



Ad-Hoc Query on bilateral agreements or other frameworks of cooperation with the non-EU/non-EFTA countries in order to improve recruitment of short-term workers

Requested by PL EMN NCP on 3rd June 2015

Compilation produced on 3rd August 2015

Responses from Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovak Republic, Slovenia, Spain, Sweden, United Kingdom plus Croatia, Norway (23 in Total)

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1. Background Information

The Republic of Poland is considering creation of bilateral agreements with the non-EU/non-EFTA countries in order to improve recruitment of short-term workers. With the view of the above Polish Ministry of Labour and Social Policy would like to know the following:



1. Does your country have any bilateral agreements (or other frameworks of cooperation) regulating recruitment of short-term foreign workers in the non-EU/non-EFTA countries?

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2. Could you enumerate the key institutions or persons authorized to recruit non-EU/non-EFTA foreign workers to your country?
3. What are the key problems associated with the recruitment of the non-EU/non-EFTA foreign workers to your country?
4. What policies or procedures have you put in place to minimize recruitment problems?
5. Have you tried to recruit non-EU/non-EFTA foreign workers through the in country of origin's public institutions (e.g. public employment services)? If so, what were your experiences? If not, why did you decide not to use them?

We would very much appreciate your responses **by 18th June 2015**.

2. Responses¹







		Wider Dissemination? ²	<ol style="list-style-type: none"> 1. Does your country have any bilateral agreements (or other frameworks of cooperation) regulating recruitment of short-term foreign workers in the non-EU/non-EFTA countries? 2. Could you enumerate the key institutions or persons authorized to recruit non-EU/non-EFTA foreign workers to your country? 3. What are the key problems associated with the recruitment of the non-EU/non-EFTA foreign workers to your country? 4. What policies or procedures have you put in place to minimize recruitment problems? 5. Have you tried to recruit non-EU/non-EFTA foreign workers through the in country of origin's public institutions (e.g. public employment services)? If so, what were your experiences? If not, why did you decide not to use them?
	Austria	Yes	<ol style="list-style-type: none"> 1. No. 2. Not applicable (see answer to question 1). 3. Not applicable (see answer to question 1). 4. Since 2011, a criteria-based admission scheme is in place. By the Skilled Workers Regulation (<i>Fachkräfteverordnung</i>) which is amended every year a list of shortage occupations accessible to third country nationals is promulgated. The length of that list may vary according to the developments in the labour market. It actually comprises 12 occupations. 5. Not applicable (see answer to question 1). <p>Source: Federal Ministry of Labour, Social Affairs and Consumer Protection</p>
	Belgium	NO	Response provided is not for wider dissemination

¹ If possible at time of making the request, the Requesting EMN NCP should add their response(s) to the query. Otherwise, this should be done at the time of making the compilation.

² A default "Yes" is given for your response to be circulated further (e.g. to other EMN NCPs and their national network members). A "No" should be added here if you do not wish your response to be disseminated beyond other EMN NCPs. In case of "No" and wider dissemination beyond other EMN NCPs, then for the Compilation for Wider Dissemination the response should be removed and the following statement should be added in the relevant response box: "This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further."




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	Bulgaria	Yes	
	Cyprus	Yes	We have not concluded agreements of this type
	Czech Republic	Yes	<ol style="list-style-type: none"> 1. There are no bilateral agreements CR with the non-EU/non-EFTA countries regulating directly recruitment of short-term foreign workers in these countries. However, CR has concluded agreements concerning working holidays scheme (with South Korea, Canada, New Zealand and Israel) 2. In the CR, there is no special system regarding recruitment of short-term foreign workers. All subjects willing to recruit workers to the Czech Republic are obliged to become employment agency (i.e. obtain permit to broker employment in accordance with Act no. 435/2004 Coll., on employment). The only official authority authorized to recruit workers is the Labour Office. 3. The key problem in recruitment foreign workers is the same as in Poland – illegal recruiters and mediators charging unlawful fees for their services (however, these problems are not connected with recruitment of workers from South Korea, Canada, New Zealand and Israel). 4. Dissemination of information is also considered as important in the CR. However, the need of distribution of information in South Korea, Canada, New Zealand and Israel is not urgent, due to small numbers of workers coming to the CR from these countries, and due to hassle-free realization of their migration. In general, there is also a continuous effort of Czech authorities to eliminate and penalize acting of illegal and unfair treating recruiters, and improve conditions to recruitment by employment agencies. 5. No. In case of South Korea, Canada, New Zealand and Israel, there is no necessity to realize it.
	Denmark	Yes	
	Estonia	Yes	<ol style="list-style-type: none"> 1. No, Estonia has not conclude any bilateral agreements with non-EU/non-EFTA countries that regulate recruitment of short-term foreign workers. 2. Recruitment from third-countries is done mainly between the employer and employee. There are some private companies that might support the employer in the recruitment process from outside of EU. 3. N/A. 4. N/A. 5. No.
	Finland	Yes	<ol style="list-style-type: none"> 1. No 2. All employers are free to recruit foreign workers from non-EU/non-EFTA countries, but the person needs, in most cases, a residence permit for an employed person, that he/she has to apply for him-/herself. More information: http://www.migri.fi/working_in_finland/an_employee_and_work 3. If the recruited person needs a residence permit for an employed person, it is issued in a two-stage process, which includes a labour market needs assessment, performed by the labour authorities. The target time for the process is four months, which is considered lengthy by some employers. A residence permit for a specialist (it requires higher qualifications and has a salary threshold) is issued faster if the person fulfils all the criteria. 4. No special policies at the moment. The newly appointed government in Finland will examine the residence permit system for employment and might propose changes later.



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			5. There has not been any state-level initiatives in Finland, but several smaller municipal level and private sector initiatives e.g. in the recruitment of nurses from the Philippines to Finland have taken place with good results. Employment agencies in the country of origin have been used in advertising the offered jobs together with other means (e.g. newspaper adverts and brochures).
	France	Yes	<ol style="list-style-type: none"> 1. Since 2006, France has concluded 14 bilateral agreements with different countries for a better management of migratory flows adapted to the needs of both stakeholders. These agreements are divided into 3 parts: one of them is dedicated to legal migration (relating to all aspects from students to economic migration and (the) free movement of persons) but it is not limited to short-term workers. Under these agreements, a list of shortage occupations allows the employers not to file a labour market test in order to recruit a migrant national of the country which has signed this agreement. Here follows the list of countries which have signed such bilateral agreements with France: Senegal, Gabon, Democratic Republic of the Congo, Benin, Tunisia, Cap Verde, Burkina Faso, Cameroon, Mauritius, Macedonia, Montenegro, Serbia and Lebanon. 2. France has also signed 10 agreements related to exchange of young professionals (Argentina, Canada, USA, Gabon, Morocco, Montenegro, New Zealand, Senegal, Tunisia and Serbia) in order to allow TCNs aged between 18 and 35 to obtain a first work experience in France and improve their knowledge of the French language and culture. The stay (in France) is limited to 18 months. 3. All employers can recruit nationals from the signatory countries as long as salary and work conditions are respected, the required conditions fulfilled and the work permit issued. 4. There is no specific problem linked to recruiting these persons if the process is respected. The work permit application is the same for all TCNs with the possibility to be exempted of the labour market test for certain job positions based on the nationality of applicants. 5. Some agreements (Senegal, Cape Verde) set out a cooperation between the French office for immigration and integration (OFII) and the local employment services in order to transfer job offers and put them through potential candidates. However, local employment services may not be organized to do this job and the profiles of the candidates may not match with the job offer. Moreover, due to processing times, the positions are often filled before the employer could even receive the candidate's application.
	Germany	Yes	<ol style="list-style-type: none"> 1. No. The need for seasonal workers in Germany is completely covered by workers from the EU. Therefore, for third country nationals there is no legal possibility to work as a seasonal worker in Germany. 2. n/a 3. n/a 4. n/a 5. n/a
	Greece	Yes	<ol style="list-style-type: none"> 1. Yes. Two bilateral agreement between has our country concluded. The first one is with Albania which was concluded in 1997 and it is still in practice. The other one is with Egypt, which was concluded in 1984 is still in practice with no concrete problems in the implementation of the agreement. 2. No institutions or persons authorised to recruit non-eu/non EFTA foreign workers in Greece is established. 3. N/A 4. Such Procedures have not been established. 5. No.






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	Hungary	Yes	<ol style="list-style-type: none"> 1. Hungary has three bilateral agreements related to Holiday Working Program (namely with New Zealand, the Republic of Korea and an agreement between the Hungarian Trade Office in Taipei and Taipei Representative Office in Hungary), nevertheless these agreements primarily concern stay for tourism and contain no provisions related to recruitment. There are no further effective agreements related to the recruitment of short-term foreign workers in the non-EU/non-EFTA countries. 2. No specific institution or person exists. For performing recruiting activity in the framework of private employment agency, notification is required in Hungary. 3. Problems related to recruitment activity in third countries can be the following: <ol style="list-style-type: none"> a) language problems, b) lack of notification of the private employment agency, lack of notification of the changes (e.g. headquarter) related to the private employment agencies, which encumber the communication and monitoring, c) private employment agencies unlawfully charge fees or costs directly or indirectly to workers, d) lack of information or only partial information related to the legal environment about the country of destination, although the provision of detailed information is obligatory for private employment agencies. 4. In the operative legal environment performing activity as a private employment agency, notification is required and the breach of obligation of notification, registration or supplying of data, fine can be imposed. Repeatedly committed unlawful activity can lead to withdrawal from the register. 5. From an employment policy view, it is not a practise to recruit workers through the country of origin's public institutions. The Hungarian employment services do not perform recruitment activity in country of origin of third country nationals.
	Ireland	Yes	<ol style="list-style-type: none"> 1. Ireland is party to a number of Working Holiday Agreements which permit travellers between Ireland and the state to which the agreement applies to undertake temporary employment which is incidental to their visit. However, no other bilateral agreements are currently in force. 2. The employment permits system in Ireland is designed to facilitate the filling of skills gaps; any employer may apply for an employment permit to fill a vacancy if the employment meets the criteria for a permit. 3. The employment permits system is calibrated to address skills shortages in the Irish labour market. As such skills shortages mainly fall in internationally in-demand professional occupations, Irish companies are competing in a global skills market, which places obvious pressure on capacity for recruitment. In addition, the potential risk that the integrity of the employment permits system could be undermined by fraudulent applications exists. 4. The State operates 9 types of employment permit scheme to facilitate the recruitment of non-EEA personnel as required. The key scheme for the purpose of meeting skills needs in the economy is the Critical Skills Employment Permit – this employment permit type has a number of features designed to attract the highly skilled professionals it is designed to facilitate including immediate family reunification, access to the Irish labour market for their immediate family members, plus a waiver of the requirement to renew the permit after two years in the State. While the permits system is designed to attract non-EEA nationals with key skills, it has been at the same time constructed to minimise the risk of distortion of the Irish labour market, and of fraudulent applications. Thus, employers must be legally registered companies and provide evidence of registration for taxation purposes as an employer, limits are placed on the ratio of EEA to non-EEA nationals a company may hire, a labour market needs test may be applied for some categories of employment permit, and the National Employment Rights Authority conducts inspections, both random and targeted, and enforces Employment Permits legislation through prosecution where necessary.








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			5. All recruitment is undertaken by the employer concerned. Apart from meeting a labour market needs test if required, the method of recruitment is not regulated.
	Italy	Yes	
	Latvia	Yes	<ol style="list-style-type: none"> 1. There are no such bilateral agreements concluded by Latvia. 2. There are no institutional channels developed with the aim to recruit foreign employees from the non-EU/non-EFTA countries to Latvia. 3. There is no precise information available on the problems related to the recruitment of the aforementioned employees. 4. N/A 5. No, as due to local circumstances, in Latvia it is a political priority to attract at maximum level local labour force.
	Lithuania	Yes	No.
	Luxembourg	Yes	<ol style="list-style-type: none"> 1. Luxembourg does not have bilateral agreements regulating recruitment of short term foreign workers in the non-EU/non-EFTA countries. 2. N/A. 3. N/A. 4. N/A. 5. N/A.
	Malta	Yes	<ol style="list-style-type: none"> 1. The Employment and Training Corporation (ETC- Malta's PES) is informed that Malta has bilateral agreements with Australia, however rather than short-term employment this agreement gives the opportunity to young Maltese/ Australian nationals to work whilst travelling to the respective countries. 2. In Malta there are no such institutions. In Malta, short-term / seasonal employment is not very common except within the hospitality industry during the summer months. However, these posts are generally filled with Maltese/EEA nationals and not TCNs. 3. Employers sometimes find it difficult to find Maltese or EU nationals with the skills they require. In this case, employment licences are issued to TCNs. 4. ETC has uploaded a copy of the Employment Licences Guidelines on its website. These guidelines include a list of the documents needed for the employment licence and it also explains the process for the submission of an employment licence. The ETC website also highlights the process of what is required to recruit employees. Furthermore, through the European Integration Fund, ETC has also created a booklet which was translated in 8 different languages and distributed this to clients and stakeholders. These publications are still available on ETC's website, The booklets can be accessed through the following link http://etc.gov.mt/Category/5/22/Research-and-Reports.aspx 5. ETC would not be informed if such workers are contracted directly from the public institutions within the country of origin. ETC only has contact with the applicant and/or prospective employer.



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	Netherlands	Yes	The Netherlands does not have a policy focussing on the recruitment of foreign workers. Hence, we don't have any bilateral agreements on this issue.
	Poland	Yes	<ol style="list-style-type: none"> 1. There are bilateral agreements between PL and Ukraine and Belarus concluded in 90's, but they are outdated and not used in practice; 2. No institutional channels of recruitment linking the employers in Poland and employees abroad is established; 3. The main problems are: illegal recruiters charging unlawful fees for their services and not giving any guarantee that the offer is safe, lack of mechanisms of labour matching; 4. Such procedures/policies have not been established so far except for dissemination of information on possible risks related to labour migration (leaflets); 5. No. Polish Ministry of Labour and Social Policy is currently analyzing such solution;
	Portugal	Yes	
	Romania	Yes	
	Slovak Republic	Yes	<ol style="list-style-type: none"> 1. Slovak Republic has not signed any bilateral agreements regulating recruitment of short-term foreign workers. 2. There are neither institutions nor persons authorized to recruit non-EU/non-EFTA foreign workers. Employers themselves search for foreign workers and approach them with a job offer. Temporary employment agencies cannot temporarily allocate foreign workers for the performance of work to the employer. 3. Due to the low remuneration and unfavourable work conditions, low-qualified work positions cannot be filled by local workforce in the long run. The employers, therefore, approach foreign workforce coming from the same third country. As the employers are interested to hire just these third country nationals, they set requirements, such as language skills, which cannot be met by local workforce in Slovakia. 4. A strict supervision over job requirements, a proof of sufficient offer to the local workforce when filling the vacancy – justifying situation on the labour market (labour market tests). 5. No, as mentioned in 2., employers look for and approach foreign workers themselves.
	Slovenia	Yes	
	Spain	Yes	<ol style="list-style-type: none"> 1. Spain has concluded Agreements on management of labour migratory flows with Colombia, Ecuador, Morocco, Mauritania, Dominican Republic and Ukraine. A section of these agreements refers specifically to the recruitment of seasonal foreign workers. <ol style="list-style-type: none"> a. Law 4/2000 of rights and freedoms of aliens in Spain and their social integration, establishes a general procedure for the collective recruitment of workers in countries of origin. b. Every year, a ministerial order regulates the conditions for the recruitment of workers in countries of origin. During the last years, it has been limited to the recruitment of agricultural workers for seasonal harvesting periods on a temporary basis, and to nationals of those countries signatories of a bilateral Labour Flows Management Agreement. This is considered a good practice of circular migration, and enhances cooperation with countries of origin. 2. The request for hiring workers is made by the employer who wants to hire them (mostly it comes to recruitment in the agricultural

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			<p>sector). However in the process business and trade associations, public employment services of the country of origin of the worker, and the Embassy of Spain in the country of origin are involved. Moreover, as in any other application for work and residence permit, the immigration authorities involved manage the procedure (immigration offices, Ministry of Employment and Social Security, Ministry of Interior and Ministry of Foreign Affairs and Cooperation).</p> <p>3. No significant problems have been detected. In fact, it was considered that the model adopted in Spain has been very satisfying and ensures that recruitment in the agricultural sector through migration flows agreements respond to the needs of entrepreneurs and also ensure both adequate working conditions for workers, and return conditions to their country of origin. One point to note is that the labour contracts based on these agreements are concluded on the basis of the labor market needs in Spain.</p> <p>4. One of the keys to the successful of this tool has been the constant cooperation of the Spanish institutions with entrepreneurs and associations, as well as with the countries of origin.</p> <p>5. The initial recruitment of workers in the framework of these agreements is done in coordination with the employment services of the country of origin, and the results are satisfactory.</p>
	Sweden	Yes	<p>1. Sweden does not currently operate any bilateral agreements or similar frameworks regulating the recruitment of short-term foreign workers. According to the current framework for labour immigration to Sweden from third-countries, employers can in principle recruit any foreign worker they need, provided that the working conditions are in line with Swedish collective agreements or established practice and that certain additional conditions are met. Labour immigration to Sweden is open to all levels of qualifications, and both short-term and long-term contracts are possible. They state neither facilitates nor obstructs recruitment from specific countries.</p> <p>2. Basically, the employers decide themselves whether they need to recruit workers from abroad or not. The Swedish Migration Agency is responsible for processing applications for residence and work permits. Before recruiting from third-countries, trade unions must be consulted regarding working conditions.</p> <p>3. There have been problems with untrustworthy employers who do not stick to the conditions of employment as stated in job offers issued to labour migrants. It has therefore been proposed that job offers shall become legally binding. Trade unions have also complained about problems regarding wage-dumping and exploitation. In recent years, the Migration Agency has gradually introduced and extended stricter requirements regarding certain employers. Companies in several business branches now have to prove that they are able to pay salaries, for example. The Migration Agency may also carry out post-arrival checks regarding working conditions and investigate whether third-country nationals actually take up the employment on the basis of which a work permit has been issued.</p> <p>4. There is no systematic evidence regarding recruitment problems, but employers who often recruit foreign workers and have proven to be trustworthy may now become certified at the Swedish Migration Agency, which makes the process of issuing work permits faster. Sometimes, employers have complained about long processing times for work and residence permits, which have, however, become much shorter recently. The costs related to recruiting from abroad have also received some attention.</p> <p>5. Sweden does not have recent experiences in this regard. Since the recruitment of foreign workers is primarily in the hands of employers themselves, the state or government agencies do not normally interfere with recruitment processes by making special arrangements with individual countries or companies. However, the Swedish Migration Agency does not know whether individual employers co-operate with public employment services in other countries.</p>
	United Kingdom	Yes	<p>1. The UK's arrangements for the admission of non-EEA workers, whether on a short- or long-term basis, are not generally based on</p>

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			<p>bilateral agreements with third countries. The UK's rules concerning the admission of workers, and in particular skilled workers admitted to fill gaps in the labour market, apply equally irrespective of nationality and decisions about where non-EEA workers are sourced from will be for employers sponsoring their entry.</p> <p>The UK does operate youth mobility schemes under Tier 5 of the Points Based System under which nationals of particular countries can, and pursuant to agreements with those countries, be admitted on a temporary basis on conditions which permit them to work. In addition, the UK operates a number of Government Authorised Exchange Schemes under Tier 5 of the Points Based System under which non-EEA nationals can be admitted for training and work experience, and some of these schemes are by their nature nationality-specific. Such Tier 5 schemes, however, exist primarily for cultural reasons or to promote relations between the UK and other countries, rather than to fill skills gaps in the UK. Further information about these arrangements can be found at https://www.gov.uk/tier-5-youth-mobility and https://www.gov.uk/tier-5-government-authorised-exchange</p> <p>The UK also implements nationality-specific commitments pursuant to the Mode 4 content of bilateral trade agreements concluded by the EU, but these are not concerned with the direct recruitment of non-EEA workers by UK employers.</p> <p>2. Generally speaking, a non-EEA worker coming to the UK for the purpose of employment will need to qualify under Tiers 2 or 5 of the Points Based System and will accordingly need to be sponsored by a UK employer which has been licensed by the Home Office to issue a Certificate of Sponsorship to a non-EEA worker for that purpose. The Home Office publishes a register of such licensed sponsors which can be found at https://www.gov.uk/government/publications/register-of-licensed-sponsors-workers. The requirements for obtaining a sponsor licence can be found at https://www.gov.uk/government/publications/sponsor-a-tier-2-or-5-worker-guidance-for-employers.</p> <p>This regime does not, however, apply to the employment of non-EEA nationals whose stay is not subject to any restrictions on taking employment (such as those admitted in the Tier 1 (Exceptional Talent) category or those admitted for the purposes of family reunification).</p> <p>It should be noted that the Home Office will not issue a sponsorship licence to an employment business for the purpose of recruiting non-EEA workers that it will simply hire to a third party business.</p> <p>The recruitment of workers (irrespective of their nationality) by labour suppliers in the horticultural industry and other parts of the fresh produce supply chain is subject to a separate regulatory regime administered by the Gangmaster Licensing Authority (see http://www.gla.gov.uk/).</p> <p>3. It is not clear whether the question is aimed at (i) the problems faced by employers in sourcing skills and labour from outside the EEA, (ii) the wider impact of employers' use of non-EEA workers, or (iii) the problems which the need to regulate such recruitment poses for management of the immigration system (see response to question 4). On (ii), the UK Government has established an independent body, the Migration Advisory Committee, to provide expert advice on the management of economic migration into the UK. Its reports, including those concerned with the impacts of migration, can be found at https://www.gov.uk/government/publications?departments%5B%5D=migration-advisory-committee.</p> <p>4. Since 2010, it has been the UK Government's objective to reduce net migration into the UK. Against that background, its labour migration policies have been aimed at striking the right balance between the need to control immigration, reducing employers' dependence on migrant workers, and ensuring that immigration requirements do not prevent UK employers from continuing to be able to source the skills that they need from outside the EEA where this is necessary. The recruitment of skilled workers from outside the EEA has, since 2011, been subject to an annual limit of 20,700 places for the Tier 2 (General) category. Within that framework, key issues here have been ensuring that entry requirements are correctly calibrated to ensure that the most valuable non-</p>
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			<p>EEA workers are admitted under that limit, while also addressing abuse of the system by non-compliant employers and migrants. In broad terms, the UK's approach has been to:</p> <ol style="list-style-type: none"> a. make more targeted provision for the admission of "high value" workers. The pre-existing Tier 1 (General) and Tier 1 (Post Study Work) categories, under which non-EEA nationals with a high level of education or who graduated in the UK were given free access to the labour market, have been closed on the basis of evidence that many of those using these categories accessed low skilled jobs. The UK has introduced the successor Tier 1 (Exceptional Talent) category under which free access to the labour market is granted to those who are leaders in their field. Students who graduate in the UK can switch into the Tier 2 (General) category, without being subject to the annual limit on numbers, if they find graduate-level employment; and b. to ensure that the Tier 2 (General) category for non-EEA skilled workers with an offer of employment is focused on workers that the UK needs. The minimum skills threshold for a Tier 2 worker was raised from National Qualifications Framework (NQF) Level 4 to NQF Level 6 in 2011. The recruitment of Tier 2 is normally subject to a Resident Labour Market Test (RLMT). This requirement is waived for occupations on the Shortage Occupation List (SOL). The Government has continued to task the Migration Advisory Committee with reviewing the SOL to ensure that it reflects the labour market situation. The RLMT has also been relaxed for jobs attracting a salary of £70K or more. <p>5. The sourcing of non-EEA skilled workers for employment in the UK is a matter for UK employers and the administration of the UK's immigration system does not involve active liaison with country of origin authorities to identify potential recruits (although this is not to say that UK employers may not work through those authorities for this purpose).</p>
	Croatia	Yes	<ol style="list-style-type: none"> 1. There are no bilateral agreements between Croatia and non-EU/non-EFTA countries. 2. There are no institutional channels of recruitment between Croatia and non-EU/non-EFTA countries. 3. The main problem is illegal recruitment of workers from third countries. 4. Procedures/policies for employment of workers from non-EU/non-EFTA countries have been set down in the Aliens Act (Official Gazette, No. 130/11, 74/13). 5. No. Unemployment rate in Croatia is currently rather high (17%) and sufficient domestic labour force is available to cover the needs for seasonal workers.
	Norway	Yes	<ol style="list-style-type: none"> 1. NO 2. No key institution, employers responsibility 3. Language is a hindrance: few if any outside of Norway know Norwegian. Lack of national procedures for evaluation/recognition of foreign vocational education also poses problems for potential employees (though the government has taken steps to amend this situation through measure nr. 13 in the Government's Strategy against Labour-related Crimes). Also, there are many occupations that by law require authorization (in Norway) which are not included in or encompassed by the System for the Recognition of Professional Qualifications Directive; which includes 182 vocational categories and applies to all non-European employees. For this group we also lack good routines for evening out the playing field for third country nationals. There are a number of agencies that deal with evaluating foreign credentials, but this work is fragmented, something that poses another challenge. Today there are about 18 different offices which evaluate foreign credentials and qualifications. NOKUT would like to see a coordinated effect and a common application portal as well as rational division of labour between the various

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			<p>offices/agencies carrying out this work. This would be an important measure which would improve services to residents with foreign credentials, foreigners seeking work as well as employers in Norway. Link to list of industries/professions There are varying numbers of professions that are regulated in certain industries and sectors. Some industries and sectors have many, others few. Below is an overview of some of the most important industries and sectors in Norway where there are regulated professions as well as recognition authority. (be sure to click on the English language link at top of page) http://www.nokut.no/no/utdanning-fra-utlandet/andre-godkjenningsordninger/autorisasjon/bransjeliste---lovregulerte-yrker/</p> <p>4. Specific procedures. The EEA area is the main recruitment area. For EU- citizens/ EU qualifications, Norway accepts the EPC, the European Professional Card. The point of the EPC is to make it easier for professional qualifications to be recognised and for members of a regulated profession to practice elsewhere in the EU. It is supposed to minimize mobility and recruitment problems. EU citizens can benefit from the System for the Recognition of Professional Qualifications Directive which enables certain occupations to practice in other EU countries given that the credentials have been recognized. In Norway, NOKUT is a well-established agency that provides general evaluation and recognition of higher education from abroad. Such recognition can be applied for from abroad and is therefore an important tool for recruiting foreign employees. NOKUT as well as other agencies/ offices evaluate and recognize foreign credentials: http://www.nokut.no/no/Utdanning-fra-utlandet/Andre-godkjenningsordninger/ http://www.nokut.no/no/Utdanning-fra-utlandet/NOKUTs-generelle-godkjenning/</p> <p>5. Not the last decade. Employers responsibility.</p> <p>(responses from NOKUT and the Norwegian Ministry of Labour and Social Affairs)</p>
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