



AD HOC QUERY ON 2021.44 AHQ for EMN inform on Skills mobility partnerships.

Requested by COM on 7 July 2021

Responses from Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden (22 in Total)

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1. Background information

This ad-hoc query serves to gather information for the 2021 EMN inform on “Skills Mobility Partnerships: Exploring innovative approaches to labour migration”, put forward by EMN Austria and EMN Sweden. This counts as the equivalent of two AHQs. Please consult the attached concept note for relevant background information prior to replying to the questions. In case of any queries, please contact the EMN Service Provider at emn@icf.com

2. Questions

1. Are Skills Mobility Partnerships (SMP) - or differently named schemes, agreements, or partnerships in line with the SMP definition - part of your overall labour migration and/or development assistance strategy or policy? Y/N, please explain.

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2. If yes, does the strategy or policy include specific target countries (at local/regional/national level) or regions (e.g. North Africa) for implementing these partnerships? Which countries (at local/regional/national level) or regions?
3. If yes, has your Member State identified specific sectors/occupations/skills/qualifications targeted in these partnerships? Which sectors/occupations/skills/qualifications and why?
4. What is the motivation/reasoning behind the strategy/policy?
5. If no, have Skills Mobility Partnership been discussed publicly (e.g. parliamentary committee, policy recommendations, media)? If so, please provide a summary of the discussion.
6. Has your Member State concluded and/or financed any Skills Mobility Partnerships (SMP) in the past five years (2017-2021)? Y/N. If yes, what category/categories of partnerships: (1) Training in the origin country with the option of employment in the destination country; (2) Scholarships for international students in higher education in destination country; (3) Internships and training in destination country, (4) Sectoral recruitment programmes (e.g. in nursing), in which destination country bodies work with partner institutions or recruiters in the country of origin to train specific requirements (e.g. language); (5) Vocational Training in the country of origin following destination-country standards; (6) Vocational training in the destination country; (7) Other, please explain.
7. How many SMPs of this category are/were concluded and/or financed?
For each category of partnership concluded and/or financed, please answer the following questions:
 8. With which countries?
 9. For which sectors/occupations/skills/qualifications?
 10. Who are/were the stakeholders involved in the origin and destination country?
 11. What is/was the funding amount? Who provided the funding?
 12. How is/was the migration component organized? What was the nature of the migration (temporary, permanent, circular)? Was the partnership(s) implemented within existing legal migration pathways or did your Member State create new ones?
 13. How is/was the development component of the partnership(s) organised (e.g. trained beneficiaries remaining in the origin country, contribution to local job growth and infrastructure)?

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14. As part of the partnership(s), is/was there a transfer of vocational education and training (VET) systems/standards (e.g., national curricular, dual VET)?

15. Do the partnership(s) include any safeguards regarding the following aspects: integration (e.g., pre-departure or post arrival trainings of the participants, support for employers and returning migrants); brain drain; fair recruitment process; fair working conditions in destination country; non-discrimination and equal treatment?

16. Have the aims and objectives of the partnership(s) been achieved? Will the partnership(s) be expanded or scaled up?

17. Have the partnership(s) been evaluated in terms of their effects, impacts, and/or challenges (operational or other) and if so, what was the outcome? Please provide the sources.

18. Is there a good-practice partnership your Member State would like to share with the EMN? If so, please mention:

19. Title of the partnership

20. Details about the partnership (countr(ies); sectors/occupations/skills/qualifications; target groups; number of participants; stakeholders and their roles (including the role of migrants and/or diasporas); funding; labour migration and development component; safeguards; etc.)

21. Why is this partnership considered as a good practice and by whom? Please provide the source.

22. Please share any relevant links.

We would very much appreciate your responses by **3 September 2021**.

3. Responses

1

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.

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		Wider Dissemination ²	
	EMN NCP Austria	Yes	<p>1. YES.</p> <p>The government programme 2020-2024 of the current Austrian People's Party-Green coalition provides for training partnerships with business and educational institutions in Austria and locally, but within the framework of development cooperation.</p> <p>Skills Mobility Partnerships are implemented in Austria within the framework of International Higher Education Cooperations. Some of the cooperations orient their content towards the objectives of the Sustainable Development Goals and are implemented in cooperation with the Austrian Development Agency (ADA).</p> <p>Recently, the Austrian Federal Chancellor Kurz stated that Austria will conclude strategic partnerships with countries such as Australia, Israel, the United Arab Emirates, Switzerland or the Republic of Korea in the coming years. These partnerships are to include youth exchange programmes (https://www.bundeskanzleramt.gv.at/bundeskanzleramt/nachrichten-der-bundesregierung/2020/bundeskanzler-kurz-krise-wird-uns-nicht-aufhalten.html). The focus is on countries with which close relations have already been established in the past. The exact form of the partnerships is currently being worked out, but it should be informal agreements in the form of memoranda of understanding or joint statements. The creation of new structures or bodies is not planned (https://www.parlament.gv.at/PAKT/VHG/XXVII/AB/AB_03734/imfname_853697.pdf).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>2.</p>

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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			<p>International higher education cooperations have different thematic and regional focuses and vary in terms of project duration and funding levels (https://oead.at/de/kooperationen/). The target countries include priority countries of Austrian development cooperation.</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>3. The target group for international higher education cooperations are students, teachers and researchers from the university sector. Funding is primarily provided for subsistence and travel costs within concrete scientific cooperation projects (https://oead.at/de/kooperationen/).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>4. According to the Austrian Development Agency (ADA), a culture of cooperation can develop in the course of long-term partnerships in the scientific field, which can be profitable for both sides. These knowledge partnerships are an effective means of promoting "brain circulation" (https://www.entwicklung.at/fileadmin/user_upload/Dokumente/Publikationen/Strategien/Strategie_Hochschulbildung_DE.pdf).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>5. n/a</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>6. (2) Scholarships for international students in higher education in destination country</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>7.</p> <p>In Austria, there are six international higher education cooperations that award scholarships to international</p>
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			<p>students (https://oead.at/de/kooperationen/internationale-hochschulkooperationen/).</p> <ol style="list-style-type: none">1) Africa-UniNet2) ASEA-UniNet3) Central European Exchange Programme for University Studies (CEEPUS)4) Eurasia-Pacific Uninet5) Project funding Taiwan-Austria6) Scientific and Technical Cooperation (S&T Cooperation) <p>---</p> <p>Source: Ministry of the Interior</p> <p>8.</p> <ol style="list-style-type: none">1) Africa-UniNet: Burkina Faso, Nigeria, Ethiopia, Uganda, Kenya, United Republic of Tanzania, Democratic Republic of Congo, Mozambique, Zimbabwe, Namibia, and South Africa (https://presse.oead.at/news-fassmann-20-oesterreichisch-afrikanische-forschungsprojekte-mit-rund-50000-euro-gefoerdert?id=126771&menueid=9257&l=deutsch).2) ASEA-UniNet: Indonesia, Malaysia, Pakistan, Philippines, Thailand and Viet Nam (https://asea-uninet.org/about-us/umbrella-agreement/).3) Central European Exchange Programme for University Studies (CEEPUS): Bosnia and Herzegovina, North Macedonia, Republic of Moldova, Montenegro and Serbia. Also eligible are the University of Prishtina, Prizren and Peja. (Selected EU Member States are also eligible to participate) (https://www.zsi.at/object/publication/5659/attach/Evaluation_CEEPUS-teacher-mobility-Frequent_travellers_under_the_microscope.pdf).4) Eurasia-Pacific Uninet: Bhutan, Belarus, China, Taiwan Province of the People's Republic of China, Democratic People's Republic of Korea, India, Japan, Kazakhstan, Kyrgyzstan, Mongolia, Nepal, Republic of Korea, Russian Federation, Tajikistan and Uzbekistan.5) Project funding Taiwan-Austria: Taiwan Province of the People's Republic of China (https://oead.at/de/kooperationen/internationale-hochschulkooperationen/foerderprogramm-taiwan-oesterreich/)6) Scientific and Technical Cooperation (S&T Cooperation): Active bilateral agreements are currently in place with Argentina, Albania, Bosnia and Herzegovina, China, India, North Macedonia, Montenegro, Serbia, South Africa, Republic of Korea, Ukraine and Viet Nam (selected EU Member States are also eligible to participate) (https://oead.at/de/kooperationen/internationale-hochschulkooperationen/wissenschaftlich-technische-
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			<p>zusammenarbeit/). --- Source: Ministry of the Interior</p> <p>9. In principle, the international higher education cooperations are within the university sector. They have different thematic focuses. Students, researchers and teachers are usually eligible for funding. --- Source: Ministry of the Interior</p> <p>10. The most important stakeholders of the higher education partnerships: - Federal Ministry of Education, Science and Research - Agency for Education and Internationalisation (OeAD) - Austrian Development Agency (ADA) - Austrian and international universities and research institutions --- Source: Ministry of the Interior</p> <p>11. Project funding Taiwan-Austria: In the case of the Taiwan-Austria funding programme, the costs of the projects' participants are covered in each case (https://oead.at/de/kooperationen/internationale-hochschulkooperationen/foerderprogramm-taiwan-oesterreich/). Further details about the funding of the other programmes are not known. --- Source: Ministry of the Interior</p> <p>12. The programmes allow for temporary stays in Austria, but these vary in duration from a few days (e.g. CEEPUS) (https://www.zsi.at/object/publication/5659/attach/Evaluation_CEEPUS-teacher-mobility-Frequent_travellers_under_the_microscope.pdf). In general TCN need a residence permit for stays longer than six months and a visa for shorter stays. There are no special permits for participants in these programs, they</p>
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			<p>follow the normal migration system (e.g. resident permit for students or researchers). The ASEA-UNINET programme has a so-called "Umbrella Agreement" with the participating universities, which provides support services for the participants in terms of visa applications, insurance and accommodation (https://asea-uninet.org/about-us/umbrella-agreement/).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>13. While scholarships support stays abroad by individuals, project funding provides the opportunity to work in Austria or across borders within the framework of scientific projects. Within the framework of international university cooperations, project funding can be applied for on the basis of intergovernmental agreements, bilateral agreements or multilateral networks. Funding is primarily provided for subsistence and travel costs within specific academic cooperation projects. The projects have different thematic and regional focuses and vary in terms of project duration and funding amounts (https://oead.at/de/kooperationen/).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>14. No.</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>15. ---</p> <p>16. n/a or n/i.</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>17.</p> <p>An evaluation of the CEEPUS programme showed that CEEPUS is highly respected in the academic sector. With its regional focus, CEEPUS serves a niche (https://www.zsi.at/object/publication/5659/attach/Evaluation_CEEPUS-teacher-mobility-</p>
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			<p>Frequent travellers under the microscope.pdf).</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>18. n/a</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>19. n/a</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>20. n/a</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>21. n/a</p> <p>---</p> <p>Source: Ministry of the Interior</p> <p>22. n/a</p> <p>---</p> <p>Source: Ministry of the Interior</p>
	<p>EMN NCP Belgium</p>	<p>Yes</p>	<p>1. Development strategy (federal): The Directorate-General for Development Cooperation and Humanitarian Aid developed a strategy paper on migration and development promoting the potential of migration for sustainable development. One of the objectives is strengthening and supporting legal entry routes for migration, with a particular focus on mobility of students, academics and labour as well as circular migration. The Belgian Development Cooperation Agency Enabel has formulated several actions and targets on labour migration and</p>

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			<p>skills mobility in this regard. It already implements various pilot projects on labour migration and skills. Furthermore, this has been echoed by the federal Secretary of State for Asylum and Migration in his policy declaration at the end of 2020. The policy declaration, amongst others, sets out the aim to ease administrative procedures for foreign workers and attract “bright minds” through study migration whilst putting particular value on circular migration.</p> <p>Labour migration strategy (regional): Employment and labour migration policy are regional competences. These respective policies aim to remove barriers that impede attracting top talent and providing a solution to meeting demand for structural bottleneck professions. However, it must not lead to the replacement of own workers, unfair competition or social dumping on the labour market.</p> <p>2.</p> <p>The Belgian development cooperation focuses on the most fragile and least developed countries in the Sahel, the Great Lakes Region, the Syrian Region and the occupied Palestinian Territory. It currently works in the 14 partner countries in Africa with which Belgium has bilateral agreements.</p> <p>The national or regional migration strategy or policy does not include specific target countries, nor the notion of SMP's. However, when elaborating its pilot labour mobility schemes, Enabel has selected countries that are particularly relevant for Belgium and / or its regions, following a global approach to international cooperation. As such, since 2019, the first SMP's were implemented in collaboration with two North African countries (Morocco and Tunisia). These projects could be further developed in the future. Enabel and its partners decided to test the Global Skills Partnership (GSP) mobility scheme, based on the assumption that labour mobility can better benefit the parties when talents are able to find a qualified job both in their country of origin and in the country of destination. <u>The talents are selected and intensively trained in the country of origin and have then the choice to fill in the labour market needs in the country of origin or in the country of destination.</u> Two projects testing GSP approach are implemented by Enabel and its partners:</p> <ul style="list-style-type: none">• Pilot Project Addressing Labour Shortages through Innovative Labour Migration Models (“PALIM” pilot project between Morocco and Belgium/Flanders, 2019-2021, implemented by Enabel, the Belgian Development Agency, in its closure phase)• Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (“THAMM-Enabel” project between Tunisia, Morocco and Belgium, 2020-2023, implemented by Enabel, the Belgian Development Agency, still in its start-up phase). <p>Other mobility schemes, such as the Entrepreneurial Mobility Scheme (EM) tested by Enabel with Senegal,</p>
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			<p>follow the same logic. This scheme favours the development of entrepreneurship-related skills with the aim of enhancing the mobility of micro- and nano-entrepreneurs from Senegal to Belgium, therefore enhancing the existing (yet under-utilised) legal pathways for West African entrepreneurs to the EU.</p> <p>The scheme is tested through the "Pilot Project for Entrepreneurial Mobility" (PEM) between Belgium and Senegal, which aims at widening the scope of the Skills partnerships to the business support mechanisms (such as incubators and others). In this vein, small, micro- and-nano entrepreneurs from Senegal who are supported by business incubators in their country, <u>establish links with business support mechanisms and enterprises in Belgium who are interested in internationalising their businesses in Senegal</u>. This win-win approach includes a mobility component which is operationalised through the use of the business visa for the widely neglected category of individuals of micro- and nano- Senegalese entrepreneurs.</p> <p>Indeed, for both GSP and EM, Enabel implements projects/tests schemes with priority countries for Belgium. However, Enabel selects the partner countries that it works with also in respect of these countries' own policy and strategic lines with respect to migration and development-related priorities.</p> <p>IOM Belgium implements the MATCH labour migration project in collaboration with Belgian actors such as the Flemish employment agency (VDAB), private sector actors (VOKA and AGORIA), as well as the immigration services. The acronym MATCH stands for: Migration of African Talents through Capacity Building and Hiring.</p> <p>This project is funded by the European Commission and it is implemented in 4 EU countries (BE/LU/NL/IT) and 2 countries of origin (Nigeria and Senegal). The choice for countries was made because of the stable situation in these countries, the language skills, the surplus of qualified employees and the education quality.</p> <p>3. Labour mobility partnerships as such are not yet part of the strategies of Belgium or its Regions. Yet, the choices of sectors and occupations are based on labour market needs/shortages that are officially declared by the competent authorities in the different Belgian regions (métiers en pénurie/ knelpuntberoepen). These lists are the result of consultations among all the relevant stakeholders at regional level.</p> <p>In this framework, the first labour mobility partnership between Belgium (Flanders) and Morocco (2019-2021) concerned the IT sector and the Java Developer occupation. This choice was made following the Global Skills Partnership (GSP) approach, involving the public and private sectors of the two countries. The basis of this Partnership included <u>common needs of the labour markets, existence of a pool of available talents in the country of origin, possibility to organise high quality and intensive trainings in the country of origin</u>. THAMM-Enabel is following the same GSP approach, but the sectors/occupations are yet to be defined with the partners. The MATCH-project, implemented by IOM, targets companies in sectors facing severe labour shortages – such</p>
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			<p>as ICT, technology and engineering sectors. Although in practice most running recruitments aim at recruiting ICT specialists (48 recruitments launched until August 2021), the MATCH project currently assists companies with recruitments in different sectors such as the agriculture, the pharmaceutical and chemical sector (15 recruitments launched until August 2021). This flexible model has proven to be successful as it allows to adjust the project to a volatile labour market.</p> <p>4. Labour mobility schemes are mainly based on the regional/Belgian labour market needs. There is no formal strategy or agreement on federal level about which sectors or occupations should be prioritised although at several occasions the ICT and health sector have been mentioned. Several institutions such as AGORA[1] and VOKA[2] [3] have published some analytic reports or articles on this such topic. In terms of development assistance, the tested “Global Skills Partnership”, as well as the “Skills Mobility Partnership”, promoted by IOM, approaches aim at responding to the labour market needs of partner countries, in a win-win, sustainable, concerted and balanced approach between the countries involved. It is based on the assumption that labour mobility can better benefit the parties when talents are able to find a qualified job both in their country of origin and in the country of destination. As far as the Entrepreneurial Mobility is concerned, the strategic line is to allow the use of an existing visa scheme (business visa) to different categories of business persons, in order to (i) enhance the possibilities to access the Belgian territories for talented entrepreneurs who are willing to incubate/accelerate/internationalise their businesses ; (ii) to open doors for Belgian companies who are interested in investing in Senegal and need a partner / trusted contact to do so; (iii) to establish / strengthen the links between business support mechanisms between the two countries so to align the offer and the provision of services available for companies from both countries (at both ends).</p> <p>[1] Whitepaper: “Be The Change: Shaping the future of work” (agoria.be) [2] “We moeten veel meer inzetten op actieve arbeidsmigratie” Voka [3] Be The Change: één jaar later (agoria.be)</p> <p>5. There have been several coordination meetings between the relevant ministries to prepare the Belgian interventions for the launch of the Talent Partnerships by the European Commission in June, as well as for a conference on Migration Management, organised by the Portuguese Presidency in May 2021. In these</p>
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			<p>interventions Belgium recognises the potential for a TP to become a triple win being beneficial to countries of origin, countries of destination, and the migrants themselves.</p> <p>In March 2021 a Parliamentary Commission was organised on the economic impact of migrants. Some advice was mentioned on how to attract high skilled labour migration but no formal position was adopted.</p> <p>At the start of the first SMP early 2019, there were parliamentary discussions.</p> <p>6.</p> <p>Yes: 2 SMP's testing the Global Skills Partnership approach and 1 SMP testing the EM approach:</p> <ul style="list-style-type: none"> • 1 SMP concluded, implemented and financed by EU and Belgium ("PALIM" pilot project between Morocco and Belgium/Flanders, 2019-2021, implemented by Enabel, the Belgian Development Agency, in its closure phase). • 1 SMP concluded and financed by EU ("THAMM-Enabel" project between Tunisia, Morocco and Belgium, 2020-2023, implemented by Enabel, the Belgian Development Agency, still in its start-up phase) • 1 EM financed by Belgium (Federal Public Service-Home Affairs) and EU ("PEM" pilot project for Entrepreneurial Mobility between Senegal and Belgium, implemented by Enabel, the Belgian Development Agency, 2021-2024). • Finally, the MATCH-project involves both private and public actors from the 6 participating countries. The project was launched in 2020 and will end in 2022 (overall 36 months). The project is financed by the EU. <p>The 2 labour mobility schemes THAMM-Enabel and PALIM test the Global Skills Partnership approach: sectors/occupations chosen together with public and private partners from countries of origin and destination, trainings given in the country of origin, following the standards of the countries both of origin and destination and aiming recruitment of talents both at origin and at destination. These SMP should then be classified within categories (1) and (5).</p> <p>The EM falls under categories (3) and (7) as it allows for incubation/ acceleration/ internationalisation of micro and nano businesses through specific support provided by business support mechanisms in Belgium (including universities based in the 3 regions and/or enterprises themselves).</p> <p>The IOM-project "Enhancing Tunisian Youth's Employability in Tunisia through Professional Internships in Belgian Companies" ("Tunisia project") falls under category (3). This pilot project aimed at enhancing the professional skills of 31 young Tunisians by providing them with the opportunity to do internships in Belgian companies for a period of 6 months. It was composed of three phases: (i) an awareness-raising phase targeting the private</p>
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			<p>sector in Belgium and Tunisia, (ii) a phase where young Tunisian students and graduates were selected for the internships proposed by the participating companies, and (ii) a phase where the interns were provided support to find a job in Tunisia upon return.</p> <p>The IOM-MATCH-project falls within category (6) and (7). Vocational training in the destination country is accompanied by a temporary job placement in one of the 4 participating EU Member States. The aim is to improve their skills and increase their employability upon return to their home countries. Several companies joining the MATCH-project are aiming at recruiting talents in order to further develop their activities on the African continent. Others might want to permanently hire the talents after their job placement.</p> <p>7. 3 SMP's were concluded and/or financed. 1 EM is financed and will start in September 2021.</p> <p>8.</p> <p>SMP's concluded:</p> <ul style="list-style-type: none">• "PALIM" pilot project: between Belgium and Morocco (2019-2021, closed)• "THAMM-Enabel" project: between Belgium, Morocco and Tunisia (2020-2023, under implementation)• "PEM" will be implemented with Senegal (2021-2024)• "MATCH" (Belgium, Italy, Luxemburg and the Netherlands): Nigeria and Senegal (2020-2022) <p>9. "PALIM" pilot project: IT sector, Java Developer occupation "THAMM-Enabel" project: sectors, occupations and qualifications are under discussion with partners "PEM" pilot project: all sectors "MATCH": all sectors, including in particular sectors with labour shortages such as ICT, technology and engineering sectors</p> <p>10. The main stakeholders involved are:</p> <ul style="list-style-type: none">• "PALIM" pilot project: talents at origin, public employment services/agencies at origin and destination, private partners (federations, employers) at origin and destination, universities at destination• "THAMM-Enabel" project: talents at origin, public employment services/agencies at origin and destination, private partners (federations, employers) at origin and destination, universities at origin
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			<p>and destination (all these partnerships are under discussion with partners)</p> <ul style="list-style-type: none"> • “PEM” pilot project: micro and nano entrepreneurs in country of origin, entrepreneurs and diaspora-led enterprises in country of destination, business support mechanisms, incubators, networks of incubators in countries of origin and destination, agencies supporting export and/or economic development in countries of origin and destination (and related Ministries) • MATCH: public employment services/agencies at origin and destination, private partners (federations) at destination, ministries at origin and destination, diaspora commission at origin and IOM. • “Tunisia project”: public employment services/agencies at origin and destination, private partners (federations and companies) at origin and destination, chambers of commerce at origin and destination, educational institutions at origin <p>11.</p> <ul style="list-style-type: none"> • “PALIM” pilot project: budget of 1,5 Mo€: 95% funded via ICMPD-EU (via Mobility Partnerships Facility) and 5% via Enabel-Belgium. • “THAMM-Enabel” project: budget of 5 Mo€: 100% funded via EUTF implemented by Enabel-Belgium • “PEM” pilot project: budget 2,5Mo€: 95% funded via ICMPD-EU (via Mobility Partnerships Facility) and 5% via the Federal Public Service-Home Affairs (Belgium) implemented by Enabel-Belgium. • “MATCH”: EU – 2 million EUR: 80% funded via the AMIF funds and 20% via partner organizations (both private and public). • “Tunisia project”: EUR 350.000 (Belgium) <p>12.</p> <ul style="list-style-type: none"> • 2 Labour mobility partnerships, implemented by Enabel-Belgium (PALIM – THAMM), target permanent mobility (starting with a minimum of 6 months employment contract in Belgium) within the Single Permit legal framework (notably in place in Flanders Region since 01/2019). • 1 entrepreneurial mobility partnership targets temporary migration scheme operationalised using the business visa directly delivered by the Federal level (Federal Public Service-Home Affairs), implemented by Enabel-Belgium. • MATCH, implemented by IOM: circular and temporary migration (skilled professionals from Senegal and Nigeria will be recruited to work for a period of minimum 9 months and maximum 2 years in a
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			<ul style="list-style-type: none"> company in one of the 4 participating MS) • Tunisia project: circular and temporary migration (31 young Tunisian talents got the opportunity to enroll in internships (6 months) in Belgian companies. After their internship they agreed to relocate back to Tunisia. Fast track visa procedures were put in place for the project, but the criteria were the same as the normal procedure. Negotiations are currently running to give the possibility to a new group of youngsters to come to Belgium to enroll in internships). <p>13. 2 labour mobility schemes (PALIM and THAMM) test the Global Skills Partnership approach, a concerted, balanced and development-based approach. The trained beneficiaries are unemployed talents selected in the countries of origin, the trainings are given in the countries of origin (following standards of the countries of origin and destination), and only a minority of talents are supported to international mobility, the majority being integrated within the national labour market. A capacity building component is also integrated between public employment services of the countries concerned. The choice of sectors/occupations and the main elements are decided in a close partnership with private and public actors at origin and destination, coordinated by Enabel, the Belgian development agency. This ensures an optimal anchorage in terms of development. Furthermore, the EM is essentially a development-oriented approach which is based on the bilateral cooperation programme developed between Senegal and Belgium which aims at supporting the development of the private sector in Senegal. The EM with its mobility component is a complementary offer for services linked to this macro-framework of support given to national and local enterprises and business support mechanisms in Senegal. The majority of public and private stakeholders involved at both ends are part of this broad cooperation framework.</p> <p>The MATCH project offers training for highly qualified talents in countries of destination, as well as pre- and post-departure support for individuals involved in the project. The trained talents are included in trainings during their job placement. They will develop their technical competences, but also their soft skills. Pre-departure orientation trainings are conducted in order to ease the soft landing in the destination countries. Post-arrival measures of assistance are designed jointly with the employers.</p> <p>A capacity-building component is taking place between Belgian, Italian, Luxembourgish and Dutch project partners and their African counterparts with the aim of fostering exchange and knowledge transfers between stakeholders in the participating EU Member States and their counterparts in Senegal and Nigeria. The development of the capacity building scheme has been based on a detailed needs assessment and mapping of stakeholders in Nigeria and Senegal.</p>
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			<p>Beneficiaries of the capacity building scheme include stakeholders from the private sector (employer organisations, sector federations and tech hubs) as well as stakeholders from the public sector (Ministries, Employment Agencies). The objective of this capacity building scheme is a) to provide them a better understanding of their labour markets to selected stakeholders from the public sector, b) better match labour supply with demand, and c) explore labour opportunities for their domestic nationals. Activities directed at the private sector aim at a) fostering peer-to-peer exchange between EU and African companies; b) setting up mobility schemes that benefit companies on the African and the EU side and c) further developing the international recruitment strategies of companies.</p> <p>In the Tunisia project IOM Belgium organized a one-day training session on soft skills was a response to the monitoring results received from the companies (see section V), indicating soft skills as an overall weakness of the interns.</p> <p>14. As mentioned above, the 2 labour mobility schemes (PALIM and THAMM) are based on trainings given in the countries of origin, based on the standards at origin and destination. The goal is that all the talents can find a position in their country and abroad.</p> <p>The EM is based on the principle that support in the form of incubation or acceleration is given at both ends by support mechanisms (in Senegal and Belgium) which are connected and have jointly made a development plan for the entrepreneurs/enterprises who are selected for the mobility to Belgium. Training, support and preparation are offered pre and post mobility.</p> <p>MATCH: As mentioned above, the MATCH project includes a training component for sector federations, employers organisations and tech hubs. In order to achieve its core objectives, the capacity building scheme relies on the expertise and resources of the project partners. It also involves other partner organisations, and in particular experts from the diaspora.</p> <p>15. PALIM and THAMM: Integration is an important part of the training given in the country of origin. Two sessions are planned: the first, more general session, is held for all talents (those who will stay in their country and those who will leave) and a second one more specialised session is held as soon as the talents are selected by an employer in Belgium. Integration courses are also included for all the talents arriving in Belgium. Brain drain is not a relevant notion for the Global Skills Partnership approach, as the aim is rather to develop a pool of competencies based on unemployed talents, which is able to respond to the national and international labour markets needs.</p>
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			<p>PEM project will start in September 2021, but it focuses on temporary entrepreneurial mobility and does not encompass recruitment processes.</p> <p>As mentioned above, support to integration is an important objective of the MATCH-project. For every <u>recruited talent</u>, MATCH provides a pre-departure orientation (PDO) session. These sessions are carried out by IOM in Nigeria and Senegal and provide the Talents with useful information on their destination country (the local culture, including working culture, the administrative structure of the country) and on what they need to do upon arrival (registration at the commune, communication of arrival to their embassy, etc.). A specific PDO session has also been prepared for Talents who will mainly work remotely. Along with the PDO session, MATCH also trains talents on inter-cultural skills and soft skills. The training focuses on elements such as (but not limited to) communication, time management, teamwork, problem solving. This training helps facilitate the integration of the talents not only in their new company, but also in a different cultural context.</p> <p>Further, support is also provided to companies in order to help <u>future employers</u> to better manage diversity and to sustain a positive workplace culture in the workplace. Through collective trainings and individual coaching, MATCH provides support in developing and/or operationalising diversity strategies to help companies improve the retention rate of foreign talents and to help HR managers to acquire inter-cultural competence.</p> <p>The promotion of <u>ethical recruitment standards</u> (IRIS) and non-discrimination are also a key component of the MATCH-project. Through its observatory status in the pre-selection process, IOM ensures that all principles of the International Recruitment Integrity System (IRIS) are fully complied with. The specialized HR/recruitment agency operating in Nigeria and Senegal to pre-select suitable candidates fully adheres to ethical recruitment principles. IOM ensures that employment contracts fully comply with local legislation and monitoring surveys will be run regularly throughout the project in order to make sure that employment conditions are fair and non-discriminatory.</p> <p>Within the Tunisia project, the recruited youngsters agreed to return to their country of origin upon completion of the 6-month traineeship, in order to avoid brain drain and to allow them to use their newly learnt skills in their country of origin.</p> <p>16. Due to the Covid-19 pandemic, the international mobility component was not achieved within PALIM pilot project. This component was transferred to THAMM-Enabel project. Besides this aspect, strong cooperation and trust were established within all partners in the countries of origin and destination. THAMM-Enabel is the scaling-up project of PALIM.</p> <p>PEM project will start in September 2021.</p>
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			<p>MATCH: The project will run until December 2022. To date, the recruitment targets have been partially met with 54 recruitments launched (out of 105), and 2 recruitments were fully completed. Strong cooperation and trust have been established with stakeholders in the countries of origin and destination. Capacity building activities run by VDAB aim at developing long term labour mobility partnerships with Nigeria and Senegal.</p> <p>Tunisia project: the project has been successful in providing internship positions to 31 interns. A total of 12 Belgian companies were involved, of which 4 are opening an office in Tunisia (most of them hiring the interns they had worked with on top of other locally recruited staff). Negotiations are currently on-going to allow a new group of youngsters to participate in this project. Furthermore, the project serves as a basis for developing a new project between Belgium and Georgia, which is still at its very initial phase.</p> <p>17.</p> <p>The PALIM pilot project was implemented until April 2021. PALIM has been evaluated (final report is available in French and English). The project highly suffered from the Covid-19 pandemic, with the main consequence that <u>international mobility was not achieved within PALIM but was transferred to THAMM project</u>. Meanwhile, many talents could find an employment in their country of origin (following the Global Skills Partnership approach). PALIM was based on partnerships with public employment services and with employers/sectoral federations (from all countries concerned). Within the THAMM project, the partnership with the employers will be strengthened from the beginning, notably to ensure international recruitment in the complicated Covid-19 pandemic context.</p> <p>EU Commissioner Mrs Ylva Johansson (Home Affairs and Migration) visited PALIM and THAMM projects in Morocco (December 2020, see video reportage). Her conclusion was “This is the future.”</p> <p>PEM project will start in September 2021.</p> <p>18. Enabel uses the Global Skills Partnership-approach, developed by the Center for Global Development. It uses a migration model that ensures mobility to contribute to development for all. Both countries of origin and destination (who collaborate as equal partners) get new workers, with needed skills, to help businesses grow and thrive.</p> <p>The country of destination agrees to provide technology and finance to train potential migrants with targeted skills in the country of origin, prior to migration, and gets migrants with precisely the skills they need to integrate and contribute best upon arrival. The country of origin agrees to provide that training and gets support for the training of non-migrants too – increasing rather than draining human capital.</p>
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			<p>The defining feature of the Global Skill Partnership is the “dual track” model where at the start, or during the training, the trainees can pick which track they want to go down: a “home” track for non-migrants, and an “away” track for migrants. Those who choose to stay are plugged back into the local labour market, with increased skills and earning potential. Those who choose to move also have increased skills and earning potential, and the ability to migrate legally and safely.</p> <p>IOM promotes the Skills Mobility Partnership model. Skills Mobility Partnerships (SMPs) are typically bilateral or multilateral agreements concluded between States. Although they may vary in form, modality and level of stakeholder involvement, they all place skills development at the heart of their efforts. As transforming labour markets, shifting workforce demographics and the growing mobility of workers urge new skills and labour requirements, more than ever, there is a need for a global approach to skilled migration. Based on the UN's institutional frameworks and guided by the principle of migrants' well-being, the SMPs offer innovative tools that are centred around the workers' formation and development, with a special emphasis put on multi-stakeholders consultation.</p> <p>The MATCH project has been adapted to deal with the consequences of the covid-19 pandemic. Talents and companies have the possibility to cooperate remotely thanks to distance working arrangements, allowing additional flexibility in a successful conclusion of the traineeship.</p> <p>19. <i>See answer to Q20.</i></p> <p>20. <u>Enhancing Tunisian youth employability through vocational apprenticeships and professional internships in Belgian companies</u></p> <ul style="list-style-type: none">- Location: Tunisia and Belgium <p>Choice of Tunisia based on stable situation of the country, language skills (French, Arabic) surplus of qualified professionals, quality of training and within the framework of migration dialogue (resulting in conclusion of MoU in 2018).</p> <ul style="list-style-type: none">- Funded by: Belgium- Implemented by: IOM <p>- Partners: Governments of Tunisia and Belgium, universities, academic institutions and private sectors in both countries</p> <ul style="list-style-type: none">- Beneficiaries: young graduates from sectors such as biotechnology and ICT- Budget: 350,000 euros, 100% paid by Belgium
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			<ul style="list-style-type: none"> - Duration: 18 months: March 2018 - August 2019 - Goal: to support the Tunisian government's efforts to reduce the high unemployment rate among Tunisian youth <ul style="list-style-type: none"> - Specifics: - To give 30 or so Tunisian young graduates the opportunity to gain experience in Belgium as unpaid interns for a period of 6 months before returning to Tunisia for employment linked to the work experience gained in Belgium - Result: 31 beneficiaries selected (21 employed in Tunisia, 2 resumed their studies, 3 are employed in an EU country and 3 are still looking for work) - Positively received (certainly by IOM), but not yet extended for the time being. Other point of view was that it was "expensive" for limited improvement in cooperation on return. <ul style="list-style-type: none"> - Location: Morocco and Belgium <p><u>PALIM (Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models)</u> The choice for Morocco is based on the stable situation of the country, language skills, surplus of qualified professionals, quality of training, partner country of DGD, among other things.</p> <ul style="list-style-type: none"> - Funded by: EU through Mobility Partnership Facility, managed by ICMPD - Implemented by: Enabel - Partners: Flemish and Moroccan employment mediators (VDAB and ANAPEC), the Flemish employers' organisations VOKA and Agoria, their Moroccan counterparts CGEM and APEBI, Fedasil and the Flemish Integration and Civic Integration Agency. <ul style="list-style-type: none"> - Beneficiaries: young graduates, mainly in ICT, technology and digitalisation projects. - Budget: 1.5 million - Duration: months, 1/3/2019 - 31/8/2020 extended until the end of March 2021 - Goal: development of the IT sector in Morocco and the lack of well-trained IT professionals in Flanders - Specifics: - Original objective: 60 Moroccan graduates receive additional training in Morocco to increase their chances on the labour market. Around 30 of them would then be guided to find a job in Morocco and the other half to work in Flanders. - In the end, 120 Moroccan graduates were selected (18% women), i.e. twice as many as planned, to provide
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			<p>training (skills, language, ICT).</p> <ul style="list-style-type: none">- The pandemic complicated the achievement of the objectives; the PALIM mobility component could ultimately only take place in December 2020 (for the time being, only very limited to persons with a contract in Belgium). For those who would normally be employed in Flanders, the search for permanent jobs in Morocco was successful.- Moroccan employment agency ANAPEC is being coached to improve its services in its own country, as Morocco expects a high demand for IT specialists.- The model brings together a wide range of actors and can later be repeated in other sectors of the labour market and with other countries.<ul style="list-style-type: none">- December '20 EU COM Johansson visited the project and was very enthusiastic. <p><u>THAMM (Enabel) Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa</u></p> <p>(THAMM Enabel is a subcomponent of the larger THAMM project which, in addition to Morocco and Tunisia, also focuses on Egypt and Germany, initially a German project)</p> <ul style="list-style-type: none">- Location: Morocco, Tunisia and Belgium <p>Enabel focuses on Morocco as a partner country and as an important country of origin of migration to Belgium and Tunisia with which longstanding cooperation ties exist.</p> <ul style="list-style-type: none">- Funded by: EU Emergency Trust Fund for Africa, co-financed by Germany- Implemented by: IOM, ILO, GIZ (DE), Enabel (since 1/9/2020) and OFFI (FR); the project manager is based in Tunis<ul style="list-style-type: none">- Partners: EU delegations, Immigration Office, Fedasil, employers' organisations, employment agencies- Beneficiaries: Talents in Tunisia and Morocco; companies in Tunisia, Morocco and Belgium; employment and vocational training agencies in Tunisia, Morocco and Belgium; private and public actors and partners in Tunisia, Morocco and Belgium.<ul style="list-style-type: none">- Budget: THAMM Enabel: 5 million euros- Duration: THAMM Enabel: 36 months, 01/09/2020 - 30/08/2023- Objective:<ul style="list-style-type: none">- To create or improve mobility plans that focus on skills partnership, the concept tested under PALIM;- Dialogue and cooperation between mobility and employment actors improved.- Specific (for BE part - by analogy with PALIM approach):
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			<ul style="list-style-type: none"> - Training of 350 young people in Morocco and Tunisia of which one fourth would get the opportunity to work in Belgium - The selection will not only look for highly qualified profiles but will also invest in additional training on the spot. To this end, we work together with local training institutes. - The person who has been able to enjoy a work experience in Belgium will be guided towards permanent employment after his/her return <ul style="list-style-type: none"> - IOM and ILO mainly tackle the recognition of diplomas and expertise. <p style="text-align: center;"><u>MATCH (Migration of African Talents through Capacity building and Hiring)</u></p> <ul style="list-style-type: none"> - Location: Nigeria and Senegal, Belgium, Italy, Luxembourg and the Netherlands <p>Choice of Nigeria and Senegal based on, among other things, stable situation of the country, language skills, surplus of qualified professionals, quality of training.</p> <ul style="list-style-type: none"> - Funded by: EU (Asylum and Migration Fund) - Implemented by: IOM - Partners: EUROCHAMBRES (regional), Agoria (BE), VDAB (BE) and VOKA (BE), Unioncamere Piemonte (IT), IMS (LU) and NABC (NL). - Beneficiaries: highly qualified young graduates, mainly in ICT, technology and digitalisation projects. - Budget: 2 million euro - Duration: 36 months, beginning 2020 - end 2022 - Goal: strengthen skills of migrant workers, address labour shortages in the EU - Specific target group: <ul style="list-style-type: none"> - 105 highly skilled professionals from Senegal and Nigeria will be recruited to work for a period of a job placement in a company in Belgium, Netherlands, Luxembourg or Italy. - By joining MATCH, companies from the Benelux countries and Italy will be supported in attracting and recruiting African talents from Senegal and Nigeria. Besides the facilitating the mobility of talents, MATCH will also carry out additional activities, such as skills development, capacity building and knowledge sharing between the participating EU and African countries. <p><u>"PEM" ("Pilot Project for Entrepreneurial Mobility")</u></p> <p>Location: Senegal</p>
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			<p>Funded by: ICMPD-EU (via Mobility Partnerships Facility) and Federal Public Service-Home Affairs (Belgium) Implemented by: Enabel, the Belgian Development Agency Partners: Ministry of Economics and Development Cooperation in Senegal, Delegation for the Rapid Entrepreneurship (DER) for youth and women in Senegal, business development mechanisms in Senegal and Belgium, Regional Economic Agencies in Belgium. Beneficiaries: Small, micro and nano entrepreneurs from Senegal, who are supported by business incubators in their country, <u>establish links with business support mechanisms and enterprises in Belgium who are interested in internationalising their businesses in Senegal</u>. This win-win approach includes a mobility component which is operationalised through the use of the business visa for the widely neglected category of individuals of micro and nano Senegalese entrepreneurs. Budget: 2,5Mo€: 95% funded via ICMPD-EU (via Mobility Partnerships Facility) and 5% via the Federal Public Service-Home Affairs (Belgium). Duration: 2021-2024 Objective Entrepreneurial Mobility is concerned, the strategic line is to allow the use of an existing visa scheme (visa d'affaires) to categories of entrepreneurs, including women entrepreneurs, who are often denied the access to EU on the basis of their small-scale business capacity, in order to (i) enhance the possibilities to access the Belgian territories for talented (nano, micro, and small) entrepreneurs who are willing to incubate/accelerate/internationalise their businesses ; (ii) to open doors for Belgian companies who are interested in investing in Senegal and need a partner / trusted contact to do so; (iii) to establish / strengthen the links between business support mechanisms between the two countries so to align the offer and the provision of services available for companies from both countries (at both ends).</p> <p>21. <i>See previous answers.</i></p> <p>22. <i>See previous answers.</i> https://diplomatie.belgium.be/en/policy/development_cooperation/where_we_work/partner_countries https://gsp.cgdev.org/ https://open.enabel.be/en/MAR/2337/p/projet-pilote-rpondant-aux-pnuries-de-main-d-oeuvre-grce--des-modles-innovants-de-mobilit.html https://open.enabel.be/en/MAR/2460/p/pour-une-approche-globale-de-la-gouvernance-des-migrations-et-de-la-mobilit-de-main-d-oeuvre-en-afrique-du-nord.html open.enabel.be/fr/SEN/2481/p/pilot-project-for-entrepreneurial-mobility-projet-pilote-pour-la-mobilit-des-</p>
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			<p>entrepreneur-e-s.html belgium.iom.int/match eea.iom.int/publications/skills-mobility-partnerships-towards-global-approach-skills-development-and-labour www.agoria.be/WWW.wsc/rep/prg/ ApplContent?ENewsID=130989&LangID=1 www.agoria.be/nl/Be-The-Change-waar-staan-we-eeen-jaar-later www.voka.be/nieuws/we-moeten-veel-meer-inzetten-op-actieve-arbeidsmigratie www.vlaamsparlement.be/plenaire-vergaderingen/1294365#volledige-agenda youtu.be/LaRqulLQ9Lc</p>
	EMN NCP Bulgaria	Yes	<p>1. Yes. Since 2017, Bulgaria started a dynamic process for negotiating and concluding bilateral agreements on labour migration regulation (BALMR) with specific third countries. This process represents a significant part of the national labour migration policy.</p> <p>2. Yes. The National Strategy for Migration (2021-2025) defines as target countries these that are participating in the Mobility Partnership with EU (especially from the Eastern Partnership), Western Balkans and the countries from the Ex-USSR in Central Asia, as well as Mongolia. Since 2018, Bulgaria signed BALMR with Armenia, Moldova and Georgia. Negotiations for concluding such agreements with Ukraine and the Republic of Belarus are in the initial phase. There is a mandate for starting negotiations with Albania, Azerbaijan, Kyrgyzstan, Turkmenistan and Uzbekistan.</p> <p>3. No. The agreements for labour migration regulation do not contain any provisions concerning specific sectors/occupations/skills/qualifications etc.</p> <p>4. The aim to stimulate the negotiation process with these third countries is to address the needs of labour force for Bulgarian economy.</p> <p>5. All issues concerning the regulation of access of third country nationals to the national labour market are discussed within the National Council on Labour Migration and Labour Mobility (NCLMLM). In NCLMLM are</p>

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			<p>represented all national organisations of employers and employees, the competent national institutions, IOs and NGOs etc.</p> <p>6. (7):</p> <ul style="list-style-type: none">- The Agreement between the Republic of Bulgaria and the Republic of Armenia on regulation of Labour Migration – signed in 12.02.2018 in Yerevan.- The Agreement between the Government of the Republic of Bulgaria and the Government of the Republic of Moldova on Regulation of Labour Migration – signed in 18.06.2018 in Sofia.- The Agreement between the Government of the Republic of Bulgaria and the Government of Georgia on Regulation of Labour Migration – signed in 30.09.2019 in Tbilisi. <p>7. There are concluded three BALMR.</p> <p>8. Republic of Armenia Georgia Republic of Moldova</p> <p>9. There are no specific sectors/occupations/skills/qualifications concerned.</p> <p>10. The Competent institutions as well as the citizens of the third countries concerned.</p> <p>11. There is no specific funding amount provided. It's part of the budges of the Ministry of Labour and Social Policy.</p> <p>12. The nature of the migration envisaged in the BALMR is temporary (the access to the Bulgarian labour market is allowed for 1 year and for seasonal work - 9 months). These agreements provide for access to the labour market for third country nationals without work permit and only with registration of their employment. These BALMR also guarantee circularity of employment after the return of the workers.</p> <p>13. There are no such provisions in the BALMR.</p>
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			<p>14. There are no such provisions in the BALMR.</p> <p>15. All BALMR contain provisions that guarantee for the third country nationals:</p> <ul style="list-style-type: none">- fair recruitment procedures and equal labour rights and obligations as applicable for the local workers;- they shall enjoy equal protection at the workplace according to the national legislation of the receiving Party;- the same legal protection in respect of personal and property rights as applicable for the local citizens according to the national legislation of the receiving Party. <p>16. These BALMR are very well accepted by the Bulgarian national representative organizations of employers so it could be concluded that the main objective is achieved. Further partner countries are planned as shown above.</p> <p>17. No.</p> <p>18. No. most of the BALMR are still very new and we need time to find out which practices are good.</p> <p>19. - The Agreement between the Republic of Bulgaria and the Republic of Armenia on regulation of Labour Migration.</p> <ul style="list-style-type: none">- The Agreement between the Government of the Republic of Bulgaria and the Government of the Republic of Moldova on Regulation of Labour Migration.- The Agreement between the Government of the Republic of Bulgaria and the Government of Georgia on Regulation of Labour Migration. <p>20. The details about the BALMR could be found in the complete texts of these agreements.</p> <p>21. These BALMR are very well accepted by the Bulgarian national representative organizations of employers.</p> <p>22. The texts of the BALMR could be found on:</p> <p>https://www.mlsp.government.bg/uploads/1/spogodba-mejdu-republika-bylgariq-i-republika-armeniq-za-regulirane-na-trudovata-migraciq.pdf</p>
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			https://www.mlsp.government.bg/uploads/39/dostp-do-pazara-na-truda/spogodba-tr-migr-gruzia.pdf https://www.mlsp.government.bg/uploads/1/spogodba-mejdu-pravitelstvoto-na-republika-bylgariq-i-pravitelstvoto-na-republika-moldova-za-regulir1.pdf
	EMN NCP Cyprus	Yes	<ol style="list-style-type: none"> 1. No 2. N/A 3. N/A 4. N/A 5. No 6. No 7. N/A 8. N/A 9. N/A 10. N/A 11. N/A 12. N/A

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			<p>13. N/A</p> <p>14. N/A</p> <p>15. N/A</p> <p>16. N/A</p> <p>17. N/A</p> <p>18. N/A</p> <p>19. N/A</p> <p>20. N/A</p> <p>21. N/A</p> <p>22. N/A</p>
	EMN NCP Czech Republic	Yes	<p>1. No. The Czech Republic does not have any Skills Mobility Partnerships according to the definition stated in the concept note. However, we do have some tools for managing legal migration. For instance, currently, there are four migration programmes that represent an effective tool for supporting migration of selected target groups of third-country nationals (highly skilled workers, researchers etc.), in whose entry into and residence in the territory of the CR the Czech state is interested.</p> <p>For more information about the migration programmes see the webpage of the Ministry of Industry and Trade of the Czech Republic (https://www.mpo.cz/en/foreign-trade/economic-migration/economic-migratio...).</p>

AD HOC QUERY ON 2021.44 AHQ for EMN inform on Skills mobility partnerships.

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			2.
			3.
			4.
			5. No.
			6. No.
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			11.
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			14.
			15.
			16.
			17.

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			<p>18.</p> <p>19.</p> <p>20.</p> <p>21.</p> <p>22.</p>
	EMN NCP Estonia	Yes	<p>1. No, although skills development activities and vocational training are part of many development projects in third countries and Estonia has different cooperation agreements in the field of education that include scholarships or trainings to third country nationals, there are no bilateral or multilateral agreements with third countries that would directly link skills development activities with labour migration.</p> <p>For instance, activities intended to facilitate labour mobility in the fields with skill shortages in Estonia (for instance, special regulation and simplifications in rules for startups and ICT workers) are not country-specific, but general and do not involve an explicit skills development component. While different measures supporting educational mobility are part of the general internationalisation of higher education, not linked to specific skills or countries, and skills development activities and educational projects in third countries are not in place with the intention to facilitate labour migration to Estonia.</p> <p>2. N/A</p> <p>3. N/A</p> <p>4. N/A</p> <p>5. There have been no public discussions regarding introducing bilateral or multilateral skills mobility</p>

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			<p>partnerships in Estonia that would link skills development with labour migration. Currently there are no impending plans to introduce such country-specific agreements, but to facilitate labour or educational mobility via general migration measures that would not entail skills development activities.</p> <p>6. No.</p> <p>7. N/A</p> <p>8. N/A</p> <p>9. N/A</p> <p>10. N/A</p> <p>11. N/A</p> <p>12. N/A</p> <p>13. N/A</p> <p>14. N/A</p> <p>15. N/A</p> <p>16. N/A</p> <p>17. N/A</p> <p>18. N/A</p> <p>19. N/A</p>
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			<p>20. N/A</p> <p>21. N/A</p> <p>22. N/A</p>
	<p>EMN NCP Finland</p>	<p>Yes</p>	<p>1. No. Please also see response to Q.5.</p> <p>2. N/a</p> <p>3. N/a</p> <p>4. N/a</p> <p>5. Yes, SMPs are currently under evaluation/scrutiny. Finland is aiming at increasing education and work-based immigration with both quantitative and qualitative goals. There are plans to add SMPs to the range of means supporting this target-setting.</p> <p>6. No</p> <p>7. N/a</p> <p>8. N/a</p> <p>9. N/a</p> <p>10. N/a</p>

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			<p>11. N/a</p> <p>12. N/a</p> <p>13. N/a</p> <p>14. N/a</p> <p>15. N/a</p> <p>16. N/a</p> <p>17. N/a</p> <p>18. N/a</p> <p>19. N/a</p> <p>20. N/a</p> <p>21. N/a</p> <p>22. N/a</p>
	EMN NCP France	Yes	<p>1. Yes, agreements on economic migration have been signed with several third countries. These agreements are subject to specific negotiations, adapted to the needs of the two signatory countries and the migration profile of the partner country.</p> <p>- 7 bilateral agreements for the concerted management of migration flows</p>

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			<p>The objective of the agreements on the concerted management of migration flows is to ensure effective management of migration flows and to promote solidarity-based development. These agreements are generally based on three distinct and complementary components: the organization of legal migration, the fight against irregular immigration, and solidarity-based development.</p> <ul style="list-style-type: none">- Agreement with Senegal signed on September 23, 2006 and completed by an amendment on February 25, 2008.- Agreement with Gabon signed on July 5, 2007.- Agreement with the Republic of Congo signed on October 25, 2007.- Agreement with Benin signed on November 28, 2007.- Agreement with Tunisia signed on April 28, 2008.- Agreement with Cape Verde signed on November 24, 2008.- Agreement with Burkina Faso signed on January 10, 2009. <p>- 11 agreements relating to the mobility of young people and professionals</p> <p>In addition, the Young Professionals program (dispositif jeunes professionnels, https://www.ofii.fr/procedure/recruter-un-travailleur-etranger/), is managed by the French Office of Immigration and Integration (OFII). This program allows young people who are already involved in active working life to gain professional experience in France for a maximum of 18 months (with the exception of Canada, Russia, Montenegro and Bosnia-Herzegovina, for which the maximum duration is 12 months renewable once).</p> <ul style="list-style-type: none">- Agreement with New Zealand signed on August 10, 1983.- Agreement with Argentina signed on 26 September 1995.- Agreement with Morocco signed on 24 May 2001.- Agreement with Senegal signed on June 20, 2001.- Agreement with Tunisia signed on December 4, 2003.- Agreement with Montenegro signed on 1 December 2009.- Agreement with Serbia signed on December 2, 2009.- Agreement with Gabon signed on February 24, 2010.
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			<ul style="list-style-type: none">- Agreement with Canada signed on March 14, 2013.- Agreement with Bosnia and Herzegovina signed on July 3, 2014.- Agreement with the United States entered into force on March 17, 2017. <p>Six more general international agreements also include provisions relating to this public:</p> <ul style="list-style-type: none">- Agreement with the Republic of Congo signed on October 25, 2007.- Agreement with Benin signed on November 28, 2007.- Agreement with Mauritius signed on September 23, 2008.- Agreement with Cape Verde signed on November 24, 2008.- Agreement with Russia signed on November 27, 2009.- Agreement with Georgia signed on November 12, 2013. <p>- 3 agreements relating solely to economic migration</p> <p>Three agreements dedicated to economic migration, residence, circular migration and mobility are currently in force.</p> <ul style="list-style-type: none">- Agreement with Mauritius signed on September 23, 2008.- Agreement with Russia on November 27, 2009.- Agreement with Georgia signed on November 12, 2013. <p>Unlike the agreements on the concerted management of migration flows, these bilateral agreements do not include stipulations on both the fight against irregular immigration and solidarity development.</p> <p>2. See Q1 and the list of bilateral agreements concluded by France. The nationalities and professional sectors targeted by partnerships for the job mobility of third-country nationals are determined by several bilateral arrangements and agreements. These agreements provide for specific terms and conditions, specific to each country, to promote the job mobility of foreign nationals from countries that have signed an agreement with France.</p>
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			<p>3. The authorized periods of employment vary by country and agreement, as do the annual quotas and targeted employment sectors. Some bilateral agreements include lists of shortage occupations that differ from the list provided for under ordinary law (list annexed to the Order of April 1, 2021 on the issuance, without opposition to the employment situation, of work permits to foreign nationals who are not nationals of a Member State of the European Union, of another State party to the European Economic Area or of the Swiss Confederation) This is the case for the agreements concluded with: Benin (16 occupations listed in the agreement), Burkina Faso (64 occupations listed in the annex to the agreement), the Republic of Congo (Brazzaville) (15 occupations listed in the agreement), Gabon (9 occupations listed in the annex to the agreement), Georgia (50 occupations listed in the annex to the agreement), Mauritius (61 occupations listed in the annex to the agreement), Senegal (108 occupations listed), and Tunisia (77 occupations listed in the annex to the agreement).</p> <p>The lists established by the bilateral agreements were defined on the basis of the shortage occupations list for nationals of the new EU Member States subject to a transitional period and taking into account the specificities of each country. The lists mentioned in the bilateral agreements take into account occupations among those identified as being subject to restrictions on the free movement of employees, as well as occupations where recruitment difficulties have arisen (due to part-time work, difficult work organization, geographical distance) and occupations selected at the express request of the partners in relation to the level of shortage and the needs.</p> <p>4. These bilateral agreements promote the job mobility of foreign nationals. France has concluded agreements with third countries in order to carry out, within the framework of a partnership, a coherent management of migratory flows adapted to the needs of the two signatory countries and to the profile of the partner country, and to allow foreign nationals to return to their country of origin in order to benefit from their experience acquired in France.</p> <p>For example, some twelve bilateral agreements offer third-country nationals the opportunity to work in France after completing their studies. These agreements allow young graduates (with a degree at least equivalent to a master's or professional license, depending on the country) to seek and hold a job in France that is related to their training and whose salary is above a threshold set by decree (set at 1.5 times the monthly minimum gross wage, namely approximately 2,200 euros gross per month).</p> <p>5. N/A</p>
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			<p>6. Since 2017, three additional agreements entered into force and one agreement has been signed in the context of partnerships to facilitate the job mobility of third countries nationals' young professionals or young graduates (7) other partnership category):</p> <ul style="list-style-type: none">• Agreement with Georgia on November 12, 2013 (entered into force on February 1, 2019); the bilateral agreement concluded between the two countries allows for the facilitation of admission to residence of students and young professionals who are nationals of both countries. Link (in French): https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000038821427• Agreement with Bosnia and Herzegovina on July 3, 2014 (entered into force on February 1, 2019); this bilateral agreement entered into force on February 1, 2019 and relates to youth mobility. The agreement facilitates the admission of students, trainees and young professionals from Bosnia and Herzegovina who wish to stay in France. Link (in French): https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000038431154• Agreement with the United States entered into force on March 17, 2017); a protocol was signed between France and the USA on the exchange of young professionals on June 4, 1992, the implementation of which was specified by an agreement on young professionals of March 17, 2017.• Agreement with India of March 10, 2018 (awaiting ratification). This is a migration and mobility partnership agreement with India. The conclusion of this agreement reflects the desire of France and India to facilitate the mobility of students, academics and researchers, as well as professional immigration. The agreement, which is awaiting ratification, aims to encourage the mobility of skills and talents through the issuance of residence permits. <p>7. (7) Other: Partnerships and agreements to facilitate the employment of young professionals or graduates; this category of partnerships includes 17 bilateral agreements. See Q1.</p>
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			<p>8. The "young professional" program is implemented within the framework of bilateral agreements concluded by France with 17 signatory countries, in the context of 11 specific agreements dedicated to the mobility of young people and professionals and 6 more general international agreements containing stipulations relating to this public (see Q.1).</p> <p>Concerning the admission to residence of young graduates, 12 bilateral agreements are currently in force with Benin, Burkina Faso, the Republic of Mauritius, Tunisia, Cape Verde, the Republic of Congo (Brazzaville), Gabon, India, Montenegro, Serbia, Georgia and Bosnia-Herzegovina.</p> <p>9. See Q.3.</p> <p>The lists of occupations and/or fields covered by the agreement are in some cases specified in an annex to the agreement. For example, the bilateral agreement with Georgia that entered into force in 2019 establishes in the annex a list of 50 occupations open to Georgian nationals in the following fields: Construction and public works, hotel, restaurant and food, mechanical metal work, electricity and electronics, maintenance, logistics transport and tourism, process industries, flexible materials, wood, graphic industries, management and business administration, IT, banking and insurance, trade.</p> <p>10. On the French side, the government authority responsible for implementing these agreements is the Ministry of the Interior. In France, the "young professional" program is managed by the OFII. The stakeholders and actors responsible for implementing the agreement are specified in the bilateral agreement between the two countries. For example, the agreement signed with the United States on March 17, 2017, involves the French-American Chamber of Commerce (FACC) on the U.S. side and OFII on the French side.</p> <p>11. N/A.</p> <p>12. The agreements are based on the concept of circular and temporary migration. The agreements on the Young Professionals Program precise that the two states parties are "committed to making every effort to encourage temporary professional migration based on mobility and the encouragement of a return of skills [to the country of origin]. The program thus helps to improve the career prospects of beneficiaries when they return to their country of origin.</p>
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			<p>13. No information available.</p> <p>14. Not to our knowledge.</p> <p>15. In terms of equal treatment and fair working conditions in the country of destination, these agreements on job mobility stipulate that "young professionals shall enjoy equal treatment with nationals of the host State in accordance with the legislation of the host State and international treaties in all matters relating to the application of laws, regulations and practices governing working relations and conditions, social protection, health, hygiene and safety at work. They shall receive from their employer wages at least equivalent to those paid to nationals of the host State working under the same conditions".</p> <p>16. The agreements implemented have covered very limited numbers of beneficiaries and have not achieved the objectives set in terms of attractiveness. At the moment, there are no plans to extend or strengthen these agreements.</p> <p>17. Bilateral agreements on job mobility provide for the establishment of a "monitoring committee" for the application of the agreement, composed of representatives of the administrations of both parties. This committee meets once a year and is intended to: evaluate the results of the provisions mentioned in the agreement, observe the flows of beneficiaries of the agreement between the two States, and make any useful proposals to improve its impact.</p> <p>18. As mentioned in Q.16, the agreements implemented have covered very limited numbers of beneficiaries and have not achieved the objectives set in terms of attractiveness, thus, we do not have any good-practice partnership to share.</p> <p>19. N/A</p> <p>20. N/A</p> <p>21. N/A</p> <p>22. https://www.ofii.fr/procedure/recruter-un-travailleur-etranger/</p>
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			<p><u>(En français)</u></p> <p>https://www.immigration.interieur.gouv.fr/Europe-et-International/Les-accords-bilateraux/Les-accords-bilateraux-relatifs-a-la-mobilite-professionnelle</p> <p><u>(En français)</u></p>
	EMN NCP Germany	Yes	<p>1. Yes. The current German Immigration law gives the German Federal Employment Agency (Bundesagentur für Arbeit – BA) the possibility to conclude bilateral placement agreements for specific occupations with partner authorities in third countries. These placement agreements open a specific access option to Germany, which allows the entire recognition and qualification procedure to be completed in Germany while already working in the respective occupational field as an assistant. In these placement agreements the selection and placement are determined together with the partner authority, which usually is involved in all processes. In addition, the German Federal Employment Office carries out various projects and partnerships in third countries for different occupations. These projects are mainly in line with the SMP definition and are carried out under special project agreements.</p> <p>There are for example the „Triple-Win“ programmes, a cooperation between the German Federal Employment Agency and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, to recruit and train nursing staff from various countries and the „Hand in Hand for International Talents“-project with Brazil, India and Vietnam to increase the work force in numerous sectors outside the health sector. Germany also takes part in the EU co-funded THAMM programme (“Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa”). GIZ is commissioned by the Federal Ministry for Economic Cooperation and Development (BMZ) with the implementation of THAMM with Tunisia, Egypt and Morocco. The focus of the THAMM project is to increase the capacity of national partners for the active and sustainable management of fair, secure and regular labour migration by establishing networks between national partners with actors in charge of labour migration in Germany. Furthermore, THAMM pilots mobility pathways of trainees and qualified personnel to Germany while pursuing a triple win approach and preventing “brain drain” in partner countries. In addition, German Federal Employment Agency also recruits young people in El Salvador and Vietnam</p>

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			<p>(together with GIZ) undergoing a full vocational training and receiving a professional degree in nursing. Furthermore, GIZ (in cooperation with the German Federal Employment Agency, amongst others) implements the pilot project “Global Skills Partnerships Nursing” (GSP), commissioned by the German Federal Ministry of Health and the Bertelsmann Foundation. One focus of this project is to shorten recognition processes in Germany by establishing relevant training content in partner countries and to foster knowledge exchange between partner institutions.</p> <p>Commissioned by the German Federal Ministry for Economic Cooperation and Development, GIZ is also piloting new models for skills partnerships. Within the Programme on “Partnership Approaches for Development-oriented Vocational Training and Labor Migration (PAM)” specific mobility models between Germany and selected partner countries are developed and will be tested together with partners. They will be characterized by the development of strong partnerships between stakeholders from the public, private sector and civil society. The programme pursues a triple win-approach: Countries of origin can profit from a knowledge and technology transfer as well as additional qualified workers. Young people in partner countries benefit from an upgraded qualification that increases opportunities for employment on the local labour market as well as in Germany. Employers in Germany profit from suitably qualified and prepared skilled workers.</p> <p>The German Federal Ministry for Economic Cooperation and Development also commissioned GIZ with the implementation of a Skills Partnership for Mobility in Kosovo between 2016 and 2020. In cooperation with the Employment Agency of the Republic of Kosovo (EARK), the programme created job prospects in the construction sector for young people in Kosovo while opening up employment opportunities for them on the German labour market.</p> <p>2. Yes. The German Federal Employment Agency has conducted an analysis to identify potential partner countries in the field of skilled labour migration in different regions of the world. These include currently:</p> <ul style="list-style-type: none">• MENA: Jordan, Egypt, Tunisia and Morocco.• Latin America: Brazil, Mexico and Colombia, El Salvador (trainees), in progress: Ecuador• Asia: India, Indonesia, Vietnam, Philippines• Western Balkans: Bosnia and Herzegovina <p>The German Federal Employment Agency does not yet have partnerships in all of these countries but aims to develop them.</p> <p>The PAM pilot project commissioned by the German Federal Ministry for Economic Cooperation and</p>
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			<p>Development is implementing Skills Partnerships with Ecuador, Nigeria, Vietnam, Kosovo.</p> <p>3. Yes. From our experience, in the field of labour migration only a cooperation that takes the labour demand side as much into account as the supply side can be successful. The German Federal Employment Agency's focus therefore considers shortages of skilled workers in Germany as well as other factors. An English version of the so called needs analysis for international recruitment can be found here: https://www.arbeitsagentur.de/bedarfsanalyse</p> <p>Under the THAMM project, sectors are selected based on labour market analysis in both Germany and the partner countries. The interest of partner countries in certain sectors as well as the potential of the national labour market are decisive. The latter includes e.g. number of graduates in a sector, occupation opportunities/lack of opportunities for employment, opportunities for an employment upon return etc.</p> <p>The PAM pilot project is currently targeting occupations and qualifications in the Information Technology, Education, Mechanical Engineering, Electrical and mechanical Engineering, Construction and Plant Engineering sectors. These are considered not only with regard to the demand and supply of the labour markets in Germany and in partner countries, but also in terms of further defined criteria such as demographic development, unemployment rate, current and future labour market situation in Germany and in the countries of origin and the probability of recognition in Germany.</p> <p>4. Germany faces tremendous demographic changes in the next years. The potential labour force will fall by 1,8 Million persons by 2030. In order to secure the skilled labour base, the German Federal Employment Agency follows various paths: On the one hand, domestic potentials are to be raised, on the other hand, more skilled workers are intended to immigrate from Europe as well as from third countries.</p> <p>Next to that, the German Federal Employment Agency follows international standards on fair recruitment and sees herself as an important stakeholder in assuring fair conditions for international jobseekers coming to Germany. Collaboration with third countries through SMPs facilitates orientation to such standards as details of recruitment and placement are negotiated and monitored together with partners.</p> <p>The German Ministry for Economic Cooperation and Development aims at piloting partnerships with selected</p>
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			<p>countries to test scalable, sustainable and development-oriented models for vocational training and labour migration to Germany. Lessons learned, criteria and experiences from practical implementation for policy recommendations will be developed and shared with relevant actors and stakeholders in Germany and partner countries.</p> <p>5. N/A</p> <p>6. Yes in categories (4) and (6) as part of our labour migration with the German Federal Employment Agency.</p> <ul style="list-style-type: none">• THAMM: (1), (3), (4)• GSP project: (1), (3), (4), (5), (6)• PAM pilot project: (1), (3), (5), (6), (7) support to Multi-Actor-Partnership in countries of origin and with actors in Germany.• Skills Partnership for Mobility Kosovo: (1), (4), (6) <p>7. From 2017 to 2021 there have been concluded 4 project agreements and 2 placement agreements with regard to the definition of a SMP. In addition, the German Federal Employment Agency is an active partner in the THAMM project (see above). Germany's contribution to the THAMM project is included in bilateral negotiations between Germany and the three respective partner countries. GIZ concluded implementation agreements with the national implementing partners. THAMM is implemented by GIZ from 2019 until 2023.</p> <p>Further agreements are currently being negotiated (e.g. five more placement agreements prepared for conclusion in 2021/2022).</p> <p>Note: The German Federal Employment Agency already concluded different agreements under SMP-Schemes prior to 2017 that are still being implemented (e.g. for the Triple Win programme in the Philippines).</p> <p>The PAM pilot project is financed by the German Ministry for Economic Cooperation and Development and implemented by GIZ from 2019 to 2023 in cooperation with 4 selected partner countries.</p> <p>The Skills Partnership for Mobility in Kosovo was financed by the German Ministry for Economic Cooperation and Development and implemented by GIZ and partner institutions from 2016 to 2020.</p>
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			<p>GIZ (in cooperation with the German Federal Employment Agency, amongst others) implements the pilot project “Global Skills Partnerships Nursing” (GSP), commissioned by the German Federal Ministry of Health and Bertelsmann Foundation.</p> <p>8.</p> <ul style="list-style-type: none"> • Bosnia and Herzegowina • China • El Salvador • Tunisia • Philippines • Mexico • Indonesia • Vietnam • Morocco; Tunisia and Egypt in the THAMM project • Ecuador, Nigeria, Kosovo, Vietnam (PAM pilot project) • Kosovo (Skills Partnership for Mobility in Kosovo) <p>9. Skilled workers</p> <ul style="list-style-type: none"> • Focus of existing agreements: Registered nurses (skilled workers and apprentices) • In planning for the new agreements are various professions in the technical, IT and handicraft sector (e.g. Metal workers; Electronics technicians; gardeners) • THAMM project: e.g. electronic technicians, sanitary and heating specialists <p>(Dual) Vocational training</p> <ul style="list-style-type: none"> • Nurses • THAMM-project: Various professions in the technical, IT, handicraft sector and hospitality sector (e.g. Cooks; Restaurant specialists; Specialists in the hotel business; Electronics technicians; Machine and plant operator) <p>PAM pilot project:</p>
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			<ul style="list-style-type: none"> • Information technology (Ecuador, Kosovo) • Education (Kosovo) • Mechanical Engineering (Viet Nam, Ecuador) • Electrical Engineering (Ecuador) • Construction (Kosovo, Nigeria) <p>Skills Partnership for Mobility Kosovo: Construction sector</p> <p>10. country of origin</p> <ul style="list-style-type: none"> • National ministries and authorities responsible for mobility and labour migration, vocational training and qualification • National Public Employment Services • Language Course Providers • German partners in the country, i.e. GIZ, German Chamber of Commerce, Abroad, ProRecognition Offices <ul style="list-style-type: none"> ○ Associations of Chambers (local and German); local and German companies ○ NGOs ○ Service Agencies ○ Vocational Training Institutions (private and public), Universities <p>Destination Country</p> <ul style="list-style-type: none"> • Different federal and regional ministries • GIZ • Employer Organisations, i.e. Chambers of Commerce, Chambers of Skilled Crafts • Recognition Authorities, • Integration Services • Companies • Diaspora Associations <p>11. The tasks of the German Federal Employment Agency (strategy development; recruitment, consulting and</p>
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			<p>placement services; labour market allowance) within the framework of the SMPs are covered by the German Federal Employment Agency's own funds. However, since the German Federal Employment Agency cannot fund services abroad, SMPs require additional third-party funding (e.g. language course attendance). This is covered by external funding (e.g. from ministries, EU) and /or paid by the employers.</p> <p>THAMM is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and the European Union (EU).</p> <p>In the GSP project, structural costs are covered by external funding (German Federal Ministry for Health and the Bertelsmann Foundation), participant-related costs (e.g. language courses) are paid by the employers.</p> <p>The PAM pilot project is and the Skills Partnership for Mobility Kosovo was commissioned and funded by the German Federal Ministry for Economic Cooperation and Development.</p> <p>12. The migration component is organized in close cooperation with different partners responsible for different steps of the migration process. The nature of skilled labour migration is meant to be longterm / permanent. The partnerships are implemented within the existing legal migration framework. When project participants are trained in the country of origin, it is made sure that they also obtain the professional qualification to practice their profession in their country of origin so as not to exclude the possibility for them to return.</p> <p>13. The development component of the partnerships is not the main goal of the German Federal Employment Agency. But nonetheless the SMPs entail development components, like offers for knowledge transfer (e.g. in the field of professional education; labour market policy) and capacity building (especially regarding PES) with regard to labour market issues.</p> <p>But especially in SMPs implemented together with the GIZ development components are part of the projects (i.e. strengthening of migration policy structures, knowledge exchange and transfer).</p> <p>The PAM pilot project aims at development-oriented migration models and ensures that all three parties involved – partner countries, Germany and young people in partner countries – can benefit. Countries of origin can profit from a knowledge and technology transfer as well as additional qualified workers. Young people in</p>
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			<p>partner countries benefit from an upgraded qualification that increases opportunities for employment on the local labour market as well as in Germany, e.g. by setting up home and abroad tracks for vocational training. Employers in Germany profit from suitably qualified and prepared skilled workers.</p> <p>14. With regard to the recognition of foreign degrees in Germany there is a transfer of national curricula from the country of origin to make sure recognition is possible beforehand. The partners are informed about the results.</p> <p>The PAM pilot project aims to improve the quality of vocational training in partner countries within the implementation of the skills partnerships.</p> <p>15. Yes. The targeted professions are usually selected in cooperation with the national partners, taking into account national labour market data, in order to avoid a brain drain. The German Federal Employment Agency's recruitment and placement is broadly based on international standards for fair recruitment/mobility set by the ILO and IOM.</p> <p>In addition, it is mandatory for the German Federal Employment Agency to check whether working conditions for skilled workers from abroad are comparable to such of domestic skilled workers. The same applies to principles of non-discrimination and equal treatment. SMPs frequently include pre-departure training and support in the integration process.</p> <p>In the THAMM project, candidates for migration participate in intensive German language courses, intercultural and pre-integration sessions; in Germany, participants and employers benefit from integration services provided by the programme and local services.</p> <p>The PAM pilot project is conducting safeguard & gender analyses (including aspects of intersectionality, due diligence, peace & conflict, human rights). The aspect of brain drain was one of the criteria for selection of partner countries. Furthermore, PAM is developing a comprehensive consulting approach for migrants and German companies within the partnerships and also transcultural preparation and language courses.</p> <p>The Skills Partnership for Mobility Kosovo provided pre-departure and intercultural training as well as support to employers</p>
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			<p>16. That depends on the partnership. Long-standing cooperations, such as the Triple Win programme (recruitment of nurses), which is carried out together with GIZ, have already been running successfully for several years with various countries. The programme is therefore being successively expanded and scaled to other countries.</p> <p>The same appeals to other partnerships addressing the recruitment of health professionals (nurses and doctors).</p> <p>Partnerships for other professions, especially for the VET sector, are still being piloted. Final results are not yet available.</p> <p>17. The projects carried out in the SMP framework with additional public funding will be evaluated. Due to the ongoing duration, the results are not available yet. In addition, the German Federal Employment Agency carries out customer surveys.</p> <p>18. Triple Win Programme</p> <p>19. "Triple Win Programme" under placement agreements for health professionals according to the German Immigration Law</p> <p>20.</p> <ul style="list-style-type: none">• The Triple Win programme was launched in 2011 to recruit care workers from suitable third countries for the German labour market, to further qualify them and to accompany them during their integration. Since then, the programme has been expanded and extended to various countries.• Countries: Philippines, Bosnia and Herzegovina, Tunisia, Vietnam and Indonesia.• Occupation: Registered nurse (skilled workers, online in Vietnam apprentices)• Stakeholders: Triple Win is implemented jointly by the German Federal Employment Agency and GIZ. In the respective country, cooperation takes place with the responsible partner administration (e.g. Philippine Overseas Employment Administration).<ul style="list-style-type: none">○ The German Federal Employment Agency is responsible for the recruiting and advising of
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			<p>employers in Germany and selects suitable applicants in the partner countries. It suggests qualified applicants to the participating clinics and elderly care facilities and accompanies the placement process as well as the labour market admission. These advisory and placement services are free of charge for both the participating applicants and the employers.</p> <ul style="list-style-type: none"> ○ GIZ markets the programme in the partner countries, organises the language and technical preparation of the care professionals in the country of origin and conducts integration seminars abroad as well as in Germany. It accompanies the departure and arrival of the nurses and supports them with the recognition process in Germany. The services provided by GIZ are financed by the employer through a fee. ○ The national partner administration is responsible for the tendering process on site and accompanies the selection and departure process. <ul style="list-style-type: none"> • The programme follows a fair migration approach. The pre-selection of applicants is carried out in close coordination with the respective governmental organisations of the partner countries on the basis of corresponding written agreements with the German Federal Employment Agency in order to avoid a brain drain. • Number of participants: Since the beginning of the project, 4,613 placements and 3,276 entries/integrations have been realised (as of July 2021). <p>21. The Triple Win Programme has been recognised by the IOM (International Organization for Migration) and the International Trade Union Confederation as a best practice for fair migration.</p> <p>The UN report "Report of the High-Level Commission on Health Employment and Economic Growth" from 2016 also names the cooperation between Germany and the Philippines in the Triple Win programme and praises it as best practice: "Germany and the Philippines have a bilateral agreement called the Triple Win Programme. All involved benefit: migrating health workers have an opportunity to work and upgrade their skills; pressures on the domestic labour market in the Philippines are relieved; and Germany, which adheres strictly to the WHO Global Code and is committed to negotiating only with countries with a surplus of qualified personnel, obtains qualified health workers." (page 51).</p> <p>22.</p>
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			<ul style="list-style-type: none"> • Programme Triple Win: https://www.arbeitsagentur.de/vor-ort/zav/triple-win/triple-win-pflegekr... • Project: Hand in Hand for International Talent (HiH): https://www.arbeitsagentur.de/vor-ort/zav/hand-in-hand • Project: Towards a Holistic Approach towards Labour Migration Governance and Labour Mobility in North Africa (THAMM): https://www.arbeitsagentur.de/vor-ort/zav/thamm/ / https://www.giz.de/en/worldwide/92649.html#:~:text=The%20programme%20fol... • Project: Handwerk bietet Zukunft (HabiZu) – skilled crafts offer a future: https://www.arbeitsagentur.de/m/handwerk-bietet-zukunft/de/ • Programme “specialised!” for medical specialists: https://www.arbeitsagentur.de/vor-ort/zav/specialized • Programme “Trabajar como enfermeros mexicanos en Alemania” (Una cooperación entre la Agencia Federal de Empleo alemana y la Secretaría de Trabajo de México): https://www.arbeitsagentur.de/vor-ort/zav/mexiko/trabajos-de-enfermeria-...
	<p>EMN NCP Greece</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. No 2. - 3. - 4. - 5. No 6. No (with regard to issues within the competence of the Ministry of Labour and social Affairs and the Ministry of Education) 7. none 8. -

AD HOC QUERY ON 2021.44 AHQ for EMN inform on Skills mobility partnerships.

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	<p>EMN NCP Hungary</p>	<p>Yes</p>	<ol style="list-style-type: none"> 1. No, Hungary currently does not have Skills Mobility Partnerships or differently named schemes, agreements, or partnerships in line with the SMP definition. 2. - 3. - 4. - 5. No, there were no discussions regarding Skills Mobility Partnerships. 6. No, Hungary did not conclude and/or finance any Skills Mobility Partnerships in the past five years. 7. - 8. - 9. - 10. - 11. - 12. - 13. - 14. - 15. -
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			<p>16. -</p> <p>17. -</p> <p>18. -</p> <p>19. -</p> <p>20. -</p> <p>21. -</p> <p>22. -</p>
	EMN NCP Ireland	Yes	<p>1. NO. Skills Mobility Partnership are not part of the overall migration strategy in Ireland however the following paragraphs describe the migration policy in Ireland and include a note on a formal bilateral agreement Ireland has with a Third Country.</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5. Background Note on Ireland's labour migration framework</p>

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			<p>Ireland's labour migration needs from third country nationals are met via (1) the Employment Permits system (2) immigration (residence) permission allowing labour market access in certain circumstances without the need for an employment permit and (3) the Atypical Worker Scheme allowing entry and employment for up to 90 days and for certain roles not covered by the employment permits system such as self-employed persons. It should be noted that Ireland does not participate in the EU legal migration acquis other than the original Researchers' Directive 2005/71/EC. The Blue Card, ICT or Seasonal Workers' Directives do not apply to Ireland.</p> <p>Employment Permits</p> <p>(a) Aim</p> <p>The State's general policy is to promote the sourcing of labour and skills needs from within the workforce of the European Union and other EEA states. However, where specific skills prove difficult to source within the EEA, and where such recruitment may benefit the State's economic or social development, employment permits enable us to supplement our domestic skills and labour supply by allowing enterprises to recruit nationals from outside Ireland and the European Economic Area (EEA).</p> <p>The system is provided for in the Employment Permits Acts. A description of employment permit policy is available here: https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-...</p> <p>(b) Format</p> <p>Two occupations lists are set out under Regulations to establish which occupations are eligible for an employment permit in Ireland and those that are not. The Critical Skills Occupations List sets out critical skills occupations which are eligible for a Critical Skills employment permit and reflect those skills where there is evidence that they are in critical short supply in the State. The Ineligible Occupations List sets out those occupations which are not eligible for an employment permit, where there is evidence that there are sufficient resources within Ireland or across the EEA to fill job vacancies. Occupations which are not on the ineligible list may be eligible for an employment permit, if the job fulfils other criteria (e.g. Labour Market Needs Test, remuneration thresholds etc).</p> <p>These occupation lists are subject to a twice yearly evidenced based review to ensure that the employment permit system is correctly orientated to meeting the skills and labour needs in the labour market. ,In undertaking these reviews, the Department of Enterprise, Trade and Employment is guided by research conducted by the Expert Group on Future Skills Needs (EGFSN), Skills and Labour Market Research Unit (SLMRU) in Solas and other research bodies, submissions through a public consultation and input from relevant Government policy departments with the process overseen by an inter-departmental group, the IDG on</p>
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			<p>Economic Migration Policy. Further information on the role of the EGFSN is found here: https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-...</p> <p>(c) Main components</p> <p>There are nine categories of employment permit as follows:</p> <ul style="list-style-type: none">Critical Skills Employment PermitGeneral Employment PermitIntra-Company Transfer Employment PermitExchange Agreement Employment PermitDependant Employment PermitContract for Services Employment PermitSport and Cultural Employment PermitReactivation Employment PermitInternship Employment Permit <p>Atypical Working Scheme</p> <p>The Atypical Working Scheme is administered by the Department of Justice, which has primary responsibility for migration management in Ireland. The Atypical Working Scheme provides a streamlined mechanism for certain employment situations which are not covered by the Employment Permits Acts or by current administrative procedures under the Employment Permits Acts. For further information see: https://www.irishimmigration.ie/coming-to-work-in-ireland/what-are-my-wo...</p> <p>Atypical working permissions can be granted for contracts for services/Intra-Company transfers (15-90 days) where a skills shortage is identified, and for certain positions in the medical sector (locum doctors and nurses undergoing a clinical adaptation process). Occupations on the Ineligible List of Occupations cannot get an atypical permission. Most permissions granted are in the healthcare sector (approx. 90% in 2020/2021). Most permissions in other sectors are for contracts of up to 90 days (contracts of less than 15 days are not covered by the scheme). If the third country national is in the State for less than 90 days, registration for immigration permission is not required. For stays of longer than 90 days, registration is required.</p> <p>Other access to the labour market without an employment permit</p> <p>Ireland operates a system of immigration stamps denoting the conditions on which the third country national</p>
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			<p>may live in Ireland. Further information on immigration stamps is available at: http://www.inis.gov.ie/en/INIS/Pages/registration-stamps</p> <p>All third country nationals who are in Ireland for longer than 90 days must register with the immigration authorities (Department of Justice in Dublin; An Garda Síochána (national police) outside Dublin) and will obtain the EU-format Irish Residence Permit and the relevant immigration stamp in their passport. For example, employment permit holders receive Stamp 1. Stamp 4 permission allows access to the labour market without further conditions. Among the categories who may obtain a Stamp 4, are Critical Skills Employment Permit holders after 24 months of holding a Critical Skills Employment Permit.</p> <p>6. Yes.</p> <p>International Medical Graduate Training Initiative</p> <p>In 2013, The International Medical Graduate Training Initiative (IMGTI) was launched. On the Irish side, the Initiative is governed by the Health Service Executive and respective training bodies (such as Royal College of Surgeons and Royal College of Physicians) through the Forum of Irish Postgraduate Medical Training Bodies. By agreement with the HSE, the Department of Health and the relevant graduate medical training bodies in the State, the Department of Justice, supports qualified doctors from Pakistan, Sudan and some Gulf States who seek to enter the State for the purposes of engaging in post-graduate medical training offered by relevant training colleges in the State (Royal College of Surgeons in Ireland, Royal College of Physicians of Ireland, College of Anaesthesiologists of Ireland, etc). Permission is initially granted to a maximum of 24 months and can be renewed for an additional 12 months, by application, if the relevant training is still being undertaken. These doctors must register with the Irish Medical Council and much of their training takes place on site at participating hospitals.</p> <p>The Initiative has been based on Memoranda of Understanding signed by counterparts in Third Countries (such as the College of Physicians and Surgeons in Pakistan).</p> <p>Other schemes which could be conforming to the definition to some extent include:</p> <p>Exchange Agreement Employment Permit</p> <p>Ireland's employment permits system includes an Exchange Agreement Employment Permit based on formal agreements with Third Countries and designed to facilitate the employment of foreign nationals pursuant to prescribed exchange agreements to which the State is a party. Such permits may be issued for differing periods</p>
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			<p>up to a maximum of two years, depending on the type of exchange agreement and there are currently five eligible agreements facilitating study, research, teaching and other educational activities. The Exchange Agreement Employment Permit covers employment needs of international partnerships. Currently, the following exchange partnerships are eligible for the Exchange Agreement Employment Permit:</p> <ul style="list-style-type: none"> -AIESEC (maximum duration of 12 months and non-renewable). - The International Association for the Exchange of Students for Technical Experience (IAESTE) (maximum duration of 12 months and non-renewable) -The Fulbright Programme (maximum duration of 12 months and non-renewable) -Exchange between St Joseph's University, Philadelphia and University College Cork in conjunction with Bord Bia (maximum duration of 12 months and non-renewable). -Vulcanus in Europe (Japan) Programme <p>Applicants must apply at least 12 weeks prior to the proposed employment date. An employer needs to meet formal requirements and offer at least National Minimum Wage. An applicant must produce a letter from an exchange institution. There is no fee for processing application and a vacancy is not a subject to a Labour Market Needs Test.</p> <p>Irish Aid Fellowships</p> <p>Irish Aid is the Irish Government's programme for overseas development, managed by the Development Co-operation and Africa Division of the Department of Foreign Affairs. It administers the Ireland Fellows Programme, which brings professionals from Ireland's partner countries to study for a fully funded one-year master's-level qualification at a University or Institute of Technology in Ireland. A range of disciplines aligned with Ireland's Policy for International Development, A Better World, are included within the scope of the programme.</p> <p>The aims of the Ireland Fellows Programme are to nurture future leaders; to develop in-country capacity to achieve national SDG goals; and to build positive relationships with Ireland. The Programme promotes gender equality, equal opportunity, and welcomes diversity.</p> <p>Outside of Ireland, the Programme is managed by the Embassy responsible for the relationship with eligible countries. Programme implementation in Ireland is supported by the Irish Council for International Students (ICOS). The Ireland Fellows Programme is fully funded by the Government of Ireland.</p>
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			<p>Permission under Atypical Working Scheme for Nurses</p> <p>Since 2014, non-EEA nurses who have acquired a contract of employment can take up this employment only after having successfully completing a Clinical Adaptation and Assessment Programme or Royal College of Surgeons in Ireland (RCSI) aptitude test in the State, both approved by the Nursing Midwifery Board of Ireland. A nursing applicant wishing to undergo a Clinical Adaptation and Assessment Programme or Royal College of Surgeons in Ireland (RCSI) aptitude test can apply for an immigration permit within the Atypical Working Scheme.</p> <p>In order to be eligible for the Atypical permission, the minimum duration of the contract offered must be 24 months. It should be emphasised that the atypical permission serves only to facilitate the skills recognition required and cannot exceed 6 months. After this process successfully completed, the person must apply for an employment permit.</p> <p>7. The IMGTI provides a structured framework for the operation of the initiative. Within the framework, multiple MoUs are signed between the medical stakeholders in Ireland and a Third Country.</p> <p>8. From 2017 to 2021 Pakistan, Kuwait, Bahrain, United Arab Emirates, Oman, Saudi Arabia and Sudan participated in the IMGTI.</p> <p>9. The IMGTI offers a route of access for overseas doctors wishing to continue structured postgraduate medical training in a number of medical specialties including Psychiatry, Paediatrics, Surgery, Medicine, Anaesthetics etc.</p> <p>10. The main stakeholders involved in the scheme in Ireland include the Health Service Executive HSE, Irish Postgraduate Medical Training Bodies, the Irish Medical Council, the Department of Enterprise, Trade and Employment (DETE), and Immigration Service Delivery (ISD) of the Department of Justice. The Overseas Educational Partner/ training body (such as College of Physicians and Surgeons Pakistan) and the Sponsoring State for those doctors participating in the fully sponsored fellowship.</p> <p>11. The amount of funding is not available. There are two ways of funding IMGTI training in Ireland. Firstly, participants can be fully sponsored by their countries of origin. The country of origin completely funds the doctors travel and living expenses. Secondly, Scholarship training is available to Pakistani and Sudanese</p>
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			<p>doctors who become employees and are salaried by the HSE.</p> <p>12. The training within IMGTI normally takes two years (in some instances it can be extended by 12 months). The participants of the IMGTI are expected to return to their home countries and this is one of the conditions of being awarded a qualification. The partnership has been implemented within an existing legal migration pathway and takes place within the General Employment Permit for those doctors on the scholarship IMGTI and Atypical working permissions scheme for those doctors on the fully sponsored IMGTI.</p> <p>13. The IMGTI enables participants to gain access to clinical experiences and training in Ireland that they cannot avail of in their own country. Upon return they can utilise their skills in their domestic settings. The training follows Irish standards in medical training yet does not lead to recognition of the training in Ireland. Recognition of training only occurs when they return by their home country by their home country training body.</p> <p>14. The curricula for each participating country is assessed by the respective Irish Postgraduate Medical Training Body to ensure that it meets the minimum entry requirement in order to register with the Medical Council of Ireland.</p> <p>15. The IMGTI follows WHO good practices regarding recruitment of a migrant workforce, presented in the WHO Global Code of Practice on the International Recruitment of Health Personnel. IMGTI participants are offered support of the Forum of Postgraduate Training Bodies prior to arrival and throughout their training in Ireland. The working and training conditions, including supervision and remuneration are exactly the same for IMGTI participants as for those training through the national domestic specialist training programmes in Ireland. Irish Training Bodies have developed bespoke intensive induction programmes for each incoming group with structured regular assessments scheduled throughout their time in Ireland.</p> <p>16. The IMGTI Joint Committee which oversees the governance of the programmes is continually looking at improving and expanding the programme. New specialties, at the request of the overseas country, are assessed for inclusion and spaces for each specialty increase were possible.</p> <p>17. The IMGTI was analysed as a case study conducted within a project 'The Brain Drain to Brain Gain- Supporting the WHO Code of Practice on the recruitment of health personnel'. The evaluation of the program is</p>
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			<p>positive in general and the IMGTI is presented by the WHO as an example of a brain gain programme.</p> <p>18. Yes.</p> <p>19. International Medical Graduate Training Initiative.</p> <p>20.</p> <p>Participating Countries Pakistan, Kuwait, Bahrain, United Arab Emirates, Oman, Saudi Arabia and Sudan participated in the IMGTI.</p> <p>Occupations/ Skills/ Qualifications The IMGTI offers a route of access for overseas doctors wishing to continue structured postgraduate medical training in a number of medical specialties including Psychiatry, Paediatrics, Surgery, Medicine, Anaesthetics etc.</p> <p>Target groups Overseas doctors wishing to continue structured postgraduate medical training in a number of medical specialties including Psychiatry, Paediatrics, Surgery, Medicine, Anaesthetics etc.</p> <p>Number of participants There have been over 500 participants to date</p> <p>Department of Enterprise, Trade and Employment (DETE), and Immigration Service Delivery (ISD) of the Department of Justice. The Overseas Educational Partner/ training body (such as College of Physicians and Surgeons Pakistan) and the Sponsoring State for those doctors participating in the fully sponsored fellowship.</p> <p>The amount of funding is not available. There are two ways of funding IMGTI training in Ireland. Firstly, participants can be fully sponsored by their countries of origin. The country of origin completely funds the doctors travel and living expenses. Secondly, Scholarship training is available to Pakistani and Sudanese doctors who become employees and are salaried by the HSE.</p> <p>The IMGTI enables participants to gain access to clinical experiences and training in Ireland that they cannot avail of in their own country. Upon return they can utilise their skills in their domestic settings. The training follows Irish standards in medical training yet does not lead to recognition of the training in Ireland. Recognition</p>
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			<p>of training only occurs when they return by their home country by their home country training body. The participants of the IMGTI are expected to return to their home countries and this is one of the conditions of being awarded a qualification.</p> <p>21. The IMGTI follows WHO good practices regarding recruitment of a migrant workforce, presented in the WHO Global Code of Practice on the International Recruitment of Health Personnel. The programme was also recognised for an Irish Healthcare Award in the category of Best Sustainable Healthcare Initiative.</p> <p>22.</p>
	EMN NCP Latvia	Yes	<p>1. No. Latvia does not have Skills Mobility Partnership according to the definition in Concept note. Latvia has bilateral agreements in education and science between Latvian government and 26 countries including third countries. Latvia offers scholarships to third country students, researchers and teaching staff for studies, research and participation in summer schools.</p> <p>2. N/a</p> <p>3. N/a</p> <p>4. N/a</p> <p>5. There have been no public discussions regarding introducing bilateral or multilateral skills mobility partnership.</p> <p>6. No.</p> <p>7. N/a</p>

AD HOC QUERY ON 2021.44 AHQ for EMN inform on Skills mobility partnerships.

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			8. N/a
			9. N/a
			10. N/a
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			13. N/a
			14. N/a
			15. N/a
			16. N/a
			17. N/a
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			22. N/a

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	<p>EMN NCP Lithuania</p>	<p>Yes</p>	<p>1. No. None of the strategic and policy documents in the area of migration mention SMPs or prioritize labor mobility from third countries. The long-term Strategy of Demography, Migration and Integration 2018-2030 approved by the Seimas of the Republic of Lithuania emphasizes the importance of remigration of Lithuanians and their families and states that immigration from the EU and third countries must be balanced and correspond to the economic needs of the country. Similarly, while the program of the 18th government mentions attracting and retaining international students and creating better immigration conditions for high-quality specialists, it also clearly prioritizes remigration.</p> <p>2. Not applicable</p> <p>3. Not applicable</p> <p>4. Not applicable</p> <p>5. No, there have not been any public discussions regarding Skills Mobility Partnerships or similar arrangements.</p> <p>6. No, Lithuania has not concluded any Skills Mobility Partnerships in 2017-2021. There have been a number of projects over the past five years that involve the development of skills, multi-stakeholder involvement, training, and mobility; however, it would not qualify as SMPs. One group of projects that are similar to SMPs fall under the category of development cooperation. As Eastern Europe is a priority region according to the Interinstitutional Action Plan for Development Cooperation, most of the projects in this category involve the exchange of experience, best practices, and some form of training. For example, in 2016-2019, Vilnius City Mental Health Center participated in a continuous project to help to reform the mental health services sector (e.g., psychosocial rehabilitation, crisis interventions, and suicide prevention etc.) in Eastern Ukraine. The project was funded by the Foreign Ministry's Experts from the Mental Health Center provided theoretical training to doctors, psychiatrists, psychologists, and social workers in Ukraine, while practical trainings were conducted in Lithuania. Projects of this type take place under agreements made at the sub-state level (often, made by individual institutions, e.g., between two hospitals), and do not involve skills recognition or labor migration. Another group of projects that are similar to SMPs involves education cooperation. For example, as part of the</p>
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			<p>2014-2020 EU Investment in Lithuania program, the Education Exchanges Support Foundation provides scholarships and offers free of charge MA studies at Lithuanian universities for the citizens of Armenia, Belarus, Georgia, Azerbaijan, Moldova, and Ukraine, as well as non-EU foreign citizens of Lithuanian origin. However, the stated aim of the project "Study in LT" is to increase the international visibility of Lithuanian universities and increase student mobility; it does not involve labor mobility as such.</p> <p>7. Not applicable</p> <p>8. Not applicable</p> <p>9. Not applicable</p> <p>10. Not applicable</p> <p>11. Not applicable</p> <p>12. Not applicable</p> <p>13. Not applicable</p> <p>14. Not applicable</p> <p>15. Not applicable</p> <p>16. Not applicable</p> <p>17. Not applicable</p> <p>18. No</p> <p>19. Not applicable</p>
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			<p>20. Not applicable</p> <p>21. Not applicable</p> <p>22. Not applicable</p>
	EMN NCP Luxembourg	Yes	<p>1. Yes. Luxembourg signed a bilateral agreement with Cape Verde on 13 October 2015 (Agreement between the State of the Grand Duchy of Luxembourg and the Republic of Cabo Verde on the concerted management of migration flows and development in solidarity, hereafter Agreement). This is a bilateral treaty and it is part of the overall labour migration and development assistance policy.</p> <p>The Agreement aims to: a) promote the movement of persons between the two countries; b) organize the admission and issuance of residence permits; c) clarify readmission procedures; d) jointly fight illegal immigration; e) strengthen the integration of nationals of one party legally established on the territory of the other party; f) mobilize the skills and resources of migrants in support of mutually supportive development (parliamentary document n°7107/00 of 17 January 2017, p. 2 and Article 1 of the Agreement).</p> <p>2. As mentioned above, Luxembourg has a bilateral agreement with Cape Verde. Luxembourg has a large Cape Verdean residence population (which is beginning to decrease due to the naturalisations in the last years). The Cape Verdean migration is linked to the Portuguese migration which arrived in the framework of the agreement of workforce with Portugal. Seeing the historical links between the two nations, Luxembourg has focused in the cooperation with Cape Verde. The development cooperation relationship between Cabo Verde and Luxembourg dates from the late 1980s, with Cabo Verde becoming a tier one partner country for Luxembourg's cooperation programme in 1993 following the signature on 3 August 1993 of a first general cooperation agreement defining the general framework for cooperation activity between the two countries in the cultural, scientific, technical, financial and economic fields. In the general cooperation agreement 2016-2020 (ICP-IV) Luxembourg continues to focus on employment and employability, as well as water and sanitation, renewable energies and cooperation with decentralised stakeholders.</p> <p>3. The agreement focuses principally in three issues related to a qualified migration:</p>

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			<p>a) Maintaining the right of residence of a student for the acquisition of a first professional experience without having to leave the country.</p> <p>b) Exchange of young professionals: This agreement provides a first professional experience to young professionals from Cape Verde who want to come to work to Luxembourg to improve their career perspectives in a company that carries out an activity of health, social, agricultural, craft, industrial, commercial or liberal nature. The scheme targets individuals between 18 and 35 years of age. They must hold a diploma corresponding to the qualification required for the job offered or have professional experience in the field of activity concerned. The related posts must not have been declared vacant. In the case of regulated professions, the conditions of exercise are defined by Luxembourg. The duration of the exchange can be from three months to eighteen months. The number of young Cape Verdean admitted may not exceed 10 per year.</p> <p>c) An authorization of stay for an employed person in Luxembourg shall be issued under a simplified procedure to a Cape Verdean national to exercise one of the occupations listed in Annex II to this agreement, which are:</p> <ul style="list-style-type: none"> 1 Directors, executives and managers 12 Administrative and commercial service managers 121 Administrative service managers 122 Sales, marketing and development managers 13 Production and specialised services managers 133 Information and communications technology managers 2 Professional and scientific occupations 21 Technical scientists 211 Physicists, chemists and related professionals 212 Mathematicians, actuaries and statisticians 213 Life scientists 214 Specialists in technical sciences (except electrical engineering) 215 Electrical engineers 216 Architects, planners, surveyors and designers 22 Health specialists 221 Medical doctors 222 Nurses and midwives 223 Traditional and complementary medicine specialists 224 Paramedical practitioners
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			<p>226 Other specialists in health professions 24 Business administration specialists 241 Finance specialists 242 Specialists in administrative functions 43 Sales, marketing and public relations specialists 25 Information and communications technology specialists 251 Software and multimedia designers and analysts 252 Database and computer network specialists 26 Justice, social science and cultural specialists 261 Lawyers 263 Social scientists and clergy</p> <p>This list of occupations may be amended by an exchange of letters between the two Parties. To facilitate the vocational training, reception and integration of salaried workers, the number of residence permits shall be limited to 50. The agreement is therefore in line with the SMP definition as it formalizes State cooperation, involves several stakeholders (governments, universities and employers) and contains the components: training, skills recognition and migration/mobility.</p> <p>4. See answer to Q.1.b.</p> <p>5. N/A</p> <p>6. No. As it was mentioned above, the agreement was signed on 13 October 2015. However, the agreement was transposed by law of 20 July 2017 entering into force on 1st March 2020 as the conditions required for the entry into force of the agreement only were met on January 29, 2020 so in accordance with article 13 of the agreement it entered into force on 1st March 2020.</p> <p>N/A</p> <p>7. N/A. If we take into consideration the agreement with Cape Verde that is outside of the timeframe: See answer question 1.</p>
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			<p>8. N/A. The only agreement that Luxembourg had signed is the one with Cape Verde that is outside of the timeframe.</p> <p>9. N/A. See answer to question 1 (b).</p> <p>10. N/A. In the context of the Agreement the government authorities responsible for the implementation are: - In Luxembourg : the Directorate of Immigration of the Ministry of Foreign and European Affairs and the National Employment Agency. - In Cape Verde: the Ministry of Youth, Employment and Development of Human Resources.</p> <p>11. N/A. There is no funding foreseen in the agreement.</p> <p>12. N/A. Concerning the agreement with Cape Verde please see answer to question 1. The agreement foresees in the consideration part the following: 1) that migratory movements must be conceived in a perspective favourable to development that should not result in a definitive loss for the country of origin of its resources in terms of skills and dynamism; 2) migration must promote the enrichment of the country of origin through remittances and also through the training and experience they acquire during their stay in the host country; 3) encourage temporary migration based on mobility and the return of skills to the country of origin, in particular with regard to students, highly skilled professionals and managers, and thus to promote a circular professional migration. So the agreement promotes temporary and circular migration.</p> <p>13. N/A. Concerning the agreement with Cape Verde, please see answer to question 1. The agreement provides for the maintenance of a temporary right of residence for students to acquire initial professional experience with a view to returning to their country. Similarly, the exchange of young professionals is limited in time and an effective return to the country of origin is foreseen.</p> <p>14. N/A. Concerning the agreement with Cape Verde there is no information available in the agreement.</p>
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			<p>15. N/A. In the case of the agreement with Cape Verde the agreement foresees in article 10 (1) that both parties guarantee the principle of good integration of their citizens who are regularly staying in the territory of the other party. Article 10 (2) adds that both parties engage in the implementation of concerted incentive measures to allow the reintegration in Cabo Verde of Cape Verdean nationals who have been living in Luxembourg for more than two years and who are willing to return to their country of origin. At the same time, both Parties shall encourage the reintegration of students in their country of origin after their first professional experience.</p> <p>16. N/A. In the case of the agreement with Cape Verde it only entered into force on 1st March 2020 and seeing that the external borders of Luxembourg were closed for third country nationals until 30 September 2021, the agreement cannot be fully implemented.</p> <p>17. No. There has not been a partnership agreement signed in the last five years. However, in the case of agreement with Cape Verde as it entered into force on 1st March 2020 it is too early to indicate any evaluation. Nevertheless, in accordance with article 12 of the agreement both parties must put into place a Monitoring committee, which has as missions: a) observation of migratory flows; b) monitoring the results of the actions referred to in the Agreement and evaluating their outcomes; c) formulating all useful proposals, including cooperation in the areas covered by this Agreement, in order to improve its effects. see answer to Q.16</p> <p>18. No at the moment. See also answer to question 16.</p> <p>19. N/A</p> <p>20. N/A</p> <p>21. N/A</p>
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			22. N/A
	EMN NCP Netherlands	Yes	<p>1. No, SMPs are not part of the overall labour migration strategy or development assistance policy. Only one SMP has been concluded in relation to scholarships for international students. The reason for this is that the SMP would have to fit into the existing policy and legal framework. Since The Netherlands already has favourable conditions for highly-skilled migrants, SMPs would not offer any additional possibilities next to the current existing framework. In relation to other migrants, such as medium skilled migrants, the Dutch migration policy is rather restrictive since a labour market test applies.</p> <p>2. N/A</p> <p>3. N/A</p> <p>4. N/A</p> <p>5. No, SMPs have not been discussed publicly.</p> <p>6. Yes, the Netherlands has financed 1 SMP in the past five years in category 2: Scholarships for international students in higher education in destination country.</p> <p>7. 1 SMP in category 2 (scholarships for international students in higher education).</p> <p>8. This SMP was concluded with China (the Sino-Dutch bilateral exchange scholarship programme)</p> <p>9. Qualifications: Chinese 3rd-year bachelor, master or PhD students who want to study or do research in the Netherlands for at least 1 academic year.[1]</p> <p>[1] Nuffic, 'Sino-Dutch Scholarship', https://www.studyinholland.nl/finances/sino-dutch-scholarship, last</p>

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			<p>accessed on 31 August 2021.</p> <p>10. Stakeholders involved are:</p> <ul style="list-style-type: none">• the China Scholarship Council (CSC): the council nominates candidates for the scholarship of Nuffic• Nuffic: the Dutch organisation for internationalising education that manages the scholarship programme on behalf of the Ministry of Education, Culture and Science.• Chinese students of former students that can make use of the scholarship <p>11. The funding amount is 478.000 euro per year provided for by the Ministry of Education, Culture and Science.^[1] This entails 25 scholarships for Chinese students (excluding the amount of funding for Dutch students going to China, as this is not part of the scope of the Inform).</p> <p>[1] Nuffic, 'Jaarverslag 2020', Jaarverslag 2020 (nuffic.nl), last accessed on 31 August 2021.</p> <p>12. The migration component was organized by means of facilitating international student mobility via scholarships for (PhD) students. The nature of the migration element was temporary. The partnership was implemented within the existing legal migration pathways.</p> <p>13. The development component was organized by means of sharing knowledge on both sides, as the programme focuses on mobility by both Chinese and Dutch students.^[1]</p> <p>[1] Nuffic, 'Jaarverslag 2020', Jaarverslag 2020 (nuffic.nl), last accessed on 31 August 2021.</p> <p>14. The scholarships under the Sino-Dutch bilateral exchange scholarship programme are meant for education in higher education (higher vocational education and scientific education).</p> <p>15. No, the Sino-Dutch scholarship programme does not included such aspects.</p> <p>16. The aim and objective (namely exchange of knowledge/study scholarships) have been achieved. There are no signals that changes will be made to the programme (such as expansion).</p>
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			<p>17. No, the partnership has not been evaluated.</p> <p>18. Yes</p> <p>19. Sino-Dutch bilateral exchange scholarship programme</p> <p>20. Please see the information as provided under Q2.</p> <p>21. According to Nuffic (the Dutch organisation for internationalising education that offers the scholarships to Chinese students), this programme can be considered a good practice.[1] Both CSC and Nuffic operate from the same vision in relation to studying abroad, and both organisations inform and support potential candidates. The programme resulted in Chinese and Dutch students following education abroad, with a financial support of the scholarship and the possibility to gain skills, experience, knowledge about other countries and cultures.</p> <p>[1] Based on input of Nuffic on 6th of September 2021.</p> <p>22.</p>
	<p>EMN NCP Poland</p>	<p>Yes</p>	<p>1. NO Skills Mobility Partnerships are currently not part of the overall labour migration policy in Poland. The Labour Market Department, formerly within the Ministry of Economic Development, Labour and Technology (now within the Ministry of Family and Social Policy) recently undertook the coordination of the EU Talent Partnerships initiative within Poland, and is in the preliminary stages of preparing a proposal for a pilot project. At present, information, feedback, and suggestions are being solicited and analyzed from various institutions and stakeholders within Poland, with the goal of presenting and launching a Polish initiative similar to existing EU pilot projects in Legal Migration in the coming years.</p> <p>2. n/a</p>

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			<p>3. n/a</p> <p>4. n/a</p> <p>5. No (please see above). We are presently in the process of gathering information for a proposal for eventual public discussion.</p> <p>6. Poland has financed Skills Mobility Partnerships in the past five years. These programmes fall under the category of transnational mobility programs.</p> <p>There are four main projects:</p> <p>1. Transnational mobility programmes based on the rules of Erasmus+.</p> <p>The beneficiary is the Foundation for Development of the Educational System while the target groups are in accordance with rules of Erasmus+ and include: students, pupils, graduates and staff of vocational education and training institutions as well as education system staff.</p> <p>There are several types of support offered in these types of projects: focus on transnational mobility of pupils and support of vocational training or staff training.</p> <p>Moreover, it is possible to indicate the main projects within the Foundation's work. One of the crucial projects is aimed at disabled students as well as students with financial difficulties. This project allows students to take part in transnational mobility to either study abroad or to complete an internship in a foreign institution.</p> <p>Another example is the support offered to staff working at educational institutions which aims to increase their crucial competences. This kind of project also allows teaching staff to participate in transnational mobility. Staff, for example, takes part in teaching assignments by teaching in partnering schools abroad, in trainings or in job shadowing.</p> <p>In addition, there are projects aimed at the increase of students' and graduates' vocational training competences. Project is aimed at students and graduates from regions with higher scale of unemployment. This type of project also offers job shadowing or gaining teaching experience. The main goal of mobility is to ease the transition from studying to job market.</p> <p>Furthermore, there are projects aimed at education for adults. This type of project includes the component of transnational mobility; participants are non-professional adult education staff. It helps to increase and gain crucial competences.</p> <p>Lastly, there are projects for students starting from 6th grade of primary education all the way to last grade of</p>
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			<p>high school. These programmes allow pupils to travel abroad in order to learn languages, acquire new skills self-develop.</p> <p>2. Transnational mobility programmes aimed at professional activation of young people, especially the ones in danger of social exclusion, with the possibility of using competition coordinated at the EU level. The typical beneficiaries of this project are for example: labour market institutions, assistance and social integration institutions, educational system institutions, NGOs, public administration, research institutes and enterprises. However, these projects target young people who are affected by social exclusion or are in danger of it. One of the examples in this category is the competition called "IdA" which is aimed at young people in the NEET group. Participants are people registered as unemployed as well as people unemployed but not registered. The type of support provided in this project includes internships at the institutions, enterprises or companies abroad.</p> <p>3. Scholarship and transnational mobility programmes for people involved in the creation and implementation of public policies. The beneficiaries are: the National School of Public Administration, NGOs, social partners, public administration, enterprises, local government units, higher education institutions as well as research institutions. The target groups are: staff employed in public and national administration, responsible for the creation and implementation of public policies who have got experience in public policy as well as NGOs, social partners, staff employed by local governments, responsible for the creation and implementation of public policies who have experience in public policy, including staff of the educational system. There are several mobility programmes organised at the National School of Public Administration. This type of support is provided by study visits or job shadowing.</p> <p>4. Transnational mobility programmes aimed at people willing to increase their competences and qualifications necessary to keep their jobs or to be employed. The beneficiaries are: public administration, labour market institutions, educational institutions, institutions of assistance and social integration, schools, enterprises, social economy entities, NGOs, local government units etc. The target groups are individuals who want to improve their competences or qualifications in order to maintain or to take up employment. Examples of these programmes include: projects aimed at instructors and practical vocational training as well as projects focused on transnational mobility of staff in the field of family and foster care support working</p>
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			<p>directly with children, youth or young people at risk of social exclusion. Types of support in this field include: job shadowing, study visits or taking part in different trainings, courses or observation work of transnational partners.</p> <p>7. The Polish National Agency for Academic Exchange (NAWA) executes bilateral agreements on cooperation in the field of higher education at governmental and ministerial levels between Poland and other countries. These agreements include student exchange or full studies in Poland. Within the years 2017-2021 NAWA executed such cooperation with 15 third countries.</p> <p>8. Armenia, Belarus, China, Egypt, Israel, Japan, Kazakhstan, North Macedonia, Mexico, Mongolia, Serbia, Taiwan, Ukraine, Vietnam, Yemen</p> <p>9. Unlimited – higher education studies, all fields and disciplines.</p> <p>10. In the country of origin: Ministries and/or agencies responsible for international academic cooperation. In the destination country: the Polish National Agency for Academic Exchange (NAWA), universities In the destination country: the Polish National Agency for Academic Exchange (NAWA), universities.</p> <p>11. Budget of the Polish National Agency for Academic Exchange (NAWA), approx. 800 000 PLN per year. Additional funding by the institutions in the third countries may be provided (lack of data).</p> <p>12. Standard migration for the purpose of studies within existing legal pathways.</p> <p>13. n/a</p> <p>14. n/an/a</p> <p>15. n/a</p> <p>16. Continuation is planned, depending on the provisions of international agreements.</p>
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			<p>17. no informatiomn</p> <p>18. no informatiomn</p> <p>19. n/a</p> <p>20. n/a</p> <p>21. n/a</p> <p>22. n/a</p>
	EMN NCP Portugal	Yes	<p>1. The Skills Mobility Partnerships are not, as yet, part of the migration policy strategies in Portugal. The management of labour migration is currently based on the concrete needs of the employer, i.e., on a job offer, to which recruitment is carried out in a third country, if there is no one in Portugal with a compatible profile and interested in the vacancy.</p> <p>In the last two years Portugal has been negotiating, through diplomatic channels, a set of labour migration agreements with third countries, as it has been considered strategic to approach third countries which have a surplus of workers in occupations or qualifications suited to our particular needs.</p> <p>Thus, within the scope of the agreements' negotiations, the possibility of initiating projects that will allow action to be taken has been discussed, always guaranteeing that the entries into Portugal are made in a regular, informed and safe way. The agreements aim at assuring the basic needs of life and work of the migrants and, at the same time, the compliance of the national and labour legislation, but also meeting the professional/skills needs in Portugal.</p> <p>Therefore, it has been discussed the possibility of developing projects to support international recruitment, which provide the development of the necessary professional skills, still in the country of origin, but to be delivered and paid for by the destination country. However, it is intended that the mobility projects include a set of other complementary provisions, such as support for the costs of language training and recognition of qualifications, financial support for the displacement to the host country, information on living and working</p>

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			<p>conditions in the destination countries, on social security , unemployment protection in a mobility situation, etc. Despite this, there is not yet a properly developed and tested project that we can report on.</p> <p>2. NA</p> <p>3. NA</p> <p>4. NA</p> <p>5. See no.1</p> <p>6. No</p> <p>7. NA</p> <p>8. NA</p> <p>9. NA</p> <p>10. NA</p> <p>11. NA</p> <p>12. NA</p> <p>13. NA</p> <p>14. NA</p> <p>15. NA</p>
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			<p>16. NA</p> <p>17. NA</p> <p>18. NA</p> <p>19. NA</p> <p>20. NA</p> <p>21. NA</p> <p>22. NA</p>
	EMN NCP Slovakia	Yes	<p>1. No.</p> <p>Currently, however, the International Organization for Migration (IOM) in cooperation with European Commission within the project financed from Structural Reform Support Programme is preparing for the Ministry of Labour, Social Affairs and Family of the SR a Labour Mobility Scheme[1]. Within the Scheme it is proposed that in the area of bilateral cooperation with the countries of origin of foreign workers the SR focuses on Skills mobility partnerships. These partnerships should progressively take into account the development on the labour market and future of employment, digitalization and automatization, globalization of labour market as well as demographic changes. In the process of selecting particular countries or regions it is advised to take into account objective factors such as labour market needs (both in country of origin and destination country), information on age and education structure of the population of the country of origin, wage differences, education recognition, geographical proximity and related costs for recruitment, competition with other destination countries and political will to conclude such international agreements.</p> <p>[1] The proposed Labour Mobility Scheme which was prepared on the basis of a complex evidence-based research comprises number of measures. The aim of proposed measures is mainly to facilitate and accelerate</p>

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			<p>admission of foreign workers to the Slovak labour market. The aim is also to contribute to the effective labour migration policy, increase the attractiveness of Slovakia for foreign workers by means of a set of stimulative measures and at the same time to facilitate the integration of foreign workers into society. The proposal is planned to be finished by September 2021.</p> <p>2. NA</p> <p>3. NA</p> <p>4. NA</p> <p>5. No, in the Slovak Republic the Skills Mobility Partnerships were not subject of public discussions. The topic of labour migration is reflected in the Recovery and Resilience Plan of the Slovak Republic. In this area the SR aims to create effective policies to support study and labour mobility, actively motivate highly-qualified experts from abroad, including Slovak returnees to Slovakia, students or entrepreneurs to come to Slovakia and in this way benefit from the international brain circulation. The aim of the policies to support the labour mobility is to mitigate growing demographic pressure and attract human capital inevitable for the Slovakia 's economic growth. The Recovery and Resilience Plan of the Slovak Republic does not focus or specifies selected countries of origin and does not aim to create Skills Mobility Partnerships.</p> <p>6. No, the SR currently does not have any Skills Mobility Partnerships, nor it has concluded any in last 5 years. However, for the 7 categories of SMPs provided below we can list few projects/initiatives or agreements which the SR is implementing or implemented in the past. The grant scheme of development projects from SlovakAid resources and the Slovak IT Company ESET are currently supporting a project - Skilled workforce for the Moldovan IT sector: Digital education for young women and creation of a Cyber Security Academy. The aim of the project is to support digital education for young women, the creation of a Cyber Security Academy and the establishment of a new IT laboratory in Moldova. During the project the new IT laboratory, which will subsequently serve as the foundation for the launch of a Cyber Security Academy will renovated and equipped. The most successful Academy graduates will be awarded the opportunity to undertake a professional internship in ESET (the initial plan was to undertake the internship</p>
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			<p>in the ESET branch in Slovakia however due to technical reasons the internship will be carried out in the ESET branch in Romania). The project is ongoing until summer 2021.[1]</p> <p><u>In summer 2021 a project named Talents for Moldova: Mobility and Career Advancement Programme for ICT Students and Graduates between Slovakia and Moldova was launched. The project is financed from AMIF. Through a temporary legal labour migration scheme, the aim of the project is to support up to 50 young Moldovan students or graduates in ICT-related fields who will be selected and offered short-term employment (12 months) or internships (3 months) in leading ICT companies in Slovakia. Prior to departure, short-listed candidates will enter a six week programme, where they will attend specialised ICT training courses to enhance their skills and meet the requirements of the Slovak companies. The training will take place in the Talent Incubator Laboratory, which will be established in collaboration with the Technical University of Moldova (TUM). Upon arrival in Slovakia, young talents will participate in intensive training focused on language proficiency in English and basic Slovak as well as practical programming knowledge, before the start of the employment or internship contract with the ICT companies. After the end of the mobility phase, participants will be provided with reintegration support to facilitate the transfer of knowledge and skills in the country of origin. The return phase will focus on the effective integration of young graduates and students into the Moldovan labour market or, for selected candidates, on assisting them to start their own business and develop start-ups. The project also supports the capacity development of local partners in this area. The project is planned to conclude in February 2024.</u> [2]</p> <p><u>(2) Scholarships for international students in higher education in destination country</u> <u>Common study programmes Ukraine – Slovakia</u></p> <p>The project started in 2017 as a cooperation of Digital Coalition - University of Economics and Management of Public Administration in Bratislava and IT Association of Slovakia with the IT Faculty of Kharkiv Simon Kuznetsov National University of Economics in Ukraine. The cooperation concluded with the signature of bilateral agreements on common masters study programme entitled International Business Analysis. The interest of Ukrainian students in this programme was high. First students came to Slovakia from Kharkiv in June 2018. During their 3 month internship in summer 2018 they took a Java course and intensive Slovak language course. From 2018 onwards they continue their master studies at the University of Economics and Management of</p>
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			<p>Public Administration in Bratislava and at the same time they work (as trainees) in Slovak IT companies Atos and Soitron. In the 3rd year of the programme, which started in 2020, 18 students (3 women and 15 men) from Ukrainian Universities came to Slovakia. Partner organisations of the project managed to find a place for these students in 7 companies. In the period August 2019 – July 2020 the project was financed from SlovakAid grant scheme and entitled Mobility scheme for Ukrainian IT students to enable transfer of soft and hard skills from Slovakia to Ukraine. The main aim and innovation of the project is the creation of study and labour mobility scheme of Ukrainian students to enable transfer of knowledge and soft skills from Slovakia to Ukraine. The programme is supported by Slovak businesses, who offer scholarships and internships with mentoring and later on two-year employment contracts at the end of internship, during which the company's initial investment in the student is returned. In this way, the project will contribute to achieving a triple-win situation – a situation where migration is beneficial to the receiving country (addressing the temporary shortage of skilled labour force, strengthening mutual trade relations), for migrants (acquiring of qualifications and skills, strengthening of social capital) and for the source country (transfer of experience and skills, remittances, development of business relationships).[1]</p> <p><u>(3) Internships and training in destination country</u> <u>For more information see point 1 – Talents for Moldova</u> <u>For more information see point 2 – Common study programmes Ukraine - Slovakia</u> <u>(4); (5); (6) NA</u></p> <p><u>(7) Other</u> However, within development cooperation financed from the SlovakAid a so called Private Sector Engagement Programme is created in order to effectively engage the private sector in the development cooperation of the Slovak Republic. In the past the Programme financed several projects with labour migration element, e.g. Business Plan – Elaboration of Student and Labour Mobility Scheme of IT Uzbek Students[1] or Feasibility Study – Mobility Scheme of Moldovan IT Students for the purpose of soft and hard skills transfer in the IT area. [2] In bilateral cooperation area covering the mutual employment of nationals and labour migration, the SR currently focuses on youth working holiday programmes. Here the formal tools of bilateral agreements as well as less formal tools as memorandums of understanding are used. The SR concluded agreements on working holiday programmes with Canada, New Zealand, Japan, Australia, Argentina, etc. The interest to use the programme is mainly from the side of the Slovak citizens. Participation of the citizens of the second party is</p>
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			<p>minimal.</p> <p>[1] The main outcome of the project is a business plan within which the financial sustainability of business of Uzbek IT students in the scope of mobility scheme is examined. The project finished in February 2021.</p> <p>[2] The main outcome of the project is a Feasibility Study within which the possibility to prepare a mobility scheme for Moldovan IT students is examined. The project finished in 2019.</p> <p>[1] https://en.migrationagency.eu/projekty ; https://itas.sk/projekty/vzdelavanie/ [1] https://en.migrationagency.eu/projekty [2] https://www.migrationpartnershipfacility.eu/what-we-do/actions-pilot-projects/talents-for-moldova-mobility-and-career-advancement-programme-for-ict-students-and-graduates-between-slovakia-and-moldova</p> <p>7. NA</p> <p>8. NA</p> <p>9. NA</p> <p>10. NA</p> <p>11. NA</p> <p>12. NA</p> <p>13. NA</p> <p>14. NA</p> <p>15. NA</p> <p>16. NA</p>
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			<p>17. NA</p> <p>18. NA</p> <p>19. NA</p> <p>20. NA</p> <p>21. NA</p> <p>22. NA</p>
	EMN NCP Slovenia	Yes	<p>1. Slovenia does not have Skills Mobility Partnerships, however it has similar initiatives in place. Within this context, Slovenia has a Treaty on the employment of citizens from Bosnia and Herzegovina and a Treaty on employment of citizens from Serbia. According to the concluded bilateral agreements, migrant workers from these countries can obtain a work permit for a period of three years. After the first year, the worker is granted free access to the Slovenian labour market.</p> <p>2. As stated in a previous answer Slovenia has treaties on employment of citizens from Serbia and Bosnia and Herzegovina.</p> <p>3. No.</p> <p>4. Western Balkan is of crucial strategic importance for Slovenia, since Slovenian employers have traditional ties with the migrant workers from the western Balkans and other incentives like language similarity, similar culture patterns due to common history of living in the same country. That are the main reasons why the region of western Balkans is the main source of migrant workers for Slovenian employers.</p> <p>5. /</p>

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			6. No
			7. Not applicable.
			8. Not applicable.
			9. Not applicable.
			10. Not applicable.
			11. Not applicable.
			12. Not applicable.
			13. Not applicable.
			14. Not applicable.
			15. Not applicable.
			16. Not applicable.
			17. Not applicable.
			18. Not applicable.
			19. /
			20. /

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			21. / 22. /
	EMN NCP Spain	Yes	<p>1. Yes. Through the GECCO Program we manage the hiring of workers from third countries in their country of origin, who will temporary migrate to Spain to carry out a remunerated job and also learn it, with the objective that upon their return they can use and capitalize the knowledge acquired and, thus facilitating with this their integration in the local labour market and their employability.</p> <p>Moreover, Spanish farms and agri-food cooperatives benefit from this program by getting the workforce needed to save the agriculture season, and that couldn't be filled with national workers. In fact, the whole process begins with an application from the employers to participate in GECCO, stating exactly their hiring needs. Once the Directorate General for Migration, which is in charge of GECCO, has all the applications, the hiring in origin process starts.</p> <p>2. Currently the strategy includes different countries with which agreements have been signed, such as Colombia, Ecuador, Morocco, Mauritania, Ukraine and the Dominican Republic. We have recently expanded this strategy with the signing of another agreement with Honduras, and another agreement with El Salvador is under negotiation. In 2019 there was also a pilot experience with Senegal that might be replicated next year.</p> <p>3. The agriculture sector is the one that has monopolized the hiring in origin program in the last years. However, GECCO allows hiring workers in origin in those sectors that have a labor shortage that is difficult to fill with national workers, for a short-term. In previous years there were also a large amount of contracts in the service sector.</p> <p>4. It has a double motivation: firstly, to fill shortages in our national labor market; and secondly, to enhance our relations and migratory dialogue with third countries through the offer of legal (labour) short-term migration pathways to their unemployed nationals.</p> <p>5. N/A</p>

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			<p>6. Currently, the GECCO program is managed, complemented and supported by the Spanish migratory authorities (Directorate General for Migration) also financially with a Call for Grants aimed at social civil organizations, unions, international organizations, training centers and other interested actors, to provide the workers with complementary training (in Spanish language, for instance), integration activities, and counselling services, among others. Likewise, the management of accommodation for hired seasonal workers, or the provision of professional training or socio-labor information on agricultural aspects can be subsidized. The GECCO legal frame also foresees the possibility to have a training course in the country of origin, if needed, but is for the employers to specify in their application. Furthermore, between 2019-2021 a project pilot has been implemented (“Young generation as change agents” -YGCA-), to offer higher education students a scholarship to study in Spain a master’s degree. This project, co-financed by the EU, gave the opportunity to 100 Moroccan graduates to study a master in one of the strategic sectors that had been selected by the Moroccan government. It was a short-term migratory scheme, so once their studies were finished, the participants returned to Morocco. The project also had a return and reintegration component, to provide assistance to the students for their integration in the local labour market. Moreover, an award was created for the best entrepreneurial ideas, turning 23 post-graduates into highly-qualified entrepreneurs.</p> <p>7. 4 SMPs have been funded</p> <p>8. Morocco and Colombia</p> <p>9. The GECCO program is focused on low-qualified workers in the agriculture sector, whereas the pilot project focused on highly-qualified profiles in those sectors previously identified by the Moroccan government as strategic.</p> <p>10. On the one hand, the employers. In the GECCO program the employers are Spanish farms and agri-food cooperatives in need of workforce. On the other hand, migratory authorities of the country of origin and destination, which are in charge of the management of the program and the selection of the workers. Besides, civil society organizations such as trade unions, local entities and NGOs are also engaged during the mobility, to provide the workers with other services, such as training, counselling, integration activities and the like. Finally, the law enforcement bodies, and the labour inspection services are also engaged, being their role the</p>
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			<p>supervision of the well-being of the workers and the fully respect of their social and labour rights.</p> <p>11. The financing in the GECCO Program was monetary and consisted of € 750,000, provided by the Spanish government. The funding of the pilot project YGCA consisted of around € 2.500.000 from the EU and € 125.000 from the Spanish Government.</p> <p>12. In GECCO, the nature of migration is circular and temporary, creating a new migratory scheme within the existing legal framework. In the pilot project YGCA it was also a temporary, short-term migratory scheme, with reintegration assistance; so it was again a new migratory scheme that didn't need any legal amendments, as it was designed and implemented in full respect of the existing legal framework.</p> <p>13. Starting with GECCO, there are several development components in it, although that is not its specific objective. Firstly, there are the remittances that these workers send back to their home country and/or bring back with themselves. Recent studies show that the impact of these remittances over the last 10 to 15 years has been considerable and have fostered the development of their communities of origin. Moreover, as most of the workers are women, their participation in GECCO has an empowerment effect on them, thanks to the training they receive and the earnings they get. The above-mentioned studies also show how even the perception that these women have in their communities of origin has improved, as in the past migration had a negative connotation and migrants were seen as losers, but nowadays they are perceived as successful citizens. Regarding the pilot project YGCA, the development component consisted in the transformation of 100 students in highly-qualified employees and entrepreneurs that return to their home country to capitalize their knowledge and experience, precisely in those sectors where the Moroccan government had identified labour shortages (of highly-qualified profiles). On top of that, it must be noted that more than half of the participants were women.</p> <p>14. Before starting the activity, the employers (Spanish farms and agri-food cooperatives) provide training to the migrant workers, so they can improve their skills and knowledge and are fully prepared to carry out their work.</p> <p>15. GECCO is a migratory scheme for hiring in origin without discrimination based on age or sex. So far, there have been no complaints, nor claims by the workers on the grounds of any kind of discrimination, since all of them sign a contract that is the same for all workers hired in origin. As mentioned before, there are post-arrival</p>
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			<p>integration activities carried out by the IOM and Spanish civil society organizations. As for pre-departure activities, the migrant workers are duly informed of their rights and duties in Spain. As many of the participants are illiterate, a video has been shot in their mother tongue (arab-dariya) providing them with this information. Regarding return, there is an incentive in place that motivates the workers to return to Morocco, and this being the fact that those having participated in GECCO at least once, and having complied with all the requirements, including returning once the contract is over, are automatically pre-selected to participate the next year. Currently we have thousands of Moroccan women taking part year after year in the strawberry harvest in the South of Spain thanks to GECCO.</p> <p>As for the fair recruitment process, as already mentioned, many (most) of them are pre-selected because they have satisfactorily participated in the previous season. In any case, the selection of each season workers is carried out jointly by the local public employment service (ANAPEC, in Morocco) and by Spanish labour and migration authorities, to guarantee a fair, free, non-discriminatory and in-origin process. The work contract is drafted according to Spanish laws and the agriculture collective bargaining, and all the workers enjoy the same rights and have the same duties as Spanish agriculture workers. The Labour Inspection and the law enforcement bodies supervise the complete fulfilment and full compliance by the employers of these contracts and of the rest of requirements and standards previously agreed (regarding travels or accommodation, for instance).</p> <p>Finally, as in GECCO all workers return to Morocco (or to Colombia, Honduras) after their contract is over, there is no brain drain.</p> <p>All the above mentioned applies to the pilot project YGCA as well: their pre-selection was carried out through a public Call by the Moroccan Ministry of Education along with the Spanish High Education authorities, and later confirmed by each University (after checking all the requirement to study the master were met by the student); the participants were duly informed about their rights and duties before departure, by the IOM, which was a project partner; they received integration support and complementary training in Spanish language while in Spain; they enjoyed the same conditions at University as the rest of their classmates; and there was not brain drain, but rather, brain gain, because they had improved their skills and knowledge upon return.</p> <p>16. GECCO grows every year and with it its goals and objectives, allowing an even higher number of employers participate in this program and get the workforce they need. Currently, around 19.000 workers migrate every year to Spain to participate in the strawberry harvest through GECCO. And it is being expanded also to new countries, such as Honduras, although the program has started with a limited number of participants (just 250).</p>
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			<p>If it works, then it will be upscaled, involving a higher number of workers. YGCA also achieved all its aims objectives, which is a major success, the project being a pilot, and being implemented during the COVID-19 pandemic, which made education and professional integration even more challenging. For that reason, the project will most probably be replicated in other countries, such as Senegal, adjusting it to the country needs and context, and to other profiles</p> <p>17. Compliance with the regulations by the employers is continuously monitored. If current regulations are not complied with, the employers shall be sanctioned by excluding them from the program for a period of three years. Currently, all the employers comply with their duties and so the result is positive. In Morocco, the IOM has recently done a study on the effects and impact of GECCO in the women migrant workers and in their communities, and the results are quite encouraging. According to that study, both the women and their communities have largely benefited from GECCO, thanks to the remittances and investments, but also to the social perception of migrants and women.</p> <p>18. See previous responses</p> <p>19.</p> <p>20.</p> <p>21.</p> <p>22.</p>
	<p>EMN NCP Sweden</p>	<p>Yes</p>	<p>1. No. The Swedish legal framework for immigration for work purposes (employment/self-employment) does not focus on specific countries of origin, nationalities, professions/occupations or sectors. The Swedish system is employer-driven and open to labour migrants from all countries. There are currently no bilateral or multilateral schemes, agreements or partnerships that correspond with the EMN definition of SMPs. Certain employers or employer organisations might have recruitment strategies that include certain elements of skills partnerships,</p>

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			<p>such as pre-departure or post-arrival training elements. This has existed, for example, in the health care sector, where the recruitment of foreign professionals (doctors and nurses) from countries such as Poland has included elements of pre-departure and post-arrival language training. To mention another example, there is a trainee programme for young people interested in agriculture and horticulture, organised by an agricultural youth organisation in Sweden, which facilitates the transfer of experiences and skills between Sweden and other countries. However, where such initiatives occur, they do not amount to official SMPs with involvement of the Swedish government or Swedish state agencies.</p> <p>2. Not applicable.</p> <p>3. Not applicable.</p> <p>4. Not applicable. Sweden does not operate SMPs. When the current labour immigration framework was adopted, the reasoning behind it was that Sweden needed a flexible approach and that the employers should themselves be able to decide if and what workers they need to recruit from abroad, and from where.</p> <p>5. No, not explicitly. In 2020, the Swedish government launched an inquiry on labour immigration. The inquiry was tasked to propose measures to attract international professionals and measures to strengthen the position of labour immigrants in the Swedish labour market. Considering the introduction of SMPs was not part of this inquiry's tasks.</p> <p>Also in 2020, a report published by the Swedish Migration Studies Delegation (Delmi) suggested that partnerships between Sweden and countries of origin of irregular migrants could be beneficial. The report also said that bilateral cooperation on the admission of third-country workers and young people for study or training purposes might be a useful strategic complement to the existing "country-blind" framework for labour immigration to Sweden.</p> <p>The topic might be further explored in the future but there are currently no legislative proposals to introduce SMPs.</p> <p>6. No. As concerns (2), Sweden does offer scholarships for international students or researchers from third countries who want to study or conduct research in Sweden. Swedish universities and university colleges have a variety of bilateral cooperation arrangements with partner institutions in other countries and there are also</p>
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			<p>scholarship programmes financed by the state. One of several examples is the “Linnaeus-Palme Partnership”, which allows Swedish universities to apply for grants for the development of partnerships with universities in low and middle-income countries and provides opportunities of teacher and student exchanges. This and other initiatives, partnerships and scholarships in the academic sector cannot be defined as SMPs, however, because they do not include elements such as formalised state cooperation or multi-stakeholder involvement.</p> <p>7. Not applicable.</p> <p>8. Not applicable.</p> <p>9. Not applicable.</p> <p>10. Not applicable.</p> <p>11. Not applicable.</p> <p>12. Not applicable.</p> <p>13. Not applicable.</p> <p>14. Not applicable.</p> <p>15. Not applicable.</p> <p>16. Not applicable.</p> <p>17. Not applicable.</p> <p>18. Not applicable.</p> <p>19. Not applicable.</p>
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			20. Not applicable. 21. Not applicable. 22. Not applicable.
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