

EMN LITHUANIA CONFERENCE

Towards Coherent Labour Migration: Linking Labour Migration Policy and Integration Efforts

CONCEPT NOTE & AGENDA

27 November 2025

1. RATIONALE AND AIMS

Labour migration remains a core component of EU migration policy, shaped by both enduring priorities and evolving labour market needs. While labour migration and integration policies vary across Member States – reflecting different legal frameworks, institutional arrangements, and labour market conditions – shared challenges emphasize the importance of mutual learning, exchanging best practices, and identifying common principles to develop effective and sustainable labour migration policies. As EU-level strategies and national reforms evolve, there is growing emphasis on developing labour migration and integration policies that are coherent, well-coordinated, and mutually reinforcing.

Recent findings from the European Migration Network's Asylum and Migration Overview (AMO) illustrate how this shift is taking shape across the EU. Member States are refining their legal migration frameworks to better match labour market needs, while also ensuring effective and responsible migration management. These developments are accompanied by more structured integration policies, with increased emphasis on supporting migrants through language learning, civic engagement, and skills development.¹ Together, these trends underscore the recognition that sustainable migration requires both comprehensive governance frameworks and the effective implementation of targeted measures that support migrants' integration and long-term contribution.

The 2025 EMN Lithuania National Conference offers a timely opportunity to explore how labour migration policies and integration efforts can be better aligned to meet evolving workforce demands. The conference will examine how countries can respond to labour market needs while ensuring fair treatment, inclusion, and long-term outcomes for migrants, with a particular focus on third-country nationals (TCNs). Discussions will cover how admission mechanisms, employer responsibilities, and integration measures – such as language learning and skills recognition – can work together to create transparent and balanced migration

¹ European Migration Network (EMN) [Asylum and Migration Overview](#) (AMO) 2024, last accessed 17/07/2025

models. With insights from migration experts and stakeholders across Europe, the event will foster meaningful dialogue on building coherent, effective labour migration systems that benefit both migrants and host societies.

2. PRACTICAL INFORMATION

The Conference is organised by the European Migration Network in Lithuania (EMN Lithuania) in close cooperation with the Ministry of the Interior of Lithuania. EMN in Lithuania is represented by International Organization for Migration (IOM Lithuania) Vilnius office. The event will take place in Vilnius, Lithuania on 27 November 2025. The event will gather National Contact Points from EMN Member and Observer Countries, national network members, migration experts from Lithuania and across Europe, NGOs, international organisations, and other stakeholders.

FORMAT

Venue: **Courtyard by Marriott Vilnius City Center**

Date and time: **27 November 2025**

Language: **Lithuanian with translation to English**

Attendance: **in-person, for registered participants only**

3. AGENDA

Time	
08:30 – 09:00	Registration and Coffee
The conference will be moderated by Ms Audra Avižiūtė	
09:00 – 09:10	Opening of the Conference <ul style="list-style-type: none">▪ <i>Ms Aurelija Makauskienė, Head of IOM Vilnius Office</i> Welcoming Remarks and Introduction <ul style="list-style-type: none">▪ <i>Ms Alicija Ščerbaitė, Vice-Minister of the Ministry of the Interior</i>
09:10 – 09:30	Keynote Speech <ul style="list-style-type: none">▪ Making Migration Work: Pathways from Arrival to Employment <i>Ms Ljubica Nedelkoska, Senior Scientist at the Complexity Science Hub and a Visiting Professor at the Central European University</i>
09:30 – 10:30	Panel 1: Setting the Framework: National Approaches to Labour Migration Management <p>This panel will examine how EU Member States are shaping their labour migration systems and governance frameworks to better respond to evolving labour market needs. The discussion will focus on how legal migration channels are being adapted – for example, through new or revised permit types, adjustments to labour market tests, or other policy</p>

	<p>reforms – and how these measures contribute to sustainable and coherent labour migration management.</p> <ul style="list-style-type: none"> ▪ Shaping Lithuania’s Labour Migration Policy: Towards Coherent Governance <i>Ms Danutė Petrauskienė, Adviser at Migration Policy Group of the Ministry of the Interior</i> ▪ A New Legal Framework for Foreign Workers in Poland: First Experiences and Challenges <i>Mr Marcin Wiatrów, Deputy Director of Labour Market Department</i> ▪ More Selective, Equally Competitive? Navigating Highly Skilled Migration Policy in the Netherlands <i>Mr Sierk IJsselstein Mulder, Senior Policy Officer at the Migration Policy Department, Ministry of Asylum and Migration</i> ▪ Labour and Skills Shortages in Ireland: Challenges and Opportunities in Leveraging Migration as a Solution <i>Ms Ada Sophia Hahn, Policy Officer at EMN Ireland</i> <p>Moderated discussion and Q&A</p>
<p>10:30 – 11:00</p>	<p>Coffee Break</p>
<p>11:00 – 12:00</p>	<p>Panel 2: Supporting Labour Migrants: Integration Tools and Practices</p> <p>This panel will explore practical measures and strategies that promote the effective integration of labour migrants into both the labour market and society. The discussion will highlight national policies, programmes, and initiatives designed to help migrants adapt and upskill in their new environments.</p> <ul style="list-style-type: none"> ▪ Understanding the Strategic Governance Lens on Migrant Integration in Lithuania <i>Ms Aistė Rinkevičiūtė, Advisor at the Office of the Government</i> <i>Mr Augustas Alekna, Former "Create Lithuania" Project Manager at the Office of the Government</i> ▪ Measures to Prevent the Fluctuation and Departure of Migrants and to Harness Their Full Potential <i>Ms Petra Silovská, Head of Unit for International Labour Mobility and Integration of Foreigners</i> ▪ Measures to Support the Integration of Labour Migrants and Their Employers in Finland <i>Ms Laura Ruuskanen, Senior Specialist of the Ministry of Economic Affairs and Employment</i> <p>Moderated discussion and Q&A</p>
<p>12:00 – 13:00</p>	<p>Lunch</p>
<p>13:00 – 14:00</p>	<p>Panel 3: Connecting Policy and Practice: Building Sustainable Labour Migration and Integration in Lithuania</p>

	<p>This panel will bring together representatives from various sectors, ranging from government institutions to business, to discuss the link between labour migration policies and integration efforts. The discussion will focus on developing a unified approach that supports migrants' successful inclusion in the labour market and society, while examining the roles different actors play in shaping sustainable migration and integration practices.</p> <p style="text-align: center;">Moderated discussion and Q&A</p> <ul style="list-style-type: none"> ▪ <i>Ms Laura Perevičiūtė, Head of Foreigners Integration Unit at the Ministry of Social Security and Labour</i> ▪ <i>Ms Aistė Kasperė, Head of Unit at Migration Information Center (IOM Vilnius)</i> ▪ <i>Mr Jurgis Kovas, Chief Executive Officer at Biuro, Member of the Talent Team at Investors' Forum</i> ▪ <i>Ms Vilūnė Kairienė, Data Strategist at Mediaskopas</i>
<p>14:00 – 14:10</p>	<p>Closing Remarks</p> <ul style="list-style-type: none"> ▪ <i>Mr Vytautas Ežerskis, Head of Unit at European Migration Network (IOM Vilnius)</i>