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New Actions for Migrant womEn

National Needs Assessment Report

- Lithuania -



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NEW ACTIONS FOR MIGRANT WOMEN: National Needs Assessment Report - LITHUANIA



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1. Introduction: Immigrant women in Lithuania

A brief overview of the recent immigration history in the country

Lithuania has only started to deal with higher numbers of immigrants in the past two decades. Discussing the role of Lithuania as a global "player" in international migration processes, the collapse of the Soviet Union, the restoration of Lithuania's independence in 1990, EU enlargement in 2004 and the ratification of the Schengen Agreement in 2007 should be considered as the major events that have had the greatest impact on the trends of international migration in Lithuania. The historical context of immigration, the structure of immigration prevailing in Lithuania, and the experience of immigration management show that, more than 20 years ago, immigration in Lithuania experienced a turning point and took on new forms. After the restoration of Lithuania's independence, inter-republican immigration to Lithuania from Russia, Belarus, Ukraine and other post-Soviet countries became international¹.

Although Lithuania did not become a target of immigration after the restoration of independence, since 2000 immigration flows started to grow moderately, and after Lithuania's accession to the EU (2004), this process, especially labor immigration trends, intensified further.

Figures below represent the ratio between Lithuanian and foreign citizens immigration to Lithuania in 2011 and 2018. It is visible that Lithuanian citizens immigration increased a bit, yet non-EU citizens immigration became even more significant.

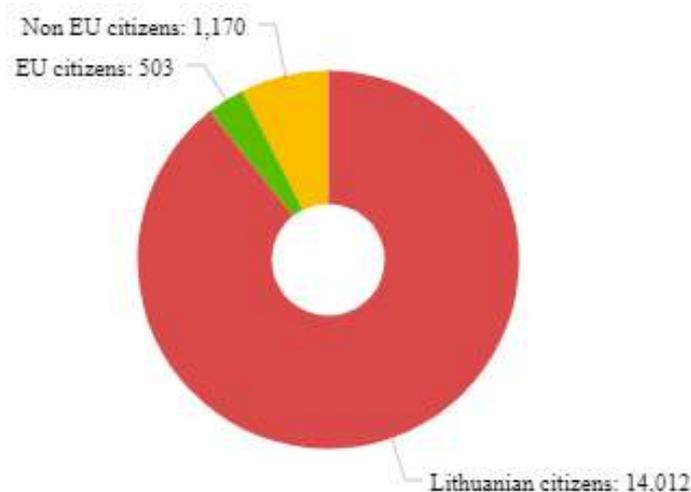


Figure 1. Immigrants to Lithuania (2011). Source: European migration network (all tables will be given as editable in the final version)

¹ Žibas, K. (2014). Kinų ir turkų imigrantai Lietuvoje. Monografija. Lietuvos socialinių tyrimų centras.

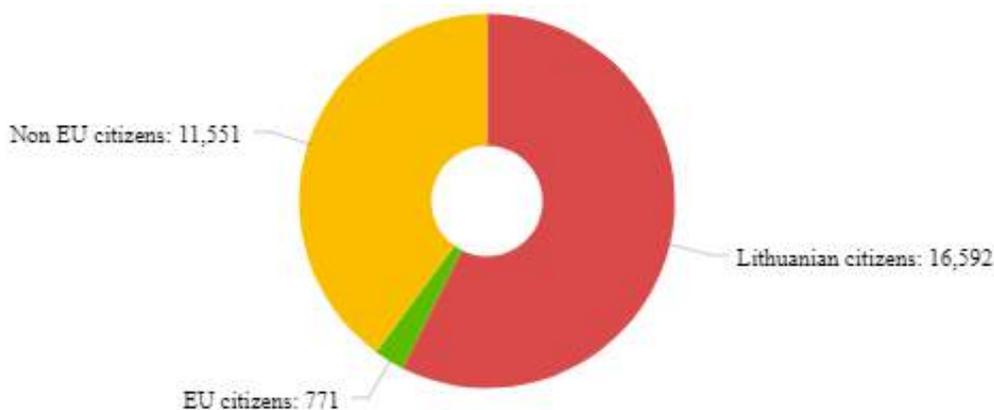


Figure 2. Immigrants to Lithuania (2018). Source: European migration network

For many years, the vast majority of immigrants were returning Lithuanian citizens (around 80 percent) but approximately since 2017 the composition of nationalities had changed significantly, when the number of non-EU citizens coming to Lithuania increased sharply.

Also it is clear how immigration reasons shifted over the years. While in 2011 highest number of non-EU immigrants, issuing a temporary residence permit, consisted of people coming for family reunification, in 2018 it turned to labour immigration and the segment of labour immigrants was bigger than any other as we can see in the figures below.

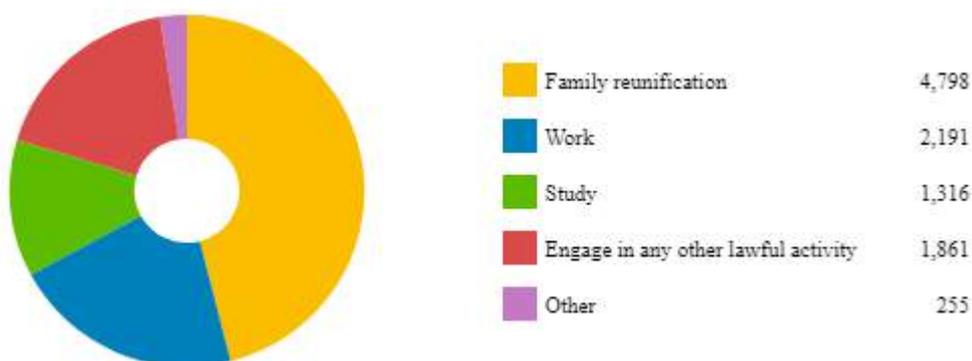


Figure 3. Temporary residence permits issued/replaced to non-EU citizens based on admission goals (2011). Source: European migration network

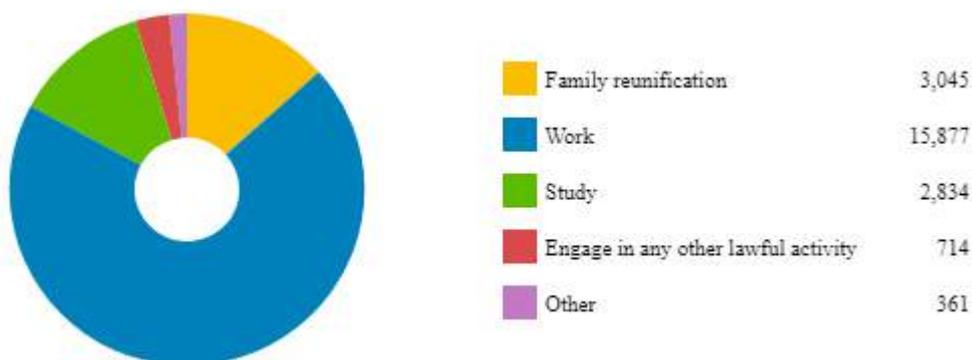


Figure 4. Temporary residence permits issued/replaced to non-EU citizens based on admission goals (2018). Source: European migration network

A very brief overview of the largest immigrant groups in the country today

The majority of foreign arrivals are from Belarus, Russia and Ukraine. Foreign citizens of the European Union make up only about 3% of immigrants. Most of EU immigrants come from Latvia, Poland, Germany². The majority (85.3%) of foreign immigrants in 2018 were men.³ In 2019 number of immigrant men increased to 89,7%.

Tables below show that immigrants from Ukraine, Belarus and Russia has remained as main immigrant segments over the years.

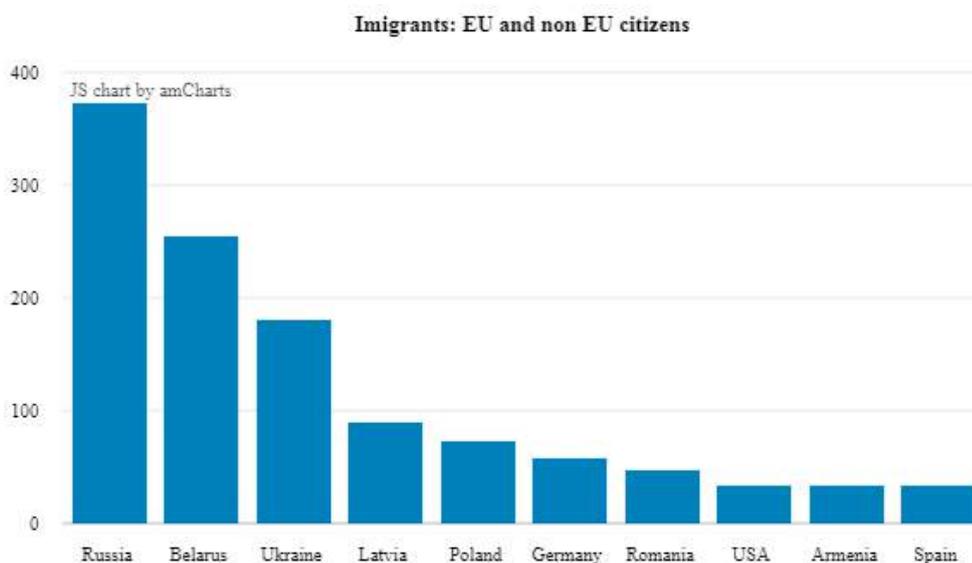


Figure 5. Immigrants to Lithuania (2011). Source: European migration network

² <https://www.renkuosilietuva.lt/lt/imigracijos-emigracijos-statistika/>

³ <https://osp.stat.gov.lt/lietuvos-gyventojai/lietuvos-gyventojai-2019/gyventoju-migracija1/tarptautine-migracija>

Immigrants: EU and non EU citizens

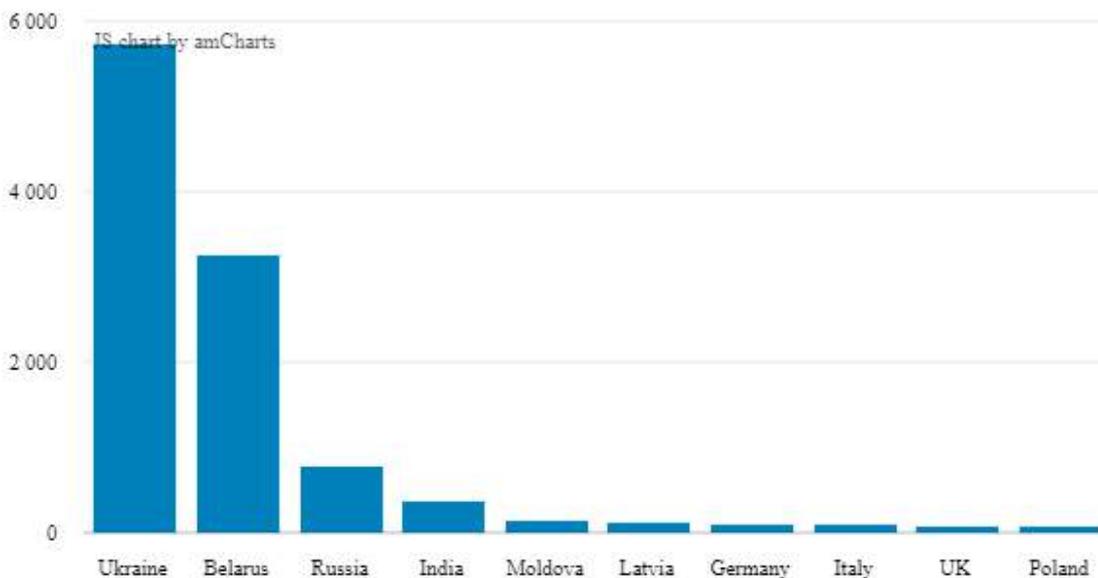


Figure 6. Immigrants to Lithuania (2018). Source: European migration network

The numbers of immigrants from Ukraine and Belarus have increased the most and while in 2011 it was only few hundreds of immigrants, in 2018 the numbers reached few thousands. In 2019 almost half (8,9 thousand, or 45,1 percent) foreigners who immigrated to Lithuania were Ukrainian citizens, 6,4 thousand citizens of Belarus (32,5%) and 1 thousand Russian citizens (5,3%)⁴.

Nevertheless, general number of foreigners coming to Lithuania as labour force through national visas is notably higher. Though, this segment does not fit under the “immigrant” label, it is still useful to mention as it highlights the overall labour market situation in accordance to foreign citizens. The number of issued national visas for third-country nationals is growing rapidly: in 2016, 17,161 visas were issued, in 2017 - 28,682, in 2018 - 46,127⁵. In 2018 the largest flow of issued national visas consisted of foreigners who intended to go to the Republic of Lithuania to work as employees with a profession included in the list of occupations lacking employees in the Republic of Lithuania. The Employment Service provided additional data that according to the Migration Department, in 2019 almost 67 thousand third-country nationals arrived to the Republic of Lithuania on a work basis, of whom 84% were workers for the lacking professions. The vast majority of national visas are issued to citizens of Ukraine, secondly to Belarusian citizens and thirdly to Russian citizens.

Overview of the position of immigrant women in the country in general

Most of foreign immigrants coming to Lithuania are men as Lithuania has a greater demand for male labor and only about 15 percent of foreign immigrants in 2018 were women. The average age of female foreigners who

⁴ <https://osp.stat.gov.lt/informaciniai-pranesimai?articleId=7380334>

⁵ Migration department, 2019 (Internet access: <https://www.migracija.lt/-/migracijos-departamentas-stebiviz%C5%B3-i%C5%A1davimo-pakitimus?inheritRedirect=true&redirect=%2Fsearch%3Fq%3Ddarbo%2Bpagrindu>)

immigrated to Lithuania in 2017 were 30 years and as the table below represents, the age of immigrating women got slightly lower over the years and more younger female immigrant came to Lithuania.

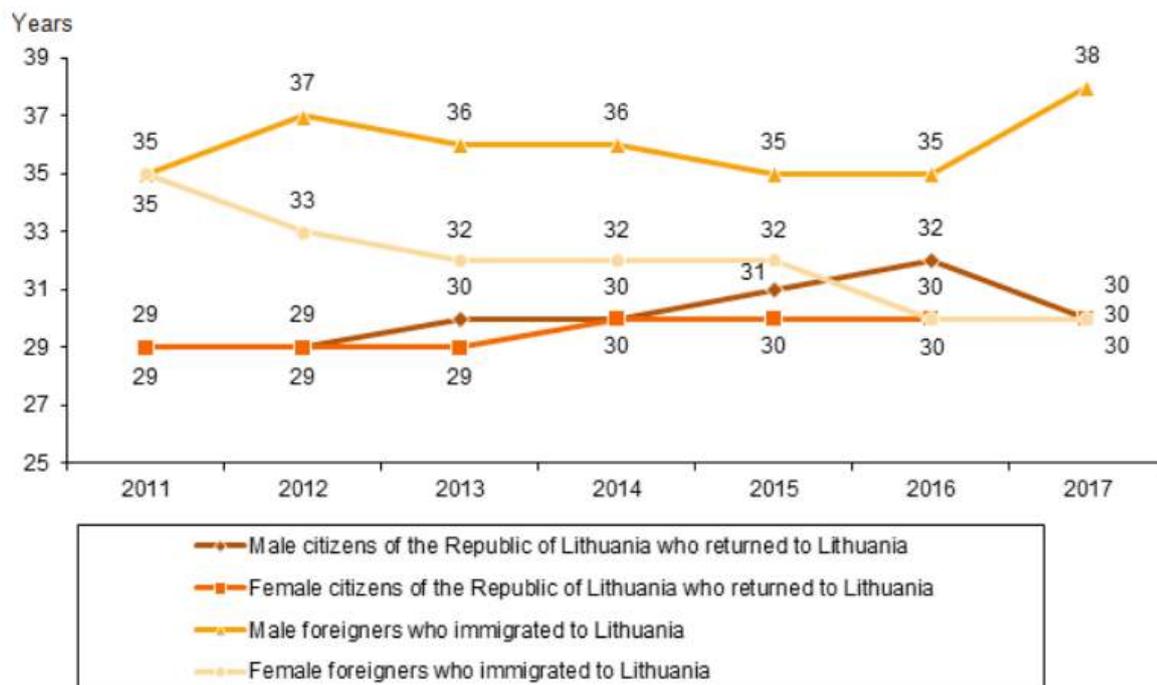


Figure 7. Average age of citizens of the Republic of Lithuania who returned to Lithuania and foreigners who immigrated to Lithuania (male and female), 2011–2017⁶.

It is hard to find information on gender ratio between immigrants but according to the Demographic Yearbook 2018⁷, these are the highest numbers of third-country national immigrants by their citizenship and sex:

Citizenship	Males	Females
Ukraine	5350	382
Russia	439	341
Belarus	2972	285
India	264	99

Figure 8. Immigrants by citizenship and sex, 2018.

Even though main specified segments of immigrant woman are from Ukraine, Russia and Belarus, it is important to acknowledge other immigrants by origin as well.

As the figures above showed, most cases of foreign immigration are associated with labour market and employment and most such immigrants come from third-countries such as Ukraine, Belarus, Russia, etc. Though this is difficult to measure in the gender aspect, but data and interviews with experts reveal that the labour market

⁶ Statistics Lithuania.

⁷ Statistics Lithuania.

is mainly demanding men as a labour force and as there are fewer positions for immigrant women, this makes their immigration less frequent, yet not absent.

Labour immigration is quite strict and document-based - a third-country national may come to Lithuania to work if she/he has one of the following documents: work permit; matching labour market needs; the decision on the conformity of work requiring high professional qualification to the needs of the labor market of the Republic of Lithuania⁸. Thus, a third-country national has to have a workplace before coming to work in Lithuania, which secures him/her from being unemployed. Immigrant women might have low employment rate if they come here for family reunification or as spouses to men and decide to remain housewives instead of working and gradually feel less motivation to search for a job.

The most common basis of immigration for women into Lithuania is family reunification. At first sight, a positive and even romantic background for coming to Lithuania actually results in the isolation of immigrant women, exacerbated by the notion that women who come on the basis of family reunification are more often associated with the home environment and often cannot express themselves freely in the public space. In such case, immigrants from faraway countries only have relationships with their compatriots, and contacts with the host society are hardly supported, which in turn exacerbates the risk of isolation. In this way, the basis of family reunification creates the preconditions for a woman's double vulnerability - both as a woman and as an immigrant⁹.

A more difficult situation is prevailing within asylum-seeker and refugee women group. In general, asylum-seekers are not considered immigrants and they do not fall under the general statistics of immigration. 423 applications for asylum in the Republic of Lithuania were received by citizens of 25 states and stateless persons in 2018. Also there were 17 applications for temporary residence permit in the Republic of Lithuania for persons granted subsidiary protection. In 2017 the largest group of asylum seekers was Syrian citizens who submitted 225 applications. In 2018 the highest number of asylum applications were made by Tajik citizens with 118 applications. In 2018, asylum applications were mostly made by third-country nationals from Tajikistan (28%), Russia (14%), Iraq (9%), Syria (8%). The nationalities vary each year according to the refugee quotas.

⁸ <https://www.renkuosilietuva.lt/lt/uzsienieciu-darbas-lietuvoje/>

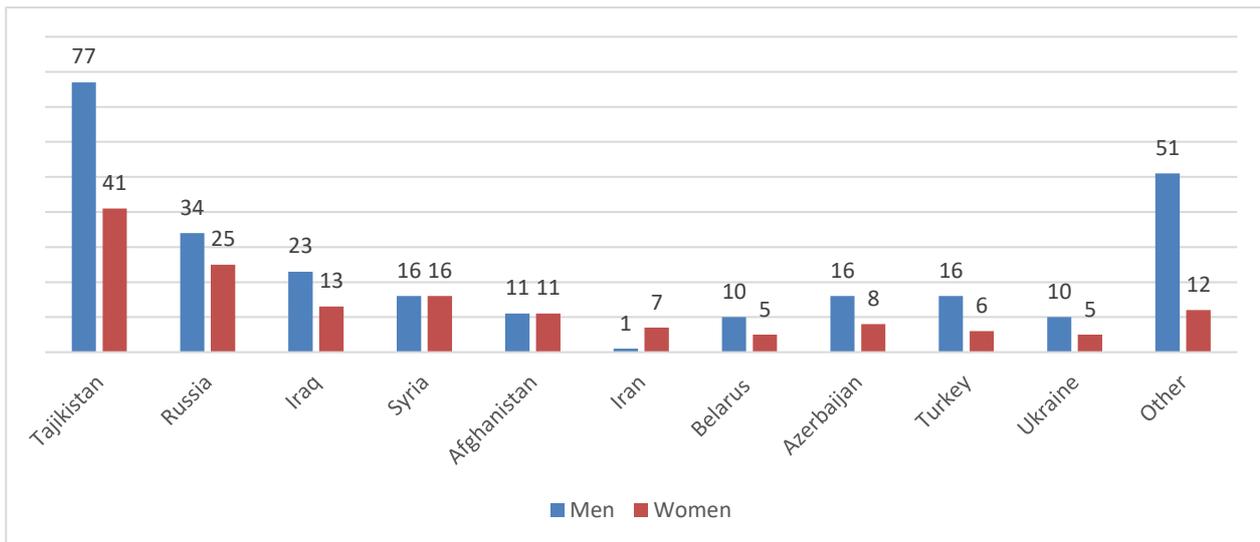


Figure 9. Foreign citizens seeking for asylum in Lithuania in 2018 by citizenship and gender (numbers of individuals). Source: Migration department (2019). Asylum in Lithuania in 2018: Vilnius.

As in previous years, the tendency for more asylum applications remained presented by men than women: men accounted for 65 percent of all adult asylum seekers in 2018. Between women, most asylum seekers are aged 18-34 (35%), but not far behind 0-13 age group (33%). In the Republic of Lithuania in 2018 there were no groups with more female asylum seekers than men, only Syrian and Afghan nationals were equally male and female.

Though there is no specified data on female refugees/asylum seekers employment, they deal with variety of barriers (see in chapter 3) for searching or finding a job, which makes them a relevant group for this particular project.

In general, there is no positive attitude in the Lithuanian society towards immigrants as a labor force. The majority of Lithuanians (92%) believe that in the event of rising unemployment, Lithuanian citizens should be provided with employment first and not foreigners. However, the majority (70%) of respondents agree that working Lithuanian citizens and legally employed foreigners must have equal rights at work. The employment rate of immigrant women is still low, especially during the first three years of life in the host country. It is therefore necessary to provide early support for immigrant and refugee women and monitor its impact⁹.

Both groups – immigrant woman and asylum-seekers or refugees can be generalized as third-country nationals (TCN – persons from non-EU countries)¹⁰, therefore the target group throughout this project will be called as TCN migrant woman.

Overview of significant political or policy issues related to migrant women and employment

⁹ Pocevičienė, R., Šidlauskienė, V. (2015). "Pažeidžiamos moterų grupės padėtis užimtumo srityje".

¹⁰ <http://tja.lt/index.php/lt/sveiki-atvyke/treciosios-salys-sp-1821630243>

In 2017 and 2018, migration topics remained widely discussed in Lithuania. Government sustained its focus to emigration and return migration issues, as well as, facilitating and providing better immigration procedures for highly qualified foreign professionals. New challenges had also emerged, namely, rapid increase of labour immigration. The Migration Department reported that the number of foreigners coming to Lithuania for employment reasons in the first half of 2018 increased twice if compared to the same period in 2017, which makes this topic more relevant as immigration flows increase¹¹.

Experts state that there are some shortages in regard to migration policy or laws but main concern is that even though the legislative framework is seen as sufficient, the question remains – whether the rights and services are actually provided. It was stated that it is very hard to find an English speaker in most of the institutions and this makes it very difficult for migrants, speaking only English as their foreign language (or just Arabic), to communicate and get the services. For example, many doctors or receptionists at hospitals do not speak English or other foreign languages and in this case it is rather difficult get the help.

¹¹ OECD (2018). “Recent developments in international migration and migration policy in Lithuania”. Vilnius.

2. The employment status of immigrant women in Lithuania

In 2019 the Employment Service registered 1760 third-country nationals unemployed, of whom 916 or 52% were women. Compared to 2018, registered non-EU citizens increased by 1.7% and numbers of women increased 10.5% (Employment Service, 2019). The majority of unemployed TCN women are citizens of the Russian Federation (48.3%), Belarus (21.9%) and Ukraine (17.6%). 23% of those registered unemployed women - have a university degree, but as much as 41.8% - have no professional preparation. One of the reasons for the high proportion of unqualified people may be problems with the recognition of qualifications obtained in countries other than the European Union. The average TCN job-seeker woman registered within the Employment Service age is 42.7 years.

In 2019, the Employment Service issued 9061 aliens (third-country nationals) for entry and work in the Republic of Lithuania, including 1551 permits for women. In 2019 women came to the Republic of Lithuania on a working basis from 36 countries – majority being from Ukraine (958), Belarus (230), Russia (64), Georgia (43). Most female foreigners in the Republic of Lithuania with the documents issued by the Employment Service are employed as cooks or cook assistants, beauty salon employees, logistics specialists, sales managers.

Data from Eurostat indicate that immigrant women born outside the EU have similar rates of employment to those among Lithuanian-born women, with native women enjoying a slightly higher rate since 2016 (see Figure 10).

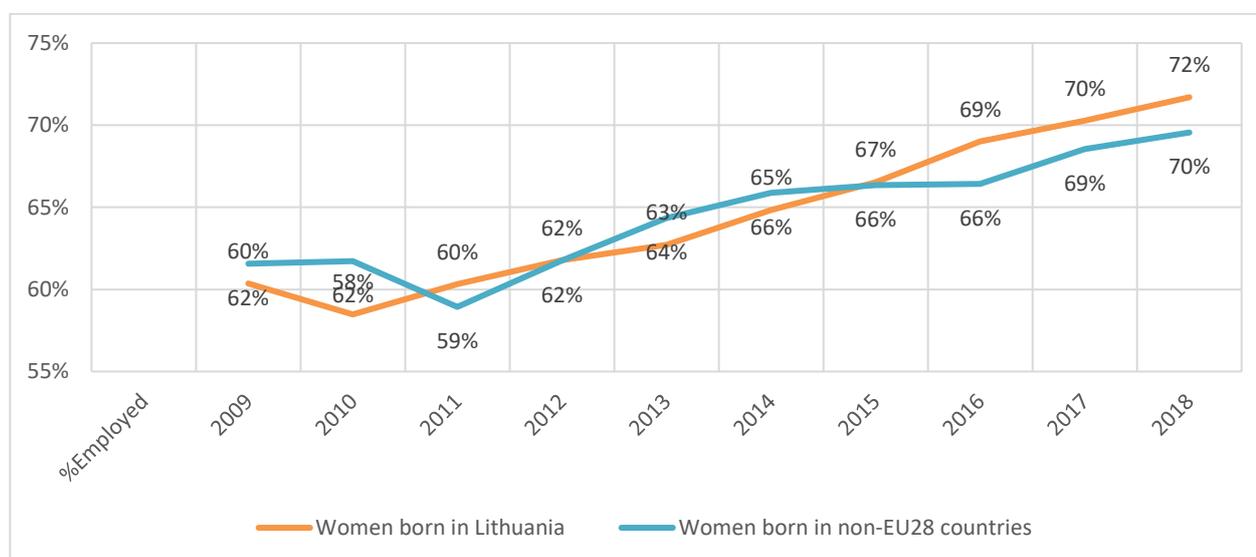


Figure 10. Employment rates among Lithuanian-born women and immigrant women from non-EU28 countries, 2009-2018

Source: Eurostat, (data code: lfsa_ergacob).

According to the insights of migration researchers, statistics and expert interviews, the situation in the distribution of the migrant labour force rather reflects the unequal gender situation in the Lithuanian labour market, where women occupy less paid, more economically undervalued niches than the lack of certain professions. There are 27% of immigrant woman who have not worked in Lithuania and only 5% of immigrant men. According to the experts, there is a presumption that there is a sufficient supply of cheap labour for women in the domestic market, which means that it is not worthwhile for employers to make efforts to bring in cheaper female labour from abroad. Attracting women to the labour force from abroad can also be hindered by the higher costs connected with childcare or pregnancy associated with the female worker. Women from third countries are far less likely to arrive as independent economic actors, and are usually treated only as part of their families¹².

Migration processes confirm the traditional roles of women and men: the arrival of women is mainly related to family circumstances and the arrival of men - to work. The migration of women's labour to Lithuania is discouraged because it is believed that cheap labour for women is also sufficient within the country. The most popular employment areas for immigrant women in Lithuania are cooking, health care (massage), sales and cleaning.

Migrant activity among women is declining at an economically active age (from 39 or even 34). It is connected to reproductive factors, traditional gender roles and immigration conditions. It is not possible to tell from the available statistical information what specifically third-country nationals are coming for and how much their situation varies by gender¹⁰.

Experts stated that there is not much information on migrant exploitative employment and it is not officially found at workplaces.

Interviews with experts suggest that general situation of TCN migrant women employment is getting better as employees become more accepting and respectful towards foreign employees. Subsidies also made a big change as it helps to increase the employment of refugees in general.

¹² Burneckienė et al. (2014). "Moterų padėties, apimančios jungtinių tautų moterų diskriminacijos panaikinimo komiteto rekomendacijų lietuvių, įgyvendinimo tyrimas ir vertinimas". Ataskaita.

3. Resources and barriers to employment among key groups of immigrant women

Resources to employment among TCN migrant women

Lithuania has been adopting certain policies to improve migration situation in the country. In September 2017, Seimas of the Republic of Lithuania endorsed the *Strategy for the Demographic, Migration, and Integration Policy for 2018-2030*. The strategy was adopted on 20 September 2018. The document establishes three goals related to developing a family-friendly environment, managing migration flows, and integrating senior citizens into public life. The Strategy encourages return migration as well as balanced arrival of foreign nationals, through attraction, admission, integration and outreach policy.

In 2018, in order to accelerate immigration procedures, the Migration Department implemented a list of approved companies (sponsors) which met a specific range of criteria. Approval is valid for three years and is renewable. An approved company may recruit foreigners without submitting a work permit to the Migration Department, providing a copy of the employment contract or demonstrating sufficient funds (however, foreigners are still obliged to have a work permit). Also efforts to attract the workforce were increased by facilitating procedures; for example, Lithuania now allows electronic submissions of applications, or to book an appointment with the Migration Department online (European Migration Network).

From March 2019, important changes to work permit rules were implemented. Workers arriving for non-highly qualified jobs will no longer have to prove qualifications or recent relevant employment experience to the Migration Department; this responsibility now lies with the employer. For workers whose occupations are on the national Shortage Occupation List, the employer must ensure that the foreign recruit has documents confirming qualifications (diploma, certificate, etc.) and at least one year of experience in the field within the previous two years¹³.

As for the refugees and asylum-seekers, Lithuania has established refugee centres that help with integration and other difficulties for third-country nationals in Lithuania. Foreigners Integration Centers (in Vilnius, Kaunas and Klaipėda) were established in 2016, where migrants can attend Lithuanian language courses, receive psychological, legal and other services, as well as attend training to facilitate employability. Information on accessibility of integration services to foreigners was prepared and disseminated to foreigners in various institutions by the integration centers. Main centers working with asylum-seekers and refugees: Refugees' and migrants' Center InLT; The Refugees Reception Center; Caritas integration program, etc.

¹³ www.oecd-library.org (2019).

There are two stages of refugees' integration in Lithuania that serve as resources for refugees to integrate into the labour market and society¹⁴:

- **Stage I.** Support at the Refugee Reception Center

First assistance is provided to refugees at the Refugee Reception Center in Rukla which provides support for a period of up to 8 months. If during the determined time the foreigners have not prepared for the integration in the municipality because of the objective reasons, the duration can be prolonged until 12 months. If the foreigners granted asylum belong to the vulnerable groups – unaccompanied minors, pregnant women, disabled people, etc. this period can be extended by their request until 18 months.

During this period, social workers from the Refugee Reception Centre, in collaboration with the Labour Exchange Office, assess refugees' skills and qualifications, check their health, perform an assessment of any health problems, disabilities and others. Refugees are intensively taught Lithuanian language and Lithuanian culture so that they are properly prepared to integrate into the Lithuanian society and labour market.

Refugees living in the Refugee Reception Centre receive a monthly allowance (according to a set procedure) enabling them to pay for food and pocket expenses.

- **Stage II.** Integration support at a municipal territory level

Once first stage of integration is complete at the Refugee Reception Centre, further integration support is provided at local municipality territory and lasts for up to 12 months. This stage of support is coordinated by the Refugee Reception Centre.

Currently there are two non-governmental organisations to support refugees during their integration on a municipal territory level. They are Caritas of Vilnius Archdiocese and Lithuanian Red Cross Society. Other non-governmental organisations, municipal social support centres and other organisations such as association „Active Youth“ also take part in the integration process.

Most often non-governmental organisations provide mentoring services. Mentors help refugees buy necessities; rent an apartment; pay out cash benefits; organise Lithuanian language training for refugees; help children's enrolment in pre-school and school education; advise foreigners on all issues, ensure that refugees attend Labour Exchange Office, help them complete and prepare all necessary documents, etc. Institutions implementing the integration process report monthly to the Refugee Reception Centre about the services provided to refugees and their integration progress (through an administrative information system).

During the period of integration support on a municipal territory level, refugees receive a monthly allowance for their essential needs (apartment rent, utilities, food, transport, etc.). They also continue to receive Lithuanian

¹⁴ <https://socmin.lrv.lt/en/activities/social-integration/integration-support-for-aliens-granted-asylum>

language courses, in some cases there is also possibility for the language teacher to come to refugee's home to give classes.

The refugee integration mechanism is still in progress. Lately, legislative changes have been made to provide subsidies for employers who employ asylum seekers. This has helped in addressing the issue of refugees' integration in the labour market. The employee gets compensation for up to 75% of the wage that he pays to the refugee (maximum for two years). It does help to employ refugees but it also creates an unrealistic situation as while working under the terms of subsidies refugees get a rather higher wage than other workers and once the subsidies end – their wages fall rapidly.

Barriers to employment among TCN migrant woman

Burneckienė et al. (2014) exclude factors limiting the employment opportunities of non-EU citizens in the Lithuanian labour market:

- Complicated procedures for obtaining a work visa;
- Difficult economic situation in Lithuania, rising unemployment;
- Insufficient professional qualification;
- Offered work outside the specialty;
- Negative attitude of employers;
- Discrimination based on country or nationality;
- Non-proficiency in the Lithuanian language;
- Insufficient knowledge of foreign languages.

Unfortunately, these issues are common to all immigrants. There is no separate data on women, but their situation is likely to be further complicated by the multiple discrimination for being a migrant and also thought to be dependent on husband.

The persistence of high unemployment and the inclusion of immigrant women in the “black economy” show that current social, economic and labour situation might not meet the needs of immigrant women. Cultural discrimination on the part of employers forces immigrants to accept temporary and unskilled work. In this way, immigrant women often lose social security benefits such as maternity, retirement and sickness benefits. Vocational training based on individual skills and needs should be the first step on the labour market. Their strength and abilities usually hide behind home walls. Flexible and tailored education is needed to motivate these women to become independent. Barriers to immigrant women include language, discrimination, inadequate recognition of education acquired outside the host country, difficulties in accessing information, hostile racial attitudes towards immigrants, lack of awareness or desire to learn more about them, limited access to learning. Some women may or may not always be able to decide for themselves due to the situation, family or other reasons.

There are often too high demands on the labour market or insufficient opportunities to start a business of your own. Where there is a social security system, it may be more rewarding to stay at home without work¹⁵.

It is mostly hard for TCN migrant women to get employed because of family and gender roles. It is usual that such women come with families having more than 2 children or they come pregnant or with preteens and have to take care of everyone in the family which prevents them from searching a job. Some families hold on to the gender roles such as working man and housewife woman.

To a certain extent, the appropriate level of education has a direct impact (both positive and negative) on the ability of this group of women to qualitatively use their rights and opportunities, both in the labour market, through lifelong learning and cultural, social participation decision-making and other needs¹⁶. Immigrant female respondents in one survey reveal that main barriers to find a job are (starting from mostly chosen barrier): inability to speak Lithuanian; not having an education; inability to use modern information and communication technologies; inability to speak foreign language, etc. It is easier for Ukrainian, Belarusian or Russian women to integrate into Lithuanian society and find a job as they speak Russian which is highly used in this country and this also makes it easier to learn Lithuanian language itself. Many refugees or asylum seekers speak only their native language which is Arabic or another very specific language and it makes it hard to communicate with natives in Lithuania and to learn a new language as the pronunciation is highly different and many of them don't have enough competence to learn a new language in general.

Interviews with experts reveal similar barriers to the aforementioned ones. They state that main barriers for women to get employed are the inability to speak Lithuanian or another widely used language (English, Russian, etc.); absence of documents proving qualification or education; lack of previous experience; cultural and religious differences (such as not willing to take some jobs because of their requirements for uniform (not allowing hijab, etc.); family roles of patriarchy as the women stay at home and men go to work (in most cases it's also their only option as they come with large families and does not have opportunities to ask someone to look after kids).

Interview informants also mentioned that if one wants to change their profession, it is very hard and this immigrant can only work in the profession that he has qualification and documents approving it. Some informants said that educational levels are often low of third-country nationals women coming to Lithuania, but other informants stated that there are many cases when women have education or qualification of some kind, but either does not have sufficient documents validating that or does not have previous experience which burdens their employment possibilities. It also prevents from starting vocational education and gaining some profession as it requires certain documents, education approval, etc.

¹⁵ Burneckienė et al. (2014). "Moterų padėties, apimančios jungtinių tautų moterų diskriminacijos panaikinimo komiteto rekomendacijų lietuvių, įgyvendinimo tyrimas ir vertinimas". Ataskaita

¹⁶ <https://epale.ec.europa.eu/lt/content/imigranciu-kaip-socialiai-jautrios-visuomenes-grupes-padetis-mokymosi-visa-gyvenima>

Interviewees state that for third country nationals, it is very important to consider cultural background, which may cause difficulties for integration into Lithuanian or other European labour market. There should be considered the TCN country with different traditions for men and women. For example, most refugees come from Muslim countries, where relationship of women and men in society has strict rules. In employment field this means that Muslim women can't touch or interact with unknown men. For this reason their job opportunities are restricted in some areas or employees have difficulties to assure adequate working conditions for them (for example hairdresser, masseuse, tailor usually has interaction with both women and men clients which can cause difficulties).

It is clear from the interviews that few main competences (apart from language and other integration aspects) to have or gain for working at a workplace are:

- Cultural knowledge (to understand general cultural norms related to job; to understand local traditions which would help to respect co-workers and clients). It is also the same for natives and employees as there is not enough multicultural education at the workplaces;
- Work ethics in the country/organization (planning, punctuality, reliability, how to behave at workplace, etc.);
- Communication skills (learn communicate with persons from different cultural background, which could help to avoid misunderstanding in some cases);
- Team work (learn to work as a team member).
- Psychological guidance might also be needed for refugee woman to cope with stress and sudden changes of living conditions. Stressful and traumatic experience of war or other disruptive memories from their home country can affect the mindset and behavior of the refugee and prevent her/him from moving on and confidently seeking a job which is often comes as lack of motivation. It is mentioned that refugees are often suffering from depression or post-traumatic stress disorder (Refugees Reception Center 2013).
- Learning to learn (women with no previous experience of education system find it hard to learn new things and it can be applied to vocational trainings, language courses and other. It makes it difficult to learn information and gain competences in order to successfully integrate in a new society, therefore TCN migrant woman should also be trained on learning peculiarities).
- Motivation and empowerment (it is important to empower TCN migrant women to enter labour force and feel motivated to learn and search for a job. This applies to all groups of women but particularly it could be applied to Ukrainian, Belarusian and Russian migrants as if coming for family reunification, it is likely for them to want a job or additional activities but at the same time be comfortable in being a housewife and not engaging in the labour force because of the lack of motivation).

4. What is working? Best practice examples from Lithuania

“Development of digital entrepreneurship: addressing the needs of immigrants and asylum seekers” project. During 2019-2021 Klaipėda University, together with partners from Latvia and Sweden, is implementing the project „Development of digital entrepreneurship: addressing the needs of immigrants and asylum seekers“ (Nr. NPAD-2019/10145), funded by Nordplus Adult programme. The project ‘NORDPLUS’ was aimed at empowering migrant women without prior education experience by forming a Nordic network of adult education and nongovernmental organisations. These organizations worked on topics related to migrant integration and gender equality. They had social welfare offices and public employment centres for providing experience and knowledge to elaborate a strategy for assistance of migrant women in vocation/professional education system¹⁷. “As European countries face huge challenges seeking to support immigrants and asylum seekers’ socio-economic inclusion, some innovative means of fostering their integration into labour markets as a factor of economic self-sufficiency, should be developed in the cooperation of research, education and business sectors. Project goal is to strengthen the competitiveness of immigrants and asylum seekers in the Nordplus countries. The project is specifically sought to develop the educational programme in digital entrepreneurship for immigrants and asylum seekers and to implement the pilot training course. The participating Nordplus countries (Latvia, Lithuania, Sweden) are highly interested in the effective ways of the integration of immigrants and asylum seekers into labour market. As the development of ICT prompts new ways for business development (one of the ways is digital entrepreneurship), the educational programmes for target groups of adults should appear in order to fill in the gap in knowledge and skills”¹⁸.

The project **‘Language opens any doors: Third-Country Nationals’ integration into Lithuanian society’ (2014-2015)** facilitated integration of third-country nationals by teaching them Lithuanian language skills in accordance with the Common European Framework of Reference for Languages. The project gave instruments to immigrants to acquire knowledge about Lithuanian society, history, legal basis, health care, education and social security systems. In addition, the Project implemented flexible language study programmes of various comprehension levels, taking into consideration the skills and educational background of immigrants. The project ‘Lithuanian language training and civic orientation courses for third-country nationals using real life situation simulation techniques’ continued language courses with an aim to teach third-country nationals Lithuanian language and ensure practise at the A1 level.

¹⁷ http://www.diversitygroup.lt/files/projects/medbalt/MEDBALT_LTU_Case_analysis_DDG.pdf

¹⁸ <https://epale.ec.europa.eu/en/resource-centre/content/report-methodic-approaches-migrants-education-within-nordplus-project>

FORWARD (2012-2013). The Women's issues information centre implemented the project 'FORWARD' together with other country partners with an aim to design and implement an innovative competence-based portfolio and pedagogical tools for the identification, recognition, validation and development of the competencies of migrant women, as a way to improve their employability and social inclusion¹⁹. Project provides electronic publication of two pedagogical deliverables in 7 languages: the Forward handbook and toolbox. They include a competence portfolio to assess the competences of migrant women, an assessment guide and learning and career guidance activities to support migrant women in the identification, transference and development of competences.

"ON-D-GO. Developing the Employability Skills of Displaced Persons" project (2017-2019). "The aim of ON-D-GO project is to support the economic integration of migrants through the creation of a tailored migrant entrepreneurship training programme with a suite of flexible and adaptable training resources that will help VET trainers achieve their integration objectives and support learning on the go!"²⁰ Project has delivered main outputs such as: Enterprise Learning Curriculum and Resource Toolbox for migrant entrepreneurs; training programme for VET trainers in the area of migrant entrepreneurship; e-learning portal to support learning on the go for both trainers and migrants; Policy Paper which has examined the experience of the project partners in 7 Member States and made recommendations for policy change on the basis of that experience; Case studies profiling how enterprising learning and skills development has assisted migrants and refugees to effectively integrate into host communities and the labour market.

Social Educational Initiatives Centre PLUS has implemented few projects on immigrants and refugees integration, they provide Lithuanian language courses, as well as trainings for specialists working with migration or refugee issues. One relative aspect of their activity is their established "**Multicultural children day Center Plus**" in 2018. The aim of the center "is to organize and provide daytime occupation, social, educational and socio-cultural, healthy lifestyle services for school-aged and immigrant children, with an aim to facilitate their integration into the local community"²¹. This can be seen as a very good practice for immigrant and refugee woman as they need a safe place and people to take care of their children while they would be working.

DiSoCi (2016-2018) (Digital, Social and Civic Competences Development for Adult Educators Working with Migrants and Refugees) – is an Erasmus+ project of key action Cooperation for innovation and the exchange of good practices and action of Strategic and Adult education. DiSoCi will encourage competences development for Adult educators working with migrants, refugees and etc. diversified groups in the Europe. It can also help equip people working with migrants with digital, social and civic competences, easing the integration process for everyone involved. The following needs are addressed within the project, i.e. to develop an assessment model and to develop the training program for competences development of adult educators working with migrants, refugees

¹⁹ <http://forwardproject.eu/>

²⁰ <https://learnonthego.eu/en/about>

²¹ <http://sei.lt/ongoing-projects/multicultural-children-day-center/>

and etc. diversified groups and to suggest the program to learners (refugees, migrants) to gain new necessary skills²².

The charity and support foundation Caritas of the Archdiocese of Vilnius is implementing the project "**Training centre - cafe. Integration of people experiencing social exclusion into the labour market**". Project invited unemployed woman to attend training on either becoming a waitress or organizer catering. It includes any kind of vulnerable group of women, therefore it's also applicable for immigrant or refugee women. Project also includes courses on English language and computer literacy. Participants are supported in job search and employment through consultations and activities of development of job skills²³.

²² <http://disoci.eu/>

²³ <http://www.spcentras.lt/Vilniaus-Arkivyskupijos-Caritas-kviecia-nedirbancias-moteris-i-nemokamus-mokymus-875.html>

Appendix

Relevant stakeholders

- Migration Department
- Foreigners' Registration Center
- Refugees Reception Center
- Ministry of Foreign Affairs
- Ministry of Social Security and Labour
- Kaunas city municipality, Department of Social affairs
- Employment services
- Statistics Lithuania
- Refugee and migrant integration centre in Lithuania, Kaunas
- Kaunas Cultural Centre of Various Nations
- Center Against Human Trafficking and Exploitation
- Kaunas city social service centre the Temporary accommodation
- Kaunas technology university
- Vytautas Magnus university
- International Organization for Migration (IOM)
- United Nations High Commissioner for Refugees (UNHCR)
- Lithuanian Red Cross Society
- Institutes for Ethnic Studies and Demographic Studies
- Caritas Lithuania

Methods

Methods used for this report:

- Secondary data analysis (Statistical data, information from previous reports, etc.);
- Qualitative interviews with experts;
- Literature analysis (publications, articles, etc.).

Resources

Internet resources:

1. Internet access: <https://epale.ec.europa.eu/lt/content/imigranciu-kaip-socialiai-jautrios-visuomenes-grupes-padėtis-mokymosi-visa-gyvenima>
2. Internet access: <https://learnonthego.eu/en/about>
3. Internet access: <https://www.renkuosilietuva.lt/lt/imigracijos-emigracijos-statistika/>
4. Internet access: <https://osp.stat.gov.lt/lietuvs-gyventojai/lietuvs-gyventojai-2019/gyventoju-migracija1/tarptautine-migracija>
5. Internet access: https://osp.stat.gov.lt/en_GB/informaciniai-pranesimai?articleId=5638302
6. Internet access: <https://www.renkuosilietuva.lt/lt/uzsienieciu-darbas-lietuvoje/>
7. Internet access: <http://tja.lt/index.php/lt/sveiki-atvyke/treciosios-salys-sp-1821630243>
8. Internet access: www.oecd-library.org (2019).
9. Internet access: <https://socmin.lrv.lt/en/activities/social-integration/integration-support-for-aliens-granted-asylum>
10. Internet access: <http://www.diversitygroup.lt/files/projects/medbalt/MEDBALT LTU Case analysis DDG.pdf>
11. Internet access: <https://epale.ec.europa.eu/en/resource-centre/content/report-methodic-approaches-migrants-education-within-nordplus-project>
12. Internet access: <http://forwardproject.eu/>
13. Internet access: <https://learnonthego.eu/en/about>
14. Internet access: <http://sei.lt/ongoing-projects/multicultural-children-day-center/>
15. Internet access: <http://disoci.eu/>
16. Internet access: <http://www.spcentras.lt/Vilniaus-Arkivyskupijos-Caritas-kviecia-nedirbancias-moteris-i-nemokamus-mokymus-875.html>
17. Internet access: <https://www.migracija.lt/-/migracijos-departamentas-stebi-viz%C5%B3-i%C5%A1davimo-pakitimus?inheritRedirect=true&redirect=%2Fsearch%3Fq%3Ddarbo%2Bpagrindu>

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2. Migration department (2019). *Asylum in Lithuania in 2018*: Vilnius.
3. OECD (2018). "Recent developments in international migration and migration policy in Lithuania". Vilnius.
4. Pocevičienė, R., Šidlauskienė, V. (2015). "Pažeidžiamos moterų grupės padėtis užimtumo srityje".

5. Refugees Reception Center (2013). *The life of refugees in Lithuania: impressions of the country, aspects of integration and future plans*. Printed by UAB "Taurapolis".
6. Žibas, K. (2014). *Kinų ir turkų imigrantai Lietuvoje. Monografija*. Lietuvos socialinių tyrimų centras.



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