 52  
**Score:**  
35



### PERMANENT RESIDENCE

**Rank:**  
44 of 52  
**Score:**  
46



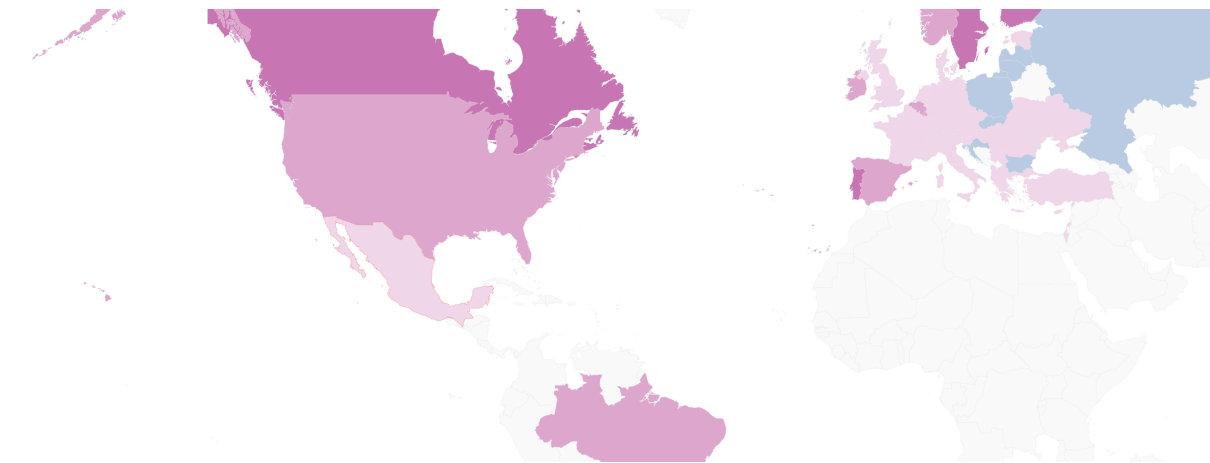
### ACCESS TO NATIONALITY

**Rank:**  
15 of 52  
**Score:**  
63



### ANTI-DISCRIMINATION

**Rank:**  
34 of 52  
**Score:**  
63



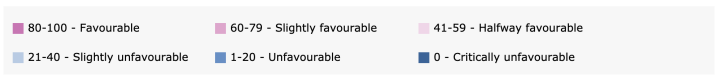
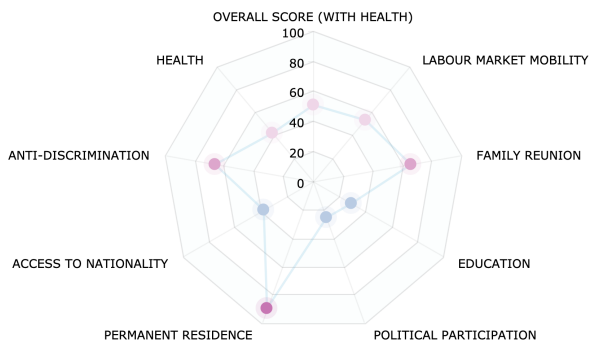
# MEXICO

**Rank:** Equality on paper  
**MIPEX Score:** 51

## KEY FINDINGS

Labour Market Mobility:	54
Family Reunion:	66
Education:	29
Health:	42
Political Participation:	25
Permanent Residence:	90
Access To Nationality:	38
Anti-discrimination:	67

Mexico, 2019



## Changes in policy

While most countries, including Brazil and Chile, have improved their integration policies over the past five years, Mexico did not follow these international reform trends. Instead, Mexico lost -1 point overall because of increased

administrative obstacles for immigrants to access healthcare.

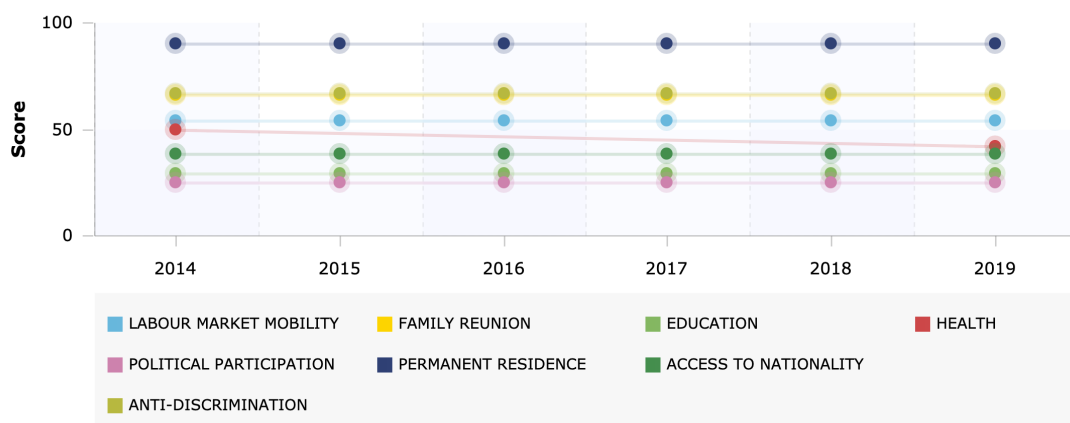
**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- Administrative discretion and documentation for legal migrants
- Administrative discretion and documentation for asylum-seekers
- Administrative discretion and documentation for undocumented migrants

Mexico



**Conclusions and recommendations**

Immigrants to Mexico experience halfway favourable integration policies, typical of the average MIPEX country. Mexico scores 51/100, like the MIPEX average country (50). Immigrants in Mexico encounter as many obstacles as opportunities to integrate.

Mexico’s approach to integration is classified by MIPEX as ‘equality on paper’ only. As in Argentina and Chile, immigrants in Mexico enjoy basic rights and long-term security, but they do not enjoy equal opportunities. Although immigrants in Mexico enjoy overall halfway favourable policies, major obstacles emerge for immigrants in education and political participation.

A country’s approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, belonging, participation and even health in their new home country.

Mexico’s halfway favourable ‘Equality on Paper’ policies encourage the public to see immigrants as equals and potential citizens, but also to see them as strangers. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

Compared to the other MIPEX countries, Mexico’s integration policies are most similar to Chile’s. Interestingly, public attitudes are much more positive towards immigrants under the more inclusive policies in the other higher-scoring MIPEX countries in the Americas (Argentina, Brazil, Canada and the US).

- **Labour market mobility:** *Halfway favourable:* Labour market participation and employment issues emerge for immigrants in Mexico. Immigrants benefit from little general and no targeted support, while those on

temporary work permits do not enjoy full and immediate access to the labour market.

- **Family reunification:** *Slightly favourable:* Immigrants face few legal but several administrative obstacles to reunite and settle with their family, with many vague grounds for rejection and no right to autonomous residence.
- **Education:** *Slightly unfavourable:* One of Mexico's weaknesses, the Mexican education system does not offer support to schools to function as a motor for the integration of immigrant pupils, without targeted measures for immigrant pupils, intercultural education or support to access higher education or intercultural curriculum.
- **Health:** *Halfway favourable:* Immigrants face additional administrative burdens and limited support that undermine their access to health services.
- **Political participation:** *Slightly unfavourable:* While immigrant organisations are funded and consulted ad-hoc, ordinary immigrants are not able to vote, join political parties or be informed about opportunities to participate. Political participation policies are more developed in most MIPEX countries, including those in the Americas.
- **Permanent residence:** *Favourable:* Ranking #5, immigrants with basic economic resources can become permanent residents after four years and enjoy a relatively secure status and equal rights with national citizens.
- **Access to nationality:** *Slightly unfavourable:* While their Mexican-born children automatically become citizens, their foreign-born parents face discretionary language, integration and dual nationality requirements. The path to naturalisation is more complicated in Mexico than in most MIPEX countries, including those in the Americas.
- **Anti-discrimination:** *Slightly favourable:* With protections weaker than most countries in the Americas or the European Union potential victims in Mexico are explicitly protected and supported in cases of racial/ethnic, religious but not nationality discrimination and immigrants are not specifically targeted by the existing awareness and positive action measures against discrimination.



## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
22 of 52  
**Score:**  
54



### FAMILY REUNION

**Rank:**  
15 of 52  
**Score:**  
66



### EDUCATION

**Rank:**  
37 of 52  
**Score:**  
29



### HEALTH

**Rank:**  
32 of 52  
**Score:**  
42



### POLITICAL PARTICIPATION

**Rank:**  
28 of 52  
**Score:**  
25



### PERMANENT RESIDENCE

**Rank:**  
3 of 52  
**Score:**  
90



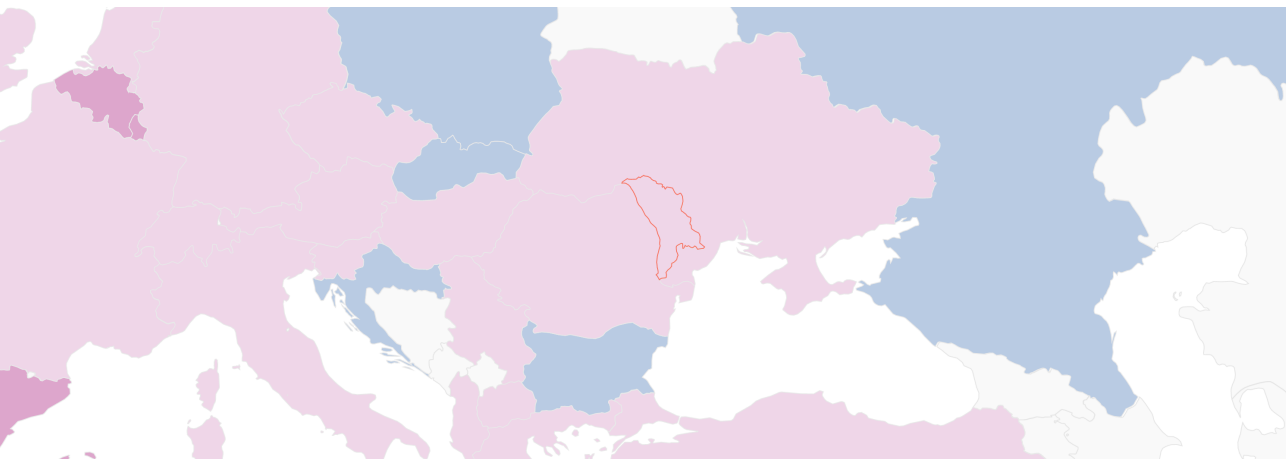
### ACCESS TO NATIONALITY

**Rank:**  
35 of 52  
**Score:**  
38



### ANTI-DISCRIMINATION

**Rank:**  
29 of 52  
**Score:**  
67



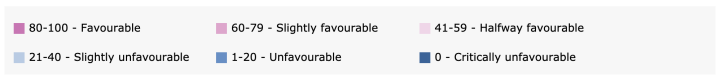
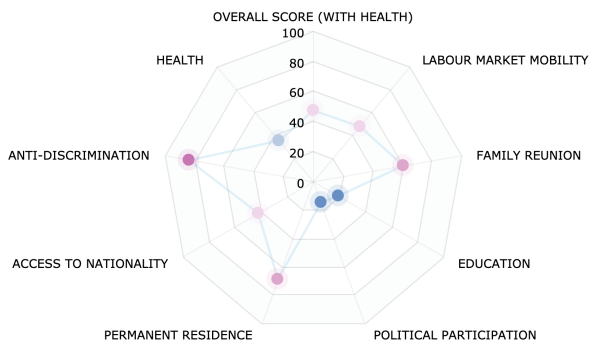
# MOLDOVA

**Rank:** Equality on paper  
**MIPEX Score:** 47

Moldova, 2019

## KEY FINDINGS

Labour Market Mobility:	48
Family Reunion:	61
Education:	19
Health:	36
Political Participation:	15
Permanent Residence:	69
Access To Nationality:	42
Anti-discrimination:	84



## Changes in policy

From 2014 to 2019, the average country increased its score by +2 points on the MIPEX integration scale. By contrast, Moldova saw an increase of +8 points. While its conditions for integration were defined as “slightly

unfavourable” in 2014, Moldova now has halfway favourable integration policies.

Immigrants in Moldova now enjoy greater opportunity and face a more secure future, but endure a slightly higher number of obstacles when it comes to accessing basic rights. Moldova has introduced changes to policies relating to family reunification, political participation, permanent residence and access to nationality. Immigrants enjoy increased opportunity for political participation, with more access to information as well as consultation at the national level. Permanent residents now have equal access to social security and assistance, and can also stay outside the country for longer than a year. As far as access to nationality is concerned, while naturalised immigrants can keep their previous nationality there have been changes to the rules for children. Those born in Moldova to non-Moldovan citizens will now only acquire nationality if at least one parent is a legal resident at the moment of the child's birth.

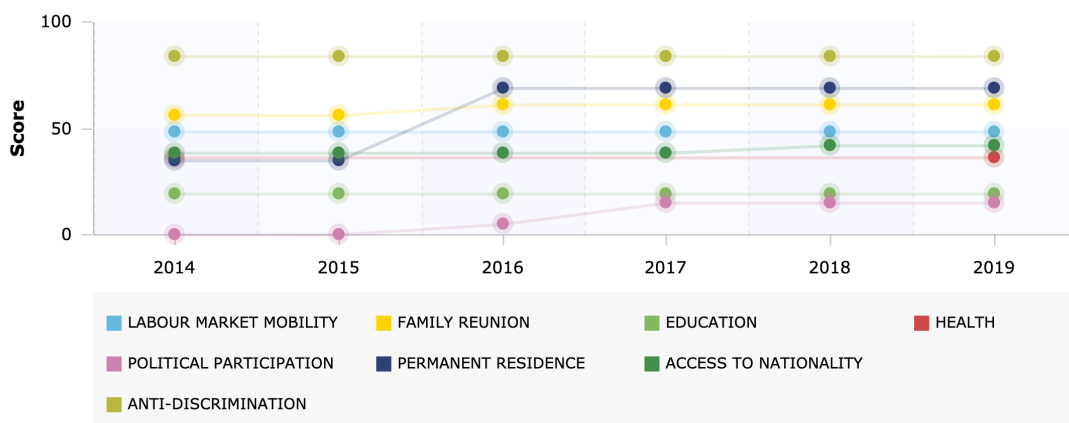
**Positive changes on MIPEX indicators:**

- Right to autonomous residence permit for partners and children
- Active policy of information on political participation
- Strength of national consultive body
- Periods of absence allowed
- Access to social security and assistance
- Dual citizenship

**Negative changes on MIPEX indicators:**

- Citizenship for immigrant children (birthright and socialisation)

Moldova



**Conclusions and recommendations**

Immigrants face slightly more obstacles than opportunities for societal integration in Moldova, which scores 47 on the 100-point MIPEX scale. Moldova’s approach to integration is classified by MIPEX as “equality on paper” only. As in most Central and Eastern European countries, immigrants in Moldova enjoy basic rights and halfway favourable long-term security, but do not enjoy equal opportunities. Major obstacles emerge in relation to their education, health and political participation.

A country’s approach to integration matters because integration policies influence whether or not integration works as a two-way process. The ways in which governments treat immigrants affect the ways in which immigrants and the public interact with each other. Integration policy is one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, sense of belonging, participation and even health in their new home country.

Moldova’s current policies encourage the public to see immigrants as equals. Internationally, the ‘Top Ten’ MIPEX

countries treat immigrants not only as equals, but also as neighbours and potential citizens, and invest in integration as a two-way process for society.

Moldova's integration policies score slightly below EU countries but above new European countries (EU13, 41/100). Moldova adopts policies similar to those of Bulgaria and Hungary, although overall these two countries score less favourably. The Moldovan approach is also similar to that of Romania, which has slightly more favourable policies.

- **Labour market mobility:** *Halfway favourable:* Permanent residents and those with family reunion permits in Moldova have immediate, equal access to employment, and all immigrants can access self-employment. However, immigrant workers receive little general and no targeted support in the improvement of their professional skills or opportunities.
- **Family reunification:** □ *Slightly favourable:* Sponsors can request family reunification for their close family members with few additional requirements, and have the possibility of being granted autonomous residence permits in fewer than 5 years.
- **Education:** □ *Unfavourable:* Immigrant pupils have implicit access to education but receive little support and no targeted measures to meet their specific needs.
- **Health:** □ *Slightly unfavourable:* Immigrants in Moldova can access the healthcare system under some conditions, and this access is subject to administrative discretion. Immigrants do receive information on healthcare but in general there is little support available for specific health needs.
- **Political participation:** *Unfavourable:* Most immigrants are denied the opportunity to participate in public life in Moldova, as foreign citizens have no right to vote. However, since 2015, immigrants receive more information on their political and social rights and are consulted at the national level.
- **Permanent residence:** □ *Slightly favourable:* Certain residency, language and economic conditions must be met by foreign nationals before they can be given a permanent residence permit, which grants them a secure status and equal access to social security and other social rights.
- **Access to nationality:** *Halfway favourable:* The path to Moldovan citizenship is long and burdensome, with restrictive language and economic requirements. Moldova has followed international trends on dual nationality in terms of the naturalisation of adults and citizenship entitlements for children.
- **Anti-discrimination:** *Favourable:* Victims of ethnicity/race, religion or nationality-based discrimination in Moldova are supported by the law in all areas of social life, with strong enforcement mechanisms but a still weak equality body.

**POLICIES - SUMMARY****LABOUR MARKET  
MOBILITY**

**Rank:**  
28 of 52  
**Score:**  
48

**FAMILY  
REUNION**

**Rank:**  
22 of 52  
**Score:**  
61

**EDUCATION**

**Rank:**  
44 of 52  
**Score:**  
19

**HEALTH**

**Rank:**  
36 of 52  
**Score:**  
36

**POLITICAL  
PARTICIPATION**

**Rank:**  
37 of 52  
**Score:**  
15

**PERMANENT  
RESIDENCE**

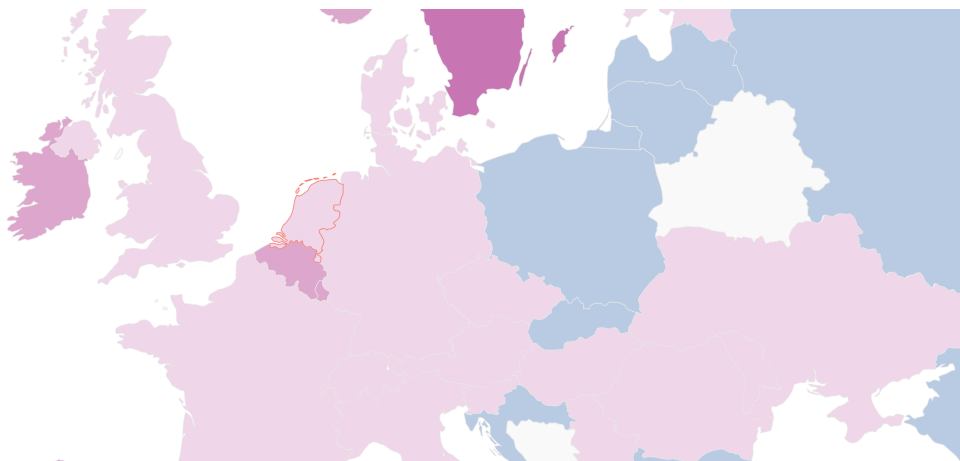
**Rank:**  
17 of 52  
**Score:**  
69

**ACCESS TO  
NATIONALITY**

**Rank:**  
30 of 52  
**Score:**  
42

**ANTI-DISCRIMINATION**

**Rank:**  
22 of 52  
**Score:**  
84



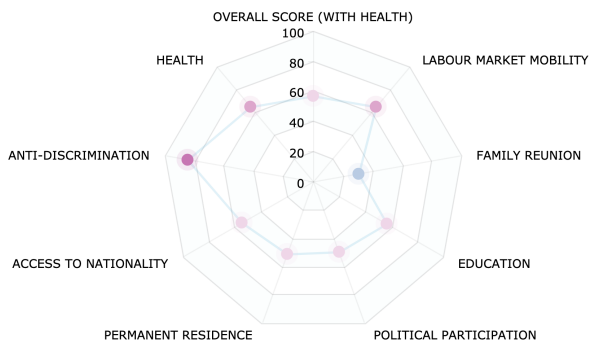
# NETHERLANDS

**Rank:** Temporary  
**MIPEX Score:** 57

Netherlands, 2019

## KEY FINDINGS

Labour Market Mobility:	65
Family Reunion:	31
Education:	57
Health:	65
Political Participation:	50
Permanent Residence:	52
Access To Nationality:	55
Anti-discrimination:	85



## Changes in policy

Over the past five years policies in the Netherlands have changed little for immigrants, leading to no change in the score since 2014. In contrast, the average MIPEX country increased its score by +2 points from 2014 to 2019. In

2019 the national government started the programme 'Verdere integratie op de arbeidsmarkt', which aims to promote labour market positioning of migrant youth (especially 2nd generation immigrants). Furthermore, as of December 2019, access to care for adult asylum seekers during the first two months of reception is limited to care that is medically necessary and cannot be postponed.

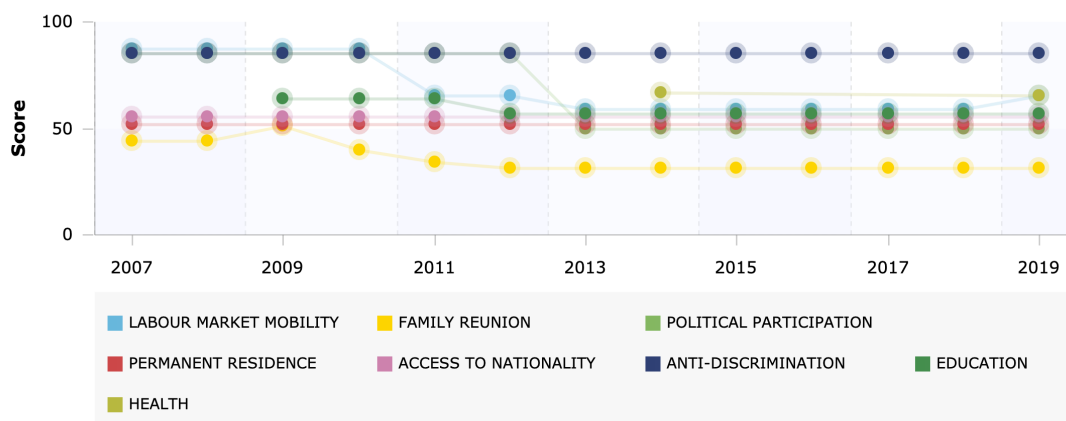
#### Positive changes on MIPEX indicators:

- Economic integration measures of youth and women

#### Negative changes on MIPEX indicators:

- Conditions for asylum-seekers to access health care

Netherlands



#### Conclusions and recommendations

Scoring 57 on the MIPEX 100-point scale, immigrants in the Netherlands enjoy more opportunities than obstacles in their integration, under halfway favourable policies. Dutch integration policies score above the average EU country and similarly to Western European (EU15)/OECD countries.

The Netherlands' approach to integration is classified by MIPEX as "Temporary Integration", like France, Italy, Germany and the United Kingdom. The Netherlands has more developed policies than Austria, Denmark and Switzerland, which have a similar approach but go only halfway towards providing immigrants with equal opportunities.

Foreign citizens in the Netherlands can benefit from access to basic rights and halfway favourable policies on equal opportunities, but do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. The Dutch "Temporary Integration" approach encourages the public to see immigrants as equals but as foreigners as well. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

- **Labour market mobility:** *slightly favourable:* Non-EU newcomers can work in all public and private sector jobs. Long-term residents and family migrants enjoy equal access to education, training and study grants. Most recently, a national programme was initiated aiming to promote labour market positioning of migrant youth. However, migrants in the Netherlands still face some obstacles when it comes to receiving targeted support.

- **Family reunification:** *slightly unfavourable:* Immigrants in the Netherlands continue to face obstacles in attempting to reunite with their families, due to slightly unfavourable policies that have persisted over the years. Families meeting the legal requirements are only slightly secure in their future in the country.
- **Education:** *halfway favourable:* Immigrants pupils can access compulsory and non-compulsory education in the Netherlands, regardless of legal status. Schools still receive basic funding and training to target immigrant pupils' specific learning needs though standards vary across schools and cities.
- **Health:** *slightly favourable:* Immigrants enjoy slightly inclusive healthcare entitlements but only average policies to help them access these entitlements, as well as to help mainstream providers become more responsive to their specific needs. Legal migrants and asylum-seekers receive basic information to entitlements through many means. However, relevant information may not reach all patients or staff, especially regarding entitlements for undocumented migrants. This may discourage access to entitlements in practice.
- **Political participation:** *halfway favourable:* Non-EU citizens in the Netherlands can vote and stand in local elections. With little to no support from consultative bodies, conditions for dialogue are unfavourable and immigrants have limited opportunities to inform and improve the policies that affect them most.
- **Permanent residence:** *halfway favourable:* Immigrants becoming long-term residents are halfway secure in their future in the Netherlands, with some difficulties that make the process strenuous. After 5 years, immigrants are allowed to apply for long-term residence. A path to long-term residence is denied for several categories of temporary residents, such as seasonal workers and those with medical permits, study/exchange permits and certain family permits.
- **Access to nationality:** *halfway favourable:* Immigrants wanting to become Dutch citizens face a relatively clear path to citizenship similar to most countries of immigration, but dual nationality is allowed as an exception, unlike in most other countries. The language and integration requirements may discourage immigrants from naturalising rather than encourage them to learn the language and the country's core civic values.
- **Anti-discrimination:** *favourable:* Everyone in the Netherlands is protected against ethnic, racial, religious and nationality discrimination in all areas of life except social protection, where gaps emerge in the Dutch law. Additionally, the mechanisms in place to enforce the law are some of the strongest among developed democracies.



## POLICIES - SUMMARY


**LABOUR MARKET  
MOBILITY**

**Rank:**  
12 of 52  
**Score:**  
65


**FAMILY  
REUNION**

**Rank:**  
50 of 52  
**Score:**  
31


**EDUCATION**

**Rank:**  
14 of 52  
**Score:**  
57


**HEALTH**

**Rank:**  
17 of 52  
**Score:**  
65


**POLITICAL  
PARTICIPATION**

**Rank:**  
16 of 52  
**Score:**  
50


**PERMANENT  
RESIDENCE**

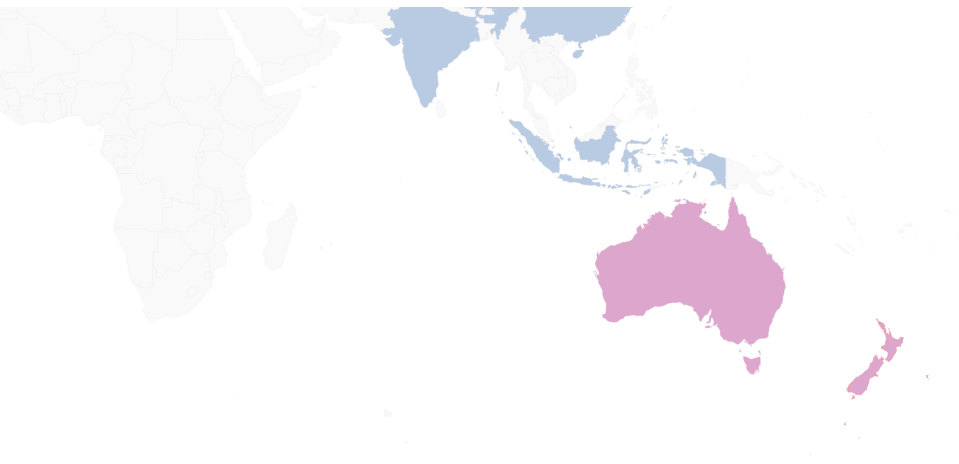
**Rank:**  
36 of 52  
**Score:**  
52


**ACCESS TO  
NATIONALITY**

**Rank:**  
18 of 52  
**Score:**  
55


**ANTI-DISCRIMINATION**

**Rank:**  
19 of 52  
**Score:**  
85



# NEW ZEALAND

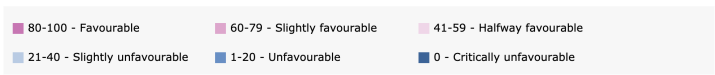
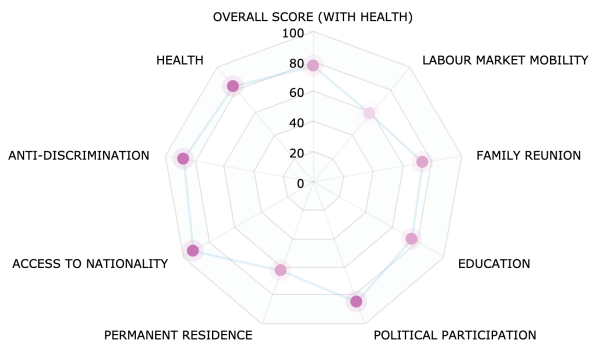
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 77

New Zealand, 2019

## KEY FINDINGS

Labour Market Mobility:	59
Family Reunion:	74
Education:	76
Health:	83
Political Participation:	85
Permanent Residence:	63
Access To Nationality:	92
Anti-discrimination:	88



## Changes in policy

Newcomers continue to enjoy New Zealand's comprehensive and slightly favourable approach to settlement, with

no major changes over the past five years. The government has yet to undo the restrictive definition of the family that led New Zealand to drop 6 points on family reunification policies in 2012. As a result of these restrictions on adult children and parents, MIPEX observed that New Zealand no longer provided a favourable basis for the long-term settlement of newcomers living in extended families.

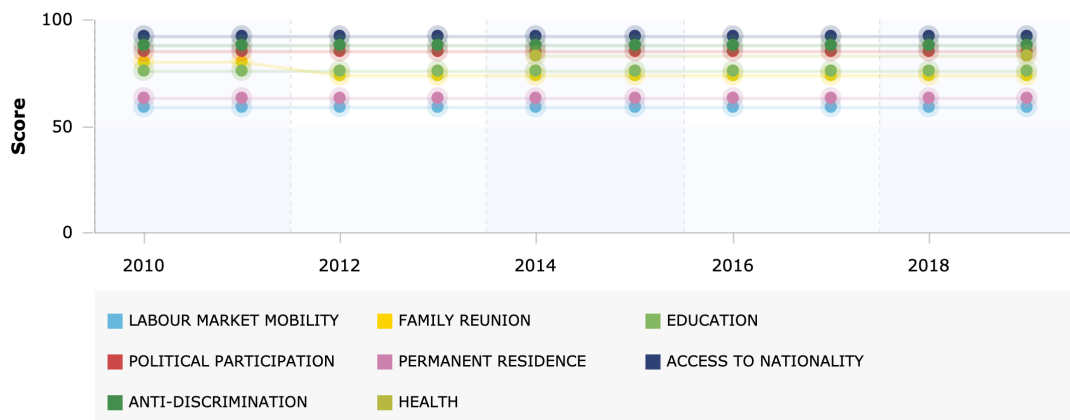
**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- None

New Zealand



**Conclusions and recommendations**

New Zealand benefits from its well-developed comprehensive approach to integration. New Zealand is one of the leading countries in the MIPEX 'Top Ten', scoring 77 on the MIPEX 100-point scale. In the Top Ten MIPEX countries, integration works well as a two-way process, as citizens and newcomers generally enjoy equal rights, opportunities and security.

Among the traditional destination countries, New Zealand leads alongside Canada and ahead of Australia and the US. Compared to all other developed countries, New Zealand's integration policies are above average and slightly or full favourable in nearly all areas of life.

For example, newcomers to New Zealand benefit from a clear and favourable path to political participation, citizenship, non-discrimination and health equity. Many immigrants and their families are eligible to arrive as or later become permanent residents and then full citizens. Already after one year of permanent residence, they can also vote in all elections in this inclusive democracy and confident country of immigration. Newcomers and immigrant communities receive support in many areas of life from language learning to education, health, citizenship and voting. New Zealand's policies are one of the main factors driving its traditionally high levels of political participation, naturalisation, belonging and public acceptance.

To improve, New Zealand can still be more inclusive of newcomers, more ambitious on multiculturalism and more effective in access to services. Newcomer migrants, especially temporary residents, face delays to access general job, training and social support. New Zealand's standards on multiculturalism and non-discrimination could be better targeted to the needs of immigrant communities.

New Zealand's comprehensive approach to integration matters because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping this two-way process: not only the public's willingness to accept and interact with immigrants, but also

immigrants' own attitudes and integration outcomes.

For public opinion, granting equal rights, opportunities and security encourages the public to see integration as an opportunity and to treat immigrants as their equals, neighbours and potential citizens. Under inclusive policies like New Zealand's, both immigrants and the public are more likely to interact together and feel comfortable with each other as equals.

For immigrants, a country's approach to integration also shapes how well immigrants think and feel about their new home country. Integration policies are also one of strongest factors shaping immigrants' own attitudes, sense of belonging, political participation and even their health in their new home country.

- **Labour market mobility:** *Halfway favourable:* Immigrant workers and their families who move to New Zealand do not all immediately enjoy the same access, general support, and rights as native workers. Newcomers looking for jobs or training can benefit from targeted support, but limited general support and benefits, which may delay their full integration on the labour market in New Zealand.
- **Family reunification:** *Slightly favourable:* Immigrants' chances to start their life in New Zealand with their family are only slightly favourable and less attractive than in Canada. Reunited families in New Zealand enjoy equal rights as their sponsor and a relatively short and secure path to permanent residence (two years). Since 2012, sponsors who need to reunite with their dependent adult children or parents are expected to live up to standards that many national families could not, such as higher incomes and no need for social benefits.
- **Education:** *Slightly favourable:* New Zealand goes a long way to assist immigrant pupils with specific learning needs and teach all children to live in a multicultural society. Immigrant pupils are increasingly benefiting from new initiatives to ensure equal access throughout their school career and to seize the new opportunities for learning that they bring to the classroom.
- **Health:** *Favourable:* New Zealand ranks in the Top 5 on migrant health policies, immigrants and asylum-seekers enjoy relatively inclusive entitlements and support to access healthcare in New Zealand, whose services and policies are some of the best equipped to serve the needs of a diverse population.
- **Political participation:** *Favourable:* Ranking #2, New Zealand is a world leader in granting equal opportunities for political participation to recent immigrants. New Zealand grants the right to vote in all elections to citizens and permanent residents after 1 year's residence.
- **Permanent residence:** *Slightly favourable:* New Zealand's path to permanent residence is similar to other traditional destination countries and a slight boost to the settlement process. Like Canada, New Zealand traditionally grants permanent residence upon arrival or after just a few years, so that migrant workers, families and refugees can start their settlement process with secure and near-equal rights. New Zealand's policies provide immigrants with a slightly favourable chance at a rather secure future.
- **Access to nationality:** *Favourable:* Ranked #1 on citizenship, nearly all permanent residents can quickly become citizens and fully participate in New Zealand. Immigrants in New Zealand enjoy a short residence requirement, favourable naturalisation requirements, dual nationality and some form of citizenship entitlement for children.
- **Anti-discrimination:** *Favourable:* All residents of New Zealand enjoy some of the strongest anti-discrimination laws and equality policies. Thanks to New Zealand's comprehensive legislation, all residents can turn to strong bodies and mechanisms to enforce laws prohibiting racial/ethnic, religious and nationality discrimination in all areas of life.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
17 of 52  
**Score:**  
59



### FAMILY REUNION

**Rank:**  
7 of 52  
**Score:**  
74



### EDUCATION

**Rank:**  
6 of 52  
**Score:**  
76



### HEALTH

**Rank:**  
2 of 52  
**Score:**  
83



### POLITICAL PARTICIPATION

**Rank:**  
2 of 52  
**Score:**  
85



### PERMANENT RESIDENCE

**Rank:**  
22 of 52  
**Score:**  
63



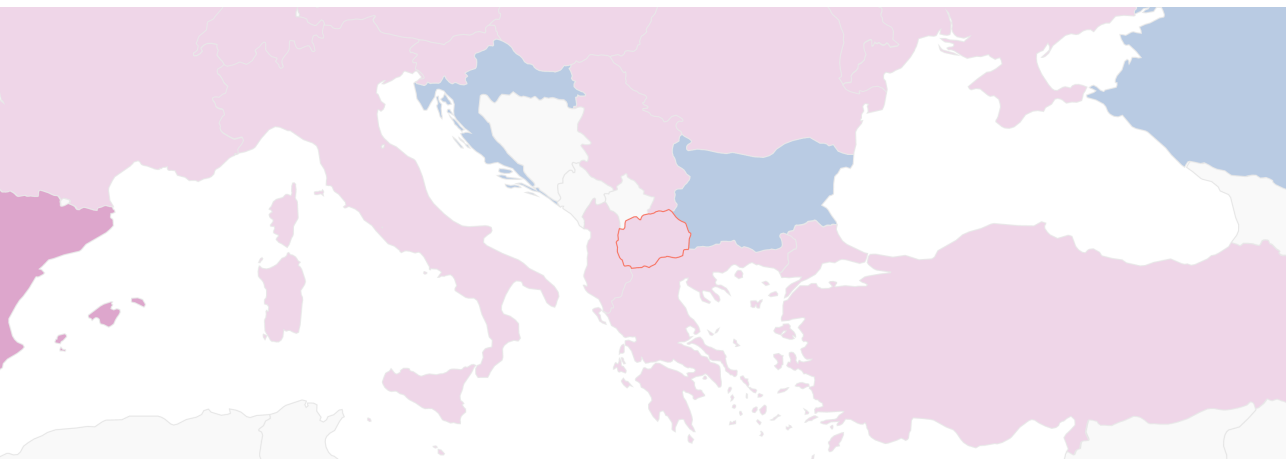
### ACCESS TO NATIONALITY

**Rank:**  
1 of 52  
**Score:**  
92



### ANTI-DISCRIMINATION

**Rank:**  
17 of 52  
**Score:**  
88



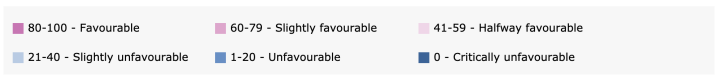
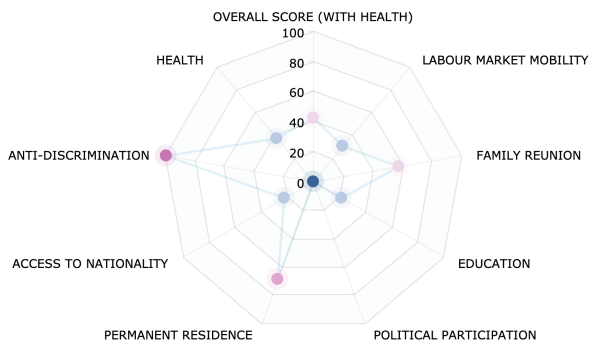
# NORTH MACEDONIA

**Rank:** Equality on paper  
**MIPEX Score:** 42

North Macedonia, 2019

## KEY FINDINGS

Labour Market Mobility:	31
Family Reunion:	58
Education:	21
Health:	38
Political Participation:	0
Permanent Residence:	69
Access To Nationality:	22
Anti-discrimination:	100



## Changes in policy

Little has changed in North Macedonia over the last five years. The only major improvement to its integration policies was limited to right to autonomous residence for reuniting families after four years. In contrast,

immigrants to other Western Balkan countries saw integration policies improve in Albania (+1), Croatia (+1) and Serbia (+5). Internationally, other MIPEX countries improved by +2 points on average.

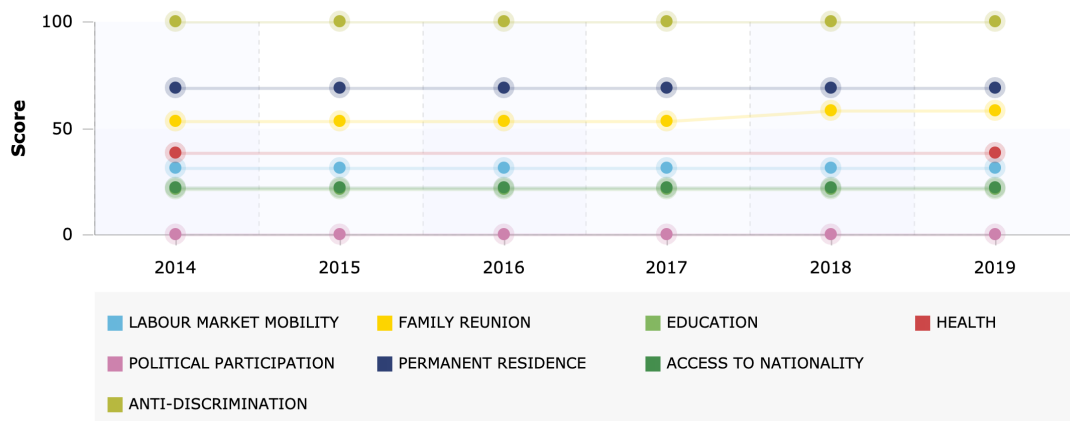
**Positive changes on MIPEX indicators:**

- Right to autonomous residence permit for partners and children

**Negative changes on MIPEX indicators:**

- None

North Macedonia



**Conclusions and recommendations**

Immigrants face slightly more obstacles than opportunities for societal integration in North Macedonia, which scores 42 on the 100-point MIPEX scale. North Macedonia’s score is lower than the average MIPEX country score of 50/100. Major obstacles emerge on the labour market, education (like Albania and Croatia), political participation, health (like in Albania, Croatia, and Serbia), and access to nationality (like Croatia and Serbia).

North Macedonia’s approach to integration is classified by MIPEX as ‘equality on paper’ only. Immigrants in North Macedonia enjoy basic rights and some security, but do not enjoy equal opportunities.

A country’s approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, belonging, participation and even health in their new home country.

North Macedonia’s current policies encourage the public to see immigrants as equals. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants not only as equals, but also as neighbours and potential citizens, and invest in integration as a two-way process for society.

North Macedonia’s integration policies are below average in Europe. North Macedonia’s policies seem similar to policies in neighbouring Albania.

- **Labour market mobility:** *Slightly unfavourable:* North Macedonia ranks in the bottom 10 as immigrants face several restrictions to enter the labour market and receive little general or targeted support to improve their skills and job prospects in the country.
- **Family reunification:** *Halfway favourable:* Foreign citizens who can meet the economic requirements can immediately apply for some but not all dependent family members, who are then insecure for their first four years, until they can become autonomous residents.

- **Education:** *Slightly unfavourable:* Immigrants in North Macedonia have access to compulsory education, but schools receive little-to-no support to address diversity or immigrant pupils' academic, language and other learning needs.
- **Health:** *Slightly unfavourable:* Only documented migrants and asylum seekers have unconditional access to health services and even they enjoy little-to-no targeted information or support to access health services.
- **Political participation:** *Critically unfavourable:* Together with Bulgaria, China, Indonesia, and India, North Macedonia provides the most unfavourable conditions for political participation. Foreign citizens are not informed, consulted, supported or allowed to vote or join political parties.
- **Permanent residence:** *Slightly favourable:* After five years, immigrants who can meet the economic requirements can become permanent residents with full access to social security and assistance.
- **Access to nationality:** *Slightly unfavourable:* North Macedonia ranks in the international bottom 10, as immigrants who want to naturalise as citizens face a 13-year-wait, and demanding language and economic resource requirements.
- **Anti-discrimination:** *Favourable:* North Macedonia's strongest area for integration, immigrants are protected by laws that cover positive action measures and all forms of discrimination on all grounds and fields of applications. Victims have access to strong enforcement mechanisms and support from the equality body.

**POLICIES - SUMMARY**



**LABOUR MARKET MOBILITY**

**Rank:**  
42 of 52  
**Score:**  
31



**FAMILY REUNION**

**Rank:**  
25 of 52  
**Score:**  
58



**EDUCATION**

**Rank:**  
40 of 52  
**Score:**  
21



**HEALTH**

**Rank:**  
35 of 52  
**Score:**  
38



**POLITICAL PARTICIPATION**

**Rank:**  
48 of 52  
**Score:**



**PERMANENT RESIDENCE**

**Rank:**  
17 of 52  
**Score:**  
69



**ACCESS TO NATIONALITY**

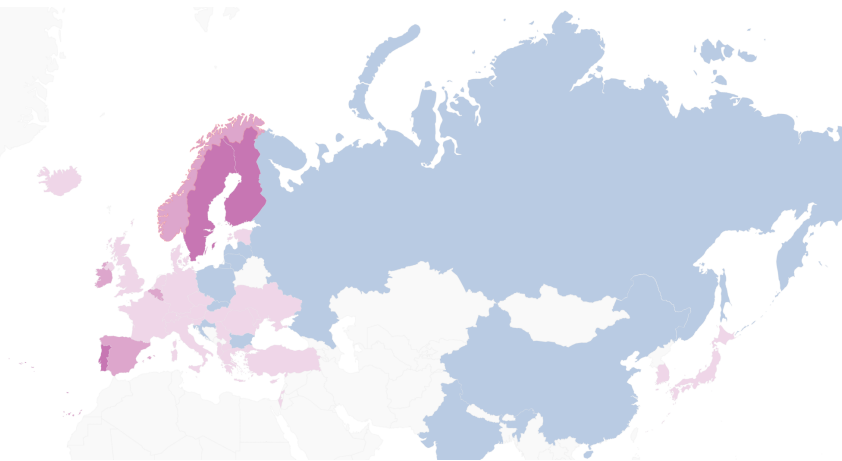
**Rank:**  
45 of 52  
**Score:**  
22



**ANTI-DISCRIMINATION**

**Rank:**  
1 of 52  
**Score:**  
100





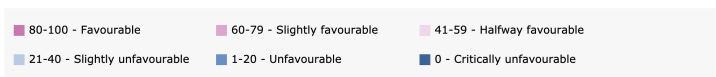
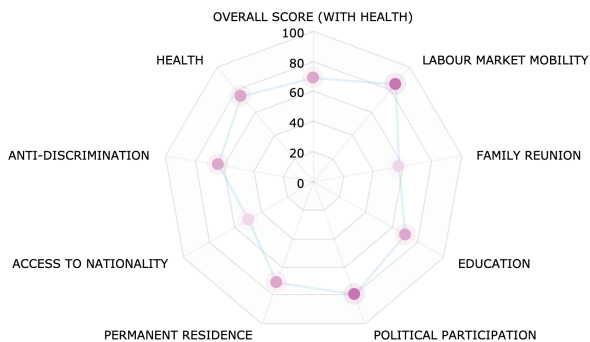
# NORWAY

**Rank:** Comprehensive  
**MIPEX Score:** 69

Norway, 2019

## KEY FINDINGS

Labour Market Mobility:	85
Family Reunion:	58
Education:	71
Health:	75
Political Participation:	80
Permanent Residence:	71
Access To Nationality:	50
Anti-discrimination:	65



## Changes in policy

While most countries improved their integration policies overall over the past five years (on average, by +2 points), Norway is one of the few countries to backslide on its commitments to equality. Positively, naturalising citizens

can, thanks to the new Law, become dual nationals in Norway, as in most developed destination countries. But for non-EU newcomers, their future in Norway has been made more insecure. Following earlier restrictions on family migration, Norway’s flexible path to permanent residence and citizenship was replaced in 2017 by language, integration and income tests, which may exclude some immigrants who are putting in the effort to learn the language and participate as much as they can. These restrictions could have long-term consequences on Norway’s high levels of naturalisation, political participation, common sense of belonging and trust. As a result, Norway’s world-leading integration policies lost -3 points overall, slipping from 72-to-69 points on the 100-point MIPEX scale. This change in direction in Norway was greater than in other Nordic or leading countries.

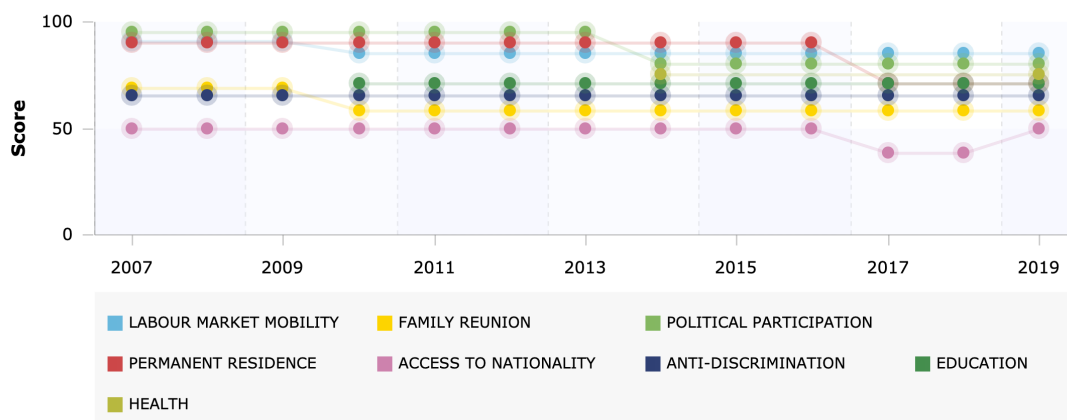
**Positive changes on MIPEX indicators:**

- Dual nationality for naturalising immigrants

**Negative changes on MIPEX indicators:**

- Economic resources requirement for permanent residence
- Language requirement for permanent residence
- Language requirement for naturalisation
- Integration requirement for naturalisation

Norway



**Conclusions and recommendations**

Given the more insecure future facing newcomers in the country, Norway fell out of the MIPEX ‘Top Ten’ into the second-class of leading countries. Norway leads this second category and still has a comprehensive approach to integration, but lacks one or two key dimensions of equality. Immigrants and Norwegian citizens favourably enjoy equal opportunities in Norway, but not all immigrants enjoy the same basic rights or long-term security. Norway’s current approach encourages the public to treat immigrants as their neighbours, but not necessary as their equals or fellow citizens. Equal rights, opportunities and security could be guaranteed in Norway through small changes in the path to permanent residence or citizenship and in access to health or other policy areas.

These policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, belonging, participation and even health in their new home country.

Norway has stayed on its middle-of-the-way approach within the Nordics, ahead of more restrictive Denmark and Iceland but behind more inclusive Finland and Sweden. Norway is more similar to Finland and Sweden in their commitment to equal opportunities in economic, social, political and health spheres. In contrast, Norway is more

similar to Iceland and, to some extent, Denmark in its insecurity about the long-term and its denial of a few basic rights. Norway's overall integration policies are also similar to Germany's.

- **Labour market mobility:** *Favourable:* Ranked #4 alongside Canada, Germany and other Nordic countries, Norway offers effective support and opportunities for many non-EU immigrants to progress into stable quality employment. However, not all temporary workers enjoy immediate access to all types of employment, study grants and social assistance.
- **Family reunification:** *Halfway favourable:* Norway's contradictory policies are less restrictive than Denmark's policy but more than those in Sweden, Finland and traditional destination countries. As in many MIPEX countries, Norway provides support and equal rights to reunited families, but imposes major obstacles for separated families that can undermine the well-being and integration.
- **Education:** *Slightly favourable:* In the international Top Ten on education, Norway's well-developed equity policies help all types of children to achieve and feel safe and at home at school. Schools are targeting pupils' individual needs, teaching Norwegian at all levels, providing mother tongue support and diversifying their teaching staff. Intercultural and diversity education could be better reflected in the curriculum, extracurricular activities and postsecondary education.
- **Health:** *Slightly favourable:* In the international Top Ten on health, Norway's well-coordinated and responsive policy could include all migrants, regardless of their status, in healthcare access and information, and better involve migrants in designing and delivering services. These gaps could have major implications for immigrants' physical and mental health.
- **Political participation:** *Favourable:* Norway continues its tradition as an inclusive Nordic democracy. Most non-EU immigrants become politically active and enfranchised as local voters or national citizens, although they could be better consulted and heard in policymaking
- **Permanent residence:** *Slightly favourable:* Immigrants' integration may no longer quickly benefit from the relative security and equal rights as permanent residents, as Norway's 2017 language, integration and income tests are more demanding than most countries.
- **Access to nationality:** *Halfway favourable:* While naturalising citizens can now become dual nationals in Norway, as in most countries, Norway's flexible path to citizenship was replaced in 2017 by language, integration and income tests, which may exclude some immigrants who are putting in the effort to learn the language and participate as much as they can.
- **Anti-discrimination:** *Slightly favourable:* Potential discrimination victims can benefit from a strong law, policy, Ombud and enforcement mechanisms, except on nationality discrimination, where Norway has weaker protections than most developed countries.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
4 of 52  
**Score:**  
85

**FAMILY  
REUNION**

**Rank:**  
25 of 52  
**Score:**  
58

**EDUCATION**

**Rank:**  
9 of 52  
**Score:**  
71

**HEALTH**

**Rank:**  
10 of 52  
**Score:**  
75

**POLITICAL  
PARTICIPATION**

**Rank:**  
5 of 52  
**Score:**  
80

**PERMANENT  
RESIDENCE**

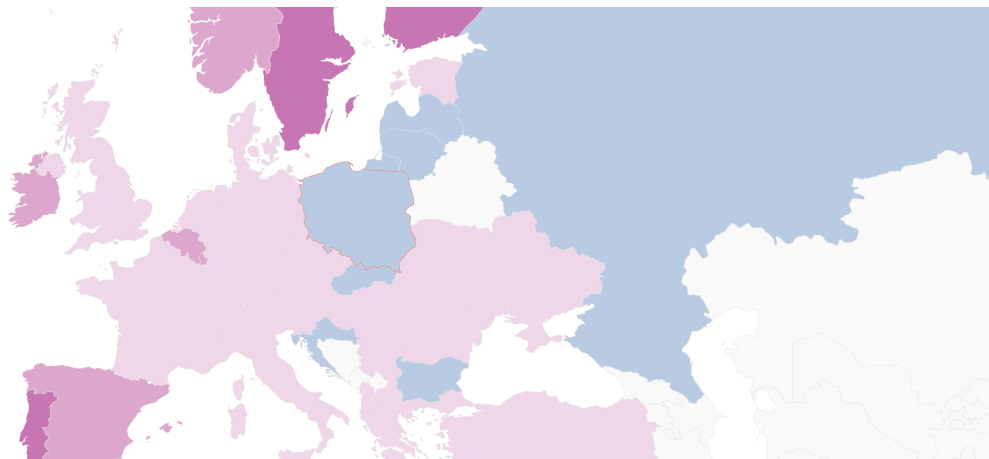
**Rank:**  
14 of 52  
**Score:**  
71

**ACCESS TO  
NATIONALITY**

**Rank:**  
22 of 52  
**Score:**  
50

**ANTI-DISCRIMINATION**

**Rank:**  
32 of 52  
**Score:**  
65



# POLAND

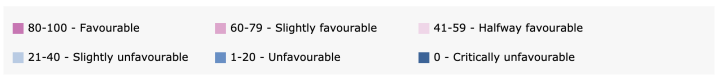
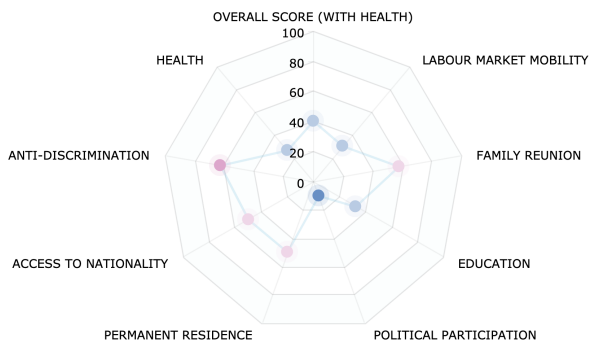
**Rank:** Equality on paper

**MIPEX Score:** 40

Poland, 2019

## KEY FINDINGS

Labour Market Mobility:	31
Family Reunion:	58
Education:	33
Health:	27
Political Participation:	10
Permanent Residence:	50
Access To Nationality:	50
Anti-discrimination:	63



## Changes in policy

Poland's MIPEX score has gone both up and down over the last five years, decreasing by -1 point in the period 2014-2019. Since 2014, immigrants benefit from a few more opportunities within the education and health

system. Intercultural training for teachers and free language courses for immigrant pupils have been introduced. Furthermore, a new website for promoting health education has been started. Immigrants in Poland also face greater insecurity in their path to settle as permanent residents. New languages and economic requirements have been introduced in 2018. Applicants are obliged to certify their knowledge of Polish language at B1 level they have a source of stable and regular income to cover living expenses for themselves and any dependent family members.

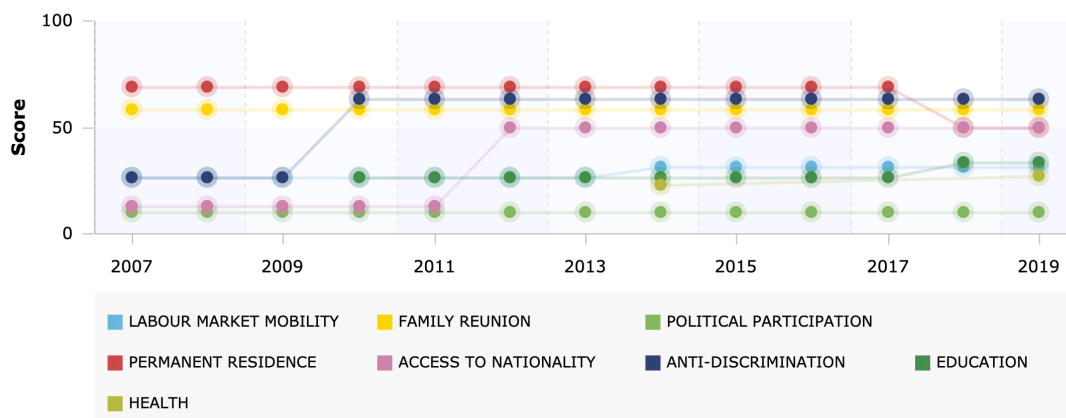
#### Positive changes on MIPEX indicators:

- Teacher training to reflect diversity
- Language support: Communicative and academic fluency
- Information for migrants concerning health education and promotion

#### Negative changes on MIPEX indicators:

- Economic resources requirement for permanent residence
- Language requirement for permanent residence

Poland



#### Conclusions and recommendations

Non-EU citizens face many obstacles to integration under the slightly unfavourable policies in Poland, which scores 40/100. Poland's approach to integration is classified by MIPEX as 'equality on paper' only. As in most Central and Eastern European countries, immigrants in Poland enjoy some basic rights and security (to settle long-term, but not equal opportunities. Poland still needs to strongly invest in equal rights and equal opportunities for immigrants, which are below-average in Poland when compared to most MIPEX countries.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Poland's current policies encourage the public to see immigrants not as their equals, but instead as strangers. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Many obstacles emerge for immigrants in Poland in several areas, especially in areas like the labour market, education, health and political participation. Restrictive policies like Poland's can create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants as **general threats** and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of **xenophobia** and **islamophobia** and lower levels of **social trust**, which leads them to **fewer contacts and positive experiences** with immigrants.

Polish integration policies are below average for the EU but similar to the average EU13 country. Compared to the

other Visegrad countries, Poland generally appears to adopt similar policies to Slovakia and Hungary. In contrast, integration policies are more developed in neighbouring Czechia.

- **Labour market mobility:** *Slightly unfavourable:* As Poland has opened to labour migrants, non-EU newcomers can increasingly find jobs and start businesses, but without targeted support or the same general support and benefits as Polish citizens to improve their skills and careers.
- **Family reunification:** *Halfway favourable:* The law in Poland slightly encourages non-EU families to reunite and to integrate in society.
- **Education:** *Slightly unfavourable:* Like most Central European countries with relatively small and new immigrant communities, education policies in Poland remain weak. Schools are not equipped to address intercultural education and the specific needs of immigrant children. However, Poland recently improved its policies on language support and teacher training to reflect diversity.
- **Health:** *Slightly unfavourable:* Immigrants have only limited access to healthcare and little targeted information about entitlements and health issues. Health services and policies have yet to address immigrant patients' specific access/health needs.
- **Political participation:** *Unfavourable:* A major area of weakness across Central Europe, immigrants are denied the opportunity to participate in public life in Poland, as foreign citizens have no right to vote, support or consultation by policymakers.
- **Permanent residence:** *Halfway favourable:* Applicants face more restrictive economic and language requirements since 2018, but permanent residents then receive a certain degree of security and equal access to social security and assistance.
- **Access to nationality:** *Halfway favourable:* Since 2012, Poland's path to citizenship is 'halfway' favourable and 'average' compared to other EU/OECD countries, as immigrants in Poland must fulfill the residence, language and economic requirements in order to become dual nationals.
- **Anti-discrimination:** *Slightly favourable:* Immigrant residents benefit from strong mechanisms to enforce the law and more equal protections in all areas of life. However, victims are not only confronted with a young law still weak in a few areas, they also receive less help in Poland than in most countries from its weak equality body and weak equality policies.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
42 of 52  
**Score:**  
31

**FAMILY  
REUNION**

**Rank:**  
25 of 52  
**Score:**  
58

**EDUCATION**

**Rank:**  
32 of 52  
**Score:**  
33

**HEALTH**

**Rank:**  
45 of 52  
**Score:**  
27

**POLITICAL  
PARTICIPATION**

**Rank:**  
40 of 52  
**Score:**  
10

**PERMANENT  
RESIDENCE**

**Rank:**  
38 of 52  
**Score:**  
50

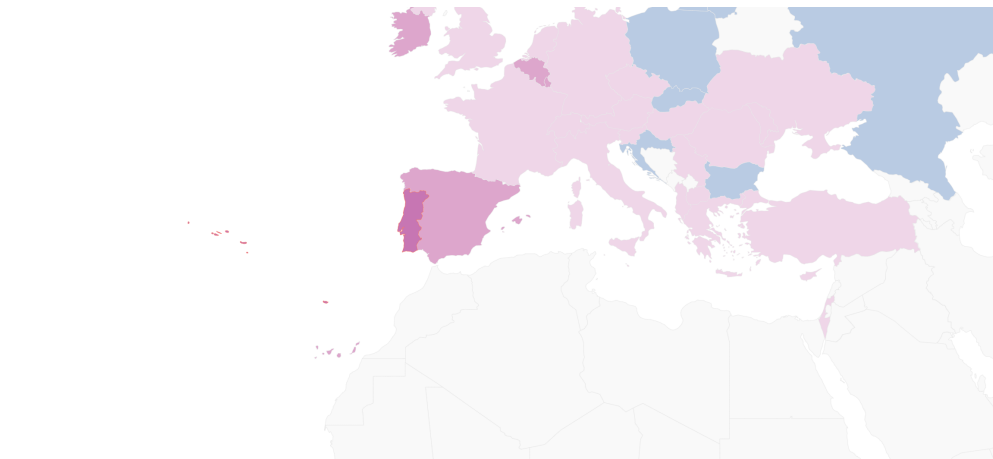
**ACCESS TO  
NATIONALITY**

**Rank:**  
22 of 52  
**Score:**  
50

**ANTI-DISCRIMINATION**

**Rank:**  
34 of 52  
**Score:**  
63





# PORTUGAL

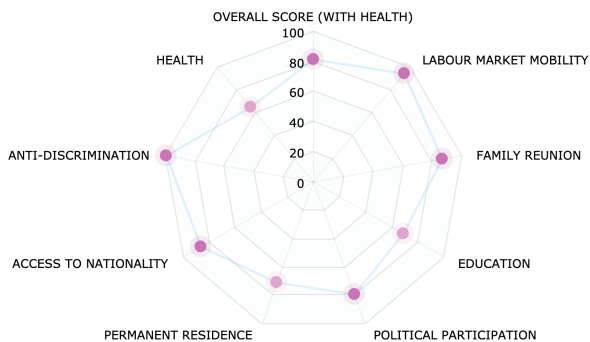
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 81

## KEY FINDINGS

Labour Market Mobility:	94
Family Reunion:	87
Education:	69
Health:	65
Political Participation:	80
Permanent Residence:	71
Access To Nationality:	86
Anti-discrimination:	100

Portugal, 2019



## Changes in policy

Portugal has consistently improved since the first MIPEX edition and specifically improved by +3 points overall

from 2014 to 2019. Portuguese integration policies slightly improved on all dimensions of equal rights, opportunities and security for immigrants. Its world-leading Citizenship Model was strengthened both for immigrants and for their Portuguese-born descendants. Portugal also started to address its slight areas of weakness on migrant health and education: the healthcare system is improving access to healthcare and health information, while the education system is better supporting cultural diversity at school. Future improvements could further improve the level of information and interaction among immigrants and the public.

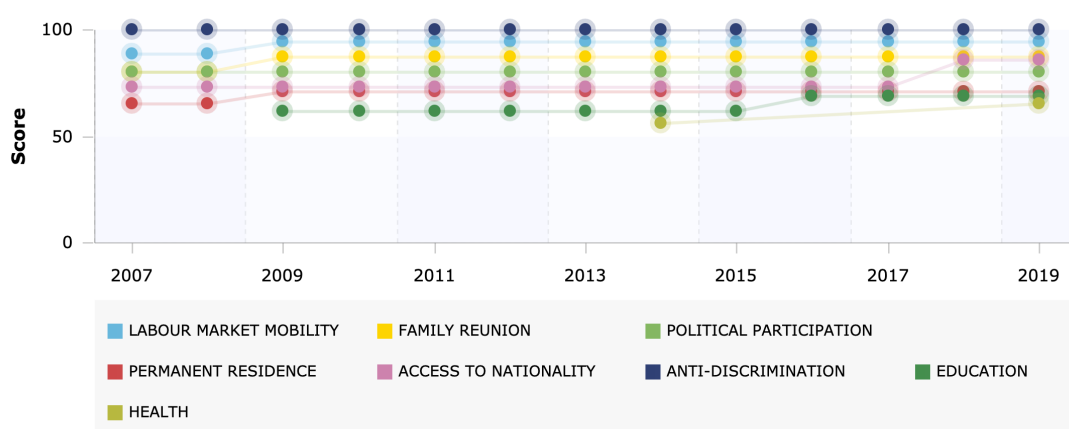
**Positive changes on MIPEX indicators:**

- School curriculum on cultural diversity
- Healthcare access for asylum-seekers
- Involvement of migrants in health information
- Residence requirement for ordinary naturalisation

**Negative changes on MIPEX indicators:**

- None

Portugal



**Conclusions and recommendations**

Portugal’s comprehensive integration policies rank high in the MIPEX ‘Top Ten’, scoring 81 on the MIPEX 100-point scale. In the Top Ten MIPEX countries, integration works well as a two-way process, as citizens and newcomers generally enjoy equal rights, opportunities and security.

Portugal is one of the leading ‘Top Ten’ countries, along leading Nordics and traditional destination countries. Portugal specifically leads among the ‘newer’ destination countries, far ahead of countries like Italy and Spain. Compared to all other developed countries, Portugal’s integration policies in 2019 were above average in all policy areas except migrant health.

Portugal’s comprehensive approach to integration matters because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping this two-way process: not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes and integration outcomes.

For public opinion, granting equal rights, opportunities and security encourages the public to see integration as an opportunity and to treat immigrants as their equals, neighbours and potential citizens. Under inclusive policies like Portugal’s, both immigrants and the public are more likely to interact together and feel comfortable with each other as equals.

For immigrants, a country’s approach to integration also shapes how well immigrants think and feel about their

new home country. Integration policies are also one of strongest factors shaping immigrants' own attitudes, sense of belonging, political participation and even their health in their new home country.

- **Labour market mobility:** *Favourable:* Ranked #1 in labour market policies, alongside Germany and Nordics, Portugal guarantees equal treatment and targeted support both for Portuguese and non-EU citizens. Over the long-term, these policies are associated with fairer labour market outcomes, as immigrants benefit from better jobs, skills and public acceptance.
- **Family reunification:** *Favourable:* Portugal enjoys some of the most 'family-friendly' policies in the developed world, ranked #3 on family reunification alongside Canada and Brazil. Many non-EU families are able to reunite together and treated equally as Portuguese families.
- **Education:** *Slightly favourable:* Portugal's approach to intercultural education is improving, but still behind the leading Nordics and traditional destination countries. Pupils benefit from equal opportunities in many respects and, since 2016, greater attention to cultural diversity at school. Greater focus is needed on school quality and diversity in higher education, the teaching profession and across the curriculum.
- **Health:** *Slightly favourable:* Like half of the MIPEX countries, Portugal has slowly improved healthcare access and information, with slightly favourable policies by 2019. Portugal could secure better health outcomes by enshrining recent COVID-related practices into long-term legislation and policies to mainstream migrant health in all health departments and services.
- **Political participation:** *Favourable:* As a leader in Europe, Portugal is promoting non-EU immigrants' political participation in policy and practice: Portugal supports immigrant civil society and consultative bodies, although voting rights remain uneven and limited
- **Permanent residence:** *Slightly favourable:* While the path is relatively clear for non-EU immigrants to become long-term residents, most prefer to become full Portuguese citizens
- **Access to nationality:** *Favourable:* Ranking alongside traditional destination countries, Portugal continued to improve on its world-class Citizenship Model in 2018, with a clearer path for the first generation after 5 years and for the Portuguese-born second generation. These policies matter to boost immigrants' naturalisation rates, integration outcomes and sense of belonging and trust.
- **Anti-discrimination:** *Favourable:* With relatively young and under-resourced policies compared to traditional destination countries, Portugal's strong anti-discrimination laws and enforcement mechanisms are slowly raising the levels of public awareness and discrimination reporting.

### **Policy Recommendations from the Centre for Geographical Studies, University of Lisbon**

- Invest in the intercultural competencies of public service providers, in particular educators, to improve access to and quality of services
- Improve access to early years education for immigrant and low income families (focusing on bettering quality, language training and development services)
- Promote dialogue with and participation of families in education with the goal of reinforcing cultural diversity teaching in schools, improving parental support, and increasing the social inclusion of families
- Increase opportunities and the uptake of adult education and training with particular emphasis on providing work experience and professional placements for all skill levels, recovering and improving some good experiences from the past
- Sensitize health service providers to improve responsiveness to the specific health and access needs of migrants

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
1 of 52  
**Score:**  
94

**FAMILY  
REUNION**

**Rank:**  
3 of 52  
**Score:**  
87

**EDUCATION**

**Rank:**  
10 of 52  
**Score:**  
69

**HEALTH**

**Rank:**  
17 of 52  
**Score:**  
65

**POLITICAL  
PARTICIPATION**

**Rank:**  
5 of 52  
**Score:**  
80

**PERMANENT  
RESIDENCE**

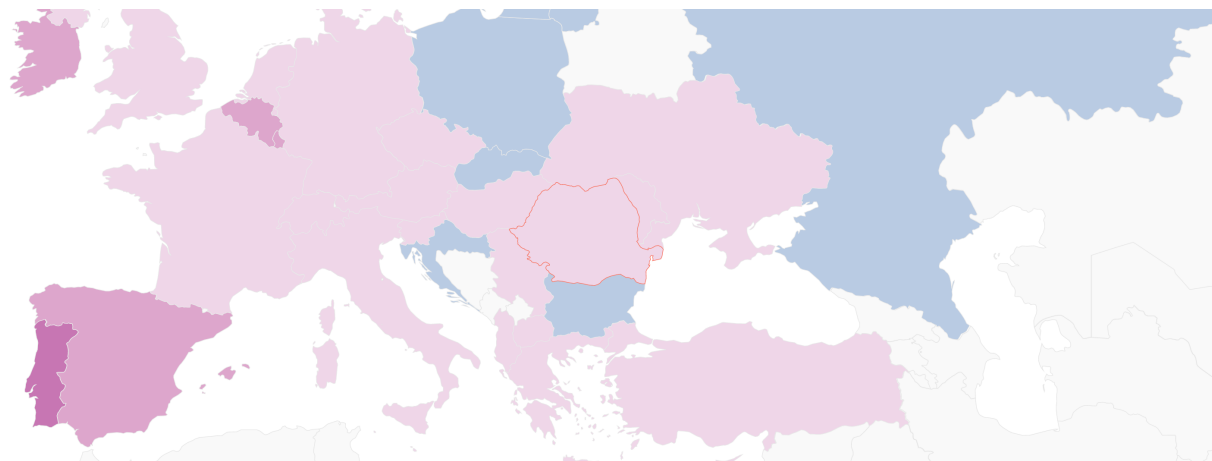
**Rank:**  
14 of 52  
**Score:**  
71

**ACCESS TO  
NATIONALITY**

**Rank:**  
6 of 52  
**Score:**  
86

**ANTI-DISCRIMINATION**

**Rank:**  
1 of 52  
**Score:**  
100



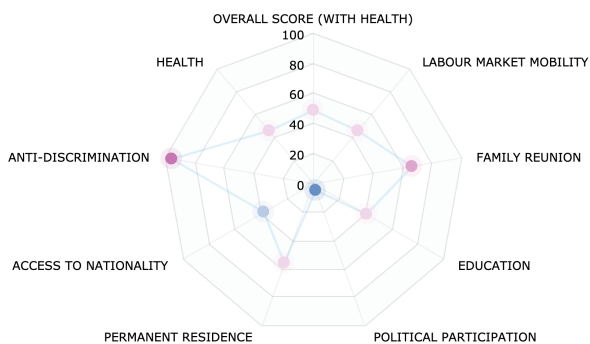
# ROMANIA

**Rank:** Equality on paper  
**MIPEX Score:** 49

Romania, 2019

## KEY FINDINGS

Labour Market Mobility:	46
Family Reunion:	67
Education:	41
Health:	46
Political Participation:	5
Permanent Residence:	56
Access To Nationality:	38
Anti-discrimination:	96



## Changes in policy

After some small improvements from 2010-2014, Romania has not introduced any changes over the past five years. It did not follow the trend of other MIPEX countries, which improved their integration policies between 2014

and 2019 by +2 points on average. Newcomers continue to enjoy a halfway favourable approach to integration in Romania, as it was in 2014.

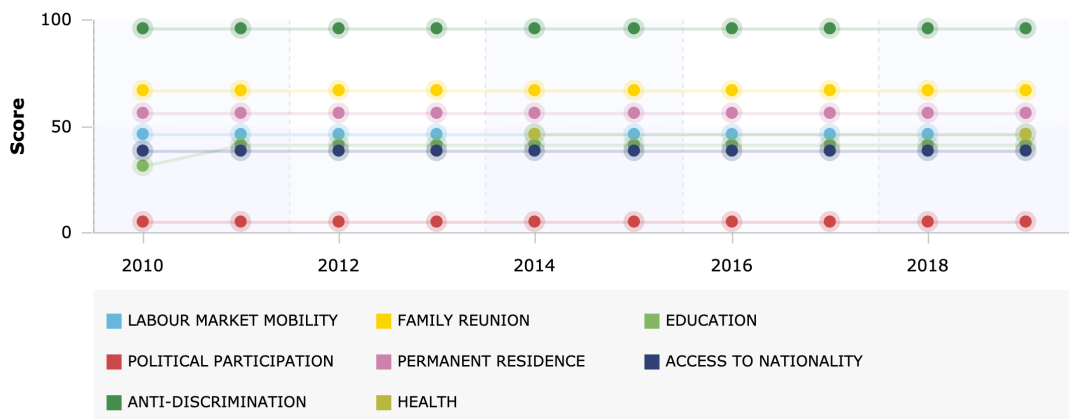
#### Positive changes on MIPEX indicators:

- None

#### Negative changes on MIPEX indicators:

- None

Romania



### Conclusions and recommendations

Immigrants face as many obstacles as opportunities for social integration in Romania, which scores 49 on the 100-point MIPEX scale. Romania's approach to integration is classified by MIPEX as "equality on paper" only. As in most Central and Eastern European countries, immigrants in Romania enjoy basic rights and halfway favourable long-term security, but do not have equal opportunities. Although policies are halfway favourable overall, major obstacles emerge for immigrants in political participation and access to nationality.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

Romania's current policies encourage the public to see immigrants as equals. Internationally, the 'Top Ten' MIPEX countries treat immigrants not only as equals but also as neighbours and potential citizens, and invest in integration as a two-way process for society.

Romania's integration policies are in line with those of other EU countries, but score above those of new EU countries (EU13, 41/100). Romania generally appears to adopt similar policies to Bulgaria, Hungary, and Moldova, although policies in those countries are slightly less favourable.

- **Labour market mobility:** *halfway favourable:* Access to the labour market is halfway favourable for non-EU newcomers. Newcomers to Romania can get basic information about jobs, services and recognition procedures, and non-EU and Romanian citizens alike enjoy the same access to education, training and social security. However, there is little general or targeted support for immigrants in the development of skills and job prospects.
- **Family reunification:** *slightly favourable:* Under Romania's slightly inclusive rules, residents eligible to settle

long-term can reunite with traditional dependent family members. Most types of temporary resident can sponsor family immediately upon arrival. Families who qualify have a slightly secure status (e.g., permits for family members are as long and renewable as those of their sponsors).

- **Education:** *halfway favourable:* Education in Romania for immigrant pupils remains halfway favourable, although there are weak frameworks in place without explicit entitlements. For example, undocumented migrants face restricted access to the education system in Romania. All pupils in compulsory education are entitled to targeted support above-average for Central Europe, including standardised language assistance, trained teachers and ongoing guidance.
- **Health:** *halfway favourable:* The rather inclusive entitlements for asylum-seekers and undocumented migrants take into account integration and health concerns, although documentation and discretion may create some problems in practice. Migrants can access basic information on these entitlements through initiatives run by the Immigration Inspectorate (GII) and National Healthcare Insurance House (NHIH).
- **Political participation:** *unfavourable:* Ranked in the bottom 10, Romanian policies create major impediments to immigrants' integration in terms of political participation. The lack of political rights for immigrants and support for immigrant leaders continues to prevent the political integration of immigrants. Additionally, immigrants are not structurally consulted in order to inform and improve the policies that affect them daily.
- **Permanent residence:** *halfway favourable:* Long-term residence in Romania guarantees non-EU citizens basic security and equal opportunities that can boost their integration outcomes in various areas of life. Refugees can apply to become permanent residents after 4 years, while nearly all other temporary residents can apply after 5 years (apart from seasonal workers and diplomatic and short-stay visa-holders). However, long-term residents still face obstacles such as vague language requirements.
- **Access to nationality:** *slightly unfavourable:* The usual waiting time to become a citizen of Romania is relatively average for Europe (5 years for spouses of RO citizens and 8 years for permanent residents, counting all years of legal stay). However, conditions to become a citizen are some of the most vague and discretionary in Europe. Romania has yet to follow international reform trends to open up birthright citizenship entitlements for immigrants' Romanian-born children.
- **Anti-discrimination:** *favourable:* Anti-discrimination laws in Romania provide protection on all grounds (race/ethnicity, religion/belief and nationality) in all areas of life. Potential victims in Romania can bring a case for alternative dispute resolution, to civil courts or for administrative proceedings. Victims with claims of discrimination can receive help from the country's strong but under-resourced equality body.

## POLICIES - SUMMARY


**LABOUR MARKET  
MOBILITY**

**Rank:**  
32 of 52  
**Score:**  
46


**FAMILY  
REUNION**

**Rank:**  
13 of 52  
**Score:**  
67


**EDUCATION**

**Rank:**  
26 of 52  
**Score:**  
41


**HEALTH**

**Rank:**  
29 of 52  
**Score:**  
46


**POLITICAL  
PARTICIPATION**

**Rank:**  
44 of 52  
**Score:**  
5


**PERMANENT  
RESIDENCE**

**Rank:**  
31 of 52  
**Score:**  
56

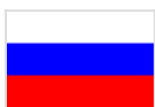
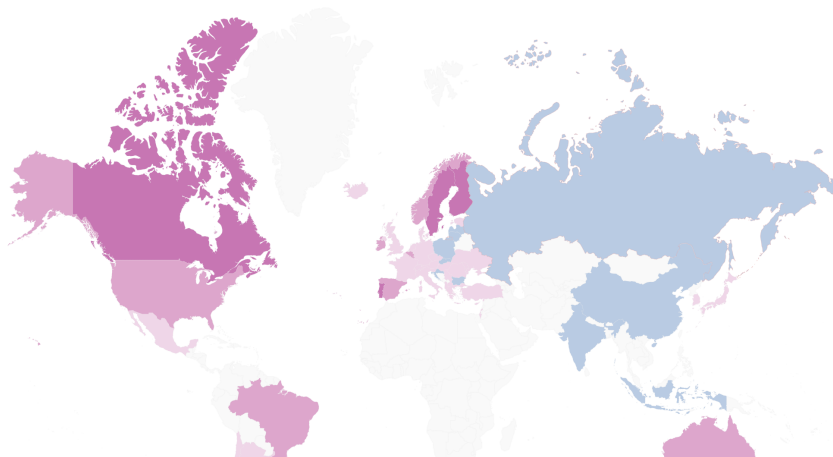

**ACCESS TO  
NATIONALITY**

**Rank:**  
35 of 52  
**Score:**  
38


**ANTI-DISCRIMINATION**

**Rank:**  
9 of 52  
**Score:**  
96





# RUSSIA

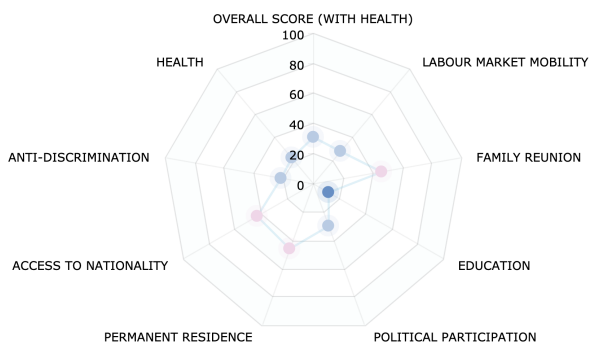
**Rank:** Integration denied

**MIPEX Score:** 31

Russia, 2019

## KEY FINDINGS

Labour Market Mobility:	28
Family Reunion:	46
Education:	12
Health:	23
Political Participation:	30
Permanent Residence:	46
Access To Nationality:	44
Anti-discrimination:	22



## Changes in policy

As in most MIPEX countries, foreign citizens in Russia have benefitted from a few small improvements over the past five years. From 2014 to 2019, Russia's MIPEX score improved by +2 points, similar to the average MIPEX

country (+2 points on average). These changes are starting to acknowledge the issue of equal opportunities for foreign and Russian citizens, a critical area of weakness in Russia's integration policies. Political participation is one of those weaknesses that recent policies have started to address. Immigrant leaders of national immigrant associations have been offered some state funding and ad hoc opportunities to consult national policymakers through national commissions and councils. Another area of slight improvement is permanent residence. Those migrants able to qualify for permanent residence under Federal Law 115 of 2019 should be slightly more secure when renewing their permit. However, these changes are quite small that indicates only minor improvements in Russian integration policy.

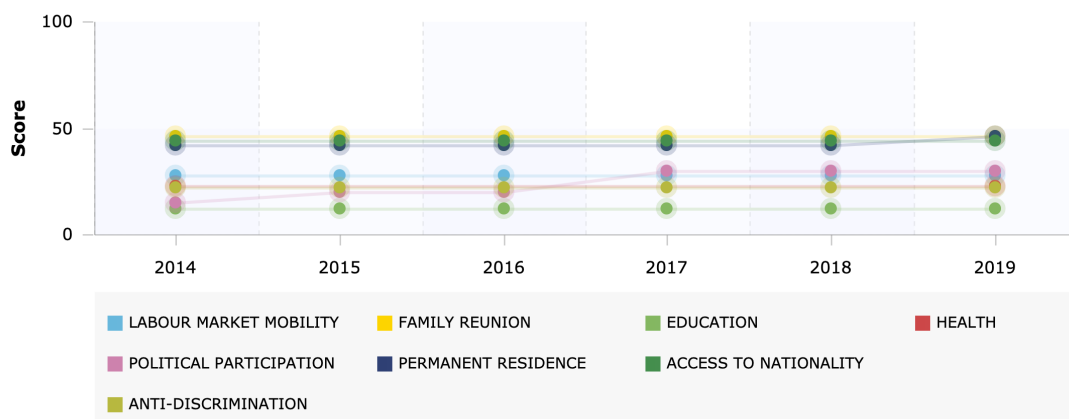
**Positive changes on MIPEX indicators:**

- Duration of the validity of permit for permanent residence
- Consultation of immigrant associations at national level
- Public funding for immigrant associations at national level

**Negative changes on MIPEX indicators:**

- None

Russia



**Conclusions and recommendations**

Russia's foreign-born population, one of the world's largest in raw numbers, face many obstacles and slightly unfavourable prospects for their long-term integration, because Russia's integration policies are some of the weakest of all 52 MIPEX countries. Overall, Russia scores 31 on the 100-point MIPEX scale, while the average MIPEX country scores 50/100. Russia ranks 3rd from the bottom, similar to China and slightly more advanced than Indonesia and India. The obstacles facing foreign citizens in Russia are greater than in neighbouring Moldova, Ukraine or any of EU or Central European country.

Russia's approach to integration is categorised by MIPEX as 'immigration without integration' because because little is done for migrant integration by Russian policies. While foreign citizens may find some way to settle long-term and feel slightly secure in Russia, access to basic rights and equal opportunities are weaker in Russia than in most MIPEX countries.

Russia's approach to integration matters because state policies can influence whether or not integration works as a two-way process. The way that governments treat international migrants strongly influences how well immigrants and the public interact and think of each other. Under Russia's current approach, the Russian public receives contradictory messages that immigrants are potential Russian citizens, but also are their subordinates and strangers.

According to global public opinion data, Russia has high level of negative feelings and uncertainty towards

immigrants. International research suggests that restrictive policies like Russia's create a 'vicious circle' of exclusion that reinforces fear and separation. The public experiences higher levels of xenophobia and islamophobia and lower levels of social trust, which leads them to fewer contacts and positive experiences with immigrants.

Obstacles emerge for foreign citizens across many areas of life in Russia. Compared to the policies in most of the 52 MIPEX countries, foreign citizens in Russia are left more exposed to poorer labour market conditions and healthcare and potential discrimination in all areas of life. Ad hoc opportunities and support for immigrant leaders are improving but still slightly unfavourable for full political participation in Russia, as in many European countries. Russia has halfway favourable policies for family reunification, permanent residence and access to nationality.

- **Labour market mobility:** *Slightly unfavourable:* Although foreign citizens can study, work and access public employment services, they may end up in poorer quality jobs because they are denied equal access to all sectors of the labour market, self-employment, public sector, social security and recognition of their qualifications. Russia ranks in the bottom 10 of the 52 MIPEX countries on labour market mobility, similar to Latvia and Poland but far below Moldova, Ukraine or the average EU or Central European country.
- **Family reunification:** *Halfway favourable:* Russia's approach to migrant families is only halfway favourable because their rights to reunite and settle in Russia differ dramatically depending on their sponsor. For example, highly-skilled workers and "visa-free" foreign citizens may be able to reunite all dependent family members, while other migrant workers may have no opportunity to reunite their family. Policies are also more inclusive in neighbouring Moldova, Ukraine and the EU. For example, in EU countries, all legal residents who can meet the minimum requirements are entitled to reunite with at least their spouse and minor children, who can live there as long as their sponsor or become independent residents themselves after 5 years.
- **Education:** *Unfavourable:* Ranked in the international bottom 10 on education, Russian schools do not function as a motor for the integration of immigrant children. While programmes exist for select foreign citizens in higher education, the compulsory education system does not systematically offer additional funding, training and support to schools with large numbers of immigrant children. Not all foreign children may even be able to access compulsory education, because of administrative obstacles due to their parents' documentation or legal status.
- **Health:** *Slightly unfavourable:* 4th from the bottom on migrant health, all legal residents must fulfil certain conditions and discretionary decisions to access healthcare, but then receive little targeted support or information to access these services. These obstacles are also common in Central Europe, the Baltics, Moldova and Ukraine.
- **Political participation:** *Slightly unfavourable:* Political participation is an area of weakness not only in Russia, but across Central Europe. Foreign citizens in Russia enjoy relatively few opportunities to participate. While associations of foreign citizens can benefit from ad hoc information, funding and consultations with government commissions and councils, political parties are closed to foreign citizens and the local right to vote is open to only permanent residents from Belarus, Kyrgyzstan, Tajikistan and Turkmenistan.
- **Permanent residence:** *Halfway favourable:* A foreign citizen's chances to settle permanently in Russia are only halfway favourable because the rules are demanding and different depending on their immigration permit. Those who can obtain the right permit or pass the demanding economic, language and integration checks can settle permanently in Russia, but they cannot access travel freely or social services outside of their region. While the procedures were simplified under Federal Law 115 of 2019, access to permanent residence is still much more restrictive and discretionary than most MIPEX countries, including EU countries, Moldova or Ukraine.
- **Access to nationality:** *Halfway favourable:* The obstacles to Russian nationality are similar to many 'newer' destination countries in the region. Access to Russian nationality is only halfway favourable for integration because Russia, like its neighbours, has yet to follow international reform trends to fully open up to dual nationality for all foreign citizens or birthright citizenship entitlements for their Russian-born children.
- **Anti-discrimination:** *Slightly unfavourable:* On anti-discrimination, Russia is ranked 5th from the bottom, far below Moldova, Ukraine, Turkey or the average EU or Central European country on anti-discrimination. In most

areas of life, victims of ethnic, racial, religious and nationality discrimination have little chance to access justice in Russia, as they can rely on only vague wording in a few laws, no direct enforcement mechanisms and no independent specialised equality body.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
45 of 52  
**Score:**  
28



### FAMILY REUNION

**Rank:**  
40 of 52  
**Score:**  
46



### EDUCATION

**Rank:**  
47 of 52  
**Score:**  
12



### HEALTH

**Rank:**  
49 of 52  
**Score:**  
23



### POLITICAL PARTICIPATION

**Rank:**  
24 of 52  
**Score:**  
30



### PERMANENT RESIDENCE

**Rank:**  
44 of 52  
**Score:**  
46



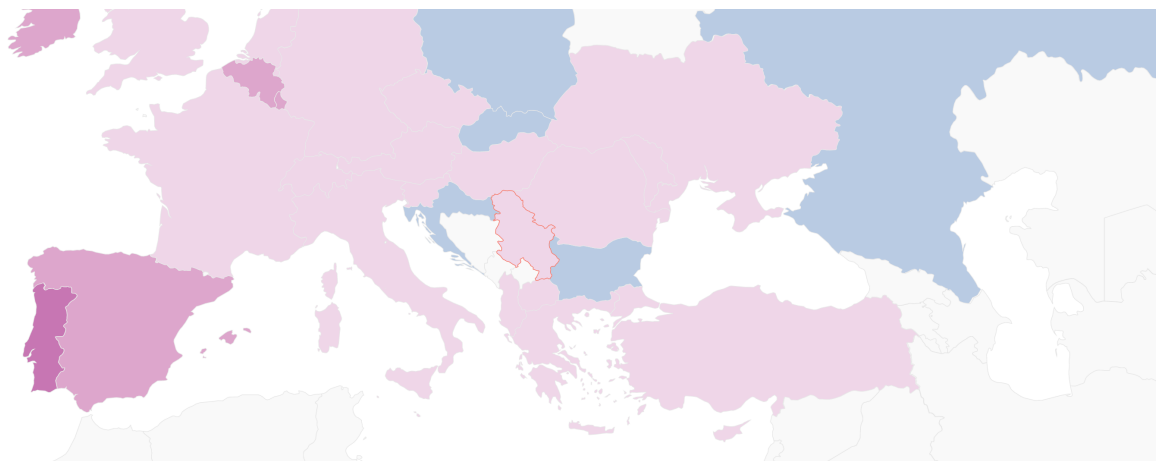
### ACCESS TO NATIONALITY

**Rank:**  
28 of 52  
**Score:**  
44



### ANTI-DISCRIMINATION

**Rank:**  
48 of 52  
**Score:**  
22



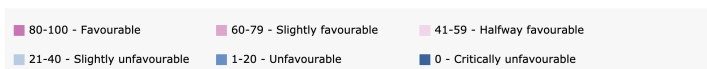
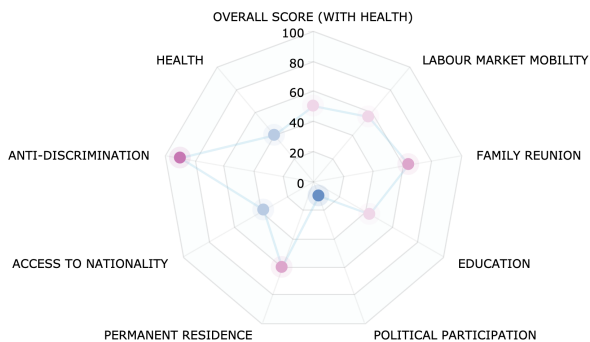
# SERBIA

**Rank:** Equality on paper  
**MIPEX Score:** 50

Serbia, 2019

## KEY FINDINGS

Labour Market Mobility:	57
Family Reunion:	65
Education:	43
Health:	40
Political Participation:	10
Permanent Residence:	60
Access To Nationality:	38
Anti-discrimination:	90



## Changes in policy

Over the past five years, non-EU workers and families in Serbia have benefitted from several improvements in integration policies in several areas of life, such as in the labour market, family reunification, education and

health. Serbia improved by +5 points on MIPEX from 2014 to 2019, following the international reform trends of other MIPEX countries (+2 points on average). In fact, Serbia is the country that improved the most among Western Balkan countries.

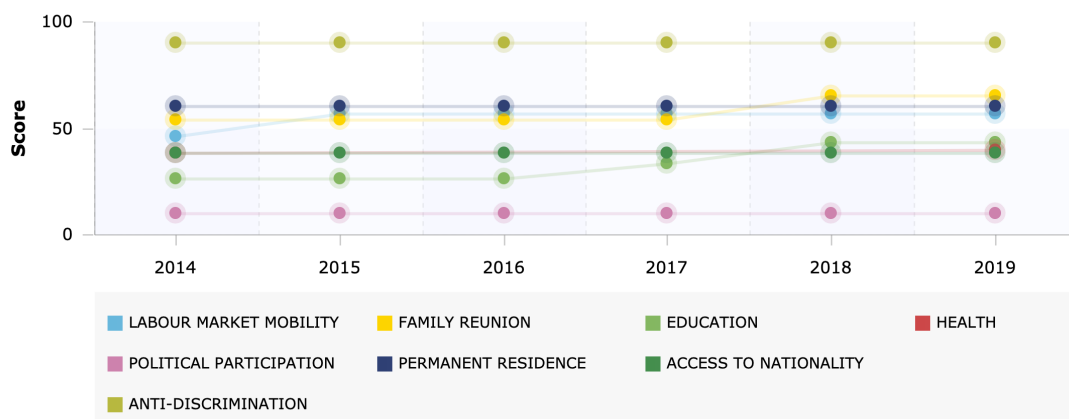
#### Positive changes on MIPEX indicators:

- Recognition of academic qualifications
- Personal circumstances considered before refusal or withdrawal of family reunification permit
- Right to autonomous residence permit for partners and children
- Educational guidance at all level
- Language instruction in education
- Communicative/academic fluency in education
- Language instruction standard in education
- Conditions for inclusion for undocumented migrants in the health system

#### Negative changes on MIPEX indicators:

- None

Serbia



#### Conclusions and recommendations

Non-EU immigrants who can access a legal status in Serbia experience halfway favourable integration policies, typical of the average MIPEX country. Serbia scores 50/100, like the MIPEX average country. This means that immigrants in Serbia encounter as many obstacles as opportunities to integrate. Obstacles seem to emerge in political participation and health, similar to the obstacles in other Western Balkan countries. Obstacles also emerge for immigrants to access Serbian nationality, similar to the problems in Croatia and North Macedonia.

Serbia's approach to integration is classified by MIPEX as 'equality on paper' only. As in the other Western Balkan countries (Albania, Croatia, and North Macedonia), immigrants in Serbia enjoy basic rights and long-term security, but they do not enjoy equal opportunities.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Serbia's is a regional leader, as its policies are more developed than in Albania, Croatia and North Macedonia. Serbia's policies seem most similar to policies in neighboring Romania.

- **Labour market mobility:** *Halfway favourable:* Permanent residents and reuniting families enjoy equal access to the labour market, including self-employment. However, these newcomers only receive general and no targeted support to improve their professional skills and career.
- **Family reunification:** *Slightly favourable:* While immigrants can apply for their close relatives, the policy is more discretionary than in most countries, as authorities have several vague grounds for rejection. Reunited families can feel more secure under the new Law on Foreigners (2018), which gave them the opportunity to become autonomous residents after four years.
- **Education:** *Halfway favourable:* Immigrant pupils have the same rights to education as nationals and, since 2017, additional guidance from the Education Ministry has been issued in order to facilitate organization of language support in primary and secondary schools to migrant children (referring to only children- third country nationals from current mixed migration flows). More systematic support could help all pupils learn to live with diversity and specifically help immigrant pupils progress into full academic fluency and higher education.
- **Health:** *Slightly unfavourable:* Migrants' inclusion into the Serbian health system is unconditional for legal immigrants and asylum seekers, but conditional and discretionary for undocumented patients. Immigrants who are accommodated in asylum and reception centers can access basic information and cultural mediators regarding entitlements and use of health services, but health services are generally not prepared to respond to specific information and health needs of migrants.
- **Political participation:** *Unfavourable:* Foreign legal residents are informed from time to time about local opportunities to participate in public life, but they are not consulted, supported or allowed to vote or join political parties.
- **Permanent residence:** *Slightly favourable:* After five years of stay on granted temporary residence (or three years on the grounds of temporary residence for family reunification), migrants who can meet the legal requirements (including economic requirements) can become permanent residents, although practical obstacles may emerge all along the way.
- **Access to nationality:** *Slightly unfavourable:* After eight years, foreign citizens can become Serbian citizens, but they have to renounce their previous nationality, which is a major obstacle to integration. The children born in Serbia from non-Serbian-national parents are only entitled to become Serbian citizens if their parents are stateless or unknown. Serbia has not yet followed international trends on dual nationality for all naturalising adults and citizenship entitlements for children.
- **Anti-discrimination:** *Favourable:* Serbia's area of strength on integration is anti-discrimination. In the legal framework strong laws and enforcement mechanisms have been on force but stronger equality body and policy could help raise discrimination awareness and reporting.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
20 of 52  
**Score:**  
57



### FAMILY REUNION

**Rank:**  
16 of 52  
**Score:**  
65



### EDUCATION

**Rank:**  
22 of 52  
**Score:**  
43



### HEALTH

**Rank:**  
33 of 52  
**Score:**  
40



### POLITICAL PARTICIPATION

**Rank:**  
40 of 52  
**Score:**  
10



### PERMANENT RESIDENCE

**Rank:**  
25 of 52  
**Score:**  
60



### ACCESS TO NATIONALITY

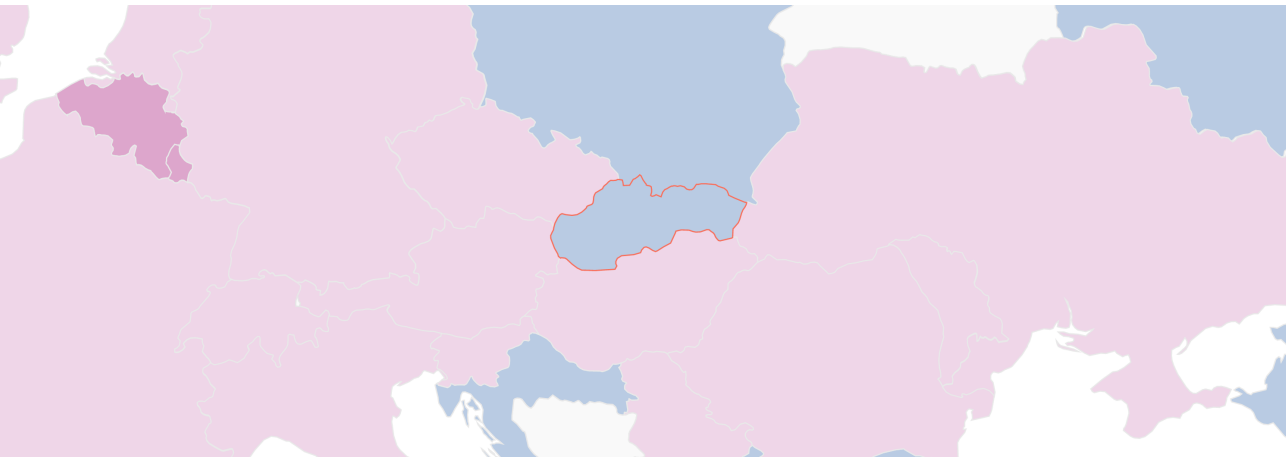
**Rank:**  
35 of 52  
**Score:**  
38



### ANTI-DISCRIMINATION

**Rank:**  
14 of 52  
**Score:**  
90





# SLOVAKIA

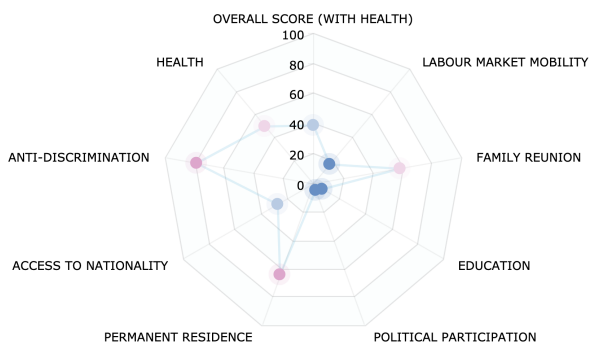
**Rank:** Equality on paper

**MIPEX Score:** 39

Slovakia, 2019

## KEY FINDINGS

Labour Market Mobility:	17
Family Reunion:	59
Education:	7
Health:	50
Political Participation:	5
Permanent Residence:	65
Access To Nationality:	28
Anti-discrimination:	79



## Changes in policy

Slovakia's MIPEX score improved by +2 points from 2014 to 2019, like the average MIPEX country. Immigrants enjoy slightly more support for equal opportunities and long-term security, due to changes in recognition of

academic qualifications and increased support in accessing health care (for asylum seekers).

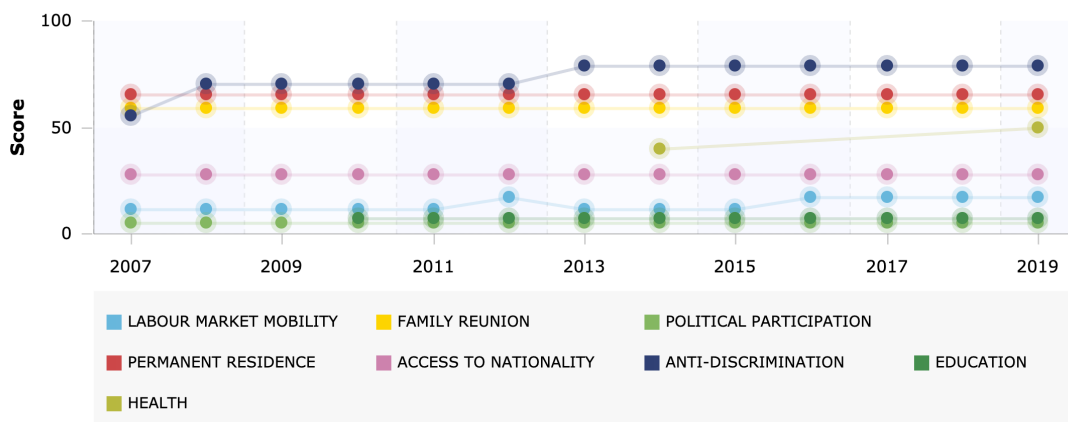
#### Positive changes on MIPEX indicators:

- Recognition of academic qualifications
- Information for migrants concerning entitlements and use of health services
- Involvement of migrants in information provision, service design and delivery

#### Negative changes on MIPEX indicators:

- None

Slovakia



### Conclusions and recommendations

Non-EU newcomers to Slovakia face many obstacles to integration under Slovakia's slightly unfavourable policies. Slovakia scored 39 on the MIPEX 100-point scale, while the average MIPEX country scored 50.

The Slovak approach to integration is classified by MIPEX as "equality on paper" only. As in most Central and Eastern European countries, immigrants in Slovakia enjoy basic rights and security, but not equal opportunities. Slovakia still needs to strongly invest in policies on equal opportunities and security, as its policies remain below average for MIPEX countries.

Slovakia's approach to integration matters because its policies can influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Slovakia's current policies encourage the public to see immigrants not as potential citizens, but as strangers. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens.

Many obstacles emerge for immigrants in Slovakia across several areas, especially in the labour market, education, political participation and access to nationality. Restrictive policies like Slovakia's can create a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants as [general threats](#) and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of [xenophobia](#) and [islamophobia](#) and lower levels of [social trust](#), which leads them to have [less contact and fewer positive experiences](#) with immigrants.

Slovakia's policies are more restrictive than those of the average EU country, and slightly below the EU13 average (41/100). Its policies are similar to other "equality on paper" countries in Central and Eastern Europe, such as Croatia, Hungary, and Poland. In contrast, policies are more advanced in Czechia and Austria.

- **Labour market mobility:** *unfavourable*: Immigrants face unfavourable policies in Slovakia, which ranks last

among MIPEX countries. Even with the introduction of a slight change in the procedure of diploma recognition of TCNs, some categories of immigrants continue to face obstacles in their integration into the labour market. Non-EU citizens - third country nationals, in Slovakia receive little or no targeted support towards their employment needs.

- **Family reunification:** *halfway favourable:* Newcomers in Slovakia have a basic legal right to reunite with their families thanks to EU standards, which Slovakia only follows to a minimum. Most non-EU sponsors can apply through a typically discretionary procedure with more demanding conditions than in most countries. Slovakia limits the opportunities for the social and economic integration of these family members, treating them as temporary dependents of their sponsor.
- **Education:** *unfavourable:* Ranking in the bottom 5, integration strategies and support are missing for immigrant pupils in Slovakia, a weakness across Central Europe (except Czechia). Other than the multicultural education curriculum announced in 2008, schools receive no support to promote social integration and only weak support to help immigrant pupils participate and catch up academically. Only migrant children with permitted residence can access full schooling and general support for disadvantaged students.
- **Health:** *halfway favourable:* Migrant patients in Slovakia continue to face obstacles to their full and uninhibited access to the healthcare system. Slovakia's health system is not strong at responding to migrant patients, which is a problem common to Central European countries. Its policies have gone halfway towards making coverage and services more accessible. Despite recent improvements, for example in the provision of information to asylum seekers concerning their entitlements, services remain unresponsive to migrants' specific health needs.
- **Political participation:** *unfavourable:* Ranking in the bottom 10, political participation is still missing from integration strategies in Slovakia, which has not made any progress in this area since 2007. Under an incoherent policy, non-EU immigrants with permanent residence in Slovakia are allowed to vote and stand as candidates in local elections, but do not have the right to join political parties, to form political associations or to be consulted. These policies are unfavourable for promoting political participation among immigrants.
- **Permanent residence:** *slightly favourable:* Non-EU immigrants looking for equal rights in integration must pass a relatively discretionary procedure to become permanent residents. Immigrants are confronted with some of the most restrictive conditions in Europe (e.g. concerning accommodation, income, criminal record, and fees).
- **Access to nationality:** *slightly unfavourable:* Immigrants' access to naturalisation in Slovakia continues to be slightly unfavourable due to restrictive requirements. The few eligible must meet some of the most subjective requirements in Europe and can be rejected by authorities on vague grounds. The 2-year-long procedure and the fee of EUR 700 (only if a positive decision is reached) are among the longest period of time and highest fees in Europe.
- **Anti-discrimination:** *slightly favourable:* Discrimination on national, religious and ethnic/racial grounds is prohibited. Though Slovakia's strength lies in its slightly favourable anti-discrimination policies, there remains much work to be done in ensuring the implementation of its equality policies.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
50 of 52  
**Score:**  
17



### FAMILY REUNION

**Rank:**  
24 of 52  
**Score:**  
59



### EDUCATION

**Rank:**  
48 of 52  
**Score:**  
7



### HEALTH

**Rank:**  
27 of 52  
**Score:**  
50



### POLITICAL PARTICIPATION

**Rank:**  
44 of 52  
**Score:**  
5



### PERMANENT RESIDENCE

**Rank:**  
21 of 52  
**Score:**  
65



### ACCESS TO NATIONALITY

**Rank:**  
41 of 52  
**Score:**  
28



### ANTI-DISCRIMINATION

**Rank:**  
23 of 52  
**Score:**  
79



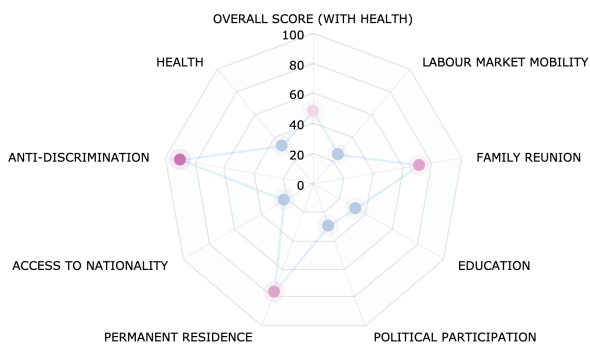
# SLOVENIA

**Rank:** Equality on paper  
**MIPEX Score:** 48

Slovenia, 2019

## KEY FINDINGS

Labour Market Mobility:	26
Family Reunion:	72
Education:	33
Health:	33
Political Participation:	30
Permanent Residence:	77
Access To Nationality:	22
Anti-discrimination:	90



## Changes in policy

Over the past five years, non-EU workers and families in Slovenia have benefitted from improvements in integration policies in several areas of life, i.e., the labour market, education, political participation and anti-

discrimination. Slovenia improved by +3 points on MIPEX from 2014 to 2019, following the international reform trends of other MIPEX countries (+2 points on average). For example, the Self-employment and Work of Foreigners Act (2015) established that non-EU nationals with permanent residence (and others after 1 year) can access self-employment under equal conditions as nationals. On political participation, support has been strengthened by the inclusion of immigrants in the national consultative body and the creation of Info Points for immigrants.

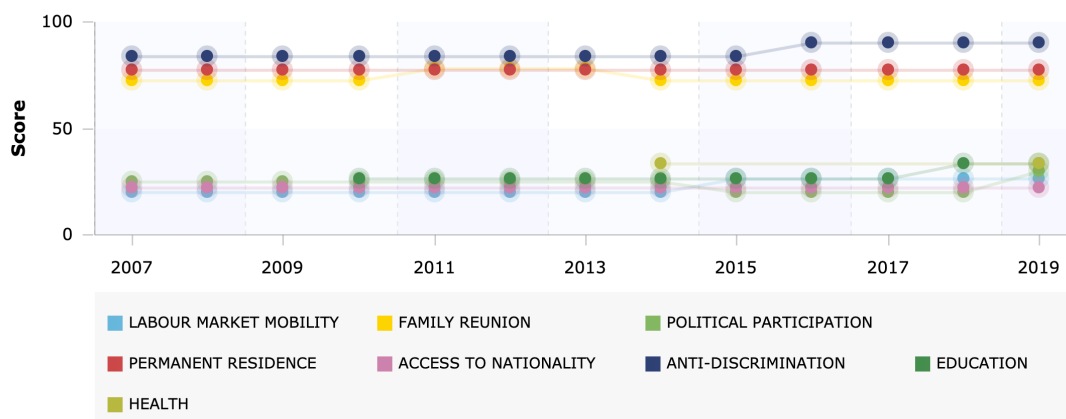
#### Positive changes on MIPEX indicators:

- Access to self-employment
- Educational guidance at all level
- Strength of national consultive body
- Active information policy
- Enforcement mechanisms

#### Negative changes on MIPEX indicators:

- None

Slovenia



#### Conclusions and recommendations

Non-EU immigrants who have access to legal status in Slovenia experience halfway favourable integration policies, typical of the average MIPEX country. Like the average MIPEX country (50), Slovenia scores 48/100. However, major obstacles due to unfavourable policies emerge in nearly all areas of integration, with the exception of family reunion, permanent residence and anti-discrimination.

Slovenia's approach to integration is classified by MIPEX as "equality on paper" only. As in most Central and Eastern European countries immigrants in Slovenia enjoy basic rights and long-term security, but do not enjoy equal opportunities. Slovenia differs considerably in the degree of development of its policies in different integration areas. Immigrants to the country should be able to settle and reunite with relatives, become permanent residents and be protected from discrimination. However, major obstacles due to unfavourable policies emerge in other areas of integration.

Slovenia's current approach affects public attitudes towards immigrants by encouraging the public to see immigrants as equals and potential citizens, but not as their neighbours. Instead they are viewed as strangers. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

Policies that treat immigrants as strangers lead more people to see immigrants as **general threats** and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of **xenophobia** and

islamophobia and lower levels of [social trust](#), which leads them to [fewer instances of contact and positive experiences](#) with immigrants.

Slovenia's integration policies are similar to those of the average European country. Compared to other countries in the region, Slovenia appears to adopt similar policies to Austria and Hungary, while its integration policies are more inclusive than in neighbouring Croatia.

- **Labour market mobility:** *slightly unfavourable*: Slovenia ranks in the bottom 10. Policies are slightly unfavourable for labour migrants and their families, with non-EU workers facing obstacles and weak targeted measures to access the labour market. Non-EU newcomers are limited in accessing or changing jobs, with equal access to non-regulated private jobs only granted to certain categories. Many temporary non-EU residents cannot equally access several measures used by national and EU citizens to improve their jobs and skills.
- **Family reunification:** *slightly favourable*: Slovenia ranks in the top 10, thanks to its respect for family life in law and in practice. Most sponsors with a regular basic income can easily reunite with their family. Even with slightly favourable family reunion policies, transnational families in Slovenia still face a somewhat insecure status due to the discretionary process.
- **Education:** *slightly unfavourable*: All migrant pupils have the basic right and support to access compulsory school in Slovenia. Migrant families and schools continue to receive little support to further promote social integration of migrant pupils, which remains a weakness in Slovenia.
- **Health:** *slightly unfavourable*: Another deterrent of the social integration of migrants in Slovenia, migrants still struggle to fully access the healthcare system. Health services are only made accessible and responsive to newcomer patients through provision of information on their legal entitlements.
- **Political participation:** *slightly unfavourable*: All long-term permanent residents have the right to vote in local elections since 2002, which makes Slovenia a leader in Central Europe on this issue. However, non-EU citizens are not allowed to be members of political parties (aside from being honorary members), and they cannot yet stand as candidates in elections. Additionally, immigrants' associations and leaders are only formally consulted (since 2015).
- **Permanent residence:** *slightly favourable*: Slovenia ranks in the top 10. After 5 years in Slovenia, most non-EU immigrants are able to benefit from the security of permanent residence and more equal opportunities to participate and invest in their integration, leaving them with relatively secure status. Once eligible, immigrants must prove they meet the basic minimum regular income level.
- **Access to nationality:** *slightly unfavourable*: Slovenia ranks in the bottom 5. Slovenia provides ordinary immigrants with a long path to citizenship and without dual nationality, unlike the more established and reforming countries of immigration. Ordinary immigrants in Slovenia must wait through one of the longest and least flexible residence requirements in Europe (10 years). Some applicants get access to enough free courses and study guides to attain reasonable A2-level fluency of the language, with exemptions for the Slovene-educated and vulnerable groups. Still, the income and criminal record requirements can be rather demanding.
- **Anti-discrimination:** *favourable*: Slovenia's favourable laws cover most forms of racial, ethnic, religious and nationality discrimination, going beyond the minimums in EU law. In 2016, the National Assembly of the Republic of Slovenia adopted a Protection Against Discrimination Act (PADA) which established the Advocate of the Principle of Equality, an independent and autonomous state body mandated to deal with discrimination. The New Protection Against Discrimination Act adopted in 2016 strengthened enforcement mechanisms by enhancing access to procedures, introducing the shift of burden of proof and several sanctions.

### Policy Recommendations from The Peace Institute

- Introduce new measures to decrease overqualification among migrant workers
- Increase access and targeted support within the education system for all immigrant pupils, students and adults
- Guarantee universal healthcare for all migrants and SI citizens and increase support measures for migrant patients

- Enable dual citizenship and speed up naturalisation for migrants meeting the requirements after 5-7 years
- Increase reporting rates of discrimination cases and provide adequate victim support system

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
46 of 52  
**Score:**  
26



### FAMILY REUNION

**Rank:**  
8 of 52  
**Score:**  
72



### EDUCATION

**Rank:**  
32 of 52  
**Score:**  
33



### HEALTH

**Rank:**  
38 of 52  
**Score:**  
33



### POLITICAL PARTICIPATION

**Rank:**  
24 of 52  
**Score:**  
30



### PERMANENT RESIDENCE

**Rank:**  
8 of 52  
**Score:**  
77



### ACCESS TO NATIONALITY

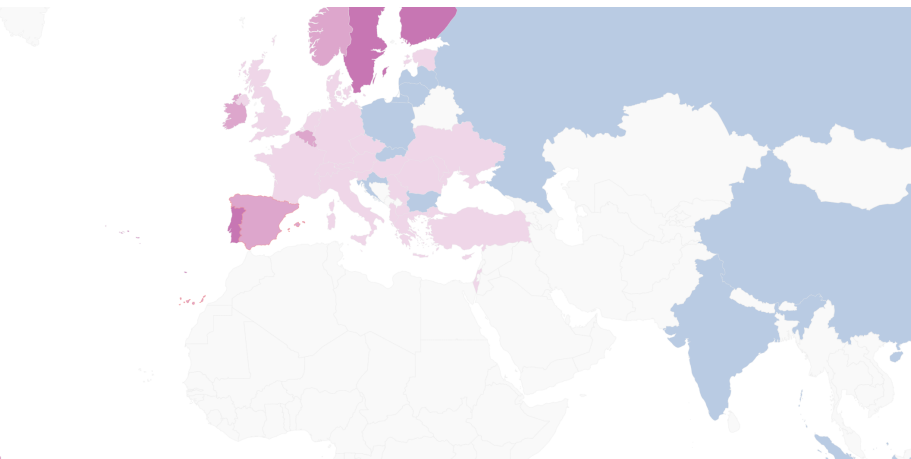
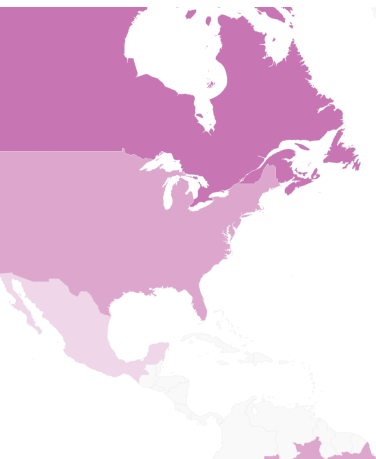
**Rank:**  
45 of 52  
**Score:**  
22



### ANTI-DISCRIMINATION

**Rank:**  
14 of 52  
**Score:**  
90





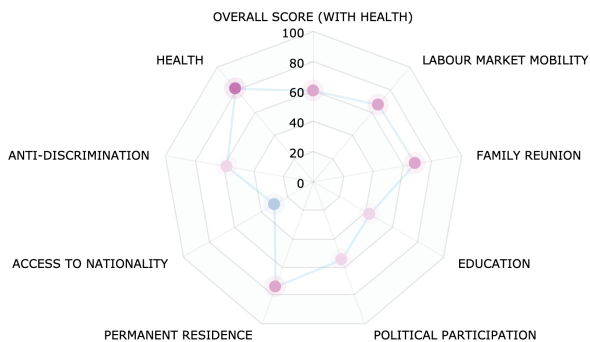
# SPAIN

**Rank:** Comprehensive  
**MIPEX Score:** 60

## KEY FINDINGS

Labour Market Mobility:	67
Family Reunion:	69
Education:	43
Health:	81
Political Participation:	55
Permanent Residence:	75
Access To Nationality:	30
Anti-discrimination:	59

Spain, 2019



## Changes in policy

Over the last five years immigrants in Spain have benefitted from some improvements to integration policy, mainly in naturalisation and health. The country's MIPEX score increased by +3 from 2014 to 2019, following

international reform trends (+2 points on average). Naturalisation in Spain now involves standardised testing rather than discretionary procedures, and economic conditions were removed in 2015. In 2018, access to healthcare was granted to both legal and undocumented immigrants.

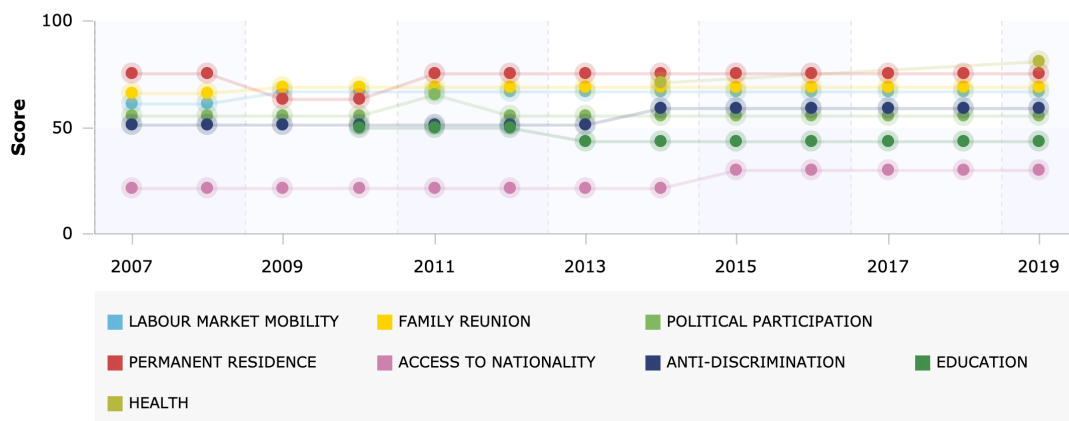
**Positive changes on MIPEX indicators:**

- Naturalisation language requirements
- Economic resources requirement for naturalisation
- Conditions for legal migrants (health-related)
- Conditions for undocumented migrants (health-related)
- Involvement of migrants in information provision, service design and delivery

**Negative changes on MIPEX indicators:**

- None

Spain



**Conclusions and recommendations**

Spain scores 60/100 on the MIPEX 100-point scale, higher than the average country score of 50. Immigrants in Spain enjoy more opportunities than obstacles when it comes to integration. Major obstacles remain only in access to nationality.

Spain promotes a comprehensive approach to integration, like the ‘Top Ten’ MIPEX countries, but this approach is not yet fully favourable. Immigrants to Spain can indeed enjoy many of the same basic rights as Spanish citizens, however integration policies only go halfway towards securing equal opportunities for non-EU citizens. These policies encourage the Spanish public to see immigrants as equals, but not necessarily as their future fellow citizens or neighbours. The ‘Top Ten’ MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process.

Integration policies matter because the way that governments treat immigrants strongly affects how well immigrants and the public interact. According to 130 independent studies carried out using MIPEX, integration policies shape not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, sense of belonging, participation and even health in their new home country.

Spain’s current policies are slightly more inclusive than those of other EU, Western European (EU15) and OECD countries. Spain takes a similar approach to Portugal, although the latter has more advanced policies. Spain has a more favourable approach than Italy and France, which both adopt a “temporary integration” approach overall. However, like all new European destination countries, it has less favourable policies than non-EU destination countries (Australia, Canada, New Zealand and USA).

- **Labour market mobility:** *slightly favourable:* Non-EU immigrants have equal access to employment, self-employment and general employment support. They receive no targeted support.
- **Family reunification:** *slightly favourable:* Spain's inclusive policy allows many immigrants to reunite with their children and spouse after one year of residence, although there are strict economic conditions. Reunited relatives enjoy secure status.
- **Education:** *halfway favourable:* A growing number of immigrant pupils can legally access all schools. There is limited support to learn the language and 'catch up' academically.
- **Health:** *favourable:* Since 2018, there have been no legal or economic obstacles to healthcare for immigrants in Spain. Immigrants benefit from responsive services and are properly informed of their healthcare rights, but there remain administrative barriers.
- **Political participation:** *halfway favourable:* Immigrants are more likely to participate politically by circumventing official channels in Spain, given the country's inconsistent voting policies and limited funding for information campaigns.
- **Permanent residence:** *slightly favourable:* Most non-EU citizens in Spain benefit from an inclusive process for long-term residence, and can apply after five years. Permanent residents have access to social security and assistance.
- **Access to nationality:** *slightly unfavourable:* The naturalisation process is Spain's main area of weakness. Immigrants can become citizens only after 10 years of residence, and dual citizenship is only granted to those from certain countries. In 2015 naturalisation requirements were eased slightly (e.g. economic resources and language), but there is room for improvement.
- **Anti-discrimination:** *halfway favourable:* Victims of racial, ethnic and religious discrimination are protected by law in Spain. Immigrants who are discriminated against can benefit from strong enforcement mechanisms, but the country's equality body is weak.

### Policy Recommendations from CIDOB

- Spain needs to reinforce with budget and human resources the educational system would meet the specific needs of children.
- Administrative barriers have to be removed to ensure actual rights and opportunities to migrants, as it is observed in their access to health, labor market and naturalization, to mentioned significant areas in need of intervention.
- The approval of the long-awaited anti-discrimination law would provide a legal framework from which effective policy may be drawn
- The municipalities are the first level of attention to the integration of immigrants. A strategy for this level of government is essential to meet the needs of immigrants.
- Spain needs to approve and allocate resources to a new Strategic Plan for Citizenship and Integration (PECI) since the last one ended in 2014 and no new action plans have been approved.
- Coordination and cooperation between levels of government would entail a more effective and far-reaching policy for the integration of immigrants. In this sense also the effective involvement of civil society is needed.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
9 of 52  
**Score:**  
67

**FAMILY  
REUNION**

**Rank:**  
10 of 52  
**Score:**  
69

**EDUCATION**

**Rank:**  
22 of 52  
**Score:**  
43

**HEALTH**

**Rank:**  
5 of 52  
**Score:**  
81

**POLITICAL  
PARTICIPATION**

**Rank:**  
14 of 52  
**Score:**  
55

**PERMANENT  
RESIDENCE**

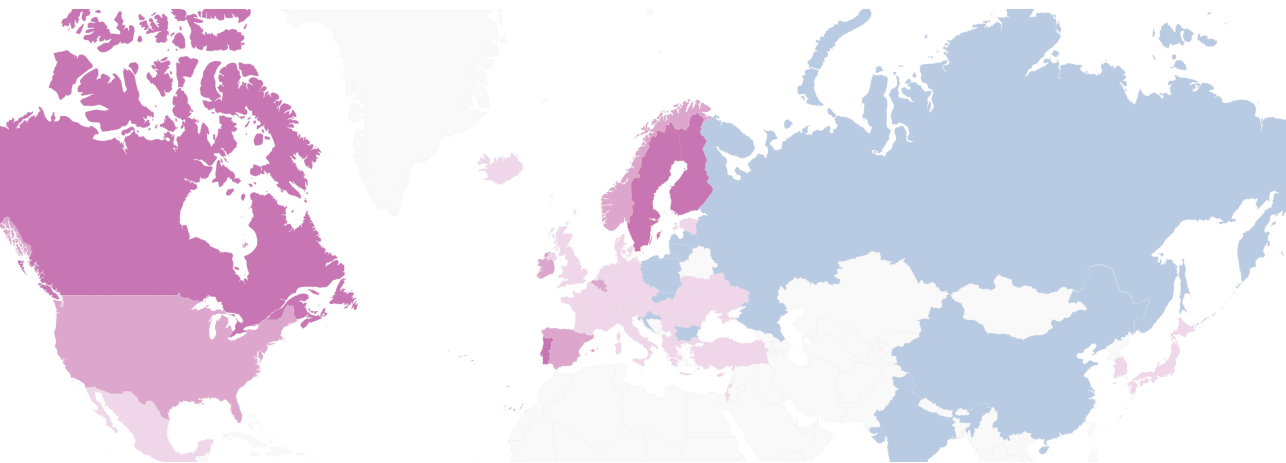
**Rank:**  
11 of 52  
**Score:**  
75

**ACCESS TO  
NATIONALITY**

**Rank:**  
40 of 52  
**Score:**  
30

**ANTI-DISCRIMINATION**

**Rank:**  
37 of 52  
**Score:**  
59



# SWEDEN

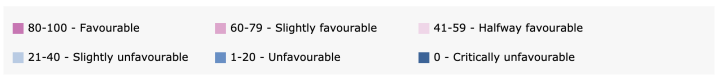
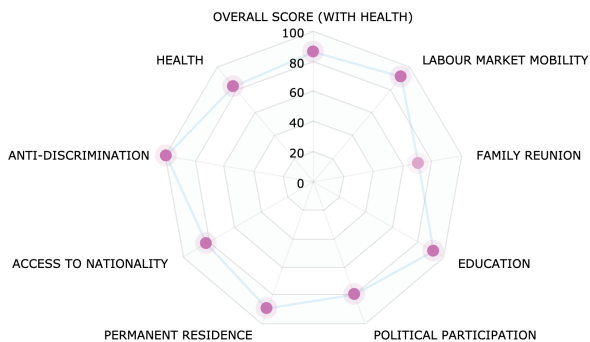
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 86

## KEY FINDINGS

Labour Market Mobility:	91
Family Reunion:	71
Education:	93
Health:	83
Political Participation:	80
Permanent Residence:	90
Access To Nationality:	83
Anti-discrimination:	100

Sweden, 2019



## Changes in policy

In response to the 2015/6 large-scale arrivals, Sweden did not fundamentally change its existing approach to

integration, but rather focused on better implementation. However, Sweden did introduce restrictions on family reunification and health policies, leading to a -1-point decrease in its MIPEX score. In contrast, the average MIPEX country score increased by +2 points between 2014 and 2019.

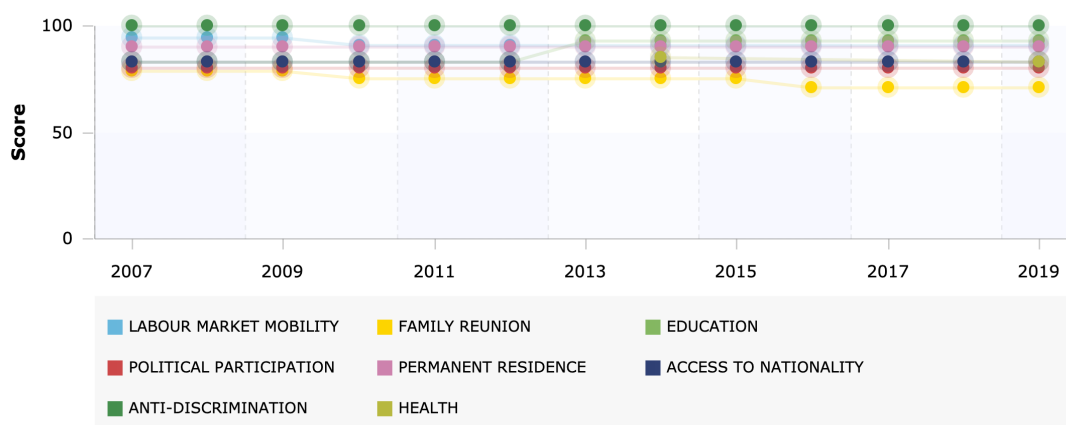
#### Positive changes on MIPEX indicators:

- None

#### Negative changes on MIPEX indicators:

- Economic resources requirement for family reunification
- Administrative documentation for undocumented migrants' healthcare

Sweden



#### Conclusions and recommendations

Sweden's comprehensive approach places it in the MIPEX 'Top Ten', within the top three. Its overall score on the MIPEX 100-point scale is 86, while the average MIPEX country score is much lower at 50/100. Sweden's integration policies guarantee equal rights, multiple opportunities and long-term security, both for newcomers and citizens.

Sweden's approach to integration is most like those of Canada, Finland and Portugal, and is more inclusive than those of the other Nordic countries. Compared to Finland, Sweden's policies are slightly more advanced on health and access to nationality but slightly less developed on political participation and permanent residence.

In the 'Top Ten' MIPEX countries, immigrants are treated as equals and their integration is invested in as an opportunity for national growth. In Sweden, the integration of immigrants works both ways: policies that invest in them have the secondary effect of encouraging the public to see immigrants as their equals, as neighbours and as potential citizens.

Integration policies matter because the way in which a government treats immigrants significantly influences how well immigrants and the public interact. Research carried out by MIPEX shows that integration policy is one of the strongest factors shaping not only the public's willingness to accept immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country. Under inclusive policies like those of Sweden, both immigrants and the public enjoy similarly positive attitudes, satisfaction with life, trust in society and sense of belonging, as well as heightened awareness of discrimination.

Compared to other MIPEX countries, Sweden's ambitious policies seem to be more effective than other countries at reaching most immigrant residents in need. Immigrants and their children are more likely to invest in their skills than elsewhere in Europe, which are narrowing gaps in long-term employment and education outcomes over the years and from one generation to another. Nearly all non-EU immigrants are guaranteed in law and in practice the same rights as Swedish citizens in economic, social, family and democratic life. Residents in SE are most likely to reunite together and become permanent residents, voters and citizens. More people in Sweden are informed of

their rights as potential victims of discrimination and using these rights to take the 1st steps to access justice. Sweden's integration policies help to explain Sweden's internationally high levels of [public acceptance](#), awareness of discrimination and rights as well as high levels of immigrant [political participation](#), [naturalisation](#), [life satisfaction](#), [sense of belonging](#) and [trust](#).

- **Labour market mobility:** *Favourable:* Sweden is ranked in second position in the area of labour market mobility, alongside Finland. Non-EU citizens in Sweden enjoy equal access to rights in the labour market and to the country's social safety net. However, during a labour migrant's first two years in the country, the work permit is only valid in connection with a specific employer and occupation. In terms of education and work-related training, non-EU citizens are more likely to have access in Sweden than in most other countries. Legal residents can invest in their education and skills through equal access to both general support and additional, targeted support. According to two dozen independent scientific studies used by MIPEX, these labour market mobility policies can help working immigrants to improve their [language and professional skills](#), [career prospects](#) and [public acceptance](#).
- **Family reunification:** *Slightly favourable:* Sweden's one slight area of weakness, the restrictive economic resource requirement can delay or discourage newcomers to reunite with their family. Since 2016, all but refugee sponsors must have secured a job with a sufficient income and benefits to cover their and their family's needs. Furthermore, only in very particular circumstances can parents or adult children reunite in Sweden. Reunited families can be relatively secure in their future in Sweden. 20 scientific studies referred to by MIPEX show that facilitating family reunification can have a major impact on whether immigrant families [reunite](#), [settle down in the country](#), [find jobs](#), secure a [better place to live](#) and [age with dignity](#).
- **Education:** *Favourable:* Ranked #1 for education on the MIPEX scale, Sweden's targeted policies are reaching immigrant pupils and addressing many of their basic needs and opportunities. Immigrant pupils, regardless of status, are guaranteed equal access to pre-primary, compulsory and vocational education in the country. In addition, they benefit from initiatives that target their specific learning needs, support them to learn their mother tongue and encourage them to appreciate cultural diversity. After compulsory education, immigrant pupils may also benefit from ad hoc measures that facilitate access to higher education. Such education policies serve not only to close [achievement gaps](#) for vulnerable groups on [different education tracks](#), but also to encourage a common sense of [pride](#), [safety](#) and [belonging](#) at school.
- **Health:** *Favourable:* Ranked #2 alongside those of Switzerland and New Zealand, Sweden's healthcare policies entitle legal immigrants, undocumented immigrants and Swedish citizens to almost the same level of healthcare. However, Sweden's health policies slipped slightly on the MIPEX scale due to law 2016:381. Rejected asylum-seekers lose their so-called LMA card, which creates difficulties for them to follow up on previous care like maternal care. Immigrants with access to the healthcare system are regularly informed about their entitlements and receive other forms of support in Sweden, such as interpretation. While more research is needed on migrant health policies, around a dozen MIPEX studies - including several reviewed in [The Lancet](#) - find that inclusive policies reduce gaps in health equity in terms of immigrants' [reported health](#), [chronic illnesses](#), elderly [diabetes](#) and [frailty](#), and even [mortality](#).
- **Political participation:** *Favourable:* Non-EU citizens can vote and stand in local elections after three years of legal residence in Sweden. Immigrants receive relevant information about and support for their participation in civil society. However, unlike other countries, Sweden does not provide an official structure for dialogue between immigrant associations and state authorities or politicians. Instead, the Swedish government funds immigrant associations. MIPEX research shows that inclusive policies can decrease the gap between immigrants and citizens in terms of conventional and unconventional political [participation](#), [engagement](#), [trust](#) and [satisfaction](#).
- **Permanent residence:** *Favourable:* Ranked in the top five on permanent residence, Sweden offers a clear and stable path to long-term security and socio-economic opportunity for non-EU residents. Temporary residents who meet basic economic and housing requirements can become permanent residents after four years. Permanent residents benefit from a secure, equal status for as long as they live in the country. MIPEX research on permanent residence suggests that inclusive residence policies help immigrants to [stay long-term](#), [settle down](#) and secure [better jobs](#).

- **Access to nationality:** *Favourable:* To be eligible for nationality in Sweden, ordinary applicants must have lived there for five years. The application process is straightforward and new citizens are as secure in their status as Swedish-born citizens. One of the best studied areas of integration policy, nationality policies are the strongest factor driving [naturalisation rates](#) and can also boost some immigrants' [acceptance](#), [socio-economic status](#), [political participation](#), [sense of belonging](#) and [trust](#).
- **Anti-discrimination:** *Favourable:* Ranked first for anti-discrimination alongside several other European countries, Sweden's laws protect everyone against ethnic, racial, religious and nationality-based discrimination in all areas of life. Victims benefit from relatively strong law-enforcement mechanisms, receive information on their rights and can open legal cases against perpetrators of all kinds of discrimination. The country has a single, strong equality body and active state measures. The slow expansion of anti-discrimination policies across most MIPEX countries appears to have had a long-term impact on reshaping public attitudes, [awareness](#), [reporting](#) and trust in [institutions](#), as well as [society](#) and [democracy](#) more generally. The EU-MIDIS 2016 survey found that immigrants who are discriminated against in Sweden are more likely to know their rights and report the incident to authorities than in most other EU countries.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
2 of 52  
**Score:**  
91



### FAMILY REUNION

**Rank:**  
9 of 52  
**Score:**  
71



### EDUCATION

**Rank:**  
1 of 52  
**Score:**  
93



### HEALTH

**Rank:**  
2 of 52  
**Score:**  
83



### POLITICAL PARTICIPATION

**Rank:**  
5 of 52  
**Score:**  
80



### PERMANENT RESIDENCE

**Rank:**  
3 of 52  
**Score:**  
90



### ACCESS TO NATIONALITY

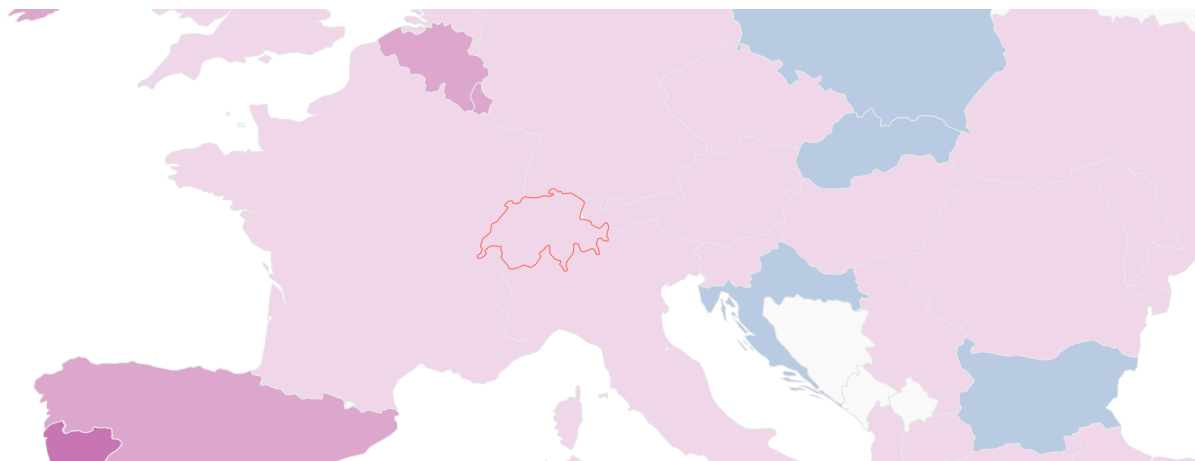
**Rank:**  
7 of 52  
**Score:**  
83



### ANTI-DISCRIMINATION

**Rank:**  
1 of 52  
**Score:**  
100





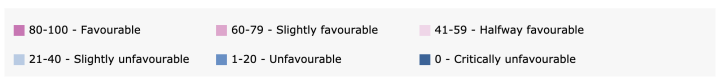
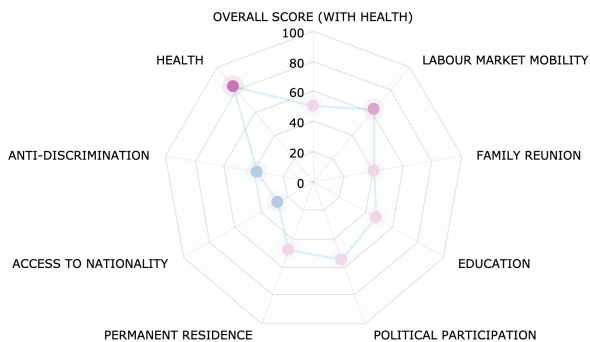
# SWITZERLAND

**Rank:** Temporary  
**MIPEX Score:** 50

Switzerland, 2019

## KEY FINDINGS

Labour Market Mobility:	63
Family Reunion:	41
Education:	48
Health:	83
Political Participation:	55
Permanent Residence:	48
Access To Nationality:	28
Anti-discrimination:	38



## Changes in policy

Over the past decade, federal policies have changed little for immigrants across Switzerland. The MIPEX score for Switzerland has not changed since 2007. In contrast, the average MIPEX country increased by +2 points in the last

five years, from 2014 to 2019. While the federal government has provided greater standards, support, funding, monitoring for integration at local and cantonal level, Switzerland’s approach to integration has remained relatively unchanged.

For example, the 2017 referendum on facilitated naturalisation, approved by 60% of Swiss voters, applied to an estimated 25,000 young people of the 3rd generation (Swiss-born children of Swiss-born foreign citizens), which are weaker citizenship entitlements than in neighbouring France, Germany and most Western European/OECD countries. Similarly, after years of debate, the 2018 Swiss Citizenship Act introduced naturalisation standards that will have limited effect on existing cantonal practices. The Act reduced the wait from 12-to-10-years, which is still one of the longest and strictest residence requirements in Europe. The Act provided clearer standards on language requirements, which improved immigrants’ path to nationality and a secure future in Switzerland, but only by +3 points on these two MIPEX specific dimensions.

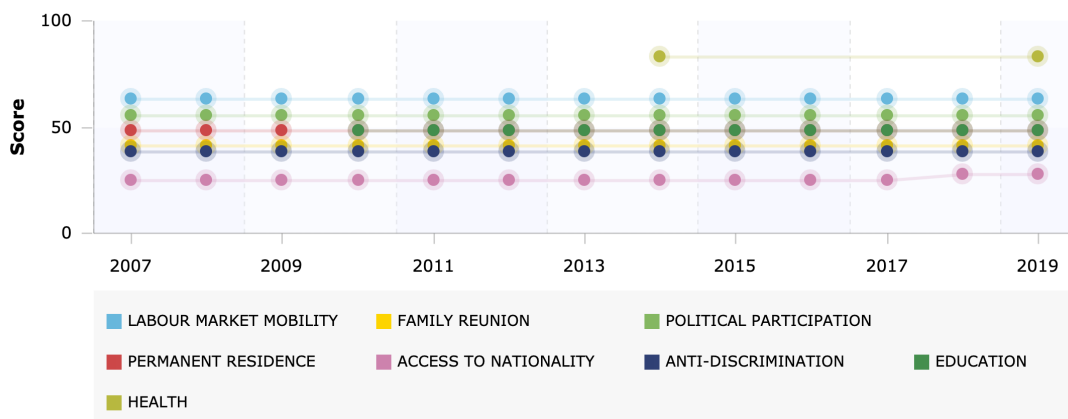
**Positive changes on MIPEX indicators:**

- Naturalisation language standards

**Negative changes on MIPEX indicators:**

- None

Switzerland



**Conclusions and recommendations**

Scoring 50 on the MIPEX 100-point scale, most Swiss policies create an equal number of opportunities and obstacles for non-EU immigrants to fully participate in Swiss society. Switzerland’s integration policies score 7-8 points below the average Western European/OECD country (e.g. below France, Germany, Italy and the UK).

The obstacles emerge throughout the legal framework. Victims of discrimination are less protected and supported in Swiss than anywhere else on the continent. Faced with some of the most restrictive policies in Western Europe, non-EU citizens in Switzerland are less likely to reunite with their family, enjoy a secure status or become a full citizen.

The opportunities mostly emerge through trends in cantons’ integration practices. The Swiss National Programme on Migration and Health was classified as world-leading for its innovations in Swiss cantons’ healthcare systems. Cantonal policies on labour market mobility and political participation come close to what’s average in Western Europe. Depending on the canton, non-EU immigrants have very different options for the labour market, public life, education and training and health services. These differences in policies and outcomes between cantons are well monitored by academic and government indicators.

Switzerland’s approach to integration is classified by MIPEX as “Temporary Integration”. Foreign citizens can benefit from some targeted support for equal opportunities, but they do not enjoy the long-term security to settle

permanently, invest in integration and participate as full citizens.

Switzerland is one of the most insecure of these “Temporary Integration” countries, with policies most similar to Austria and Denmark’s. Non-EU citizens are left insecure in Switzerland, scoring 18/100 on security, more insecure than in nearly all 52 MIPEX countries, ranked 3rd from the bottom, alongside Austria and Denmark. Switzerland’s approach to equal opportunities is only favourable for integration, scoring 52/100 on opportunities, which is no better than the average Western European/OECD country. Its policies are even slightly unfavourable on basic rights for immigrants, scoring 40/100 on rights and 7th from the bottom of the 52 MIPEX countries. Switzerland is now the only European country in MIPEX without a national anti-discrimination law and equality body to help victims.

Switzerland’s ‘Temporary Integration’ approach encourages the Swiss public to see immigrants as foreigners and not as the equals of native Swiss citizens. Internationally, the ‘Top Ten’ MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country’s integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public’s willingness to accept and interact with immigrants, but also immigrants’ own attitudes, belonging, participation and even health in their new home country.

- **Labour market mobility:** *Slightly favourable:* With policies average for Western European/OECD countries, Switzerland promotes quality employment outcomes for some—but not all—non-EU citizens with the right to work. They can access self-employment, public employment services, social assistance, education and training, including language courses, while long-settled residents and their families enjoy access to study grants and the full labour market.
- **Family reunification:** *Halfway favourable:* Non-EU families face some of the least favourable family reunification procedures in Switzerland, ranking below the average EU/OECD countries, in the international bottom 10, along with Austria, Germany and France. Non-EU citizens cannot apply for their entire nuclear family and face some of the most restrictive requirements in the developed world, while reunited family members may be dependent on their sponsor for years.
- **Education:** *Halfway favourable:* With policies average for Western European/OECD countries, Swiss cantons are adapting schools to the needs and benefits of a diverse classroom, with targeted guidance, training and language support. In terms of potential areas for improvement, Swiss schools need to ensure full access to compulsory and non-compulsory education and address issues of segregation and diversity at school.
- **Health:** *Favourable:* Inspired by the common right and duty to basic insurance for all, Switzerland’s migrant health policies are ranked #2 internationally, alongside Ireland, New Zealand and Sweden. Switzerland’s World-leading “Migration and Health” programme address immigrant health outcomes through accessible and rather responsive services for all categories of migrants. These practices include the migesplus.ch multilingual website, the INTERPRET Centre and telephone service for community interpreting, national networks like the Swiss Hospitals for Equity Network, training modules, and research/monitoring.
- **Political participation:** *Halfway favourable:* With policies average for Western Europe, promoting immigrants’ political participation is the sign of confident destination countries and cantons: Appenzell Ausserrhoden, Basel-Stadt, Fribourg, Geneva, Graubunden, Jura, Neuchâtel, Vaud. Since the 2000s, these cantons have been opening voting rights, consultative bodies, information campaigns and funding options for immigrant-led civil society.
- **Permanent residence:** *Halfway favourable:* Permanent residence in Switzerland emerges as one of the weakest tools for integration in Western Europe, ranking below the average EU/OECD countries in the international bottom 10. One of longest and most demanding paths to long-term residence delays equal opportunities for newcomers and keeps most non-EU citizens in Switzerland relatively insecure in their status.
- **Access to nationality:** *Slightly unfavourable:* Immigrants, their children and even their grandchildren face more lengthy, complicated and costly paths to citizenship in Switzerland than in the average Western European/OECD country. Clearer entitlement to citizenship for immigrants and the second generation could significantly increase Switzerland’s below-average naturalisation rates and boost immigrants’ acceptance,

socio-economic status, political participation, sense of belonging and trust.

- **Anti-discrimination:** *Slightly unfavourable:* Far below EU/OECD standards in the international bottom 10, Switzerland is the only European country with slightly unfavourable approach to anti-discrimination, without a comprehensive national law or equality body with legal standing. A sizeable number of potential victims are poorly protected against racial, ethnic, religious and nationality discrimination. Anti-discrimination policies appear to have a long-term impact on reshaping public attitudes, discrimination awareness, reporting, trust and other integration outcomes.

## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
15 of 52  
**Score:**  
63



### FAMILY REUNION

**Rank:**  
45 of 52  
**Score:**  
41



### EDUCATION

**Rank:**  
18 of 52  
**Score:**  
48



### HEALTH

**Rank:**  
2 of 52  
**Score:**  
83



### POLITICAL PARTICIPATION

**Rank:**  
14 of 52  
**Score:**  
55



### PERMANENT RESIDENCE

**Rank:**  
43 of 52  
**Score:**  
48



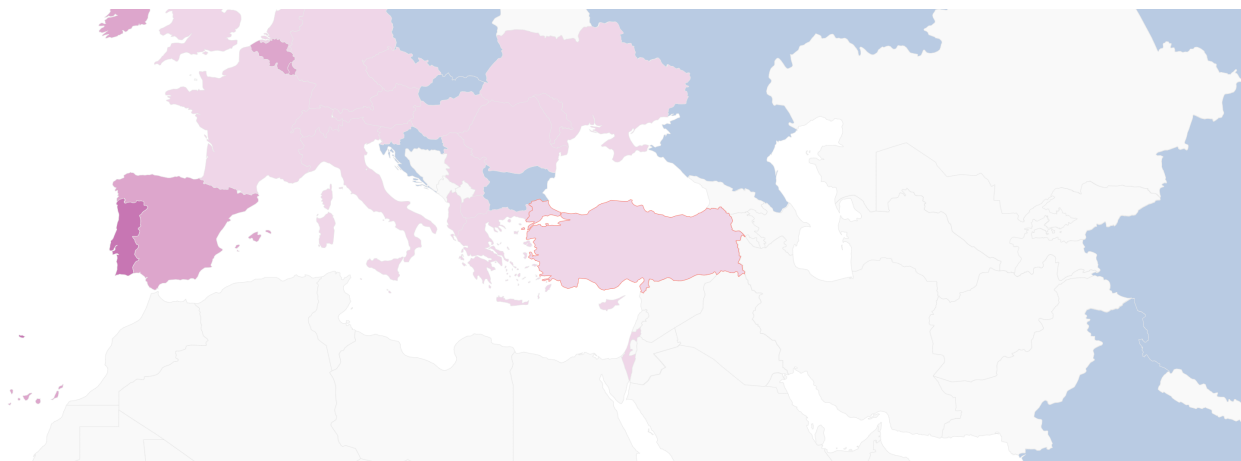
### ACCESS TO NATIONALITY

**Rank:**  
41 of 52  
**Score:**  
28



### ANTI-DISCRIMINATION

**Rank:**  
47 of 52  
**Score:**  
38



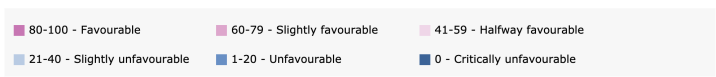
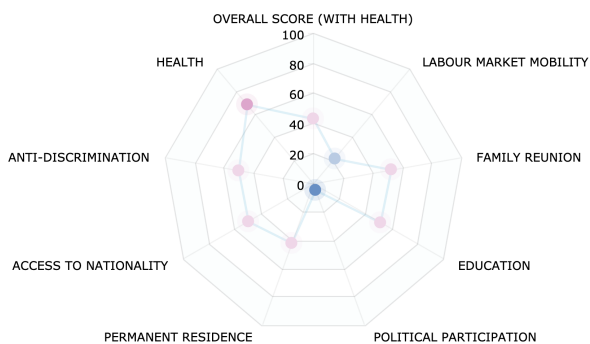
# TURKEY

**Rank:** Comprehensive  
**MIPEX Score:** 43

Turkey, 2019

## KEY FINDINGS

Labour Market Mobility:	22
Family Reunion:	53
Education:	52
Health:	69
Political Participation:	5
Permanent Residence:	42
Access To Nationality:	50
Anti-discrimination:	50



## Changes in policy

In the 2010 MIPEX, Turkey ranked last of all MIPEX countries in terms of its approach to integration, scoring only 22 points on the 100-point MIPEX scale. Little changed by the 2014 MIPEX (+2 points), as Turkey's foundational

Law 6458 on Foreigners and International Protection left the new Migration Board to create the new procedures for international protection, work permits, residence permits and mutual 'harmonisation' of immigrants and society. In 2014, the situation was still unfavourable for integration in Turkey, ranked at the bottom of the MIPEX alongside China, Indonesia and India. MIPEX classified its approach as "Immigration without Integration" as legal residents were denied basic rights and opportunities and the public was encouraged to see immigrants as subordinates and strangers.

From 2014 to 2019, the average MIPEX country increased by +2 points on MIPEX. In contrast, Turkey made the greatest improvements to its integration policies, with +17 points. Turkey rose out of the Bottom 10 MIPEX countries.

Turkey is developing what MIPEX classifies as a basic comprehensive approach. While legal residents are not necessarily more secure about their long-term future, Turkey's major improvements have gone halfway to guarantee them basic rights and opportunities while living in the country. With these fundamental shifts, Turkey has started to recognise its reality as a country of immigration.

Over the past five years, Turkey has committed to provide legal residents with basic access to education, health and discrimination protections. Turkey adopted its first comprehensive anti-discrimination law, the 2016 Law on the Human Rights and Equality Institution of Turkey (2016). The Turkish education system started to integrate and support immigrant pupils and Turkish language learners, especially Syrian refugees. The health sector also guaranteed some minimum healthcare access for all residents, including the undocumented, while also providing basic information and support for immigrant patients to access healthcare services. Finally, small procedural improvements were introduced to access the Turkish labour market and Turkish citizenship, following international reform trends.

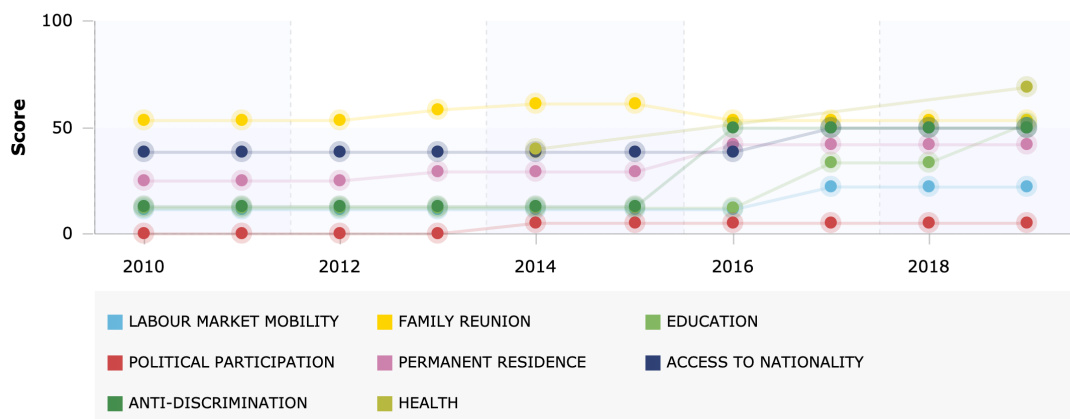
#### **Positive changes on MIPEX indicators:**

- Public employment services
- Measures to bring migrants into the teacher workforce
- Measures to address educational situation of migrant groups
- Language instruction standards in education
- Language instruction in education
- Educational guidance at all levels
- Communicative/academic fluency
- Access to higher education
- Access to social security and assistance for permanent residence
- Dual Nationality
- Law covers direct/indirect discrimination, harassment, instruction
- Anti-discrimination: Social protection
- Anti-discrimination: Access to and supply of public goods and services, including housing
- Anti-discrimination: enforcement mechanisms
- Mandate of equality body
- Equality bodies
- Conditions for undocumented migrants to access healthcare
- Information for migrants concerning entitlements and use of health services
- Information for migrants concerning health education and promotion
- Cost/availability of health interpreters
- Involvement of migrants in information provision, service design and delivery

#### **Negative changes on MIPEX indicators:**

- Dependent relatives' access to family reunification

## Turkey



### Conclusions and recommendations

As a result of these major reforms, Turkey's integration policies shifted from slightly unfavourable (26/100) to halfway favourable (43/100) for societal integration. These reforms may have long-term positive impacts on public attitudes and awareness about immigration and discrimination. Still, Turkey has a long way to go to achieve "harmonization," as immigrants face more obstacles than opportunities to participate and settle in Turkey. Turkey still ranks at-or-near the bottom in four of the eight MIPEX areas where its policies are weaker than the other MIPEX countries and relatively unfavourable: labour market mobility, political participation, permanent residence and anti-discrimination.

Turkey's basic comprehensive approach is not yet fully favourable for integration, as policies only go halfway to secure basic rights, equal opportunities and long-term security for both foreign and Turkish citizens. Turkey's approach to integration does not yet encourage the public to see foreign citizens as their equals, neighbours and fellow citizens. These public attitudes will take time to change and Turkey's new integration policies may help to improve harmonization as a two-way process.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country. Internationally, immigrants and citizens in the MIPEX 'Top Ten' enjoy equal rights, opportunities and security and the public is encouraged to treat immigrants as their equals, neighbours and fellow citizens.

Despite Turkey's recent improvements, its policies still do not compare with the average MIPEX or EU country, which score around 50/100. However, Turkey's integration policies rank alongside a few other Central and South-eastern European countries, such as Cyprus, Hungary and North Macedonia. More specifically, Turkey's basic comprehensive approach is most similar to Greece and Malta, although both countries have more developed policies for equal opportunities in terms of labour market mobility, political participation and anti-discrimination.

- **Labour market mobility:** *Slightly unfavourable:* Ranked in the bottom 5, most legal migrant workers are tied to their employer, without equal rights as workers and with little general and no targeted support to improve their job or skills.
- **Family reunification:** *Halfway favourable:* Family reunification is the only policy area that became less favourable, as the conditions for eligibility for dependent relatives became more restrictive. Family reunification in Turkey still remains a rather discretionary favour of the state. The procedure is slightly discretionary, as authorities possess several grounds for rejection and withdrawal, and no explicit personal circumstances are considered. After three years, adult family members can apply for short-term residence permits autonomous of their sponsor.

- **Education:** *Halfway favourable:* Previously the weakest area of Turkey's integration policies, the situation has improved since 2014 thanks to a set of measures to support immigrant pupils and Turkish language learners, especially Syrian refugees. The children of legally-resident foreigners, asylum-seekers, and refugees are guaranteed the right to at least compulsory education. Furthermore, they receive general and targeted support (e.g., educational guidance and language support) and there are now measures in place to encourage mixed schools and diversity within the teaching sector.
- **Health:** *Slightly favourable:* Migrants' entitlements to health services in Turkey are slightly more inclusive, since law 5510 includes asylum-seekers and persons with International Protection Application within the General Health Insurance coverage. All residents regardless of status now have access to emergency and primary health care services (free of charge). Additionally, immigrant patients now receive basic information and support to access healthcare services.
- **Political participation:** *Critically Unfavourable:* Ranked in the bottom 10, foreign citizens are excluded from political participation in Turkey. Foreigners cannot vote or join political parties. Consultative bodies are also generally weak, as is the information and support for immigrant-led associations.
- **Permanent residence:** *Halfway favourable:* Ranked last, alongside Denmark, Turkey has the most restrictive access to permanent residence among MIPEX countries. Legal residents face a long, exclusionary and discretionary path to be able to settle permanently with equal socio-economic rights, which includes access to social security since 2016.
- **Access to nationality:** *Halfway favourable:* After 5 years, immigrants can apply for naturalisation, but they face discretionary and complex language, economic and other requirements, although dual nationality has been allowed since 2017. Turkey has not yet followed international reform trends to create citizenship entitlements for the Turkish-born children of foreign citizens.
- **Anti-discrimination:** *Halfway favourable:* The greatest shift in Turkey's approach to integration was the creation of a national anti-discrimination law and equality body, thanks to the Law on the Human Rights and Equality Institution of Turkey (2016). On paper, at least, protection now extends to all victims of ethnic, racial and religious discrimination in all areas of social life. Turkey also created basic enforcement mechanisms, including a body to assist victims and investigate cases. While these improvements may start to raise discrimination awareness and reporting, victims still face weaker protections than in most MIPEX countries, with Turkey ranked in the bottom 10. Major gaps and obstacles exist that undermine the enforcement mechanisms and the equality body, while nationality discrimination is still absent from Turkey's approach.



**POLICIES - SUMMARY**



**LABOUR MARKET MOBILITY**

**Rank:**  
48 of 52  
**Score:**  
22



**FAMILY REUNION**

**Rank:**  
33 of 52  
**Score:**  
53



**EDUCATION**

**Rank:**  
16 of 52  
**Score:**  
52



**HEALTH**

**Rank:**  
15 of 52  
**Score:**  
69



**POLITICAL PARTICIPATION**

**Rank:**  
44 of 52  
**Score:**  
5



**PERMANENT RESIDENCE**

**Rank:**  
51 of 52  
**Score:**  
42



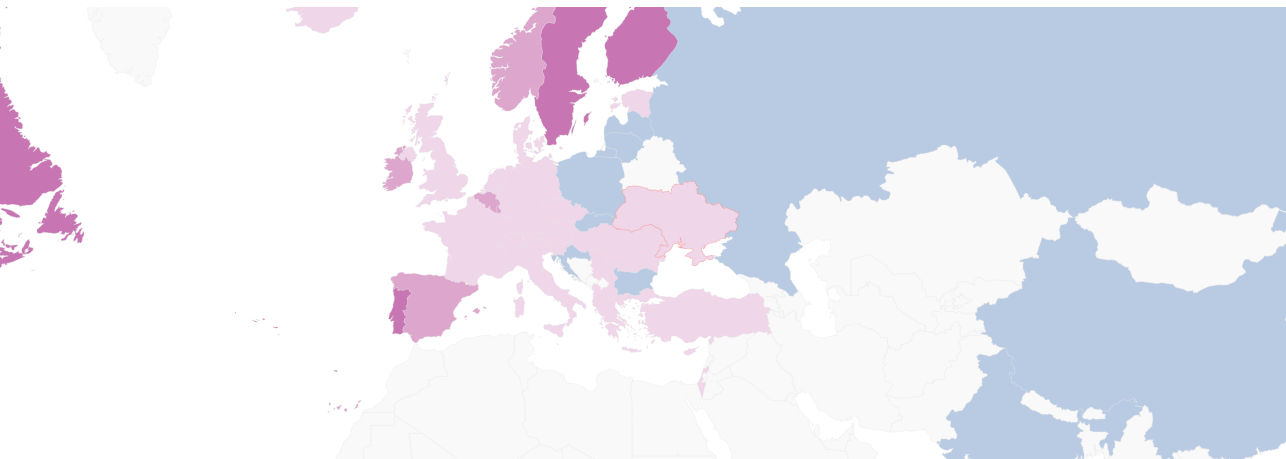
**ACCESS TO NATIONALITY**

**Rank:**  
22 of 52  
**Score:**  
50



**ANTI-DISCRIMINATION**

**Rank:**  
44 of 52  
**Score:**  
50



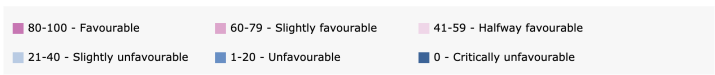
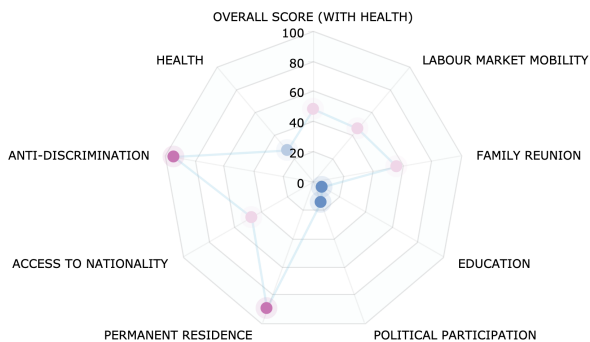
# UKRAINE

**Rank:** Temporary  
**MIPEX Score:** 48

Ukraine, 2019

## KEY FINDINGS

Labour Market Mobility:	46
Family Reunion:	57
Education:	7
Health:	27
Political Participation:	15
Permanent Residence:	90
Access To Nationality:	47
Anti-discrimination:	94



## Changes in policy

Like most countries, Ukraine’s MIPEX score improved by +2 points since 2014. One negative development was a reform on permanent residence that abolished the automatic renewal of long-term permits. Most other

developments were positive as Ukraine started to address its main area of weakness on equal opportunities by informing immigrants about their social, political and healthcare rights. Since 2018, immigrant communities could benefit from an information campaign about their social and political rights and about local opportunities for immigrant communities. In 2019, the Law on State Medical Guarantees introduced in 2019 the obligation to inform patients on the services covered by state healthcare guarantees.

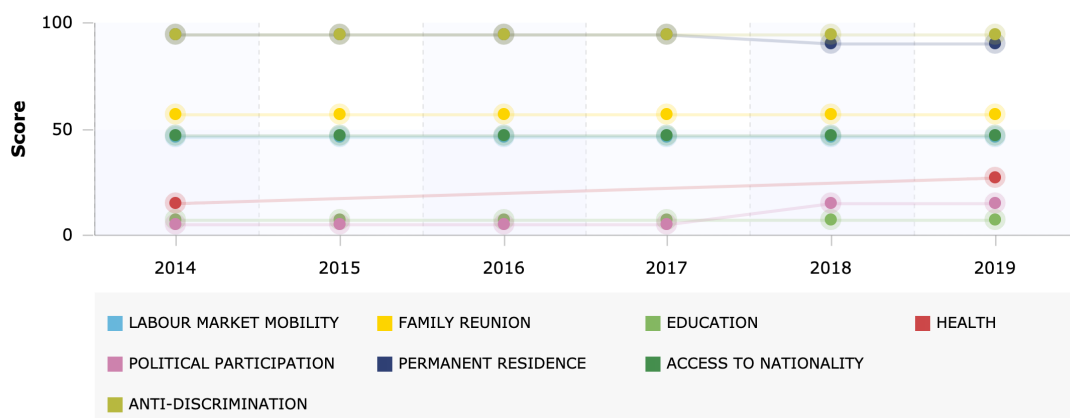
#### Positive changes on MIPEX indicators:

- Active information policy
- Information for migrants concerning entitlements and use of health services

#### Negative changes on MIPEX indicators:

- Renewable permanent residence permit

Ukraine



#### Conclusions and recommendations

Immigrants in Ukraine face as many obstacles as opportunities for integration. Ukraine scores 48 on the 100-point MIPEX scale, which is comparable to international MIPEX average (50). Ukraine's approach to integration is classified by MIPEX as 'equality on paper' only. As in most Central and Eastern European countries, immigrants in Ukraine enjoy basic rights and long-term security, but they do not enjoy equal opportunities. Ukraine differs considerably in the degree of development of its policies in the different integration areas. While immigrants should be able to settle long-term and be protected from discrimination, immigrants enjoy far less support for equal opportunities in Ukraine than in most MIPEX countries. In particular, immigrants and their children face major obstacles to education, political participation and citizenship.

A country's approach to integration matters because policies influence whether or not integration works as a two-way process. The way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Ukraine's current policies encourage the public to see immigrants not as their neighbours, but instead as strangers. Policies that treat immigrants as strangers lead more people to see immigrants as [general threats](#) and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of [xenophobia](#) and [islamophobia](#) and lower levels of [social trust](#), which leads them to [fewer contacts and positive experiences](#) with immigrants. Ukraine is one of the least accepting countries for immigrants, a recent [Gallup survey](#) shows.

Ukraine's integration policies are similar to the average European country. Compared to other countries in the region, Ukraine appears to adopt similar policies to Moldova and Romania, while Ukraine's integration policies are more inclusive than in neighbouring Poland, Russia and Slovakia.

- **Labour market mobility:** *Halfway favourable:* Foreign citizens can find jobs and start businesses, but without

targeted support or the same general support and benefits that Ukrainian citizens can use improve their skills and careers.

- **Family reunification:** *Halfway favourable:* Although separated families that want to reunite do not face the same major legal requirements as in other European countries, they can be rejected under vague grounds and procedural obstacles. Once reunited, family members are kept dependent on their sponsor as they have no right to an autonomous residence permit.
- **Education:** *Unfavourable:* The educational support for immigrant pupils is weaker in Ukraine than in most other MIPEX countries. Only the children of legal immigrants can access compulsory education. Furthermore, schools are not prepared to provide for an intercultural education and for the specific needs of immigrant children.
- **Health:** *Slightly unfavourable:* Immigrants receive limited access to healthcare and no targeted information about entitlements and health issues. Health services and policies have yet to address these specific access and health needs of immigrant patients.
- **Political participation:** *Unfavourable:* A major area of weakness across Central and Eastern Europe, immigrants are denied the opportunity to participate in public life in Ukraine, as foreign citizens have no right to vote, be member of political party and receive support. Organisations led by immigrants participate can only participate in ad-hoc events and consultative bodies.
- **Permanent residence:** *Favourable:* Foreign citizens with immigration permits can settle long-term and enjoy a secure status with equal access to social security and assistance.
- **Access to nationality:** *Halfway favourable:* While the path to Ukrainian citizenship is relatively straightforward, Ukraine has yet to open up to international reform trends towards dual nationality for all naturalising adults and citizenship entitlements for their children.
- **Anti-discrimination:** *Favourable:* Potential victims of ethnic, racial, religious or nationality discrimination should be able to seek justice under Ukraine's anti-discrimination laws and strong enforcement mechanisms.

## POLICIES - SUMMARY

**LABOUR MARKET  
MOBILITY**

**Rank:**  
32 of 52  
**Score:**  
46

**FAMILY  
REUNION**

**Rank:**  
30 of 52  
**Score:**  
57

**EDUCATION**

**Rank:**  
48 of 52  
**Score:**  
7

**HEALTH**

**Rank:**  
45 of 52  
**Score:**  
27

**POLITICAL  
PARTICIPATION**

**Rank:**  
37 of 52  
**Score:**  
15

**PERMANENT  
RESIDENCE**

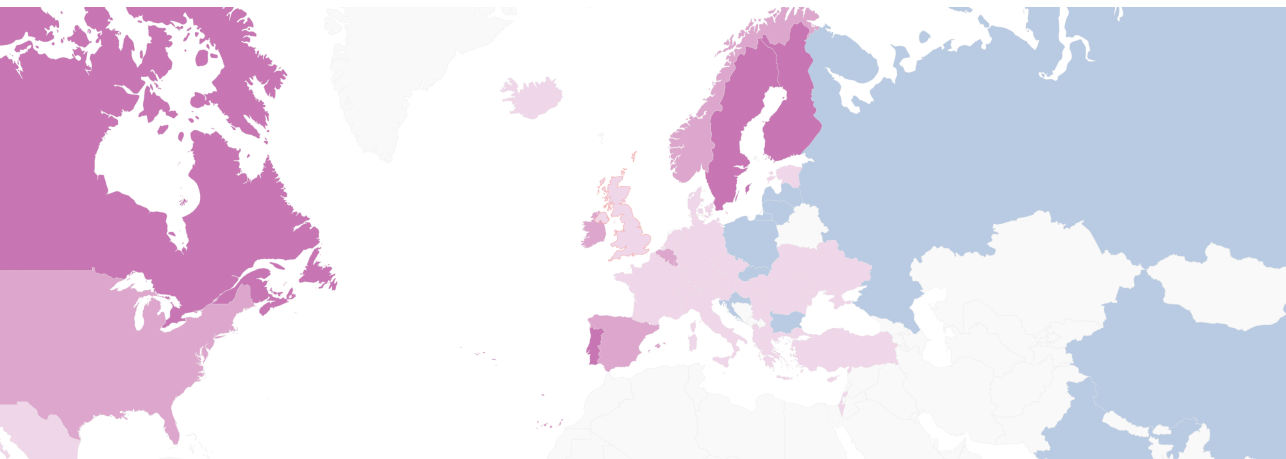
**Rank:**  
3 of 52  
**Score:**  
90

**ACCESS TO  
NATIONALITY**

**Rank:**  
26 of 52  
**Score:**  
47

**ANTI-DISCRIMINATION**

**Rank:**  
11 of 52  
**Score:**  
94



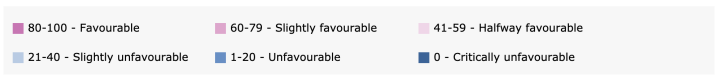
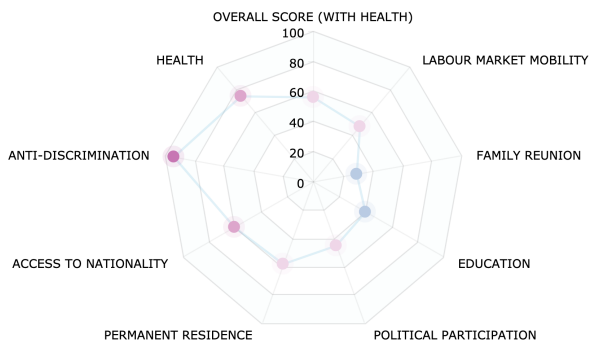
# UNITED KINGDOM

**Rank:** Temporary  
**MIPEX Score:** 56

United Kingdom, 2019

## KEY FINDINGS

Labour Market Mobility:	48
Family Reunion:	29
Education:	40
Health:	75
Political Participation:	45
Permanent Residence:	58
Access To Nationality:	61
Anti-discrimination:	94



## Changes in policy

Policies in the United Kingdom have changed little for immigrants, leading to a -1 point decrease in its score due to a restrictive change in the provision of language support in education. In contrast, the average MIPEX country

increased by +2 points in the last five years, from 2014 to 2019.

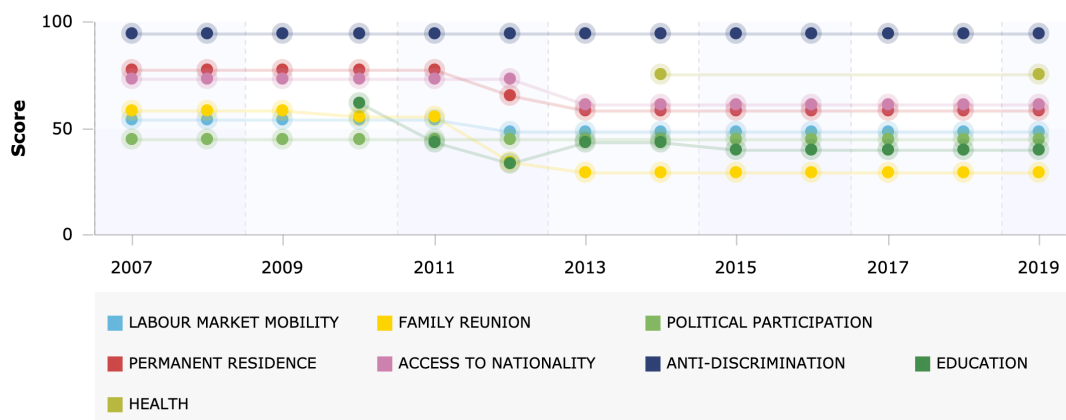
#### Positive changes on MIPEX indicators:

- None

#### Negative changes on MIPEX indicators:

- Language instruction standards

United Kingdom



#### Conclusions and recommendations

Scoring 56 on the MIPEX 100-point scale, immigrants in the United Kingdom enjoy more opportunities than obstacles in their integration, under halfway favourable policies. British integration policies score above the average EU country and like the Western European (EU15)/OECD country.

The United Kingdom's approach to integration is classified by MIPEX as "Temporary Integration", like France, Italy, Germany and the Netherlands. The United Kingdom has more developed policies than Austria, Denmark and Switzerland, which have a similar approach but go only halfway towards providing immigrants with equal opportunities.

Foreign citizens in the United Kingdom can benefit from access to basic rights and halfway favourable policies on equal opportunities, but they do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. The British "Temporary Integration" approach encourages the public to see immigrants as equals but as foreigners. Internationally, the 'Top Ten' MIPEX countries treat immigrants as equals, neighbours and potential citizens, and invest in integration as a two-way process for society.

A country's integration policies matter because the way that governments treat immigrants strongly influences how well immigrants and the public interact with and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, sense of belonging, participation and even health in their new home country.

- **Labour market mobility:** *halfway favourable:* Non-EU residents' basic access to the labour market is favourable, as in most countries attracting migrant workers. Non-EU residents are generally treated the same as UK citizens, as the UK does not close off sectors of the economy to immigrants. However, weak targeted measures and limited support to access higher education for non-EU newcomers could be an obstacle to their integration into the labour force.
- **Family reunification:** *slightly unfavourable:* Family reunification remains a major obstacle for non-EU newcomers to the UK, which ranks second from the bottom among MIPEX countries. They face unfavourable,

restrictive requirements and definitions of family. Family-reunited migrants do not enjoy a fully secure future.

- **Education:** *slightly unfavourable:* All non-EU citizen children have the implicit right to a free compulsory education, though additional fees and obstacles emerge for UK-schooled non-EU-citizen pupils pursuing vocational or higher education. Generally, newcomers benefit from some targeted support with their education.
- **Health:** *slightly favourable:* Migrants have slightly weak entitlements to free NHS care due to legal restrictions and administrative obstacles in the UK. The 2014 Immigration Law restricts migrants' access to free NHS hospital treatments and creates problems of discretion and documentation for all migrants. However, immigrants receive some kind of support to access health care (e.g., information, provision of interpreters).
- **Political participation:** *halfway favourable:* As part of the Commonwealth, the UK's traditionally inclusive voting rights allow ordinary resident Commonwealth citizens to vote in all UK elections. However, the UK's many immigrant and ethnic minority communities are not organised or consulted in order to address their needs in a coherent way.
- **Permanent residence:** *halfway favourable:* Eligible temporary residents could apply for permanent residence after 5 years with certain types of permit or 10 years with any type, including study permits. However, the categories of temporary residents eligible to become permanent residents are regularly changing in the UK and becoming slightly more restrictive.
- **Access to nationality:** *slightly favourable:* Immigrants and their children in the UK still benefit from the traditional eligibility rules, such as 5 years' stay and permanent residence. However, the restrictive requirements on language and integration, together with the requirement to demonstrate "good character", pose major obstacles and leave applicants with rather insecure access to naturalisation in the UK.
- **Anti-discrimination:** *favourable:* Discrimination is illegal on grounds of race, ethnicity, religion or nationality in all areas of life in the UK. Victims also benefit from some of the strongest equality bodies seen amongst MIPEX countries.



## POLICIES - SUMMARY



### LABOUR MARKET MOBILITY

**Rank:**  
28 of 52  
**Score:**  
48



### FAMILY REUNION

**Rank:**  
51 of 52  
**Score:**  
29



### EDUCATION

**Rank:**  
27 of 52  
**Score:**  
40



### HEALTH

**Rank:**  
10 of 52  
**Score:**  
75



### POLITICAL PARTICIPATION

**Rank:**  
18 of 52  
**Score:**  
45



### PERMANENT RESIDENCE

**Rank:**  
27 of 52  
**Score:**  
58



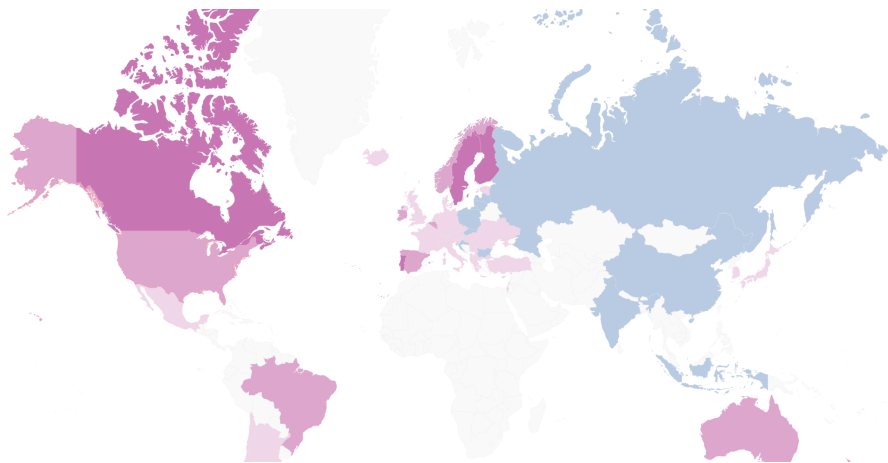
### ACCESS TO NATIONALITY

**Rank:**  
17 of 52  
**Score:**  
61



### ANTI-DISCRIMINATION

**Rank:**  
11 of 52  
**Score:**  
94



# USA

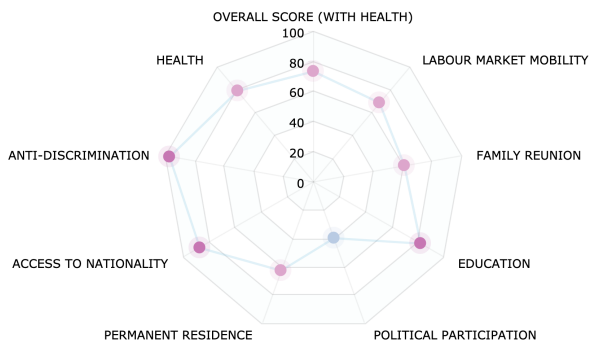
**Rank:** Comprehensive (Top10)

**MIPEX Score:** 73

## KEY FINDINGS

Labour Market Mobility:	69
Family Reunion:	62
Education:	83
Health:	79
Political Participation:	40
Permanent Residence:	63
Access To Nationality:	88
Anti-discrimination:	97

USA, 2019



## Changes in policy

The US MIPEX score improved by +3 points in the last years of the Obama administration. Immigrants would

benefit from work-related language and vocational training under the 2014 Workforce Innovation and Opportunity Act 2014. Immigrants were starting to inform and improve federal policies under the US' 1st comprehensive federal integration policy—the 2015 Strategic Action Plan “Strengthening communities by welcoming all residents”. These efforts took the US halfway to addressing one of its major weaknesses on immigrant integration: involving immigrants in non-electoral political participation and supporting immigrant leaders in civil society. Given these positive trends, the 2015 MIPEX looked to the future with optimism: “These new proposals, plus the 2016 presidential campaign debates, may lead to more ambitious and effective immigration and integration policies.”

Instead, while the average MIPEX country increased by +2 points from 2014-2019, the US has fallen by -2 points in the MIPEX international ranking since 2016. Under the Trump administration, even America’s legal immigrants are slightly less secure and are now denied several basic rights.

First, the new administration ended this 1st comprehensive federal integration policy. The federal government no longer makes targeted efforts to inform or consult immigrants about the policy decisions that affect their daily lives.

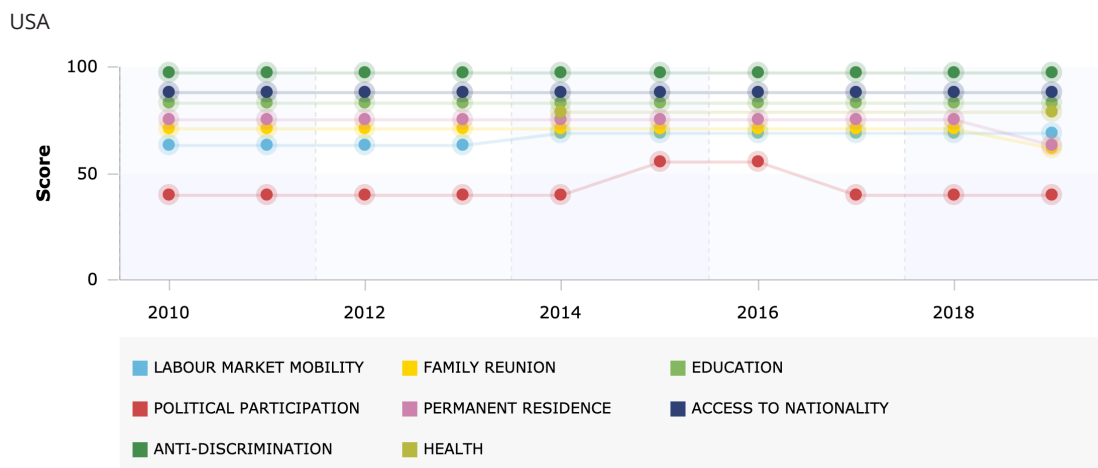
Then, the administration began to undermine the US' legal immigration system. The US was traditionally known as a welcoming destination that promoted permanent over temporary immigration and defended the right to family life. In 2019, plans to revise the long-accepted definitions of “public charge” and other discretionary procedures threatened to ramp up the bureaucracy and insecurity for legal residents. America’s international reputation has been undermined by this legal limbo for temporary residents and the obstacles for separated families hoping to reunite. These restrictions have also created greater obstacles and delays for immigrants on the path to US citizenship. Further restrictions would mean that US family reunification and permanent residence policies are no longer favourable for immigrant integration, with potential long-term consequences.

**Positive changes on MIPEX indicators:**

- None

**Negative changes on MIPEX indicators:**

- Economic resources requirement for family reunification
- Grounds for rejection, withdrawal, refusal for family reunification
- Strength of national consultive body
- Active policy of information by national level on political participation
- Economic resources requirement for permanent residence



## Conclusions and recommendations

The US has yet to fall out of the international Top Ten, as other federal and state policies are still in place to offer a slightly favourable path for legal immigrants to contribute to American society. First and foremost, the US' traditionally strong anti-discrimination policies in many areas of life, from employment to education to health, encourage discriminated groups to demand justice and equality. Immigrants who obtain a legal status can find a job, but perhaps not as good a job as those American citizens enjoy. Their US-born children are US citizens and should receive the educational support they need to achieve and feel as safe and at home as other children.

Since 2017, the US federal government has exacerbated the costs, delays and insecurity that defer many from the American dream of citizenship, a secure family, and a good job. These symptoms of the so-called 'broken' immigration system are eroding the US' traditional gift for integration. The US immigration system has been so politicised that US policymakers may need to look internationally for new solutions for policies at federal and state level. The path to citizenship and integration is more attainable in other Top Ten countries. In Canada, New Zealand, Portugal, Finland and Sweden, immigrants enjoy more equal opportunities and long-term security than in the US.

A country's approach to integration matters because the way that governments treat immigrants strongly influences how well immigrants and the public interact and think of each other. Drawing on 130 independent scientific studies using MIPEX, integration policies emerge as one of the strongest factors shaping not only the public's willingness to accept and interact with immigrants, but also immigrants' own attitudes, belonging, participation and even health in their new home country.

Under traditionally inclusive policies like the US', both immigrants and the public are more likely to interact together and think of each other as equals, as neighbours and as fellow citizens. But restrictive policies can spiral into a 'vicious circle' of exclusion that reinforces fear and separation. Policies that treat immigrants as threats lead more people to see immigrants as general threats and treat them in ways that harm integration. Under restrictive policies, the public experiences higher levels of xenophobia and islamophobia and lower levels of social trust, which leads them to fewer contacts and positive experiences with immigrants. Immigrants experience greater attacks on their identity and sense of belonging and report lower levels of satisfaction with their life, trust in society and participation in politics.

- **Labour market mobility:** *Slightly favourable:* Slightly lower in the Top Ten, the US provides equal access but little targeted support like Brazil, Italy and Spain. A legal status in the US gives most legal residents the chance to find a job, with greater support since 2014 to invest in their English and vocational training. Still, their job may be far below their skills, because of the bureaucracy and limited support to recognise foreign credentials.
- **Family reunification:** *Slightly Favourable:* The US has fallen out of the MIPEX international Top Ten on reuniting families. The US' traditionally family-friendly policies have been seriously undermined by the administration's 2019 "public charge" and wide discretionary grounds to reject applicants. The US scores below all other traditional destination countries. The amount of obstacles for separated families to reunite in the US is now comparable to MIPEX countries like Iceland, Japan and several Central European countries.
- **Education:** *Favourable:* Ranked #4 on education just below Canada and Nordic countries, US schools provide some support for equal access, support and opportunities for immigrant pupils under the 2015 "Every Student Succeeds Act". However, US targeted policies better at addressing access and needs than opportunities that immigrant pupils bring to the classroom
- **Health:** *Slightly favourable:* Slightly lower in the Top Ten on Health, the US offers accessible and responsive healthcare services to immigrant patients who can meet the complicated entitlement rules. Like other English-speaking countries, the US pays greater attention than most countries to migrant and minority health, thanks to longstanding federal policies on accessibility and cultural competence, coordinated by the Office of Minority Health.
- **Political participation:** *Slightly unfavourable:* Newcomers to the US face slightly unfavourable conditions to contribute to democratic life. Outside of election cycles, immigrants are rarely informed, consulted and involved in local civil society. Only a handful of states offer basic information and support to immigrant-led civil society. The US provides fewer democratic opportunities than 20 other MIPEX countries (e.g. Australia, Ireland,

New Zealand and Nordics).

- **Permanent residence:** *Slightly favourable:* The 2019 decision to revise the “public charge” rule is one indicator of the greater obstacles under the Trump administration for temporary residents to become legal permanent residents (LPR, a.k.a. Green Card holders). Already, the 2015 MIPEX noted that the US denies a path to LPR for many categories of immigrants, while those eligible face relatively high fees, a second-class status and fewer rights than in most other MIPEX countries.
- **Access to nationality:** *Favourable:* Ranked 5th alongside Canada and below Argentina, Brazil and New Zealand, the US’ core principles on citizenship are shared with many destination countries inspired by its standards: five-years’ residence, dual nationality and a citizenship entitlement for children. Still, the process of becoming an American is more expensive and bureaucratic than in most MIPEX countries. Immigrants are better supported with simpler procedures, lower fees and more free courses in countries like Australia, Canada, New Zealand, Germany, Portugal and the Nordics.
- **Anti-discrimination:** *Favourable:* In Top Ten on anti-discrimination, the US’ anti-discrimination laws and equality policies secure high levels of awareness, trust and reporting on discrimination. Potential victims of discrimination in the US can turn to strong mechanisms, equality bodies and equality policies to demand enforcement of the law. These standards set in the US have inspired laws and policies across Europe and the developed world.

### POLICIES - SUMMARY



#### LABOUR MARKET MOBILITY

**Rank:**  
7 of 52  
**Score:**  
69



#### FAMILY REUNION

**Rank:**  
19 of 52  
**Score:**  
62



#### EDUCATION

**Rank:**  
4 of 52  
**Score:**  
83



#### HEALTH

**Rank:**  
7 of 52  
**Score:**  
79



#### POLITICAL PARTICIPATION

**Rank:**  
20 of 52  
**Score:**  
40



#### PERMANENT RESIDENCE

**Rank:**  
22 of 52  
**Score:**  
63



#### ACCESS TO NATIONALITY

**Rank:**  
4 of 52  
**Score:**  
88



#### ANTI-DISCRIMINATION

**Rank:**  
8 of 52  
**Score:**  
97

# LIST OF EXPERTS

**ALBANIA / Researchers:** Nirvana Deliu (European Movement Albania) Gledis Gjipali (European Movement Albania)

**ARGENTINA / Researchers:** Veronica Jaramillo Fonnegra (Universidad Nacional de Lanús)

**AUSTRIA / Researchers:** Norbert Bichl (Beratungszentrum für Migranten and Migrantinnen) udith Hoerlsberger (Beratungszentrum für Migranten and Migrantinnen)Katharina Habimana (Austrian Public Health Institute - Health)

**BELGIUM / Researchers:** Daniela Vintila (Centre for Ethnic and Migration Studies (CEDEM), University of Liege) Alessandro Mazzola (Centre for Ethnic and Migration Studies (CEDEM), University of Liege) Angeliki Konstantinidou (Centre for Ethnic and Migration Studies (CEDEM), University of Liege) Marie Davurin (Catholic University of Louvain - Health) **Other researchers/Peer-reviewers:** Veerle Evenepoel (MedImmigrant - Health)

**BRAZIL / Researchers:** Andreza Aruska de Souza Santos (University of Oxford) Marília Fernandes Rodrigues de Macêdo (Observatório das Migrações Internacionais - OBMigra/ UnB) **Other researchers/Peer-reviewers:** Patrícia Penélope Mendes Jerônimo Vink (University of Minho - Access to nationality) Cláudia Giovanetti Anjos (Advisor for Refugees Issues at the Ministry of Woman, Family and Human Rights - Antidiscrimination) Luis Renato Vedovato (Universidade Estadual de Campinas) Luisa Faustini (Pompeu Fabra University)

**BULGARIA / Researchers:** Georgi Angelov (Open Society Institute Sofia)

**CANADA / Researchers:** Marshia Akbar (Ryerson University, Toronto) Anna Triandafyllidou (Ryerson University, Toronto) Marie Serdyska (McGill University Health Centre - Health) **Other researchers/Peer-reviewers:** Karima Karmali (Hospital for Sick Children, Toronto - Health)

**CHILE / Researchers:** Regina Ingrid Diaz Tolosa (Universidad Autónoma de Chile)

**CHINA / Researchers:** Jingjing Li (IMMRC, KU Leuven) Ching Lin Pang (University of Antwerp & KU Leuven)

**CROATIA / Researchers:** Snježana Gregurović (Institute for Migration and Ethnic Studies, IMIN) Margareta Gregurović (Institute for Migration and Ethnic Studies, IMIN) Simona Kuti (Institute for Migration and Ethnic Studies, IMIN) Julija Kranjec (Centre of Peace Studies - Health) **Other researchers/Peer-reviewers:** Drago Zuparic-Iljic (University of Zagreb - Health)

**CYPRUS / Researchers:** Stefanos Spaneas (CARDET & University of Nicosia) Charalambos Vrasidas (CARDET & University of Nicosia) Savvas Charalambous (CARDET) Panayiotis Panou (Open University Cyprus - Health)

**CZECHIA / Researchers:** Ondřej Novotný (People in Need) Marie Jelinkova (Charles University) Helena Hnilicova (Charles University Prague - Health) **Other researchers/Peer-reviewers:** Karolína Dobiášová (Charles University Prague - Health)

**DENMARK / Researchers:** Silvia Adamo (University of Copenhagen) Per Mouritsen (Aarhus University) Allan Krasnik (University of Copenhagen - Health) **Other researchers/Peer-reviewers:** Natasja Koitzsch Jensen (University of Copenhagen - Health)

**ESTONIA / Researchers:** Kristjan Kaldur (Institute of Baltic Studies, IBS) Kats Kivistik (Institute of Baltic Studies, IBS) Triin Pohla (Institute of Baltic Studies, IBS)

**FINLAND / Researchers:** Markus Himanen (Helsinki University) Hannamaria Kuusio (Finnish Institute for Health and Welfare - Health) **Other researchers/Peer-reviewers:** Johanna Mäki-Opas (Finnish Institute for Health and Welfare - Health)

**FRANCE / Researchers:** Alexia Duvernoy (France terre d'asile) Hélène Soupios-David (France terre d'asile) Paul Dourgnon (Institute for Research and Information in Health Economics, IRDES - Health) **Other researchers/Peer-reviewers:** Jawhar Sarhiri, (Institute for Research and Information in Health Economics, IRDES - Health)

**GERMANY / Researchers:** Claudia Koehler (Farafina Institute) Kathrin Lotter (University of Bamberg) Michael Knipper (Institute for the History of Medicine, University of Giessen - Health) **Other researchers/Peer-reviewers:** Sascha Krannich (Institute for the History of Medicine, University of Giessen - Health) Nikru Kavosifar (Institute for the History of Medicine, University of Giessen - Health) Nabor Keweloh (Institute for the History of Medicine, University of Giessen - Health) Leon Foltan (Institute for the History of Medicine, University of Giessen - Health) Laura Winter (Institute for the History of Medicine, University of Giessen - Health)

**GREECE / Researchers:** Kostas Vlachopoulos (ELIAMEP) Elli Ioannides (National School of Public Health, Greece) **Other researchers/Peer-reviewers:** Panagiota Mandi (Hellenic Ministry of Health - Health)

**HUNGARY / Researchers:** Andras Kovats (Menedék – Hungarian Association for Migrants) István Szilard (University of Pécs - Health) **Other researchers/Peer-reviewers:** Zoltán Katz (University of Pécs - Health) Csaba Jaksa (University of Pécs - Health) Attila Dobos (Semmelweis University - Health)

**ICELAND / Researchers:** Margret Steinarsdóttir (Icelandic Human Rights Centre) Bjarney Fridriksdottir (Deusto University, Health)

**INDIA / Researchers:** Varun Aggarwal (India Migration Now, IMN) Priyansha Singh (India Migration Now, IMN) Rohini Mitra (India Migration Now, IMN) Rohan Bhatia (India Migration Now, IMN) **Other researchers/Peer-reviewers:** Meera Sethi (International Organisation for Migration, IOM) Mukta Naik (Centre for Policy Research, CPR) Akhil C S (Centre for development Studies, Jawaharlal Nehru University, JNU)

**INDONESIA / Researchers:** Antje Missbach (Arnold Bergstraesser Institute, Freiburg University) Wayne Palmer (Monash University)

**IRELAND / Researchers:** Catherine Cosgrave (Immigrant Council of Ireland) Teresa Buczkowska (Immigrant Council of Ireland) Brian Killoran (Immigrant Council of Ireland) Anne MacFarlane (University of Limerick - Health) **Other researchers/Peer-reviewers:** Therese Donnellan (Health and Safety Executive - Health) Tony Quilty (Health and Safety Executive - Health) Mary O'Malley (Health and Safety Executive - Health) Una McInerney (University of Limerick - Health)

**ISRAEL / Researchers:** Olena Bagno-Moldavski (Consultant in Research Methodology, AlphaStrategy Consulting) Nelly Kfir (The Center for International Migration and Integration)

**ITALY / Researchers:** Ennio Codini (Fondazione ISMU) Alessio Menonna (Fondazione ISMU) Margerita Giannoni (University of Perugia - Health) **Other researchers/Peer-reviewers:** Antonio Chiarenza (Local Health Authority of Reggio Emilia - Health)

**JAPAN / Researchers:** Atsushi Kondo (Meijo University) Keizo Yamawaki (Meiji University)

**KOREA / Researchers:** Kwang-Il Yoon (Sookmyung Women's University) Hye-Jin Oh (Sookmyung Women's University) Hyun-Sook Kim (Sookmyung Women's University)

**LATVIA / Researchers:** Agnese Lace (Centre for Public Policy PROVIDUS) Andris Šuvajevs (Centre for Public Policy PROVIDUS) Ilmārs Mezs (International Organisation for Migration - Health) **Other researchers/Peer-reviewers:** Aiga Rurane (WHO - Health)

**LITHUANIA / Researchers:** Giedrė Blažytė (Diversity Development Group) Linas Sumskas (Lithuanian University of Health Sciences, Kaunas - Health) **Other researchers/Peer-reviewers:** Daiva Bartušienė (Vytautas Magnus University - Health), Gintarė Guzevičiūtė (Lithuanian Red Cross) Gintarė Guzevičiūtė (Lithuanian Red Cross - Health)

**LUXEMBOURG / Researchers:** Serge Kollwelter (Association for the Support of Migrant Workers, ASTI) Laurence Hever (Association for the Support of Migrant Workers, ASTI) **Other researchers/Peer-reviewers:** Laurence Hever (Association for the Support of Migrant Workers, ASTI)

**MALTA / Researchers:** Bethany Archer (The People For Change Foundation) Jean-Pierre Gauci (The People For Change Foundation) Luca Bottazzi (The People for Change Foundation) Sandra Buttigieg (University of Malta - Health) **Other researchers/Peer-reviewers:** Maria Pisani (University of Malta - Health), Marika Podda Connor (Primary Health Care Directorate, Malta - Health)

**MEXICO / Researchers:** Laura Coello (Inclusive Works) Omar Valdez (Law Student, Mexico)

**MOLDOVA / Researchers:** Valeriu Mosneaga (Moldova State University)

**NETHERLANDS / Researchers:** Arjen Leerkes (Erasmus University & Maastricht University) David Ingleby (University of Amsterdam - Health) **Other researchers/Peer-reviewers:** Maria van den Muijsenbergh (Radboud University Nijmegen - Health) Rob van Dijk (Health)

**NEW ZEALAND / Researchers:** Petra Butler (Victoria University of Wellington) Grace Wong (Auckland University of Technology - Health) **Other researchers/Peer-reviewers:** Priya Saravanakumar (Auckland University of Technology - Health) Max Abbott (Auckland University of Technology - Health)

**NORTH MACEDONIA / Researchers:** Zlatko Simonovski (Center for Research and Policy Making, CRPM) Fimke Tozija (Institute of Public Health of the Republic of North Macedonia - Health) **Other researchers/Peer-reviewers:** Brankica Mladenovik (Institute of Mother and Child Health - Health)

**NORWAY / Researchers:** Jan-Paul Brekke (Institute for Social Research, ISF) Bernadette Kumar (Norwegian Institute of Public Health - Health) **Other researchers/Peer-reviewers:** Charlott Nordstrøm (Norwegian Institute of Public Health)

**POLAND / Researchers:** Anna Górska (Institute of Public Affairs, IPA) Kseniya Homel (Institute of Public Affairs, IPA) Ewa Kownacka (Institute of Public Affairs, IPA) Elżbieta Czapka (Oslo and Akershus University College of Applied Sciences - Health) **Other researchers/Peer-reviewers:** Anna Kosińska (University of Lublin - Health)

**PORTUGAL / Researchers:** Maria João Hortas (Centro de Estudos Geográficos, Instituto de Geografia e Ordenamento do Território, Universidade de Lisboa) Sandra Silva (Centro de Estudos Geográficos, Instituto de Geografia e Ordenamento do Território, Universidade de Lisboa) Lucinda Fonseca (Centro de Estudos Geográficos, Instituto de Geografia e Ordenamento do Território, Universidade de Lisboa) Beatriz Padilla (University Institute of Lisbon, ISCTE - Health) **Other researchers/Peer-reviewers:** Cláudia de Freitas (Institute of Public Health, University of Porto - Health)

**ROMANIA / Researchers:** Ovidiu Voicu (Center for Public Innovation) Alexe Irese (Novapolis Association -

Health) **Other researchers/Peer-reviewers:** Monica Roman (Bucharest University of Economics - Health)

**RUSSIA / Researchers:** Victoria Galyapina (National Research University Higher School of Economics) Maria Bultseva (National Research University Higher School of Economics) Vladimir Mukomel (Institute of Sociology, the Russian Academy of Sciences) Irina Molodikova (Institute for Socio-Political Studies, the Russian Academy of Sciences) Irina Kuznetsova (School of Geography, Earth and Environmental Sciences, University Birmingham) Vyacheslav Postavnin (the Migration XXI Century Foundation) Sergey Abashin (the European University at St. Petersburg)

**Other researchers:** Tatyana Yudina (Commission on migration issues and socio-cultural adaptation of foreign citizens, the Council the Russian Federation on interethnic relations) Oleg Khukhlaev (Moscow State Psychological and Pedagogical University) Konstantin Troitsky (the Civic Assistance Committee) Elena Varshavskaya (National Research University Higher School of Economics) Valentina Chupik (Tong Jahoni NGO) Dilshod Rakhimov (Vakhdad - Unity) Daniel Kashnitsky (Moscow Higher School of Economics - Health)

**SERBIA / Researchers:** Miroslava Jelačić Kojić (Group 484) Gordana Grujičić (Group 484) Vladimir Petronijević (Group 484) Robert Kozma (Group 484)

**SLOVAKIA / Researchers:** Zuzana Bargerova (Centre for the Research of Ethnicity and Culture, CVEK) Martina Sekulová (Institute of Ethnology and Social Anthropology, Slovak Academy of Sciences) Daniela Kállayová (Public Health Department Ministry of Health - Health)

**SLOVENIA / Researchers:** Veronika Bajt (the Peace Institute) Maja Ladić (the Peace Institute) Katarina Vučko (the Peace Institute)

**SPAIN / Researchers:** Carlota Cumella de Montserrat (CIDOB - Barcelona Centre for International Affairs) Francesco Pasetti (CIDOB - Barcelona Centre for International Affairs) Manuel Garcia Ramirez (University of Seville - Health) **Other researchers/Peer-reviewers:** Rocío Garrido Muñoz de Arenillas (University of Seville - Health) Daniel de la Parra Casada (University of Alicante - Health) Tona Lizana (Catalan Public Health Agency - Health)



**SWEDEN / Researchers:** Henrik Emilsson (Malmö University) Slobodan Zdravkovic (Malmö University - Health) **Other researchers/Peer-reviewers:** Elisabeth Mangrio (Malmö University - Health) Hilda Gustafsson (Malmö University - Health)

**SWITZERLAND / Researchers:** Denise Efonayi-Mäder (Swiss Forum for Migration and Population Studies, University of Neuchâtel) Didier Ruedin (Swiss Forum for Migration and Population Studies, University of Neuchâtel) Rosita Fibbi (Swiss Forum for Migration and Population Studies, University of Neuchâtel) Paolo Ruspini (University of Lugano - Health) **Other researchers/Peer-reviewers:** Sandro Cattacin (University of Geneva - Health)

**TURKEY / Researchers:** Gülay Uğur Göksel (Istanbul Bilgi University) Neva Övünç Öztürk (Ankara University) Kaya Burak Öztürk (Ankara University) Seval Akgun (Baskent University School of Medicine - Health) **Other researchers/Peer-reviewers:** Coskun Bakar (Canakkale 18 March University - Health) Ozgür Erdem (Directorate of Public Health - Health)

**UKRAINE / Researchers:** Iryna Sushko (Europe without barriers) Pavlo Kravchuk (Europe without barriers) Mykhailo Kremer (Europe without barriers)

**UK / Researchers:** Ben Gidley (Birkbeck College, University of London) Rachel Benchekroun (University College London) Mark Johnson (De Montfort University Leicester - Health) **Other researchers/Peer-reviewers:** Hiranthi Jayaweera (University of Oxford - Health)

**USA / Researchers:** Westy Egmont (Immigrant Integration Lab, Boston College) Maurice Belanger (Maurice Belanger Consulting) Eva Millona (National Partnership for New Americans) Tanya Broder (National Immigration Law Center, NILC - Health) **Other researchers/Peer-reviewers:** Julia Puebla Fortier (Arts and Health South West England - Health)

# LIST OF EXPERTS

**ALBANIA / Researchers:** Nirvana Deliu (European Movement Albania) Gledis Gjipali (European Movement Albania)

**ARGENTINA / Researchers:** Veronica Jaramillo Fonnegra (Universidad Nacional de Lanús)

**AUSTRIA / Researchers:** Norbert Bichl (Beratungszentrum für Migranten and Migrantinnen) udith Hoerlsberger (Beratungszentrum für Migranten and Migrantinnen) Katharina Habimana (Austrian Public Health Institute - Health)

**BELGIUM / Researchers:** Daniela Vintila (Centre for Ethnic and Migration Studies (CEDEM), University of Liege) Alessandro Mazzola (Centre for Ethnic and Migration Studies (CEDEM), University of Liege) Angeliki Konstantinidou (Centre for Ethnic and Migration Studies (CEDEM), University of Liege) Marie Dauvrin (Catholic University of Louvain - Health) **Other researchers/Peer-reviewers:** Veerle Evenepoel (MedImmigrant - Health)

**BRAZIL / Researchers:** Andreza Aruska de Souza Santos (University of Oxford) Marília Fernandes Rodrigues de Macêdo (Observatório das Migrações Internacionais - OBMigra/ UnB) **Other researchers/Peer-reviewers:** Patrícia Penélope Mendes Jerônimo Vink (University of Minho - Access to nationality) Cláudia Giovanetti Anjos (Advisor for Refugees Issues at the Ministry of Woman, Family and Human Rights - Antidiscrimination) Luis Renato Vedovato (Universidade Estadual de Campinas) Luisa Faustini (Pompeu Fabra University)

**BULGARIA / Researchers:** Georgi Angelov (Open Society Institute Sofia)

**CANADA / Researchers:** Marshia Akbar (Ryerson University, Toronto) Anna Triandafyllidou (Ryerson University, Toronto) Marie Serdyska (McGill University Health Centre - Health) **Other researchers/Peer-reviewers:** Karima Karmali (Hospital for Sick Children, Toronto - Health)

**CHILE / Researchers:** Regina Ingrid Diaz Tolosa (Universidad Autónoma de Chile)

**CHINA / Researchers:** Jingjing Li (IMMRC, KU Leuven) Ching Lin Pang (University of Antwerp & KU Leuven)

**CROATIA / Researchers:** Snježana Gregurović (Institute for Migration and Ethnic Studies, IMIN) Margareta Gregurović (Institute for Migration and Ethnic Studies, IMIN) Simona Kuti (Institute for Migration and Ethnic Studies, IMIN) Julija Kranjec (Centre of Peace Studies - Health) **Other researchers/Peer-reviewers:** Drago Zuparic-Iljic (University of Zagreb - Health)

**CYPRUS / Researchers:** Stefanos Spaneas (CARDET & University of Nicosia) Charalambos Vrasidas (CARDET & University of Nicosia) Savvas Charalambous (CARDET) Panayiotis Panou (Open University Cyprus - Health)

**CZECHIA / Researchers:** Ondřej Novotný (People in Need) Marie Jelinkova (Charles University) Helena Hnilicova (Charles University Prague - Health) **Other researchers/Peer-reviewers:** Karolína Dobiášová (Charles University Prague - Health)

**DENMARK / Researchers:** Silvia Adamo (University of Copenhagen) Per Mouritsen (Aarhus University) Allan Krasnik (University of Copenhagen - Health) **Other researchers/Peer-reviewers:** Natasja Koitzsch Jensen (University of Copenhagen - Health)

**ESTONIA / Researchers:** Kristjan Kaldur (Institute of Baltic Studies, IBS) Kats Kivistik (Institute of Baltic Studies, IBS) Triin Pohla (Institute of Baltic Studies, IBS)

**FINLAND / Researchers:** Markus Himanen (Helsinki University) Hannamaria Kuusio (Finnish Institute for Health and Welfare - Health) **Other researchers/Peer-reviewers:** Johanna Mäki-Opas (Finnish Institute for Health and Welfare - Health)

**FRANCE / Researchers:** Alexia Duvernoy (France terre d'asile) Hélène Soupios-David (France terre d'asile) Paul Dourgnon (Institute for Research and Information in Health Economics, IRDES - Health) **Other researchers/Peer-reviewers:** Jawhar Sarhiri, (Institute for Research and Information in Health Economics, IRDES - Health)

**GERMANY / Researchers:** Claudia Koehler (Farafina Institute) Kathrin Lotter (University of Bamberg) Michael Knipper (Institute for the History of Medicine, University of Giessen - Health) **Other researchers/Peer-reviewers:** Sascha Krannich (Institute for the History of Medicine, University of Giessen - Health) Nikru Kavosifar (Institute for the History of Medicine, University of Giessen - Health) Nabor Keweloh (Institute for the History of Medicine, University of Giessen - Health) Leon Foltan (Institute for the History of Medicine, University of Giessen - Health) Laura Winter (Institute for the History of Medicine, University of Giessen - Health)

**GREECE / Researchers:** Kostas Vlachopoulos (ELIAMEP) Elli Ioannides (National School of Public Health, Greece) **Other researchers/Peer-reviewers:** Panagiota Mandi (Hellenic Ministry of Health - Health)

**HUNGARY / Researchers:** Andras Kovats (Menedék – Hungarian Association for Migrants) István Szilard (University of Pécs - Health) **Other researchers/Peer-reviewers:** Zoltán Katz (University of Pécs - Health) Csaba Jaksa (University of Pécs - Health) Attila Dobos (Semmelweis University - Health)

**ICELAND / Researchers:** Margret Steinarsdóttir (Icelandic Human Rights Centre) Bjarney Fridriksdottir (Deusto University, Health)

**INDIA / Researchers:** Varun Aggarwal (India Migration Now, IMN) Priyansha Singh (India Migration Now, IMN) Rohini Mitra (India Migration Now, IMN) Rohan Bhatia (India Migration Now, IMN) **Other researchers/Peer-reviewers:** Meera Sethi (International Organisation for Migration, IOM) Mukta Naik (Centre for Policy Research, CPR) Akhil C S (Centre for development Studies, Jawaharlal Nehru University, JNU)

**INDONESIA / Researchers:** Antje Missbach (Arnold Bergstraesser Institute, Freiburg University) Wayne Palmer (Monash University)

**IRELAND / Researchers:** Catherine Cosgrave (Immigrant Council of Ireland) Teresa Buczkowska (Immigrant Council of Ireland) Brian Killoran (Immigrant Council of Ireland) Anne MacFarlane (University of Limerick - Health) **Other researchers/Peer-reviewers:** Therese Donnellan (Health and Safety Executive - Health) Tony Quilty (Health and Safety Executive - Health) Mary O'Malley (Health and Safety Executive - Health) Una McInerney (University of Limerick - Health)

**ISRAEL / Researchers:** Olena Bagno-Moldavski (Consultant in Research Methodology, AlphaStrategy Consulting) Nelly Kfir (The Center for International Migration and Integration)

**ITALY / Researchers:** Ennio Codini (Fondazione ISMU) Alessio Menonna (Fondazione ISMU) Margerita Giannoni (University of Perugia - Health) **Other researchers/Peer-reviewers:** Antonio Chiarenza (Local Health Authority of Reggio Emilia - Health)

**JAPAN / Researchers:** Atsushi Kondo (Meijo University) Keizo Yamawaki (Meiji University)

**KOREA / Researchers:** Kwang-Il Yoon (Sookmyung Women's University) Hye-Jin Oh (Sookmyung Women's University) Hyun-Sook Kim (Sookmyung Women's University)

**LATVIA / Researchers:** Agnese Lace (Centre for Public Policy PROVIDUS) Andris Šuvajevs (Centre for Public Policy PROVIDUS) Ilmārs Mezs (International Organisation for Migration - Health) **Other researchers/Peer-reviewers:** Aiga Rurane (WHO - Health)

**LITHUANIA / Researchers:** Giedrė Blažytė (Diversity Development Group) Linas Sumskas (Lithuanian University of Health Sciences, Kaunas - Health) **Other researchers/Peer-reviewers:** Daiva Bartušienė (Vytautas Magnus University - Health), Gintarė Guzevičiūtė (Lithuanian Red Cross) Gintarė Guzevičiūtė (Lithuanian Red Cross - Health)

**LUXEMBOURG / Researchers:** Serge Kollwelter (Association for the Support of Migrant Workers, ASTI) Laurence Hever (Association for the Support of Migrant Workers, ASTI) **Other researchers/Peer-reviewers:** Laurence Hever (Association for the Support of Migrant Workers, ASTI)

**MALTA / Researchers:** Bethany Archer (The People For Change Foundation) Jean-Pierre Gauci (The People For Change Foundation) Luca Bottazzi (The People for Change Foundation) Sandra Buttigieg (University of Malta - Health) **Other researchers/Peer-reviewers:** Maria Pisani (University of Malta - Health), Marika Podda Connor (Primary Health Care Directorate, Malta - Health)

**MEXICO / Researchers:** Laura Coello (Inclusive Works) Omar Valdez (Law Student, Mexico)

**MOLDOVA / Researchers:** Valeriu Mosneaga (Moldova State University)

**NETHERLANDS / Researchers:** Arjen Leerkes (Erasmus University & Maastricht University) David Ingleby (University of Amsterdam - Health) **Other researchers/Peer-reviewers:** Maria van den Muijsenbergh (Radboud University Nijmegen - Health) Rob van Dijk (Health)

**NEW ZEALAND / Researchers:** Petra Butler (Victoria University of Wellington) Grace Wong (Auckland University of Technology - Health) **Other researchers/Peer-reviewers:** Priya Saravanakumar (Auckland University of Technology - Health) Max Abbott (Auckland University of Technology - Health)

**NORTH MACEDONIA / Researchers:** Zlatko Simonovski (Center for Research and Policy Making, CRPM) Fimke Tozija (Institute of Public Health of the Republic of North Macedonia - Health) **Other researchers/Peer-reviewers:** Brankica Mladenovik (Institute of Mother and Child Health - Health)

**NORWAY / Researchers:** Jan-Paul Brekke (Institute for Social Research, ISF) Bernadette Kumar (Norwegian Institute of Public Health - Health) **Other researchers/Peer-reviewers:** Charlott Nordstrøm (Norwegian Institute of Public Health)

**POLAND / Researchers:** Anna Górska (Institute of Public Affairs, IPA) Kseniya Homel (Institute of Public Affairs, IPA) Ewa Kownacka (Institute of Public Affairs, IPA) Elżbieta Czapka (Oslo and Akershus University College of Applied Sciences - Health) **Other researchers/Peer-reviewers:** Anna Kosińska (University of Lublin - Health)

**PORTUGAL / Researchers:** Maria João Hortas (Centro de Estudos Geográficos, Instituto de Geografia e Ordenamento do Território, Universidade de Lisboa) Sandra Silva (Centro de Estudos Geográficos, Instituto de Geografia e Ordenamento do Território, Universidade de Lisboa) Lucinda Fonseca (Centro de Estudos Geográficos, Instituto de Geografia e Ordenamento do Território, Universidade de Lisboa) Beatriz Padilla (University Institute of Lisbon, ISCTE - Health) **Other researchers/Peer-reviewers:** Cláudia de Freitas (Institute of Public Health, University of Porto - Health)

**ROMANIA / Researchers:** Ovidiu Voicu (Center for Public Innovation) Alexe Irese (Novapolis Association -

Health) **Other researchers/Peer-reviewers:** Monica Roman (Bucharest University of Economics - Health)

**RUSSIA / Researchers:** Victoria Galyapina (National Research University Higher School of Economics) Maria Bultseva (National Research University Higher School of Economics) Vladimir Mukomel (Institute of Sociology, the Russian Academy of Sciences) Irina Molodikova (Institute for Socio-Political Studies, the Russian Academy of Sciences) Irina Kuznetsova (School of Geography, Earth and Environmental Sciences, University Birmingham) Vyacheslav Postavnin (the Migration XXI Century Foundation) Sergey Abashin (the European University at St. Petersburg)

**Other researchers:** Tatyana Yudina (Commission on migration issues and socio-cultural adaptation of foreign citizens, the Council the Russian Federation on interethnic relations) Oleg Khukhlaev (Moscow State Psychological and Pedagogical University) Konstantin Troitsky (the Civic Assistance Committee) Elena Varshavskaya (National Research University Higher School of Economics) Valentina Chupik (Tong Jahoni NGO) Dilshod Rakhimov (Vakhdad - Unity) Daniel Kashnitsky (Moscow Higher School of Economics - Health)

**SERBIA / Researchers:** Miroslava Jelačić Kojić (Group 484) Gordana Grujičić (Group 484) Vladimir Petronijević (Group 484) Robert Kozma (Group 484)

**SLOVAKIA / Researchers:** Zuzana Bargerova (Centre for the Research of Ethnicity and Culture, CVEK) Martina Sekulová (Institute of Ethnology and Social Anthropology, Slovak Academy of Sciences) Daniela Kállayová (Public Health Department Ministry of Health - Health)

**SLOVENIA / Researchers:** Veronika Bajt (the Peace Institute) Maja Ladić (the Peace Institute) Katarina Vučko (the Peace Institute)

**SPAIN / Researchers:** Carlota Cumella de Montserrat (CIDOB - Barcelona Centre for International Affairs) Francesco Pasetti (CIDOB - Barcelona Centre for International Affairs) Manuel Garcia Ramirez (University of Seville - Health) **Other researchers/Peer-reviewers:** Rocío Garrido Muñoz de Arenillas (University of Seville - Health) Daniel de la Parra Casada (University of Alicante - Health) Tona Lizana (Catalan Public Health Agency - Health)

**SWEDEN / Researchers:** Henrik Emilsson (Malmö University) Slobodan Zdravkovic (Malmö University - Health) **Other researchers/Peer-reviewers:** Elisabeth Mangrio (Malmö University - Health) Hilda Gustafsson (Malmö University - Health)

**SWITZERLAND / Researchers:** Denise Efonayi-Mäder (Swiss Forum for Migration and Population Studies, University of Neuchâtel) Didier Ruedin (Swiss Forum for Migration and Population Studies, University of Neuchâtel) Rosita Fibbi (Swiss Forum for Migration and Population Studies, University of Neuchâtel) Paolo Ruspini (University of Lugano - Health) **Other researchers/Peer-reviewers:** Sandro Cattacin (University of Geneva - Health)

**TURKEY / Researchers:** Gülay Uğur Göksel (Istanbul Bilgi University) Neva Övünç Öztürk (Ankara University) Kaya Burak Öztürk (Ankara University) Seval Akgun (Baskent University School of Medicine - Health) **Other researchers/Peer-reviewers:** Coskun Bakar (Canakkale 18 March University - Health) Ozgür Erdem (Directorate of Public Health - Health)

**UKRAINE / Researchers:** Iryna Sushko (Europe without barriers) Pavlo Kravchuk (Europe without barriers) Mykhailo Kremer (Europe without barriers)

**UK / Researchers:** Ben Gidley (Birkbeck College, University of London) Rachel Benchekroun (University College London) Mark Johnson (De Montfort University Leicester - Health) **Other researchers/Peer-reviewers:** Hiranthi Jayaweera (University of Oxford - Health)

**USA / Researchers:** Westy Egmont (Immigrant Integration Lab, Boston College) Maurice Belanger (Maurice Belanger Consulting) Eva Millona (National Partnership for New Americans) Tanya Broder (National Immigration Law Center, NILC - Health) **Other researchers/Peer-reviewers:** Julia Puebla Fortier (Arts and Health South West England - Health)



**MIGRANT INTEGRATION POLICY INDEX** 2020

**LEADING PARTNERS**



**SPONSORS**

