



Council of the
European Union

Brussels, 7 April 2022
(OR. en, fr)

7583/22

LIMITE

JAI 400
MIGR 94
SOC 183
EMPL 118
EDUC 102

NOTE

From:	General Secretariat of the Council
To:	Delegations
No. prev. doc.:	CM 2395/22; ST 7273/22
Subject:	Working Party on Integration, Migration and Expulsion (Admission) <ul style="list-style-type: none">• Contributions from Member States

Following the meeting of the Working Party on Integration, Migration and Expulsion (Admission) on 23 March 2022, delegations will find attached a compilation of replies received from Member States.

Contents

BELGIUM	2
BULGARIA	4
CZECHIA	7
GERMANY	12
ITALY	15
HUNGARY	20
THE NETHERLANDS	22
POLAND	24
PORTUGAL	29
ROMANIA	32
SLOVAKIA	37
SLOVENIA	42
SPAIN	45

BELGIUM

First set of questions regarding the pilot projects on legal migration.

BE supports the pilot projects on legal migration and the proposed Talent Partnerships as a policy tool in the external dimension of migration policy according to the triple win philosophy. For this I also refer to the BE/DE/ES non-paper that was distributed in the middle of last year.

When setting up mobility projects, sufficient attention should be paid to building real partnerships in the countries concerned with the involvement of all relevant actors and in particular the socio-economic actors, civil society and public authorities that have to propagate the project. A thorough needs analysis of the institutional capacity and the socio-economic situation in the partner country should be carried out before a project is designed. To avoid a brain drain, sectors in which there is a large supply of labour in the partner country and a shortage in the labour market in the MS should be sought, and there may be a preference for projects of circular migration. Giving sufficient attention to the strengthening of the skills of the participants of a project with a view to mobility to the MS or to reintegration in the labor market of the partner country is a clear added value, which was successfully integrated in PALIM according to the "Global Skills Partnership" model. Both in the MS and in the partner country, there must be good coordination between the different policy areas of labour, migration and development cooperation.

BE has participated in several pilot projects in recent years, most of which such as PALIM, THAMM and MATCH were mentioned in the discussion paper. New is a project with SEN allowing SEN entrepreneurs to benefit from the experiences of their BE colleagues during a short mobility. Most of our projects involve strengthening the society of the partner country and the Belgian development cooperation agency ENABEL plays an important role.

In our view, a Talent Partnership should be a political-strategic framework with a global vision for the cooperation with a partner country, within which several concrete projects can develop that may or may not include a mobility component. We would also like to remind that the Talent Partnerships should be embedded in the overall EU migration policy and should be in line with other policy initiatives that seek to improve cooperation with partner countries, including in the field of return and readmission. We have to be careful in deciding to which third country we offer Talent Partnerships and also take into account in that decision the existing or desired evolution of cooperation on readmission dialogues with the third country.

The funding of the projects should be as simple as possible. Clarity must be created around which projects can be funded by AMIF and which by NDICI, as well as any coordination between the two funds in this context.

Second set of questions regarding MS' priorities for legal migration

Each BE regional entity is autonomous in designing its policy of economic migration, the general principles are similar. The focus is on the flexible attraction of highly educated people and specific technical profiles that can be deployed in bottleneck professions at a remuneration in line with the market standards. In Flanders, efforts are also being made to attract innovative entrepreneurs.

The policy of economic migration is demand-driven and aims to integrate economic migrants sustainably into the labor market. Circular migration is not a policy preference as such in this context, except for seasonal work.

There are no bilateral partnerships with specific favorable measures. A partnership in the sense of Talent Partnerships can be reinforcing to the policy, but should meet the generally applicable conditions and policy priorities. Establishing cooperation with local employment services allows foreign talents to be attracted in an easier way and the profile of the person to be examined in advance.

BULGARIA

Q.: Which actors do the Commission and the Member States wish to include in the implementation of future mobility projects and talent partnerships? If so, specify the role of each.

Q.: What room for improvement do the Commission and the Member States identify, in order to allow future mobility projects to become more efficient and talent partnerships to become part of a longer-term migration management perspective?

A.: Currently Bulgaria has no such projects, as we have different target regions than those set out in the Commission's initiative, namely the Eastern Partnership countries, Central Asia and the Western Balkans.

Q.: What good practices have been put in place and/or identified by Member States and the Commission to improve governance in the field of legal migration?

A.: The Directives in the field of labour migration regulating the residence of third-country nationals for the purpose to work in Bulgaria have been fully transposed in our legislation. As a good practice, we can point on the conclusion of bilateral agreements on the regulation of labour migration with third countries, which facilitates the access of citizens of these countries to the Bulgarian labour market.

Q.: What kind of funding should be mobilized to support mobility projects?

A.: Bulgaria does not participate in the implementation of mobility projects. We would welcome Member States that have such projects to share their views and experience on the mobilization of funding. In general, the provision of financial resources from the Neighbourhood, Development and International Cooperation Instrument (NDICI) and the Asylum, Migration and Integration Fund is appropriate, but consideration should be also given to including other financial instruments.

On the second round of questions:

Q.: What are the specific needs of the labour market in your Member State?

A.: For the last months the largest need of the labour market has been observed in the service sector and industry. The distribution of job vacancies by economic activity shows that the largest share of vacancies is in manufacturing; trade; repair of motor vehicles and motorcycles; hotels and restaurants; administrative and support service activities; and education. Employers reported the greatest need for labour in the following occupations: machine operators of stationary machinery; workers in mining and manufacturing; construction and transport; personal service workers; salespersons; personal care workers; drivers of vehicles and mobile equipment; metalworkers, machine builders; craftspersons; skilled food, clothing, wood products and related workers; security and safety personnel; assemblers, etc.

Q.: Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?

A.: In recent years, the Bulgarian government has taken action to conclude bilateral agreements to regulate labour migration with specific identified third countries. These agreements are a particularly appropriate instrument to further help Bulgarian businesses address labour shortages, as they provide for easier access to the Bulgarian labour market for nationals of these countries without a work permit, but only with registration with the Employment Agency, which is also the competent Bulgarian institution for the implementation of the agreements.

Q.: Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?

A.: We have made some changes in our legislation to facilitate access to the labour market for third-country nationals, for example the abolition of the prior labour market test when applying for the EU Blue Card. We expect the Commission to publish the Skills and Talent Package in April, and hope that the amendments will contribute to improving governance in the area of legal migration.

Q.: Have you already established bilateral partnerships on legal migration with some third countries ?

A.: Bulgaria has signed labour migration agreements with the Republic of Armenia, the Republic of Moldova and Georgia. Negotiations with Ukraine were also launched in 2019, but given the current war situation there, it is difficult to predict when the process will be completed.

The government adopted decisions approving draft agreements to regulate labour migration, which is the basis for negotiations with: the Republic of Azerbaijan, the Republic of Uzbekistan, the Kyrgyz Republic, Turkmenistan and Albania. We are exploring possibilities for future negotiations with: the Republic of Tajikistan, Mongolia and the Republic of North Macedonia.

CZECHIA

I. Assessment of the pilot projects developed at the European level

Which actors do the Commission and the Member States wish to include in the implementation of future mobility projects and talent partnerships? If so, specify the role of each.

We believe it is beneficial to involve a wide group of actors including local and regional authorities, chambers of commerce, and associations of employers. The stay of admitted migrant workers, their family members, or students in the host country will have a direct impact on local/regional communities. The local/regional authorities should therefore be involved in the process of drafting and evaluation of projects and partnerships. Local/regional authorities could also identify shortages of workers in some key professions in the public sector, e.g. in healthcare. The chambers of commerce and associations of employers may specify the needs of the labour market on behalf of the business sector and identify obstacles that employers who recruit foreign workers need to cope with and that could be mitigated. The projects and partnerships should be consulted with trade unions that could be involved in post-arrival adaptation activities for admitted migrants.

What room for improvement do the Commission and the Member States identify, in order to allow future mobility projects to become more efficient and talent partnerships to become part of a longer-term migration management perspective?

Czech system of migration management is not based on bilateral or multilateral cooperation with selected countries of origin and we do not create joint migration projects and partnerships together with the authorities of these countries. Having no direct experience in this field, Czechia may only tentatively suggest that certain factors that seem to be important from the perspective of our unilateral migration management system are taken into account.

In our opinion, it is important to reduce the administrative burden and strive to remove existing obstacles regarding recognition of qualifications and skills. The portability of social security benefits and rights is another crucial issue that should be tackled. It appears to be very important to interlink a policy of attracting qualified migrant workers and international students with other migration policies like readmission and returns. Moreover, it is also useful to introduce a complex set of pre-departure and post-arrival activities for admitted migrants (e.g. practical and theoretical training, language training).

What good practices have been put in place and/or identified by Member States and the Commission to improve governance in the field of legal migration?

We do not have any specific national good practices that we would like to share.

What kind of funding should be mobilized to support mobility projects?

Czechia has no firm position on this issue. Various financial resources might be mobilized according to the scale and the nature of individual projects and partnerships. Although public budgets would probably serve as the primary source of financing, actors in whose favour migration projects and partnerships are implemented (business sector) could also contribute to the funding.

II. Prospective analysis of Member States' priorities for legal migration

What are the specific needs of the labour market in your Member State?

Czechia has the lowest unemployment rate in the whole EU (2,2 % in January 2022 according to Eurostat statistics). In this situation, there are shortages in almost every sector of our national economy. Highly qualified specialists are needed especially in the IT sector, medium and low qualified workers in sectors like construction, transportation, agriculture, and, above all, manufacturing.

Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?

Czechia is satisfied with its demand-driven model in which migration schemes are open to applicants from all third countries who may be admitted according to a common set of rules and under equal conditions. Czech employers recruit foreign workers and universities search for foreign students without the involvement of Czech authorities in this process. Their involvement begins when a migrant applies for admission.

It seems that almost all Member States struggle with shortages in the IT sector.

Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?

The revised Blue Card directive already contains several promising measures for the facilitation of admission of highly skilled workers. Reduced salary threshold, more flexibility to change a position or an employer, and simplified intra-EU mobility seem to be progressive steps forward. (Nevertheless, establishing a procedure for the recognition of professional experience of IT specialists currently poses a challenge to our national system).

Czech system of labour migration management includes a fast-tracking procedure for highly qualified applicants for single permits, Blue Cards, intra-company transfer cards, and long-term business visas (managers, specialists, business and start-up founders). They may migrate together with their closest family members (who apply for long-term visas or residence permits for the purpose of family reunification) and have preferential access to the visa department of a relevant Czech embassy. Separate quotas are set for an intake of their applications and migrants are invited for appointments at embassies as soon as possible. Applications are processed within 30 days. A project on the digitization of application procedure (general, not only for highly qualified workers) is currently being implemented in Czechia and a new IT system should be fully operational at the beginning of 2025. It is expected that digitization will increase the efficiency of admission procedure and speed it up.

There is an ongoing debate in Czechia about the possibility that a labour market test would be cancelled for at least highly qualified jobs included in a shortage occupation list created for this purpose. (Shortage lists are currently not created and used in the Czech national practice).

Czechia represented by the Ministry of Labor and Social Affairs prepares a proposal for a management system for the selection and admission of migrants for employment and other economic activities. The “Point-Based Multicriteria Point System” (PBS) is a platform already used in other countries, from Canada and Australia to the United Kingdom or Korea.

The PBS is a project implemented within the National Reform Program of the Czech Republic coordinated by the Ministry of Labor and Social Affairs with the support of the Organization for Economic Co-operation and Development (OECD) through the European Commission's Structural Reform Support Program.

Point-based systems are a tool to differentiate between groups of migrants. Different countries have different outputs based on the strategic aim of the immigration programme. This includes restricting eligibility for who can migrate, better permit conditions for highly skilled migrants, or only inviting the highest-ranking migrants to apply.

The PBS proposed in the reform should take into account the following criteria:

- Characteristics of migrants: level of education, work experience and age.
- Lists of shortage occupations and qualifications: compiled on the basis of key indicators of short-term, medium-term and long-term development of shortage qualifications and professions in the Czech economy. The lists of shortage occupations and qualifications could determine occupations that allow migrants to enter the Czech Republic or identify occupations for which no labour market test will be performed on the market.

- Indicators of social integration: migrants' experiences of living, working in the Czech Republic and relevant language skills.

Have you already established bilateral partnerships on legal migration with some third countries?

No. And we currently neither plan to establish any partnership. Czechia only concludes international agreements on working holiday programmes.

GERMANY

I. Assessment of the pilot projects developed at the European level

- *Which actors do the Commission and the Member States wish to include in the implementation of future mobility projects and talent partnerships? If so, specify the role of each.*
- *What room for improvement do the Commission and the Member States identify, in order to allow future mobility projects to become more efficient and talent partnerships to become part of a longer-term migration management perspective?*
- *What good practices have been put in place and/or identified by Member States and the Commission to improve governance in the field of legal migration?*
- *What kind of funding should be mobilized to support mobility projects?*
 - Germany supports mobility partnerships and especially the development of talent partnerships as an important element of legal migration and an integral part of the external dimension of migration.
 - Germany has had good experience with models for cooperation with third countries on labour migration. The advantage of such models/projects is that they can be adapted to the specific needs of the national labour market through targeted recruitment in fields where there is a demand for skilled labour. At the same time, the needs of partner countries can be addressed specifically. This includes investments in the vocational training sector of the partner country.
 - Such projects make it possible to pay appropriate attention to the interests of immigration countries, countries of origin and migrants themselves.
 - Germany would welcome it if such partnership approaches to development-oriented labour migration could be taken also to the EU level.
 - The added value of talent partnerships as opposed to national projects is that Member States will cooperate to a greater extent in order to launch joint projects.
 - We believe that it would be useful if interested Member States embarked on an exchange to identify potential projects. The Commission could take a co-ordinating role and explore initiatives on an equal footing with the partner countries at an early stage. In

this context it will be useful to dovetail measures with the action plans drawn up for the relevant partner countries.

- The chambers of commerce abroad may also be suitable partners for future mobility projects. As part of the ProRecognition project for example, Germany has commissioned some of its chambers of commerce abroad to provide advice on the recognition of foreign occupational qualifications abroad.
- However, it is important that TPs are voluntary, flexible and unbureaucratic and that the decision-making power remains with the Member States.
- Germany welcomes the availability of various financial instruments. However, we should ensure that funding does not get too complicated. More clarity would be desirable, in particular with regard to the distinction between NDICI and AMIF funds.

II. Prospective analysis of Member States' priorities for legal migration

- *What are the specific needs of the labour market in your Member State?*
 - *Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?*
 - *Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?*
 - *Have you already established bilateral partnerships on legal migration with some third countries?*
- From our point of view, the health and care sector, the information and communication technology sector, the hotel and catering sector and skilled crafts and trades could present potential fields for talent partnerships. Other branches such as bus or lorry drivers might also be relevant. In any case, international principles of ethical recruitment must be taken into account in cooperation models on labour migration, and brain drain harming the partner countries must be avoided. Another focus should be on the needs of German employers.
 - TPs should also be open to student and labour mobility, including training. Training could also include traineeships or language courses.

- Germany has had good experience with models for cooperation with third countries on labour migration, having launched projects with various third countries and in various fields, as pointed out previously, for instance at a SCIFA meeting (in February 2020). Good examples here are the THAMM project mentioned in the Presidency paper and in particular the Triple Win project, where nurses and carers from third-countries are recruited for the German health and care sector. Germany takes a two-pronged approach to reconcile the conditions in the countries of origin and the requirements of German employers:
 - recruitment of skilled nurses from Bosnia and Herzegovina, the Philippines and Tunisia who will undergo recognition qualification in Germany,
 - recruitment of young people from Viet Nam with experience in the nursing or care sector who will undergo a three-year nursing training in Germany, for further employment in Germany.

ITALY

I. State of play of legal migration issues: assessment of the pilot projects developed at European level

- *Which actors do the Commission and the Member States wish to include in the implementation of future mobility projects and talent partnerships? If so, specify the role of each.*

The main actors Italy wishes to include in the future implementation of mobility projects and talent partnerships are the following:

- **R**
egional governments, with the task of co-designing future projects;
- **Di**
aspora, with the task of pinpointing migrants' needs and helping define projects in their countries of origin.
- **E**
mployers' associations, with the task of collecting the labour market needs at national and local level and helping design effective interventions.
- **W**
What room for improvement do the Commission and the Member States identify, in order to allow future mobility projects to become more efficient and talent partnerships to become part of a longer-term migration management perspective?

The needs of the various actors involved (migrants, diaspora, employers) should be taken into account, in order to secure effectiveness and sustainability to the future projects as a tool for long-term legal migration management.

W

• *What good practices have been put in place and/or identified by Member States and the Commission to improve governance in the field of legal migration?*

The following Italian projects (designed and implemented by the Italian Ministry of Labour - DG Immigration) can be considered as good practices:

- **D.**

O.M.D.E. "Development of Moldovan Diaspora Entrepreneurship" (2018) in partnership with the Moldovan Diaspora Relations Bureau (BRD) and the Italian Region of Veneto and funded by the International Centre for Migration Development (ICMPD) through the Mobility Partnership Facility. It aimed at developing social entrepreneurship in Moldova, promoting circular migration and the productive return of migrants with a view to their reintegration into the local labour market and enhancement of the professional skills and expertise achieved during their migration process.

- **D**

OMDE 2. It is funded by the Mobility Partnership Facility III as follow-up of the previous project, meant to consolidate its good results, strengthen the social economy in Moldova and support new start-ups in that sector. DOMDE 2 is also aimed at building capacity of both entrepreneurs and Moldovan institutions. Its kick-off is foreseen in a couple of months.

- **M**

ENTOR 2. "Mediterranean Network for Training Orientation to Regular migration 2", funded by the Mobility Partnership Facility III, is the follow-up of the pilot project MENTOR (2018). Its general objective is to contribute to the improvement of temporary and circular migration schemes between Italy, Morocco and Tunisia. It is implemented in Northern Italy, specifically in the metropolitan areas of Milan and Turin, which are the main cities of destination of migratory flows and where the Moroccan and Tunisian communities are among the oldest and most integrated.

W

• *What kind of funding should be mobilised to support mobility projects?*

Over the last years, the mobility projects were supported by Asylum Migration and Integration Fund (AMIF 2014-2020).

Since mobility is to be regarded as a strategic tool in order to enhance the cooperation of partner Countries in the management of migration flows, the 10% of NDICI could be also used to support mobility projects.

II. Prospective analysis of Member States' priorities in the field of legal migration

•

W

What are the specific needs of the labour market in your Member State?

According to the estimates, between 2021 and 2025 the overall increase in the stock due to economic expansion will vary between 933.000 and almost 1,3 million employees, depending on the scenario. In details, a need for expansion will be mostly shown by the sector of services, where between 861.000 and 1.1 million employees will be necessary over a five-year period. For the industrial sectors a stock variation between 63.000 and 128.000 workers is estimated, while for agriculture between 9.000 and 29.000 units are estimated.

Detailed statistical tables can be found in the report (updated in 2021) available in English at the following link:

https://excelsior.unioncamere.net/images/strumenti_ENG/Allegato_statistico_nazionale_FINALE_EN.pdf

and in the website (EN version) of the Project Excelsior - IT System for Job and Training (supported by the ESF)

https://excelsior.unioncamere.net/index.php?option=com_content&view=featured&Itemid=2637#

- ***Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?***

Italy (Ministry of Labour) has implemented various initiatives in the field of cooperation with Third Countries in order to manage migrant flows and to support the migrant communities in Italy.

The aim is to promote regular mobility channels in collaboration with Countries of origin in order to discourage irregular migration flows and facilitate the access of migrants into the labour market through promoting their skills and professional qualifications.

Shortages have been identified in agriculture, construction, home and/or personal care services, logistics, tourism and catering, ICT, mechanics and graphics.

Consequently, in 2019 a call was launched for the implementation of pre-departure training and orientation projects for Third Country nationals holding requirements for work permits, professional training and family reunification. The projects aim to promote the professional and linguistic training of TCN increasing their skills, professional qualifications and employment opportunities. Following the call, 10 projects were financed for a total value of over 10 million euros. Activities are being carried out until 30 September 2022.

Pre-departure training activities are taking place in 14 non-EU countries: Albania, Bosnia-Herzegovina, Egypt, Ethiopia, Gambia, Ghana, India, Mali, Morocco, Moldova, Nigeria, Senegal, Tunisia and Ukraine (some of these countries are signatories of bilateral agreements with Italy, which regulate entry flows for work purposes).

- C
ould Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?

Bilateral agreements are the main instrument in order to foresee regular entry channels to the benefit of migrant workers and apply mechanisms of labor matching. This kind of agreements, provided for by the Italian domestic legislation on migration, enables the implementation of cooperation projects with non-EU countries of origin of the main migratory flows towards Italy.

Cooperation projects, funded by domestic and/or Union resources, may concern: the management of migratory flows through capacity building actions, circular migration, linguistic and professional skills, pre-departure training courses, youth mobility programmes. These latter are linked to the working-holiday visas which allow young people aged between 18 and 30/35 to stay in Italy for a certain period of time (usually 12 months) and have access to work activities.

Furthermore, on annual basis, a so called Flows Decree (*Decreto flussi*) is adopted in order to regulate the quotas of migrants who are allowed to entry with a visa for work purposes and obtain a residence permit for work.

The Flows Decree 2021 provided for 69.700 entry quotas, of which: 27.700 for non-seasonal work, 42.000 for seasonal work.

•

H

ave you already established bilateral partnerships on legal migration with some third countries?

Yes, bilateral partnerships are in place with Morocco (2005), Albania (2008), Moldova (2011), Sri Lanka (2011), Filippine (2017), while negotiations are afoot with China, Bangladesh and India.

HUNGARY

- ***What are the specific needs of the labour market in your Member State?***

In the past 10 years considerable achievements have been reached in the field of economic development of Hungary, creating about one million jobs in the job market. Due to the created jobs and the demographic characteristics of job market the unemployment rate fell to about 4% average. For Hungary it is a priority to allocate our own nationals to fill the labour shortages, as we do not think that encouraging migration is the best solution in this field. We welcome the statement in the document that ‘each Member State has specific needs in connection with its national labour market’. National competences allow flexible and immediate adaptation to given circumstances, such as COVID-19 pandemic or the war in Ukraine.

- ***Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?***

Currently we have a list of occupations, where long-term labour shortage is present. This includes occupations, eg. various types of engineering, social and healthcare workers, commercial and catering and hotel industry workers, construction industry workers, processing industry workers, logistic area workers. For this moment in these sectors of the national labour market legal migration may provide added value.

-

- ***Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.) ?***

A streamlined version of the workforce immigration regulation was set up in Hungary. Our goal was to establish a new system which guarantees the immigration of skilled labour force with sufficient control on the immigration processes. The concept of the registered recruiting companies has been elaborated. Well-established company is able to recruit and organize the work power immigration based on the client's needs. The registered recruiting company hence acts as an intermediary between the market player client and the public administration to ease the process for both sides. The streamlined system is based on three pillars: only registered recruitment companies, from a list of defined countries, to an extent of predefined occupations should use the new system. Based on this new regulation, registered recruiting companies could run through the immigration process for all prospective employees in bulk, involving directly the Hungarian immigration office. During the process an exemption of labour market screening is available where labour shortage is present.

- ***Have you already established bilateral partnerships on legal migration with some third countries ?***

No bilateral relationship was set up to this date.

THE NETHERLANDS

Netherlands

- As laid down in the new coalition agreement, NL seeks to approach migration as part of broader demographic developments, also taking into account impact on the labour market, but also the housing market. More insight into and grip on migration is desirable.
- As of yet, NL does not have any (talent) partnerships with 3rd countries. We have experienced, however, that *legal* migration should be included if we want our partnerships to be robust and sustainable. In NL, further decision taking (on political level) is needed to develop this further.
- NL is very interested to have exchanges about best practices with other MS and/or COM.
- COM could play a key, coordinating role. It may be possible to develop a broader project to which MS could subscribe if interested.
- NL supports the idea of a roadmap that lays out concrete steps, guidance and funding possibilities. We also welcome the Presidency's suggestion to organise adhoc, strategic meetings that also include the external dimension – on a higher level, SCIFA might be an appropriate forum to discuss (talent) partnerships.
- As for the Skills and Talents Package, NL hopes that COM will further elaborate on the links between the Pact, the Talent Pool, the Talent Partnerships and availability/prerequisites for funding.

- NL has an efficient highly skilled migrants' (HSM) scheme, connected to a system of recognised sponsorship (recognised employers). There are additional schemes for graduates, entrepreneurs, start-up entrepreneurs and start-up personnel. We aim to provide good services to HSM, and to provide clear information on NL as country of residence.
- Dutch labour migration policy, however, is restrictive, demand-driven and aims at protecting 'priority workforce' (i.e. NL, EU/EEA, Switzerland).
- For the remainder we refer to our (oral) contribution to the IMEX/Admission Working Group that took place on Wednesday 23 March 2022.

POLAND

La position de la République de Pologne

suivie de la réunion du groupe de travail IMEX du 23 mars 2022

- Pour des nombreuses raisons, notamment la proximité géographique, culturelle et linguistique ainsi que l'ouverture présentée aux migrants ukrainiens, la Pologne est l'État membre dans lequel les citoyens ukrainiens cherchent leur refuge contre la guerre. Jusqu'à présent, nous avons accueilli près de 2,415 millions de personnes déplacées. D'autres personnes ayant besoin d'une protection arrivent chaque jour.

La Pologne est sans aucun doute l'État membre déjà gravement touché par la situation en Ukraine, et toutefois la perspective de mettre fin au conflit armé reste inconnue. En ce moment, il est donc prématuré de juger à long terme de l'impact de cette situation sur la politique migratoire du notre pays.

- La mise en œuvre d'une protection temporaire et la garantie de l'accès à un large éventail de services, d'assistance et de soins pour les personnes déplacées d'Ukraine restent nos priorités.

La situation en Ukraine exige notre réponse immédiate et un engagement total, de sorte que d'autres projets, comme la participation de Pologne aux projets de mobilité et des partenariats de talents, devront être reportées. Notre attention est actuellement concentrée ailleurs. Ce n'est qu'après la stabilisation de la situation actuelle que nous pourrions évaluer les mesures à prendre en matière de la migration légale.

- Cela ne signifie pas que la Pologne a cessé de mettre en œuvre la politique migratoire à l'égard des ressortissants de pays tiers, tel qu'il était avant le conflit, mais seulement que cette politique a dû être modifiée dans le cadre de la mise en œuvre de la directive sur la protection temporaire.

- Il convient de souligner que l'afflux de citoyens ukrainiens en Pologne n'est pas un phénomène nouveau pour nous. Juste la nature et l'ampleur de ce phénomène sont sans précédent.

Un afflux similaire de citoyens ukrainiens vers la Pologne, toutefois à une échelle incomparablement plus petite et généralement visible dans le cadre des voies migratoires légales disponibles, a été constaté après l'annexion illégale de la Crimée et en lien avec les opérations militaires dans le Donbass et Donetsk.

La détérioration de la situation en Ukraine, à partir de 2013, et en parallèle la création d'incitations et de facilités à la migration vers la Pologne (dans le cadre de la loi du 12 décembre 2013 sur les étrangers, ainsi que l'adoption de systèmes de préférences dans l'accès au marché du travail), ont fait que l'afflux de migrants ukrainiens a atteint – en très peu de temps – des proportions inconnues auparavant, paralysant partiellement le fonctionnement quotidien des autorités migratoires en Pologne.

Les conséquences négatives de ce phénomène sont ressenties par la Pologne jusqu'à présent, malgré d'un certain nombre de mesures correctives et curatives.

Le dernier catalogue de mesures correctives, visant principalement à raccourcir la durée des procédures administratives et à accroître la flexibilité du changement d'employeur, a été adopté peu avant l'agression armée de la Fédération de Russie contre l'Ukraine cette année. Des travaux intensifs sont en cours pour préparer l'ouverture de la possibilité de soumettre les demandes de permis de séjour sous forme électronique.

Clarification supplémentaire sur l'accès au marché du travail des ressortissants ukrainiens, en réponse à une demande de la délégation néerlandaise :

Conformément aux dispositions de la loi du 12 mars 2022 sur l'assistance aux citoyens de l'Ukraine en lien d'un conflit armé sur le territoire de ce pays, les citoyens ukrainiens qui sont venus en Pologne à partir du 24 février 2022 en conséquence d'une guerre menée sur le territoire de ce pays, ainsi que les citoyens ukrainiens qui résident actuellement de manière légale sur le territoire de la Pologne peuvent travailler sans avoir besoin d'obtenir un permis de travail soit une déclaration sur le mandatement du travail (il s'agit de la procédure de notification de l'intention de recruter des ressortissants de l'Arménie, du Belarus, de la Géorgie, de la Moldavie, de la Russie ou de l'Ukraine pour effectuer un travail d'une durée maximale de 24 mois).

La seule exigence formelle liée au fait de les confier un travail en Pologne est l'obligation d'en informer l'office du travail du powiat (notification dans un délai de 14 jours, par le biais du système téléinformatique - praca.gov.pl).

Le nombre de notifications de travaux de commissionnement à un citoyen ukrainien reçu par les Offices du travail de Powiat entre le 15 et le 18 mars 2022 est de 4601.

En outre, tout citoyen ukrainien peut s'inscrire à l'agence de travail en tant que chômeur ou demandeur d'emploi selon les mêmes principes que pour les citoyens de la République de Pologne, à l'exception des personnes âgées, c'est-à-dire les femmes de plus de 60 ans et les hommes de plus de 65 ans, qui pourront également s'inscrire.

Dans les agences de travail, il y a des postes séparés pour l'enregistrement des citoyens ukrainiens et des points d'information. Les grandes villes créent des centres de réception des citoyens ukrainiens, où ils bénéficient d'une assistance complexe (l'aide sociale et médicale, des offres d'emploi). Les citoyens ukrainiens peuvent utiliser la base de données centrale des emplois qui est disponible en ukrainien sans se rendre dans une agence pour l'emploi au moyen d'un ordinateur, d'une portable ou d'autres appareils mobiles avec accès à l'internet (<http://oferty.praca.gov.pl>). Il est également possible de rechercher des offres d'emploi en utilisant une application mobile spéciale ePraca (Android et iOS).

Environ 70 000 offres d'emploi sont disponibles quotidiennement dans la base de données. Les informations destinées aux demandeurs d'emploi sont également disponibles en ukrainien sur le site web du service public de l'emploi. Les employeurs et les citoyens ukrainiens à la recherche d'un emploi peuvent faire appel au soutien des consultants de Green Line, tél. 19524.

Pour plus d'informations, consultez i.a. le site : <https://www.gov.pl/web/ua>.

**Information du Ministère de la Famille et de la Politique Sociale
de la République de Pologne
(CM 2395/22) :**

– What are the specific needs of the labour market in your Member State?

Shortly before the war in Ukraine, the situation on the labour market in Poland was very good. In January 2022, according to Eurostat, Poland was the second country, after the Czech Republic, with the lowest unemployment rate in the EU - 2.8% compared to 6.2% in the European Union and 6.8% in the euro area.

At the end of February 2022, almost 921.8 thous. unemployed people were registered in the labour offices, i.e. by less than 2 thous. more than before the outbreak of the pandemic 2 years ago and by almost 178 thous. less than at the end of February 2021. Registered unemployment rate at the end of February this year was 5.5%, which means that it was at the same level as at the end of February 2020.

– Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?

The Polish labour market has been facing the problem of labour shortages for years, although difficulties in recruiting employees do not apply to all industries. In 2022, significant staff shortages will concern professions in the following industries: construction, production, TSL (transport, forwarding, logistics), health care, education, accounting and catering. In the professions performed by women, staff shortages mainly concern health care (doctors, nurses and midwives, physiotherapists and masseurs, caregivers of the elderly or disabled, psychologists and psychotherapists, paramedics) and gastronomy (cooks and bakers). We can also expect an increased demand for Ukrainian translators, teachers with knowledge of Ukrainian, and care services for both the elderly and young children.

– Have you already established bilateral partnerships on legal migration with some third countries?

Such agreements have not been ratified so far.

PORTUGAL

PT contribution related to the 2nd set of questions of the document cm02395.en22.

II. Prospective analysis of Member States' priorities for legal migration

– What are the specific needs of the labour market in your Member State?

In recent years labour shortage in Portugal has been quite evident. The decrease in the entry of migrant workers during the pandemic period has exacerbated the labour shortage in sectors of activity that are now beginning to recover.

Despite the scarcity of labour being transversal to several sectors of the Portuguese economy, we should point out, among others, agriculture, tourism, in particular, hotels and restaurants, fisheries and civil construction (many professions, including specialized ones - plumbers, painters...)

As regards more skilled professions, some professions in the area of ICT and digital stands out (software, web and applications creators and programmers; systems analysts; content reviewers...) and professions in the area of health and home care, for example. There is also a lack of workers in areas such as logistics and industry and in the so-called green jobs, although we still do not have a very clear vision of the migration potential in this last area.

These sectors are indicative, stemming from our experience and unsatisfied job offers, since we do not have robust data or studies to have a complete and rigorous picture of the situation.

– Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?

Difficulties in recruiting workers are felt both in less-skilled activities and in those that already require higher qualifications.

In this context, Portugal has been establishing solid mechanisms to attract migrants, essentially through the labour migration agreements with other countries, which have surplus labour and are interested in the mobility of these workers to Portugal.

Regarding migration policies, both with regard to the application of general law and the agreements - already signed and under negotiation - the option is not sectoral. The law and the agreements apply to any industry and profession.

Any third-country national who meets the general requirements set out in the law (namely, the job offer has not been filled by citizens who have priority) and has a promise of an employment contract, regardless of the sector for which it is intended, can exercise a professional activity in Portugal. The only particular feature that exists in the law since 2017 is the recognition of a set of sectors in which there is “seasonal work” and that enable access to a temporary stay visa for seasonal activity (which implies that the employment contract does not exceed 9 months).

Due to the experience in terms of immigration that we already have, although the agreements (signed and under negotiation) are not sectoral, we can infer that each of them will contribute with greater preponderance to certain specific sectors. Although we do not yet have enough evidence to support it, it seems to us that there is a tendency for employers to hire workers from certain countries – which may be related to the fact that certain skills are found in those countries.

- **Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?**

Immigration Act provides for the granting of visas depending on the purpose of the stay and its duration. In terms of the labour market, there are several types of visas that can be adjusted to the type of professional activity, which provide some flexibility in their application, namely:

1. For permanent subordinate professional activity
2. For seasonal subordinate professional activity
3. For highly qualified activity
4. For self-employed or entrepreneurs

For the issuance of residence visas for the exercise of subordinated professional activity, since 2011 quotas that were defined annually, in the global quota indicative of employment opportunities, are not applicable.

- **Have you already established bilateral partnerships on legal migration with some third countries?**

Negotiations with some countries began before the pandemic, however, the current increase in labour needs have accelerated the ongoing processes, and in this regard, Portugal signed, on September 2021 an agreement with India on recruitment of Indian nationals for work in Portugal, which formally entered into force on January 2022.

It also signed another labour mobility agreement with Morocco (of a similar nature in January 2022) and with the CPLP in 2021 (Community of Portuguese Speaking Countries), the latter already in force for some of their members.

ROMANIA

I. Evaluation of pilot projects

In order to be able to develop comprehensive, balanced and personalized partnerships and projects and to really strengthen the relationship with third-party partners, we consider that a coordinated approach is necessary, with the involvement in this process of all relevant private or public structures (professional organizations, employers' organizations, private companies, employment agencies, chambers of commerce, etc.).

Controlled legal migration, based on the needs of the labour market, is an indispensable part of a balanced and comprehensive migration policy, with real benefits for the societies and economy of the Member States, and Talent Partnerships and mobility projects respond, in our opinion, to the steps taken on this level.

Thus, we believe that sustainable and constructive partnerships should be integrated into a global and balanced approach that allows the development of mutually beneficial relations with third-party partners and contributes effectively to improving legal migration and mobility by providing safe and legal alternatives for people wishing to migrate, while stimulating the facilitation of cooperation between third countries on issues such as preventing illegal migration, readmission and returning illegal migrants.

Moreover, we appreciate that the talent pool to be set up at EU level will play an important role in the operationalization of these partnerships through the facilities offered by this European platform for international recruitment that will allow skilled workers from outside the EU to express their interest in migrating to the EU and to be identified by the EU authorities and employers on the migration line based on their needs.

As these partnerships would constitute flexible EU instruments aimed at the strategic, mutually beneficial involvement of partner countries in the field of migration, we appreciate their useful exploration, initially with third countries more receptive on this level, possibly in areas in the EU's neighbourhood, and then to be extended to other regions, depending on the results and the interest of the Member States.

We appreciate that the use of the positive experiences, at bilateral level, of the Member States with third-party partners and those resulting from the pilot projects carried out in the field of legal migration, with mechanisms for quantitative assessment (number of migrant workers and employers, financial resources employed, etc.) and qualitative (sectors of activity in question, developed skills, actors involved, etc.), can contribute to the efficiency of initiatives aimed at Partnerships on Talents.

In this regard, we consider it extremely useful to use models that have proven their functioning in practice (e.g. the THAMM project) for the future development and implementation of talent partnerships in accordance with the national competences of the Member States and taking into account both the needs of partner countries and the need to limit the 'brain drain', in the perspective of a global and balanced approach to migration.

We are of the opinion that for the financial support of mobility projects, both the funds provided for the EU's external action or the Justice and Home Affairs (JHA) funds, in particular the Asylum, Migration and Integration Fund (AMIF), should be taken into account.

II. MS priorities – analyses prospectives

In the short term, measures are needed to limit the increase in unemployment in the context of the COVID-19 pandemic and to quickly reintegrate into work people who will lose their jobs as a result of reduced economic activity.

Depending on the result of the analysis at national level to identify interests in the development of labour migration, we believe that in the process of promoting legal migration, several models could be explored, from long-term migration schemes, accompanied by training in "deficient" employment areas, to circular migration schemes that provide for reintegration projects in the country of origin, with the limitation of the phenomenon of "brain drain" from the partner countries.

In order to achieve the goal of improving and promoting legal migration pathways by facilitating the conditions of entry and residence of certain categories of migrants, at national level, for highly skilled workers, the exemption from the labour market screening can be considered a support measure in terms of regulating the stay in Romania.

So far, no bilateral partnerships have been concluded with third countries on legal migration.

III. Legal migration - UA

At the national level, the legal framework for providing support and humanitarian assistance by the Romanian state to foreign citizens or stateless persons in special situations, including beneficiaries of temporary protection, coming from the armed conflict area in Ukraine, was adopted, as follows:

- GEO no. 15/2022 on the provision of support and humanitarian assistance by the Romanian state to foreign citizens or stateless persons in special situations, coming from the armed conflict area of Ukraine was published in M.O. no. 193 of 27 February 2022, including the amendments and additions brought by GEO no. ANRE President's Order no. 20/2022 on the amendment and completion of certain normative acts, as well as for the establishment of support measures and humanitarian assistance (O.M. no. 231 of March 8, 2022).
- Government Decision nr. 367/18.03.2022 on the establishment of conditions to ensure temporary protection as well as for the amendment and completion of certain normative acts in the field of foreigners.

According to the aforementioned legislation, on the basis of the specific residence permit, beneficiaries of temporary protection can access the rights related to that status.

Foreign citizens or stateless persons in special situations who come from the area of armed conflict in Ukraine and enter Romania and who do not request a form of protection according to Law no. 122/2006 on asylum in Romania, with subsequent amendments, benefits, within the temporary accommodation and humanitarian assistance camps or in other accommodation locations established by the county / Bucharest committees for emergency situations, from ensuring the following the following essential utilities during the temporary stay:

- a) food;
- b) clothing;
- c) personal hygiene materials;
- d) the right to receive free of charge medical assistance and appropriate treatment, through the national system of emergency medical assistance and qualified first aid, in accordance with the provisions of Title IV of Law no. 95/2006 on health reform, republished, with subsequent amendments;
- e) the right to be included in the national public health programmes;
- f) transport, under the conditions established by government decision, at the proposal of the Ministry of Internal Affairs and the Ministry of Transport and Infrastructure.

These provisions shall also apply to the beneficiaries of Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC and with the effect of introducing temporary protection.

At the same time, persons with disabilities, accompanied or unaccompanied, who come from the area of armed conflict in Ukraine and enter Romania, benefit, upon request, free of charge, from the social services in the centers provided for in Law no. 448/2006 on the protection and promotion of the rights of persons with disabilities. Their attendants shall, under the same conditions, benefit from social services with them. Elderly people with reduced mobility or in a situation of dependence, who come from the area of armed conflict in Ukraine and enter Romania, benefit, upon request, free of charge, from social services in accordance with the provisions on social assistance for the elderly.

According to emergency ordinance no. 20 of March 7, 2022 on the amendment and completion of certain normative acts, as well as for the establishment of support measures and humanitarian assistance, Ukrainian citizens legally entering the territory of Romania and who do not request a form of protection may be employed without the work permit provided for in Article 3 para. (1) and Article 17 para. (1) of Government Ordinance no. ANRE President's Order no. 25/2014 on the employment and posting of foreigners on the territory of Romania.

These people are granted the right to reside for work purposes without the requirement to obtain a long-stay visa for employment.

They also have access to the unemployment insurance system, to the measures for preventing unemployment and to the measures for stimulating employment, granted following the registration with the county employment agencies, respectively of the municipality of Bucharest, under the conditions established for the Romanian citizens.

The employment of Ukrainian citizens, who come from the armed conflict zone in Ukraine and do not have documents proving the professional qualification or experience in activity necessary for employment, can be carried out, for a period of 12 months with the possibility of extension by periods of 6 months, for a maximum of one year, based on the declaration on their own responsibility that they meet the conditions of professional qualification and experience in activity employment of the job they are going to be employed and do not have a criminal record that is incompatible with the activity they carry out or are going to carry out on the territory of Romania.

SLOVAKIA

I. Assessment of the pilot projects developed at the European level

Which actors do the Commission and the Member States wish to include in the implementation of future mobility projects and talent partnerships? If so, specify the role of each.

N/A.

What room for improvement do the Commission and the Member States identify, in order to allow future mobility projects to become more efficient and talent partnerships to become part of a longer-term migration management perspective?

The Slovak Republic sees room for greater cooperation within the global approach to migration and labor mobility in the area of:

better matching the requirements of employees and employers in the global labor market, so that instead of a growing "brain drain", there is a "brain circulation" that brings mutual benefits. It is clear that migration leads to large losses of human capital, not only from the point of view of the country of origin but also of the beneficiary country,

document validation, which is often administratively complicated for economic migrants; it is desirable to streamline the rules for the recognition of qualifications,

the availability of information for migrants and the building and use of flexible legal migration channels (networks) for employment in the required occupations and sectors in the host country, thus avoiding the risks of finding work through informal channels and avoiding so-called "Qualification drop" when the work performed does not correspond to the level of qualification achieved.

What good practices have been put in place and/or identified by Member States and the Commission to improve governance in the field of legal migration?

In the Slovak Republic, the procedure of managing legal migration by the simplified procedure for jobs with a shortage of labor through a list of jobs with a shortage of labor has proved its worth.

The system of admitting third-country nationals in terms of the residence agenda is also set in accordance with European legislation and we consider it appropriate and sufficient.

What kind of funding should be mobilized to support mobility projects?

N/A.

II. Prospective analysis of Member States' priorities for legal migration

What are the specific needs of the labour market in your Member State?

- According to statistical data from the Office of Labor, Social Affairs and the Family in the Slovak Republic at the end of February 2022, the registered unemployment rate was 6.86%. At the same time, at the end of February 2022, 79,018 vacancies were reported, of which 37,817 vacancies suitable for school graduates. There is still a high number of vacancies in the labor market, which is difficult to fill with domestic workers. On a month-on-month basis, they increased by more than 3,000, i.e. by 4.25%. According to the statistical classification of jobs ISCO-08, the most vacancies in the main class 8 (Operators and fitters of machinery) were 36 516, in the class 7 (skilled workers and craftsmen) 15 945 and in the class 9 (Auxiliary and unskilled workers) 8 550. It is currently impossible to predict whether a significant part of the vacancies will be filled by Ukrainian citizens who come to the Slovak Republic in connection with the war, also given the unpredictability of the end of the war between Ukraine and Russia and the willingness of Ukrainian citizens to remain in Slovakia.

- Due to the fact that from the aspect of the existing diversification of the production-technical base, the demand for labor is currently focused mainly on the skilled workforce especially in the technical direction, the consequences are reflected in a structural imbalance in the content of labor supply and demand. The main reason is the persistent inconsistency between current labor market needs and existing education systems. There is still an inconsistency between the structure of jobseekers and the structure of job vacancies.

Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?

Labor shortages are identified quarterly in districts with a registered unemployment rate of less than 5% in the past calendar quarter according to the list of labor shortages published by the Labor, Social Affairs and Family Office. These are jobs mainly from the sectors of industrial production, agriculture, construction, transport, health and social work, information technology and services. At present, a simplified system of employment conditions for third-country nationals has been introduced in the Slovak Republic for jobs where there is a shortage of labor according to the above list.

For identified jobs when granting a single residence and employment permit to third-country nationals, the Labor, Social Affairs and Family Office issues a certificate on the possibility of filling a vacancy without taking into account the situation on the labor market.

Given that the Slovak Republic registers a long-term shortage of workers in the health professions, IT sector, as well as drivers of international trucking (where there is no prospect of improvement or use of active labor market policy tools), a legislative change is being prepared to apply the regime of scarce professions by establishing determination of labor shortages at the regional level, omitting the condition of registered unemployment rate lower than 5%. It is often not possible to fill these jobs even in a district with a higher unemployment rate, because the structure of job seekers does not allow finding a suitable job seeker to fill the required position.

Another model that the Slovak Republic applies to manage legal labor migration is the simplified procedure regulated by the Regulation of the Government of the Slovak

Republic no. 520/2021 Coll. on the interest of the Slovak Republic to issue a national visa to selected groups of third-country nationals (effective until 1 April 2022). It has been modified the issuance of a national visa (as of interest of the Slovak Republic) pursuant to Art. 15 par. 1 letter d) of Act no. 404/2011 Coll. on On Residence of Foreigners as amended for third-country nationals who are citizens of the Republic of Belarus, the Republic of Serbia and Ukraine as bus driver, together with a maximum of 150 national visas, heavy truck driver, truck (international transport) and heavy truck driver, truck (domestic transport) together a maximum of 1,770 national visas in 2022. The employer may employ a third-country national who has been issued a national visa without a work permit.

Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?

- The Slovak Republic legislatively amended the simplified procedure for the admission of highly qualified staff by the Regulation of the Government of the Slovak Republic no. 521/2021 Coll. on the interest of the Slovak Republic to issue a national visa to highly qualified third-country nationals (effective from 1 April 2022). The issuance of a national visa pursuant to Art. 15 par. 1 letter d) of Act no. 404/2011 Coll. on On Residence of Foreigners as amended for highly qualified third-country nationals as an interest of the Slovak Republic who are graduates of:
 - second - level university studies in the Slovak Republic, or in the Czech Republic or a university degree listed in an annex to the Regulation or an equivalent education within the European Qualifications Framework from an institution listed in an annex to the Regulation,
 - university studies of the second or third degree of a university and will be employed by an employer in the Slovak Republic in the jobs listed in the list of jobs according to the statistical classification of jobs in the annex to the regulation.

A national visa shall be issued to a third-country national for the purpose of:

- job search for a period of 90 days,
- employment for the duration of the employment, for a maximum of one year.

It is in the interest of the Slovak Republic to issue 3,000 national visas in 2022, while the number of national visas does not include a national visa issued for the purpose of employment to a third-country national if he/she was granted a job visa before being granted a national visa for the purpose of employment.

The employer may employ a third-country national who has been issued a national visa without a work permit.

Have you already established bilateral partnerships on legal migration with some third countries?

- To support the mobility of foreign workers (projects), *we state that in connection with the mass influx of Ukrainian citizens who come to the Slovak Republic in connection with the war*, we are preparing a pilot project to facilitate access to the labor market of Ukrainian citizens and their families.
- Supported project activities are:
 - provision of information and counseling services by employment, social affairs and family offices,
 - training support,
 - attendance allowance,
 - induction support (gaining the first work experience with the employer using a mentor),
 - support for the acquisition of practical form of activating volunteer work.
- Based on obligations arising from the Recovery and Resilience Plan of the Slovak Republic, the implementation of investment 1 Component 10 is also being prepared – e.g. building the so-called one-stop shops - assistance centers, in which comprehensive information and assistance services will be provided, facilitating settlement in Slovakia.

SLOVENIA

I. Assessment of the pilot projects developed at the European level

1. Which actors do the Commission and the Member States wish to include in the implementation of future mobility projects and talent partnerships? If so, specify the role of each.

We believe that those third countries, which would be selected for cooperation in the future mobility projects or mobility partnerships, should have active role in the implementation of future mobility policy of the EU.

2. What room for improvement do the Commission and the Member States identify, in order to allow future mobility projects to become more efficient and talent partnerships to become part of a longer-term migration management perspective?

Close cooperation, based on mutual understanding and ethical recruitment, with select third countries is of utmost importance. In our opinion, without the close cooperation of third countries the efficiency of long-term migration management will not be such success as it could be.

3. What good practices have been put in place and/or identified by Member States and the Commission to improve governance in the field of legal migration?

Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia (hereinafter the Public fund) every year announces Scholarships for Slovenes abroad. Scholarships for study of Slovenians living abroad in Slovenia can be granted to members of Slovenian minorities in the neighbouring countries and Slovenians around the world for study at first- or second-cycle degree programs in Slovenia. The basic purpose of the scholarship programme is to promote connections of young Slovenians living abroad with their homeland.

The scholarship for Slovenes abroad to study in the Republic of Slovenia is awarded to a student who meets the general conditions (defined in Scholarship Act) and has one of the following personal statuses:

- is a Slovene with permanent residence outside the Republic of Slovenia who has the citizenship of the Republic of Slovenia,
- is a Slovene with permanent residence outside the Republic of Slovenia, who has the status of a Slovene without citizenship of the Republic of Slovenia,
- is a Slovene with permanent residence outside the Republic of Slovenia without the citizenship of the Republic of Slovenia and without the status of a Slovene without the citizenship of the Republic of Slovenia.

By providing scholarships for the study of young Slovenes from abroad and around the world, the Public fund is actively helping to establish new connections between young people and their homeland. At the same time, it supports the goals of the strategy of economic cooperation of the Republic of Slovenia with the Slovenian national community in neighbouring countries and around the world. These goals are the synergy of knowledge, experience, human resources and activities, as well as the strengthening of existing and the creation of new economic flows between the areas of the Slovenian national community and Slovenia.

The scholarship program has been running since 2008 and enables scholarship holders to come to study in Slovenia and thus improve their knowledge of the Slovenian language and culture. This experience had a positive effect on their independence, ingenuity and self-confidence, better prepared them to enter the labour market, and strengthened their ties with their homeland. The amount of the basic scholarship is EUR 204.80 per month and allowances can be awarded.

4. What kind of funding should be mobilized to support mobility projects?

/

II. Prospective analysis of Member States' priorities for legal migration

1. What are the specific needs of the labour market in your Member State?

In the next 6 months, and as expected also in the nearby future, the most needed professions in Slovenia will be in sector of construction (masons), drivers of heavy trucks, workers for simple work in manufacturing, welders, salesmen, other workers for simple works, electricians and professions for health and social care at home.

2. Which legal migration models do Member States wish to promote? Do you identify specific sectors with labour shortages where legal migration can provide added value?

Slovenia, according to our experiences managing labour migrations flows, would promote bilateral arrangements with selected third countries according to the specific needs on the Slovenian labour market.

3. Could Member States identify instruments to welcome highly skilled workers and describe regulatory measures introduced to address the needs of sectors or professions with shortages (exemption from labour market screening, exemption from quotas, relaxation of minimum income threshold criteria, etc.)?

Slovenia has introduced the mechanism of deficit occupations in which third countries migrant workers could be employed without the obligatory labour market test.

4. Have you already established bilateral partnerships on legal migration with some third countries?

Slovenia has signed two bilateral agreements with Bosnia and Hercegovina and Republic of Serbia for the purpose of legal employment in Slovenia.

SPAIN

- Spain considers that partnerships with our partners should be approached from a dual perspective: as a relevant component of the migratory dialogues on external dimension and as a crucial component regarding labour and talent mobility.
- According to our view, these Talent Partnerships should be inclusive and must facilitate a close interinstitutional cooperation, which should involve all actors concerned: authorities in third countries in order to ensure a mutually beneficial approach, authorities in Member States even at a regional and local level, social partners (private sector plays a key role ensuring matching) and many different actors such as universities and civil society.
- From our point of view, these Talent Partnerships should be duly incorporated in public policies where all partners could contribute and benefit. Furthermore, we have to fight against brain-drain for a mutually beneficial relationship and also in order to avoid irregular migration by building human capital in origin countries via education and entrepreneurship.
- Regarding financing, we need information on the concrete available funding. It is also important that this does not impose an administrative burden on Member States.
- For ES it is vital to take also into account not only the needs of our labor markets but also those of our migratory partner countries. In Spain there is need for highly-skilled, medium-skilled and low-skilled workers but we should also analyse the labour market needs in third countries as well as training or migration-policy needs.
- Regarding legal migration schemes, we would like to promote circular migration in order to attract and retain talent. Currently we have labour shortages in the following sectors: health and care, IT, construction, hospitality, fishing and of course transport (in this case the requirement of a degree obtained in the EU makes hiring more difficult).

- Replying to the question about instruments, we would like to point out a fast track to obtain a work permit for entrepreneurs, startups, investors or ICT. A one-stop-shop system enables to submit applications allowing the competent unit to coordinate all the procedures resolving within 30 days.
- However, we would like to explicitly point out the recognition of skills as talent is highly skilled but not necessarily highly qualified. Blue-card Directive negotiations should open in this regard a new path that we should continue to explore. That is the only way to attract talent and furthermore offer legal migration paths to professionals from other countries.
- Spain has developed a contract-at-origin project named GECCO. This circular migration project is currently focused on the agricultural sector involving third countries as Morocco, Colombia, Ecuador, Honduras and we are negotiating with Senegal and the Dominican Republic.
- In addition to this project, we have also developed legal migration pilot projects with Morocco such as *Young Generation as Change Agents* –focused on highly qualified postgraduate students- or Wafira –focused on low qualified women-. In both cases a phase of return and reintegration is following the short-term migration movement.
- Finally, Spain has developed in eight African countries a project called *MigraSafe Africa* with Sweden, Switzerland and Portugal. This project consist of offering valuable information on legal migration pathways to the EU to Embassies, Consulates, Public Authorities and civil society.