



## **AD HOC QUERY ON 2020.2 Talent Attraction and International Recruitment of Third-Country Nationals**

**Requested by Rafael BÄRLUND on 8 January 2020**

**Compilation produced on 30 July 2020**

**Responses from Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Slovakia, Spain, Sweden, United Kingdom (23 in Total)**

### **Disclaimer:**

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## **1. Background information**

The Finnish Government has aligned that Finland will develop a model for international recruitment from 3rd countries. Finland would like to ask what kind of models, schemes and practices other Member States and their cities and regions have for international talent attraction and recruitment and also map cooperation possibilities with other MSs. The results of this inquiry will be used in planning the labour based migration policy in Finland.

## **2. Questions**

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**1. Does your MS have a national/regional model(s) for talent attraction for highly skilled third country nationals, other groups**

*Available choices: Yes, No*

**2. Does your MS have a national/regional model(s) for international recruitment for highly and/or lower skilled third-country nationals (By international recruitment we mean concrete measures to match jobseekers from abroad with employers in your country i.e. expression of interest like New Zealand)**

*Available choices: Yes, No*

**3. If you answer YES either to questions 1 or 2 or both can you explain**

a) Which countries and which groups (e.g. highly skilled, lower skilled for certain labour shortage fields) are the main targets b) If you target countries for talent attraction / international recruitment activities, how does your MS select them? c) What kind of talent attraction /international recruitment methods do you use (please click all the possibilities applicable) o targeted business or recruitment events o targeted campaigns (on site or digitally) o websites for attracting talents abroad o job boards targeted for international recruitment o co-operation with national authorities or other bodied in countries of origin to identify potential jobseekers o training the job seekers in the country of origin o Other d) in case you clicked yes to one or more possibilities above, could you provide the contact details to a person or persons who could be consulted for more detailed information? e) If applicable, how do you ensure matchmaking between employers and jobseekers abroad in international recruitment?

**4. Do you have implemented processes or schemes (other than Blue Card), which facilitate the attraction of skilled/highly skilled workers? Please describe these processes.**

**5. What kind of incentives or service packages do you provide to attract highly skilled workers (i.e. tax reductions, spouse programmes, welcoming services, accessible housing, Expat/International house)?**

We would very much appreciate your responses by **7 February 2020**.

**3. Responses**



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<sup>1</sup> 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 <sup>2</sup>	
	EMN NCP Austria	No	
	EMN NCP Belgium	Yes	<p>1. No</p> <p>2. No</p> <p>3. NA</p> <p>4. Yes. In general, Belgian employers wishing to employ low- or medium-skilled third-country nationals need to pass a labour market test. Yet for certain shortage occupations for medium-skilled workers, employers based in the region of Wallonia no longer need to prove that they could not find a suitable candidate within a reasonable period of time. As of 2019, the regional minister for employment needs to publish an annual list of these occupations. The first list, valid from 12 September 2019 until 31 August 2020, includes seven occupations in the IT, maintenance and construction sectors. In Flanders, a shortage occupation list for medium-skilled workers had already been introduced in December 2018 (entered into force in January 2019), given the need of personnel in sectors such as construction, transportation and health care.[1] For the twenty professions mentioned on this first list, Flemish employers can recruit third-country nationals irrespective of the labour market conditions.</p>

<sup>2</sup> 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>The list will be reviewed every two years.                  To date, no such shortage occupation lists for economic migration of third-country nationals exist in the Brussels Capital Region and the German-speaking Community. In these entities, only third-country nationals with long-term resident status in another Member State are exempted from the labour market test if they exercise a shortage occupation.</p> <p>5. No</p>
	EMN NCP Bulgaria	Yes	<p>1. No                  2. No                  3.                  4. NO                  5.</p>
	EMN NCP Croatia	Yes	<p>1. No                  2. No                  3. N/A                  4. No</p>

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			5. None
	EMN NCP Cyprus	Yes	1. No 2. No 3. N/A 4. No 5. N/A
	EMN NCP Czech Republic	Yes	1. No The Czech Republic does not have any models (regional or national ones) specialized strictly on talent attraction. The Government of the Czech Republic approved the economic migration programs (hereinafter “the Programs”) and they were launched on September 1, 2019: Program Key and Research Staff; Program Highly Qualified Workers and Program Qualified Workers. The Programs were introduced as an instrument for a more efficient management of the intake of applications for Single Permits and long-term business visas at Czech embassies in third countries and the processing of applications by the Ministry of the Interior (MoI). Migrants are admitted in the programs if their employers meet a transparent set of criteria. The programs therefore serve as tools for selection of employers and migrants who become entitled to preferential treatment (at embassies where a sub-quota for the intake of applications is reserved for them) and some other benefits (e.g. simplified administrative procedure, migration with the closest family members, fast-tracking). 1. Program Key and Research Staff The main aim of this Program is to provide support to the Czech and foreign investors, research organizations, technological companies and start-ups who

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			<p>wish to employ highly qualified foreign managers and specialists. The Program is not territorially limited and applies to employees from all the third countries. In case of application for visa for a stay of over 90 days for business purpose and an Employee card application is set a quota by the Government Regulation for selected countries. The employees admitted to the Program are granted an opportunity to submit their visa application at the Representative Office of the Czech Republic abroad. The same opportunity is given to their closest family members. They are granted processing their visa application form within 30 days from its submission.</p> <p>2. Program Highly Qualified Workers The aim of the Program is to provide support to the employers operating in the Czech Republic who wish to employ highly qualified foreign workers. The Program is intended for newly hired employees occupying the job positions classified according to the CZ-ISCO Classification of Occupations into the main classes 1 – 3, in manufacturing industry, services or the public sector. Migrants admitted in the Program have preferential access to the embassy where they submit applications for Single Permits (or EU Blue Cards) together with their closest family members and they may benefit from a simplified administrative procedure (less documents are required).</p> <p>3. Program Qualified Workers The aim of the Program is to provide support to the employers who wish to employ qualified foreign workers in the Czech Republic. Program is currently intended for workers from Ukraine, Mongolia, Serbia, Philippines, India, Belarus, Moldova, Montenegro and Kazakhstan. The Program is intended for newly hired employees occupying the job positions classified according to the CZ-ISCO Classification of Occupations into the main classes 4 – 8, in manufacturing industry, services or the public sector.</p> <p>2. No</p> <p>3. a) Which countries and which groups (e.g. highly skilled, lower skilled for certain labour shortage fields) are the main targets?</p> <p>For Programmes No. 1. and 2. (see above) there is the annual quotas for each third country, programmes are not restricted in any country. The Programme Qualified Workers (No. 3) is currently available in: Ukraine, Mongolia, Philippines, Serbia, Montenegro, Belarus, Moldavia, Kazakhstan, India.</p> <p>The quotas and the above mentioned programs are interconnected. A quota for each embassy is divided in sub-quotas for applications submitted by participants in the programmes and by migrants</p>
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			<p>who are not included. But as already mentioned these Programmes are not designed for attraction but for simplification of the application process for selected participants.</p> <p>b) If you target countries for talent attraction / international recruitment activities, how does your MS select them?</p> <p>There is the annual quotas for each country. Quotas are set by the regulation of the Government.</p> <p>c) What kind of talent attraction /international recruitment methods do you use (please click all the possibilities applicable):</p> <ul style="list-style-type: none"> <li>• targeted business or recruitment events,</li> <li>• targeted campaigns (on site or digitally),</li> <li>• websites for attracting talents abroad,</li> <li>• job boards targeted for international recruitment,</li> <li>• co-operation with national authorities or other bodied in countries of origin to identify potential jobseekers,</li> <li>• training the job seekers in the country of origin.</li> </ul> <p>The Czech Republic does not have programmes specifically for attraction and provides support mostly to employers who choose theirs employee in the third country by themselves. Above mentioned targeted recruitment methods are carried out by employers themselves. Therefore, the Czech Republic does not apply any of above mentioned methods.</p> <p>d) Could you kindly provide a name or names of persons that could be contacted bilaterally for more detailed information if needed?</p> <p>Name Ministry of Labour and Social Affairs (MoLSA) Address Na Poříčním právu 1/376, 128 00 Praha 2 Contact person</p>
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			<p>Ms Anna Dumont Position Head of Foreign Employment Unit Email anna.dumont@mpsv.cz Telephone number 00420 221 925 680</p> <p>e) If applicable, how do you ensure matchmaking between employers and jobseekers abroad in international recruitment?</p> <p>There is the database of vacancies on the portal: <a href="https://www.uradprace.cz/web/cz/volna-mista-v-cr">https://www.uradprace.cz/web/cz/volna-mista-v-cr</a></p> <p>Through this databases you can receive information about job vacancies ,</p> <p>There is the application for insertion of (CV) <a href="https://www.uradprace.cz/web/cz/zadani-inzeratu-hledam-praci">https://www.uradprace.cz/web/cz/zadani-inzeratu-hledam-praci</a></p> <p>The database of vacancies and CV are not online platform for matching and recruitment assistance But as already mentioned these Programmes are not designed for attraction but for simplification of the application process for selected participants.</p> <p>4. Please see Q. 1. where additional programmes are mentioned.</p> <p>5. There are some expat activities in the Czech Republic which intends to simplify the daily life in the Czech Republic etc. not to attract expats. Expatriate Centre is supported by the City of Brno to help skilled foreign professionals and their families living or planning to live in Brno get settled in the area. More information: <a href="https://www.brnoexpatcentre.eu/about-us/">https://www.brnoexpatcentre.eu/about-us/</a>. Prague adopted the same concept and started to run a Prague expat centre in January 2020. More information: <a href="https://expat.praha.eu/">https://expat.praha.eu/</a>.</p>
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	<p>EMN NCP Estonia</p>	<p>Yes</p>	<p>1. Yes Comment: Programme Work in Estonia, which is part of Enterprise Estonia – a national foundation to support entrepreneurship – is designed to make Estonia an attractive destination for living and working and to ensure that hiring and providing work for foreign talents is as simple as possible for Estonian companies. The budget comes from Estonia's ICT development programme, as well as from government funding and the focus of the programme is attracting ICT specialists, but also other top specialist to emerging ICT sector.</p> <p>2. No</p> <p>3. <b>a) Which countries and which groups (e.g. highly skilled, lower skilled for certain labour shortage fields) are the main targets</b> Estonia is attracting highly skilled talents and startup entrepreneurs. Work in Estonia programme is active in over 12 markets. In 2019 Brazil was included into the list of target markets and various marketing activities have been carried out to find relevant specialists for the Estonian market. Estonia also has a startup visa system that attracts talents to Estonian startups.</p> <p><b>b) If you target countries for talent attraction / international recruitment activities, how does your MS select them?</b> In 2017, Work in Estonia together with Teleport shortlisted about 20 countries based on 50 different indicators. Out of that list over the last 2 years, we have selected countries that Estonia does online marketing campaigns. Online marketing gives an opportunity to quickly redefine the countries, if necessary. We keep an eye on the shortlist's countries political and economic situation. On top of that, we listen to Estonian employers – where they have attracted good candidates from and when we see a new opportunity emerging from there (e.g. Brazil, Georgia etc), we do desktop market research and based on that decide to act or not.</p> <p><b>c) What kind of talent attraction /international recruitment methods do you use (please click all the possibilities applicable)</b>  <input type="checkbox"/> targeted business or recruitment events  <input type="checkbox"/> targeted campaigns (on site or digitally)  <input type="checkbox"/> websites for attracting talents abroad  <input type="checkbox"/> job boards targeted for international recruitment  <input type="checkbox"/> co-operation with national authorities or other bodies in countries of origin to identify potential jobseekers</p>
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			<p>o training the job seekers in the country of origin</p> <p>o Other</p> <p><b>Comment:</b>  Distributing employers' job offers in the workinestonia.com portal, via social media channels and a newsletter. In 2019, over 30,000 job applications were submitted via Work in Estonia channels. Support materials that focus on moving to Estonia: a relocation handbook "Relocation Guide", videos about working in Estonia, featuring foreigners who already live here, employers, etc. Step-by-step guidelines on foreign recruitment, compiled in cooperation with the Institute of Baltic Studies.  Global recruitment campaigns on selected target markets in cooperation with employers, for example Career Hunt Tallinn.  Organising joint stands of Work in Estonia at ICT conferences in cooperation with employers.  Recruitment events for international students studying in Estonia to match them with local employers.</p> <p><b>d) in case you clicked yes to one or more possibilities above, could you provide the contact details to a person or persons who could be consulted for more detailed information?</b>  Triin Visnapuu-Sepp, Head of Work in Estonia, +372 56 939 529, triin.visnapuu-sepp@eas.ee</p> <p><b>e) If applicable, how do you ensure matchmaking between employers and jobseekers abroad in international recruitment?</b></p> <p>1) Work in Estonia has conducted campaigns together with the employers (e.g. Career Hunt)  2) Work in Estonia participates at international ICT conferences with the employers, where we know there are enough mid-level or senior developers</p> <p>4. The top specialist are excluded from the calculation of fulfilment of the immigration quota and a temporary residence permit for employment may be issued to them without meeting the requirement of the permission of the Estonian Unemployment Insurance Fund. A top specialist in this context is a TCN who has acquired appropriate professional training in any field to whom an employer registered in Estonia undertakes to pay remuneration for professional work in the amount at least equal to the annual average gross monthly salary in Estonia, last published by Statistics Estonia, multiplied by a coefficient of 2.  Additionally, there is a special start-up visa/residence permit scheme in place as of 2017, which enables for start-up founders or employees to apply for a start-up visa or residence permit under</p>
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			<p>more favorable conditions.                  Additionally, people coming to work on the positions of ICT (e.g. developers) are also excluded from the quota.</p> <p>5. International House of Estonia is a service centre meant for foreign specialists and employers hiring them, so that they can communicate with the state and local governments, receive consultation services and build a contact network. It is located at Ülemiste City.                  Tartu Welcome Centre has a team of local advisers providing information and guidance for international newcomers in settling to Estonia.                  workinestonia.com portal, which provides a thorough overview for foreign specialists on matters concerning relocating to Estonia, and information and support material (both in Estonian and English) for employers on the topic of foreign recruitment, incl. videos, English document samples.                  Foreign recruitment grant aims to support employers in relation to costs of foreign recruitment (both when recruiting from the EU and third countries). The conditions of applying for the foreign recruitment grant were changed in 2019. If previously the grant was aimed at supporting recruitment of foreign information and communication technology (ICT) specialists to help alleviate shortage of ICT specialists, then now it is also possible to use the grant for hiring top specialists in the field of science and engineering. The amount of the grant per one recruited top specialist is 3000 euros. The aim is to cover the costs that employers make in the recruitment of new people, which means that the trained specialist must not have worked or studied in Estonia in the last three years.                  Career counselling for spouses of foreign specialists, in cooperation with the Unemployment Insurance Fund.                  In 2019 Work in Estonia programme successfully launched a Spouse Programme “Re-invent yourself” with the objective to find professional activities (e.g. voluntary work, a job, place at the university) for the partners of foreign specialists recruited in Estonia.                  Welcoming Programme Settle in Estonia offered by the State. The programme consists of 8 different modules, including A1 language course. Participation in the programme is for free.</p>
+	EMN NCP	Yes	1. Yes

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	Finland		<p>Talent Boost is a cross-administrative programme of the Government designed to boost the immigration of senior specialists, employees, students and researchers. It focuses on attracting the kind of talent who will be instrumental for the growth and internationalisation of Finnish companies, and for RDI in the leading growth sectors. It also targets sectors suffering from a labour shortage. The programme aims to raise Finland to a new level in terms of its attractiveness to specialists and their families. The programme supports the Government's 75% employment rate target. The programme was launched by the previous Government and the current Government will continue and expand the programme. Talent Boost programme objectives</p> <ol style="list-style-type: none"> <li>1. Finland becoming an internationally attractive place to work, study, carry out research, and invest.</li> <li>2. Employers willing and able to recruit international talent.</li> <li>3. The expertise of international specialists driving the internationalisation and renewal of Finnish companies and organisations.</li> </ol> <p>Close long-term cooperation between the state, cities, educational institutions, businesses and other actors is required to attract, accommodate and integrate international specialists and to put their skills to effective use. If there are significant gaps between the services of different providers, Finland will have trouble attracting or retaining talent. The Talent Boost programme provides a framework for close cooperation between the different actors.</p> <p>Programme measures</p> <ul style="list-style-type: none"> <li>• Shortening the processing period for work-based residence permit applications to 1 month, as out-lined in the Government Programme.</li> <li>• Determined action to attract and retain international talent, and help their families settle in Finland.</li> <li>• Creating a model for international recruitment.</li> <li>• Benefitting from international talent in supporting the growth and internationalisation of companies and R&amp;D activities, and in attracting investment.</li> <li>• Increasing receptiveness and diversity in the workplace.</li> </ul> <p>The programme is coordinated by the Ministry of Economic Affairs and Employment and the Ministry of Education and Culture. The Talent Boost steering group is chaired by Jari Gustafsson, Permanent Secretary of the Ministry of Economic Affairs and Employment, and Anita Lehtikoinen, Permanent Secretary of the Ministry of Education and Culture. In addition to the ministries, the steering group includes representatives from Business Finland, Centres for Economic Development, Transport and the Environment (ELY Centres), Employment and Economic Development Offices (TE Offices), the Finnish Immigration Service, cities and higher education institutions. There is an ongoing continuous dialogue with companies, entrepreneur organisations, chambers of commerce, higher education institutions, research institutes, international specialists, and other stakeholders about how to attract international talent and tap into their expertise. Business Finland is responsible for nationwide coordination of various business services regarding talent attraction and retention. Regional implementation of the programme will rely</p>
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			<p>largely on the Talent Hub service model. The model brings together various regional actors involved in the re-cruitment of international talent and other related service provision, thereby creating seamless cross-sectoral service paths for international specialists and for companies and other organisations that require their input. Eures services are integrated to the programme. There are also several EU funded projects implementing Talent Boost programme: - A ESF-co-financed Labour Mobility in Europe project in 2014–2020 with objectives to ensure the availability of skilled labour and to promote labour mobility from Finland to Europe and from Europe to Finland.- Course towards Finland ESF project supports regions to develop models for implementing Talent Boost objectives. - 8 International talents boosting growth projects around Finland Read more: <a href="https://tem.fi/en/talent-boost-en">https://tem.fi/en/talent-boost-en</a></p> <p>2. Yes This is done in the Talent Boost programme. Previously international recruitment was done only in the framework of Eures, but since the beginning of 2019 there have been pilots for supporting international recruitment from 3rd countries focused in senior specialists especially in the fields of technology (ICT, game, imagining). The target countries in the pilots have been India, the Republic of Korea, Russia and Turkey. Eures Finland has utilized digital recruitment events successfully especially in ICT and tourism sectors. The current Government wishes to expand the international recruitment activities to mid-skilled workers from 3rd countries. The model for international recruitment will be developed. The first pilots will focused in technology industry, eg. welders.</p> <p>3. a) Besides EU, which is naturally the target of Eures, Finland has selected a few pilot countries especially for attracting highly skilled talents and startup entrepreneurs: India, the Republic of Korea, Russia and Ukraine. In the future, the activities will be expanded to mid-skilled labour and potentially to new countries. b) The selection of target countries is based on the analysis made in the cooperation of Ministry of Economic Affairs and Employment, Public Employment Services, Ministry for Foreign Affairs, Business Finland and the cities actively involved in the Talent Boost programme. Discussion with companies interested in international recruitment has been involved in the selection process. India has been selected because India is already the biggest source country for ICT specialists from 3rd countries and Finnish companies are willing and accustomed to recruiting Indian specialists.</p>
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			<p>Korea was selected because Korea has high youth unemployment and Korea is interested in supporting their nationals in working abroad. Russia and Ukraine have been selected because Finnish companies are willing to recruit from Eastern Europe and because of their tech talents high expertise and interest towards working in Finland. The pilots are still in initial phase, so there is no analysis of the results yet.</p> <p>The target fields of expertise are selected based on the need from companies and the fields lacking specialists.</p> <p>The Government wishes to enlarge Talent Boost to respond also to the need of labour in mid-skilled workforce. This brings a requirement for more systematic ways to analyse both the needs for international labour and indentifying the supply of talents and workforce in other countries.</p> <p>c) All possibilities</p> <p>d) Business Finland has developed a national #Finlandworks marketing concept to support international talent attraction and recruitment. Business Finland manages the Workinfinland.fi website and the <a href="https://jobs.workinfinland.fi/">https://jobs.workinfinland.fi/</a> job board. Coordinated by Business Finland, Finland has taken part in the following events with #Finlandworks booth or event and digital campaign during 2019: In addition Business Finland has partnered in the following events:</p> <ul style="list-style-type: none"> <li>- Junction hackathons</li> <li>- Games Factory Talent in Russia and Ukraine</li> <li>- XOpa AI platform for connecting Indian coders and companies</li> <li>- Women in Tech Asia</li> </ul> <p>In the Talent Boost framework cities have also launched regional talent attraction marketing campaigns where talents are invited to test and visit the city and it's career opportunities. The campaigns function also as tools to gather a pool of technology talents for further communications and marketing:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> City as a Service by Helsinki: <a href="https://helsinkiasaservice.com/">https://helsinkiasaservice.com/</a> App. 7000 technology talents applied.</li> <li><input type="checkbox"/> Talent Call Turku: App. 1200 technology talents with their families applied for the programme. <a href="https://talentcall.fi/">https://talentcall.fi/</a></li> </ul> <p>e) This is still very much under construction in Finland. We have piloted cooperation with local partners in India and Korea, but the pilots are still in initial phase.</p>
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			<p>4. Finland has, alongside the EU BC, a special permit procedure for highly skilled experts since 2004. The eligibility criteria is higher education degree (or equivalent) and monthly salary of 3000 eur. As to all residence permit issued for working there is no labour market testing when applied for extension. For more info: <a href="https://migri.fi/en/specialist/en">https://migri.fi/en/specialist/en</a></p> <p>5. Special tax rules apply to the employment of foreign citizens as key employees. As a key employee, you may be taxed at the 35-per-cent flat rate instead of the usual Finnish tax based on the progressive scale, even if you stay longer than 6 months.  <a href="https://www.vero.fi/en/individuals/tax-cards-and-tax-returns/arriving_in...">https://www.vero.fi/en/individuals/tax-cards-and-tax-returns/arriving_in...</a>                  In the Talent Boost programme, Talent Hub networks around the country have developed e.g. following services &amp; service packages:</p> <ul style="list-style-type: none"> <li>- International House Helsinki: <a href="https://www.ihelsinki.fi/">https://www.ihelsinki.fi/</a></li> <li>- Career in South West Finland: <a href="https://careerinsouthwestfinland.fi/">https://careerinsouthwestfinland.fi/</a></li> <li>- International HUB Tampere: <a href="https://www.tampere.fi/en/jobs-and-enterprise/international-talent-attra...">https://www.tampere.fi/en/jobs-and-enterprise/international-talent-attra...</a></li> <li>- Hidden Gems spouse programme in Tampere: <a href="https://projects.tuni.fi/hiddengems/">https://projects.tuni.fi/hiddengems/</a></li> </ul> <p>For more info on different talent attraction and retention projects around Finland, please see Talent Boost Cookbook (handbook for Finnish talent attraction and retention scene):  <a href="https://tem.fi/documents/1410877/7552084/Talent+Boost+Cookbook+Finland.p...">https://tem.fi/documents/1410877/7552084/Talent+Boost+Cookbook+Finland.p...</a>  <a href="https://tem.fi/documents/1410877/7552084/Talent+Boost+Cookbook+Finland.p...">fi_talent_attraction_recruitment_finland_replies.pdf</a></p>
	<p>EMN NCP France</p>	<p>Yes</p>	<p>1. No</p> <p>2. No</p> <p>3. France does not have a regional model for talent attraction. Following the Interministerial Committee on migration and Integration of November 9, 2019, the Government proposed a series of national measures in order to: identify and satisfy the long-term needs of the French economy (especially for rare skills) particularly</p>

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			<p>thanks to the public employment service which will carry out a proactive action to seek skills, in conjunction with its foreign counterparts.</p> <p>simplify the tools and procedures for work authorisation by implementing electronic procedures for "talent passport" applications by early 2021.</p> <p>The Government encourages the arrival of highly-qualified foreign nationals, particularly through simplified procedures, less documents to provide and dedicated arrival facilities within prefectures (for example development of the "France Visas" portal which aims to help foreign nationals with their visa application), and the system for long-term visas equivalent to residence permits to facilitate the procedures for visas approval once in France.</p> <p>The Talent Passport residence permit which was created on 7 March 2016 is a multi-annual residence permit for a maximum period of four years dedicated to attracting international talents. It is granted to various categories of talented workers including:</p> <ul style="list-style-type: none"><li>Business investors investing at least €300,000 in France.</li><li>Entrepreneurs with an innovative business project.</li><li>Company directors or legal representatives of a business in France.</li><li>Skilled employees and employees of an innovative new company</li><li>Highly skilled employees (European Union Blue Card).</li><li>Employees on assignment under an intra-company transfer where a French contract is signed.</li><li>Researchers.</li><li>Performing artists.</li><li>Foreigners who are nationally or internationally recognized in scientific, literary, artistic, intellectual, educational or sporting fields.</li></ul> <p>France has no international recruitment model.</p> <p>However, a decree of January 18, 2008 establishes at regional and national level a list of different shortage occupations which allows the issuance of a residence permit and a work authorisation to the foreign national when a company does not find a candidate on the French labor market with the profile of the position to be filled (exemption of the labour market test).</p> <p>Thirty occupations are concerned, including six at the national level: audit, financial and accounting control managers, IT research and development engineers, IT experts, Technical construction advisor, Construction site manager, Construction supervisors.</p> <p>In addition, France has concluded bilateral agreements with some third countries countries in order to</p>
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			<p>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 migratory profile of the partner country. These agreements were concluded with: Benin, Burkina Faso, Cape Verde, Congo, Gabon, Lebanon, Mauritius, Senegal, Tunisia.</p> <p>For these bilateral agreements, selected occupations among those identified for EU member states subject to restrictions on the free movement of employees were taken into account, as well as occupations where recruitment difficulties appeared (due to part-time work , difficult work organization, geographic distance) and some occupations specifically required by the third country in relation to shortage rate and needs.</p> <p>5_qah_talent_attraction_en_final_v2.docx</p> <p>4. The Talent Passport residence permit: see Q1  The French Tech Visa: In order to facilitate the admission procedure for foreign start-up founders, the French government launched in January 2017 the French Tech Visa, which became operational on 15 June 2017. This scheme, based on an accelerated and simplified procedure for obtaining the Talent Passport residence permit, targets not only start-up founders, but also the international talents employed by these start-ups, as well as foreign investors.</p> <p>5. On the “Welcome to France website” the ‘Doing Business’ guide provides essential information to investors, key talent and their families on a full range of regulatory, tax and employment law matters that may arise when moving to France.  Thanks to the accompanying family procedure (spouse and children of the couple who entered as minors), the spouse is issued the residence “Talent Passport - Family” permit. This residence permit authorises residence and any professional activity in France during the period of validity of the permit held by the third-country national.  Besides, French tax legislation foresees tax exemption. Employees and company directors coming to work in France stand to benefit from very advantageous tax arrangements, subject to certain condition.  In the framework of their expatriation policy, large groups and companies offer numerous advantages to international employees coming to work in France. By way of example, BNP Paribas offers every</p>
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			<p>employee on assignment a “package” that aims to facilitate all procedures upon entry to France. The group offers several advantages such as paying for a removals service, help with finding accommodation, and help with administrative procedures upon entry to France. If they need an authorisation to work or a visa, they get help from the company’s relocation service. Also, BNP Paribas has outsourced the service of accompanying them to the offices of various public services (the prefecture, social security services, etc.).</p>
	<p>EMN NCP Germany</p>	<p>Yes</p>	<p>1. Yes</p> <p>2. Yes</p> <p>3. For more information, please feel free to contact the team Coordination of Skilled Immigration: <a href="mailto:Fachkraefte-Koordinierung@bamf.bund.de">Fachkraefte-Koordinierung@bamf.bund.de</a></p> <p>4. Certain groups of highly skilled workers can obtain a permanent settlement permit more easily / faster (graduates of German universities, highly qualified foreigners, holders of an EU Blue Card). The Skilled Immigration Act will enter into force on March 1st, 2020. This includes an expedited procedure for qualified professionals that employers can launch at the relevant immigration office in Germany. This will significantly shorten the duration of the administrative procedure for the issuing of visas and includes support with the recognition procedure of qualifications acquired abroad.</p> <p>5. Spouses of highly skilled workers have certain advantages when applying for visas, e.g. spouses of holders of an EU Blue Card or of researchers are not required to have basic German language skills. In addition, the expedited procedure for qualified professionals also covers the qualified professional’s spouse and minor unmarried children, if their visa applications are submitted at the same time.</p>



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	<p>EMN NCP Greece</p>	<p>Yes</p>	<p>1. No</p> <p>2. Yes According to the national legislation that transposed the 2009/50/EC Directive of EU Blue Card, an employer who wishes to hire personnel for purposes of highly qualified employment, based on the posts included in the joint ministerial decision that is issued within the last quarter of every other year, and which determines the maximum number of paid employment posts offered to third-country nationals per region and speciality, lodges an application with the competent Directorate to the Ministry of Migration and Asylum stating the number of posts, the details and nationality of the third-country nationals to be employed, the speciality, and the duration of employment. For the match between jobseekers and employers is not provided in the migration legislation a certain procedure. However, for the determination of volume of admission for highly skilled, low skilled and seasonal employment there is a specific procedure that is followed.</p> <p>3. [Greece has adopted an internationalization strategy by implementing promotional activities and campaigns in various countries such as China, USA, in order to attract international students. Part of the growth strategy is to make Greek universities more accessible to a wider audience and strengthen their international profile, although there is not a standard national model for talent attraction for highly skilled third- country students yet. One of the new developments in Greece is that for the first time an undergraduate program in English language is being offered, which would be open to students from other countries, and particularly to students interested in Greek culture, history and archaeology. Further expansion of such programs in English for both undergraduate and graduate levels is planned for the years to come. Moreover Greece became a full member of the cooperation mechanism between China and Central and Eastern European Countries in April, expanding the previous 16+1 cooperation mechanism into 17+1. Bilateral relations have entered into a new era with a more dynamic cultural and economic partnership. China and Greece are now considering the possibilities of expanding cooperation in the education field. We are currently in the process of negotiating the details of a cooperation program for</p>

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			<p>the period from 2020 to 2023 with Chinese authorities, which will be the framework for the cooperation in academic field with China in the coming years.]</p> <p>4. Relevant are also the provisions which transposed in Greek legislation the ICT's Directive.</p> <p>5. Greece has transposed the 2009/50/EC Directive of EU Blue Card in the Greek legislation. According to relevant provisions, the holder of an EU Blue Card has the right, among others, of mobility in the member states of European Union, the facilitation of the right of family reunification and enjoys equal treatment with nationals in a number of sectors.</p>
	EMN NCP Hungary	Yes	<p>1. No</p> <p>2. No</p> <p>3. N/A</p> <p>4. N/A</p> <p>5. N/A</p>
	EMN NCP Italy	Yes	<p>1. Yes</p> <p>2. Yes</p> <p>3. a)According to official data (until 31 December 2018) published by the Ministry of Interior, third country nationals who received most residence permits are from: Morocco, Albanian, China, Ukraine,</p>

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			<p>Philippines, India, Bangladesh, Egypt, Pakistan, Senegal, Nigeria, etc., but these data are collected excluding the type of residence permit issued (there is no a data collection combined between type of residence permit issued and provenience of beneficiary).                  However, until 31 December 2018, have been issued:</p> <ul style="list-style-type: none"> <li>- 1.212.980 residence permits for subordinate work</li> <li>- 225.175 residence permits for self-employment and commerce;</li> <li>- 10.824 residence permits for elective residence.</li> </ul> <p>As at 31 December 2018, the Italia Start-Up Visa Programme had received 419 applications, of which 224 (53,5%) have been successful, whereas 150 were rejected by the technical Committee. 25 applications are lapsed before evaluation and in other 20 the procedure was still ongoing.                  No other recent data is available regarding the number of residence permit issued. No data is yet available about Investor Visa for Italy.</p> <p>The national official statistics, edition 2019 is available to link:  <a href="http://ucs.interno.gov.it/ucs/contenuti/Immigrazione_e_asilo-7737186.htm">http://ucs.interno.gov.it/ucs/contenuti/Immigrazione_e_asilo-7737186.htm</a></p> <p>b) Italy has selected certain third countries in order to regulate and manage migration flow for reason of work thanks to the collaboration between Italian administrative authorities and third countries' competent authorities.                  Italy has signed bilateral agreements with Philippines, Albanian, Moldavia, Egypt, Sri Lanka, Morocco, Mauritius.                  These agreements - concerning all types of subordinate work, also seasonal job – are aimed to: strengthen cooperation in migration management with the most important countries of origin thanks to the exchange of information about real requirements expressed from the Italian labor market and skills available in third countries.</p> <p>In case of shortage of manpower the Contracting parties shall favour the recruitment and insertion of TNCs both in the Italian and in Third Countries' market, and shall promote educational cooperation initiatives meeting the needs of the Italian and Third Countries' markets.                  So, the Italian party will positively consider the assignment of a preferential entry quota to citizen of foreign party, also managed through the use of the lists (as explained below).                  Enhance modalities of recruitment of foreign workers compatible with need of Italian labour market. In this regard, agreements provide the drafting of lists of foreign workers available to work in Italy.                  The lists are created following the standard format indicated by the Italian Party through its Local Coordinating Office and will include: professional profile, qualifications, competences and vocational</p>
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			<p>experiences of the candidate, as well as any useful information for its professional insertion. In compliance with the Italian law, the Local Coordination Office will periodically forward the lists to the local diplomatic representation. Then, the Local Coordination Office disseminates the lists among the authorized bodies and Italian enterprises.</p> <p>Exchange of experience and good practice</p> <p>Launch of vocational training and Italian language programmes in third countries with the aim to obtain the right of preference to enter in Italy, in accordance to art. 23 of law 286/1998. Linguistic and vocational training are organised by Italian certified bodies and they can be completed also in Italy, without any cost to be charged by the worker.</p> <p>c) Methods used to attract and recruit foreign workers are different.</p> <p>As said in the previous question, the cooperation with competent authorities of third countries is a strategic way to manage migration flow in compliance with the needs of Italian labour market. Moreover, in some cases, such as for the Italy Startup Visa and the Investor Visa, the instrument used to share the job opportunities and attract foreigners is the web-platform (<a href="mailto:investorvisa@mise.gov.it">investorvisa@mise.gov.it</a> / <a href="mailto:italiastartupvisa@mise.gov.it">italiastartupvisa@mise.gov.it</a>)</p> <p>d) All information about immigration for employment is available on websites:</p> <ul style="list-style-type: none"> <li>- the Ministry of Labour and Social Politics: <a href="https://www.lavoro.gov.it/ministro-e-ministero/Il-ministero/Organizzazio...">https://www.lavoro.gov.it/ministro-e-ministero/Il-ministero/Organizzazio...</a></li> <li>For bilateral agreements: <a href="https://www.lavoro.gov.it/temi-e-priorita/immigrazione/focus-on/accordi-...">https://www.lavoro.gov.it/temi-e-priorita/immigrazione/focus-on/accordi-...</a></li> <li>- The Ministry of Interior (Department of civil liberties and immigration – General Directorate for immigration and asylum policies): <a href="https://www.interno.gov.it/it/ministero/dipartimenti/dipartimento-libert...">https://www.interno.gov.it/it/ministero/dipartimenti/dipartimento-libert...</a></li> <li>-about visa: <a href="https://www.esteri.it/mae/en/servizi/stranieri/ingressosoggiornoinitalia...">https://www.esteri.it/mae/en/servizi/stranieri/ingressosoggiornoinitalia...</a></li> <li>- for investors: <a href="https://investorvisa.mise.gov.it/index.php/en/">https://investorvisa.mise.gov.it/index.php/en/</a></li> </ul> <p>e) See Q. 3.</p> <p>However, the general instrument which regulates migration flow on the basis of matchmaking between employers and jobseekers abroad is the “Flow Decree”, which is emanated every year by the Prime Minister in order to fix quotas of third-country citizens who can access the national territory for working purposes.</p> <p>So, for this purpose, every Regions of Italy (no later than 30 November) are able to send to the Council Presidency a report about the presence of TCNs in their regional territory and the</p>
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			<p>consequent forecast of flows sustainability for the following 3 years.                  Quotas are divided into paid employment and seasonal work, following a proposal of working assumption made by an Italian or a foreign employer regularly staying in Italy.                  On 12 March 2019 has been emanated the Flow Decree of 2019 which provides:</p> <ul style="list-style-type: none"> <li>- 12.850 entries for paid and self-employment;</li> <li>- 18.000 for seasonal work in agricultural sector and hotel industry.</li> </ul> <p>However, for certain skilled categories of job the above mentioned quota-limit are not provided: Blue Card, Investors, Holders of Start Up Visa.                  Art. 27, 27-ter (Blue Card), 27-quinquies of law 286/1998 regulates other types of work for which TNCs can enter regardless of quota limit (see Q. 5).</p> <p>4. Yes, Italy has implemented processes to facilitate the attraction of skilled workers. Recently, in particular, have been introduced:</p> <ul style="list-style-type: none"> <li>-The Italy Startup Visa (ISV) was created by the Ministry of Economic Development in 2014 who, in cooperation with Ministry of Interior and Ministry of foreigner affairs and international cooperation, has also emanated the Guideline on ISV on 20 March 2018.</li> </ul> <p>The Innovative StartUp's requirements are defined in the Law 179/2012 (articles 25-32).                  Third country national has to send to website <a href="mailto:italiastartupvisa@mise.gov.it">italiastartupvisa@mise.gov.it</a> an application form and a documentation proving the possession of a budget not less than 50.000 euro to fund the new startup. After a positive assessment by a technical Committee ISV (composed of representatives of the main organizations of the National Innovation System), an authorization to ask for an IS visa is issued. Then, within 3 months, the applicant has to request the visa to Italian Embassy in his third country, which is granted for 1 year.</p> <p>The recipient of a start-up visa should formally apply for a residence permit for self-employed work within 8 days from entry into Italy. Such a residence permit has one-year validity and it can be renewed. The application should be made to the local police authority and should be accompanied by the deed of incorporation and the by-laws of the innovative start-up, and proof of a sufficient gross income from legal sources. If the start-up no longer meets the initial visa requirements after visa confirmation, the residence permit is not withdrawn automatically. With the introduction of the Italia Startup Hub in 2014, the possibility to apply for an Italy Startup Visa has been extended to those who are already living in Italy on a resident permit for other reasons, and who can convert it in a startup one, without the need to leave the country.</p>
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			<p>- The Investor Visa for Italy is a program that has been introduced by the Italian government with Law n.232/2016 (the Financial Law 2017), art.1 comma 148, which has modified the Consolidated law on Immigration (L. 286/1998), introducing the article 26-bis. On 21 July 2017, Ministry of economic development has emanated a ministerial decree to implement this policy, which refers to an Operational Guidelines on Investor Visa for Italy (16 November 2017). The investor has to ask for an authorization to issue a visa. The request - sent online at the website <a href="mailto:investorvisa@mise.gov.it">investorvisa@mise.gov.it</a> – has to be constituted by a copious documentation, concerning personal data, type of investment, origin of funds, penal background, which are assessed by a Committee. If the valuation is positive, the authorization is issued and the investor can request in the Italian Consulate or Embassy in his third country, a visa, which is not subject to annual limits of entry, established by art. 3, comma 4 of Law 286/1998. The duration of the visa is granted for 2 years and within 8 days from the arrival in Italy, it is necessary to apply for a residence permit, which is for 2 years and it can be renewed.</p> <p>5. - The entry of foreign investors (art. 26 bis of law 286/1998) is not limited within quotas of third-country citizens who can access the national territory for working purposes according to the “Flow Decree”, which the Prime Minister emanates every year.</p> <p>- With regard to Startup Visa, the “Flow Decree” has provided a specific quota of entry for foreign citizens for the creation of start-up companies. In particular, to obtain a visa, the TCN has to send to website <a href="mailto:italiastartupvisa@mise.gov.it">italiastartupvisa@mise.gov.it</a> an application form and a documentation proving the possession of a budget not less than 50.000 euro to fund the new startup. After a positive assessment by a technical Committee ISV (composed of representatives of the main organizations of the National Innovation System), an authorization to ask for an IS visa is issued. According to the Operational Guidelines on Investor Visa for Italy, this authorization is valid also for other 5 people involved in the project.</p> <p>- The Law 286/1998 also establishes specific measures for particular categories of medium-highly skilled workers. Art. 27 provides that certain categories - such as managers or highly specialized staff of a company established in Italy, nursing staff employed by public or private sanitary facilities, Journalists and correspondents officially accredited in Italy and employed by foreign press organs or TV and radio</p>
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			<p>broadcasters, university professors, workers employed by organizations or companies operating in the Italian territory, etc. – can enter regardless the quota limit established by the “Flow Decree”. Moreover- while for workers in general (articles 5, 5 bis, 21, 22 of Law n. 286/98 and articles 9, 13, 14 of Law n. 394/99) the employer, who desires to hire a foreign worker resident abroad, has to ask for an authorization (necessary precondition for the issue of entry visa for work purposes ) before the competent office - in such cases mentioned above (as for managers and university professors), this authorization is replaced by an employer’s communication of the proposal of contract of stay for subordinate work, which has to be submitted to the competent office before the Prefecture.</p> <p>According to art. 27- quarter, holders of Blue Card are not limited to limit quota of entry and, after 2 years of regular working, may receive the same treatment reserved to Italian citizens for the access to highly skilled work. Then, after 18 months of legal residence, they can move in another Member State to do a highly skilled job.</p> <p>The subsequent article (art. 27 quinquies) regulates the infra corporate transfer, they too detached from limit quota of entry.</p>
	<p>EMN NCP Latvia</p>	<p>Yes</p>	<ol style="list-style-type: none"> <li>1. No</li> <li>2. No</li> <li>3. N/A</li> <li>4. No</li> <li>5. N/A</li> </ol>


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	<p>EMN NCP Lithuania</p>	<p>Yes</p>	<p>1. Yes</p> <p>2. No</p> <p>3. <b>The Programme of the Government approved on March 13, 2017</b>, includes attraction and retention of talents and highly qualified foreigners as one of its priorities. Development of particular measures falls under the responsibility of 'Invest Lithuania' under the Ministry of Economy and Innovation.</p> <p>Since 2017, a <b>strategic framework</b> (comprising of 4 strategic projects) has been in place to encourage highly qualified professionals (Lithuanian, EU and third-country nationals) to choose Lithuania for life and work, as well as, to simplify and facilitate migration procedures and integration upon arrival. As part of this programme, 'Invest in Lithuania' has set up a 'Talents Unit', an online platform called 'Work in Lithuania' (workinlithuania.lt), LinkedIn account and marketing campaigns. <b>Work in Lithuania</b> is an initiative of the foreign direct investment promotion agency Invest Lithuania that is aimed at encouraging professionals living abroad to build their careers in Lithuania. As part of this mission, it also works to strengthen the value offer of the country and initiate changes that will allow Lithuania to successfully compete for global talents. More info here: <a href="https://workinlithuania.lt/">https://workinlithuania.lt/</a> The workinlithuania.lt portal is a site where international companies and potential employees can meet. It features regularly updated listings of job offers as well as useful practical information to facilitate relocation to Lithuania. Important news on Lithuania's business ecosystem are also shared on the site.</p> <p>Since the programme's launch in October 2017, more than 100 international companies with a presence in Lithuania have joined the initiative. <b>These companies regularly publish job vacancies for highly skilled employees on the portal.</b> They have also committed to facilitating job interviews irrespective of the candidate's location, so if applying from outside of Lithuania a candidate can comfortably complete the whole application process. More: <a href="https://jobs.workinlithuania.lt/">https://jobs.workinlithuania.lt/</a></p> <p>4. Yes.</p> <p><b>-Startup Employee Visa</b> is a migration procedure designed to facilitate attracting highly skilled workers from third countries to Lithuanian companies that create high added value and have great technological potential (start-ups). The purpose of the measure is to promote attracting, retaining and integrating foreign talents in Lithuania. This program also aims to creating a business environment</p>
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			<p>that is favourable to innovative activities and developing a start-up ecosystem in Lithuania. More information: <a href="http://www.startuplithuania.com/startup-employee-visa/">www.startuplithuania.com/startup-employee-visa/</a></p> <p>-The amendments to the Law on Legal Status of Aliens of the Republic of Lithuania effective as of 1 September 2019 provided for specifically more favourable terms for issuing temporary residence permits for citizens of <b>Australia, Japan, the United States of America, Canada, New Zealand and South Korea</b> working or engaging in other activities in the Republic of Lithuania. The citizens of these countries may be immediately accompanied by their family members. More information: <a href="http://www.migracija.lt/-/easement-of-the-terms-for-temporary-residence-permits...">www.migracija.lt/-/easement-of-the-terms-for-temporary-residence-permits...</a></p> <p>-Facilitated migratory procedures also applies for persons arriving to work in a profession that is included in the <b>List of occupations that require high professional skills and included in the shortage occupation list</b> approved by the Government. More information: <a href="https://www.migracija.lt/en/as-esu-aukstos-kvalifikacijos-darbuotojas">https://www.migracija.lt/en/as-esu-aukstos-kvalifikacijos-darbuotojas</a></p> <p>5. Please see answers to Q3 and 4. Another noteworthy example could be Vilnius city <b>business development and tourism agency Go Vilnius</b> organising series of <b>'Welcome to Vilnius'</b> workshops. These workshops are designed to facilitate the transition of foreigners coming to the city to pursue professional opportunities. In just a few hours, workshop participants receives valuable information to help them navigate bureaucracy, settle into day-to-day life, gives participants an opportunity to ask a team of experts specific questions, take part in a tour of Vilnius and meet other foreigners. More information: <a href="http://www.govilnius.lt/">http://www.govilnius.lt/</a></p>
	<p>EMN NCP Luxembourg</p>	<p>Yes</p>	<p>1. No</p> <p>2. No</p> <p>3. N/A.</p> <p>4. No.</p>

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			<p>5. In accordance with the Circular n° L.I.R. 95-2 of 27 January 2014 of the Luxembourg Inland Service (Administration des contributions directes) a specific tax regime is established for the costs incurred in moving highly qualified workers and borne by the employer. A highly qualified worker (impatriate) who is hired by or posted to a company located in Luxembourg may, under certain circumstances and for a limited period of time, receive a full or partial tax exemption for a number of recurring and non-recurring expenses and costs related directly to the move to Luxembourg. At the level of the employer, these costs may be reported as operating expenses.</p> <p>The circular covers the following expenses and costs relative to hiring expatriates : moving expenses, housing costs, school fees of children tax equalisation – difference in Income tax charge between Luxembourg and the home country, exemption of certain recurring expenses and costs, lump-sum compensation. For more details see Circular n° L.I.R. 95-2 of 27 January 2014.</p> <p>This tax regime applies to highly qualified workers for 5 years after having started work in Luxembourg.</p>
	<p>EMN NCP Netherlands</p>	<p>Yes</p>	<p>1. Yes</p> <p>2. Yes</p> <p>3. 3a. The Netherlands does not have a policy to recruit TCNs from specific countries. Regarding specific groups, the Netherlands is especially interested in (tech) talent for the startup ecosystem. (For more information about the startup ecosystem please visit <a href="https://investinholland.com/business-operations/dutch-startup-ecosystem/">https://investinholland.com/business-operations/dutch-startup-ecosystem/</a>). Policies for recruitment events are currently being developed.</p> <p>b. On a national level, events are created in dialogue between the Ministry of Economic Affairs, the Ministry of Foreign Affairs and the startup ecosystem (Techleap, individual startups and incubators). On a regional level, activities depend on regional companies and institutes.</p> <p>c.</p> <p>X Regional and national targeted business or recruitment events</p>


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			<p>X Regional targeted campaigns (on site or digitally)  X websites for attracting talents abroad  o job boards targeted for international recruitment  X Regional co-operation with national authorities or other bodied in countries of origin to identify potential jobseekers  o training the job seekers in the country of origin  o Other d) in case you clicked yes to one or more possibilities above, could you provide the contact details to a person or persons who could be consulted for more detailed information?</p> <p>Nuffic, Brainport, InAmsterdam, Rutger de Graaf (rutger.degraaf@rvo.nl)  e. N/A</p> <p>4. - The Immigration and Naturalisation Service (IND) has a special scheme in place for highly skilled migrants from third countries. This scheme has been put in place to make it easier for companies to hire highly skilled migrants. The scheme does not take into account the level of education of the TCN, however, a salary criteria is linked to an age category to prevent the possible abuse of this scheme. When a company wants to hire a highly skilled TCN they have to acquire the status of an 'acknowledged referent' within the IND systems. This way, only an acknowledged company or organization can apply for a visa for highly skilled migrants. An added benefit to this system is that due to the acknowledgement of organizations by the IND, the visa procedure is experienced as smoothly, as highlighted in this report from the Research and Documentation Centre (WODC) of the Ministry of Justice and Security from 2018 (<a href="https://www.wodc.nl/binaries/2877_Volledge_Tekst_tcm28-363463.pdf">https://www.wodc.nl/binaries/2877_Volledge_Tekst_tcm28-363463.pdf</a> p6). When the IND receives the application from the acknowledged referent, they will take a decision on the visa application. When a positive decision has been taken, the acknowledged referent will inform the highly skilled migrant about the next steps. (a detailed overview of all the steps can be found within the above mentioned report [in Dutch]). (NL EMN report on highly qualified TCNs from 2013: <a href="https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/net...">https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/net...</a>).</p> <p>- When international students graduate from a Dutch research university they are entitled to apply for the 'orientation year highly educated persons', or 'zoekjaar' in Dutch. The orientation year consists of a one-year-visa which allows alumni to stay and work within the Netherlands for a year without any</p>
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			<p>restrictions. This year is mainly meant to find a job as a highly skilled migrant but in addition it is also allowed to start their own company in the Netherlands (<a href="https://business.gov.nl/coming-to-the-netherlands/permits-and-visa/orien...">https://business.gov.nl/coming-to-the-netherlands/permits-and-visa/orien...</a>).</p> <ul style="list-style-type: none"> <li>- The Netherlands has also put a special scheme in place for TCNs who want to found a start-up company in the Netherlands; the so-called 'Hybrid entrepreneurship'. This programme entails that high skilled migrants and workers, Blue Card holders, academic personnel and students who are already residing in the Netherlands will be allowed to start their own business in addition to their jobs (Decree of 27 March 2017 amending the Decree Implementing the Foreign Nationals (Employment) Act (Waz).</li> </ul> <p>Also, a special residence permit has been put in place to attract start-up founders to base their operations in the Netherlands. See also the EMN study 'Migratory pathways for start-ups and innovative entrepreneurs in the EU and Norway' in this regard.</p> <ul style="list-style-type: none"> <li>- the Netherlands also has a point based scheme for talented entrepreneurs.</li> </ul> <p>5. - Employers are allowed to provide highly skilled expats a tax reduction of 30% of their salary (<a href="https://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdie...">https://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdie...</a>).</p> <ul style="list-style-type: none"> <li>- Expat centers are distributed throughout the country. The centers are a 'one-stop-shop' for international employees and self-employed persons living and working in the Netherlands. Expat centers offer easy procedures for government formalities and provide information on the Netherlands.</li> <li>- The Netherlands Point of Entry is set up to help and assist international startups and scale-ups by providing information about locations, permits and procedures and to connect them with relevant agencies and accelerators.</li> </ul>
	EMN NCP	Yes	1. No


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	Poland		<p>2. No</p> <p>3. N/A</p> <p>4. Foreigners in Poland mainly perform short-term or seasonal work, in the area of manual and non-skilled jobs. Nevertheless, the diversity of industries and occupations in which work is entrusted to foreigners is already growing and the interest in migrant workers is increasing in professions requiring high qualifications, e.g. IT, medical and engineering. For this reason in 2018 Minister of Family, Labour and Social Policy simplified the procedure of issuing work permits in cases of taking up employment in certain occupations. The list includes 289 occupations, among others these require highly skilled workers. Among them are: HGV driver, nurse, computer systems analyst, programmer/coder, database designer, welder, locksmith, bricklayer, electrician, electronics technician and more). In these cases, the regional governor issues a work permit without the so-called labour market test, which shortens the entire procedure by at least 2-3 weeks.</p> <p>Employment Promotion and Labour Market Institutions Act - leading legal basis regarding the access of foreigners to the labour market - allowed issuing work permits without labour market test also for foreigners who, during the 3 years preceding the application for a work permit, completed studies at a university based in the Republic of Poland or another state of the European Economic Area or the Swiss Confederation, or is a PhD student at a doctoral school run by an entity based in the territory of the Republic of Poland.</p> <p>Also, in accordance with the amended Regulation of the Minister of Labour , entrusting work to a foreigner on the territory of the Republic of Poland is permissible without the need to obtain a work permit for foreigners:</p> <ul style="list-style-type: none"> <li>- performing an advisory, supervisory or requiring specific qualifications and skills in programs implemented as part of European Union activities or other international assistance programs;</li> <li>- foreign language teachers working in kindergartens, schools, educational facilities, centers, teacher training institutes or colleges referred to in the provisions on the education system, or in Voluntary Labour Corps;</li> <li>- full-time students at Polish universities;</li> <li>- students who perform work as part of professional internships for which they are directed by</li> </ul>
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			<p>organizations being members of international student associations;</p> <ul style="list-style-type: none"> <li>- students of universities or vocational schools of the European Union or European Economic Area from the countries not belonging to the European Union or the Swiss Confederation, who perform work as part of apprenticeships and traineeships, directed by university or vocational school;</li> <li>- graduates of Polish upper secondary education, full-time studies or full-time doctoral studies at Polish universities, scientific institutes of the Polish Academy of Sciences or research institutes operating under the provisions of research institutes</li> </ul> <p>5. N/A</p>
	EMN NCP Portugal	Yes	<p>1. Yes</p> <p>2. No</p> <p>3. Tech visa is a program aiming to ensure that highly qualified staff can access jobs created by Portuguese incorporated companies or startups, by granting certification to the companies. This program aims to ensure that highly qualified staff can access jobs created by Portuguese incorporated companies or startups, in a simplified way.</p> <p>To apply for a visa or residence permit under this program, you have to comply with all highly skilled/qualified workers requirements, in accordance with article 5 (1) (2) of Inter-ministerial Ordinance 328/2018 of December 19, amended by Inter-ministerial Ordinance 99/2019 of April 4, including:</p> <ul style="list-style-type: none"> <li>third country national and not reside (permanently) on the territory of the European Union</li> <li>tax obligations fulfilled, when applicable</li> <li>no criminal record</li> <li>minimum age: 18 years old</li> <li>have successfully completed Bachelor's or equivalent level – level 6, according to ISCED 2011, or level 5 (tertiary level education) with 5 year experience in specialized technical functions</li> <li>proficiency in Portuguese, English, French or Spanish, appropriate to the functions/duties to be</li> </ul>



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			<p>performed</p> <p>Certified companies will be able to:                  Recruit qualified workers (ISCED&gt;5), nationals of third countries who don't reside permanently on the territory of the European Union, in a simpler way;                  Issue a digital Term of responsibility at <a href="http://www.iapmei.pt">www.iapmei.pt</a> that the worker may present at the consular posts/embassy and Border Control Services to obtain residence visa or residence permit as a highly qualified worker. This aims to reduce the recruiting process</p> <p>4. As explained above</p> <p>5. NA</p>
	EMN NCP Slovakia	Yes	<p>1. No</p> <p>2. No</p> <p>3. N/A</p> <p>4. No</p> <p>5. N/A</p>
	EMN NCP Spain	Yes	<p>1. Yes                  fi_aHQ_2020.2.docx</p>

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			<p>2. Yes</p> <p>3. 1. The Spanish Strategy for talent attraction (from a migratory point of view), is called the Act on the Support to Entrepreneurs and their Internationalization, our flagship to attract international talent. Through it we attract innovative entrepreneurs (that's how we call start-up founders). investors, highly qualified professionals, researchers and their family members.  <a href="http://extranjeros.mitramiss.gob.es/es/unidadgrandesempresas/documentos/...">http://extranjeros.mitramiss.gob.es/es/unidadgrandesempresas/documentos/...</a></p> <p>2. We have put in place a visa pilot project with Argentina. It is a job search visa for descendants of Spanish citizens (around 1.500, to start with), which allows them to stay in Spain for 3 months to search for a job. The participants must have the qualification and experience needed to fill certain Spanish labour market shortages in the fields of IT, marketing, finance and technology. So, it is meant for highly qualified professionals. This visa offers the public administration a valuable tool for ordering migration flows, as it facilitates and improves job matching. In 2019 Argentina was selected as the pilot country, whereas in 2020 we are going to extend the project to other countries. For more information (only in Spanish):  <a href="https://expinterweb.mitramiss.gob.es/visar/espacioInformativo">https://expinterweb.mitramiss.gob.es/visar/espacioInformativo</a>                  On the other hand, we have a programme on hiring in origin seasonal workers from Morocco for the harvest season, that has been running for many years, widely recognized as a good practice in the field of circular migration, in which several stakeholders are involved: government, private sector and trade union organizations. This programme takes into account the labour market needs both in the country of origin and in the country of destination, proving the positive impact of a well-managed migration policy. Through this programme, we bring every year thousands (around 18.000) of women from Morocco to work at the strawberry harvest in the south of Spain, filling year after year the urgent labour shortages existing in this field.</p> <p>3. As already mentioned, we target both qualified and non-qualified profiles. Relating Argentina, we chose this country for a pilot project because there are many descendants of Spanish citizens and many highly qualified professionals willing to relocate to Spain, whereas Morocco has the workforce needed for the harvest season, it is geographically quite close to the South of Spain, and is a strategic partner in the migratory field. Offering legal pathways to come and work in Spain between these countries undoubtedly helps fighting against irregular flows, so it is a win-win situation for the countries of origin, transit, destination, for the migrant and for the private sector. Nevertheless, we also consider other countries, such as Colombia, Ecuador, Mauritania, Ukraine and</p>
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			<p>the Dominican Republic, in the first place, because we have migratory agreements with these countries; and, in second place, we include countries with which we have other cooperation instruments: Gambia, Guinea, Guinea Bissau, Cape Verde, Senegal, Mali, Niger, Mexico, el Salvador, the Philippines, Honduras, and Paraguay.</p> <p>For the hiring in origin programme in Morocco we publish annually a call for participants (employers and employees), and their selection is carried out by the Spanish and Moroccan authorities, respectively. So, it is through a legal instrument, implemented with cooperation of the national authorities in the country of origin.</p> <p>In this case, the matchmaking is quite easy, because we are mainly targeting non-qualified employees. Mind you, the added value of the programme is that many of the participants are repeaters, as they come to Spain every harvest season, spend some months in our country doing their job, and, once it is over, they go back to Morocco, till next year. So, there are many women that have been doing this every year for ten or more years, and in fact they usually work for the same employer too. So, the matchmaking is not difficult whatsoever. Regarding the job visa programme with Argentina, the aim of the project was facilitating the matchmaking, so we encouraged the participants to begin the job seek from Argentina, online, so that when they arrived in Spain the matchmaking was closer (but Spanish authorities are not responsible for the matchmaking).</p> <p>4. Yes, in Spain we have the Act on the Support to Entrepreneurs and their Internationalization, in which there is a specific scheme for highly qualified professionals. It is the company who has to sponsor the employee and ask for the permit, but it is a swift procedure, easy, online, at a one-stop-shop, that can lead to getting the permit in 20 days (if the employee is already in Spain) or 30 days (if the employee is abroad).</p> <p>Article 76 says of the Act:          The residence permits included in this section will be processed by the Unit for Large Companies and Strategic Economic Sectors, including the use of electronic means, and they will be decided upon by the Directorate-General for Migrations.          The maximum decision-making period will be twenty days from the filing of the application in the competent body. If no decision is reached within said period, the permit will be deemed to be granted due to administrative silence. Decisions shall include grounds and may be subject to appeal [...].          The application for residence permits provided for in this section shall extend the validity of the stay or residence status applicable to the applicant until the procedure is terminated.</p>
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			<p>Holders of permits regulated in this Section, may apply for their renewal for two-year periods, as long as they continue to meet the conditions that generated this right, without prejudice to the provisions of article 67.2. The renewals will be electronically processed The Directorate-General for Migrations may request the reports necessary for making a decision on the maintenance of the conditions which generated the right.</p> <p>The filing of the application for renewal shall extend the validity of the permit until termination of the procedure. It shall also be extended in the event that the application is filed within the ninety days after expiry of the previous permit, without prejudice to the filing, where applicable, of the appropriate sanction procedure.</p> <p>For more information: <a href="http://extranjeros.mitramiss.gob.es/es/UnidadGrandesEmpresas/ley14_2013/...">http://extranjeros.mitramiss.gob.es/es/UnidadGrandesEmpresas/ley14_2013/...</a></p> <p>5. Regarding the incentive measures:</p> <ul style="list-style-type: none"> <li>- Through the HQP scheme there are many facilitations for admission: a one-stop-shop system, online application, online communication with the authorities involved, shortened processing time, lesser requirements, family members facilitation for admission.</li> <li>- Family members are allowed to work in Spain (both as self-employed and as employees), with no geographical limitations.</li> <li>- There certainly are some tax incentives for foreign professionals that relocate to Spain to work, as they can opt for a tax regime of 5-years duration at a flat-rate of 25 % of their income.</li> <li>- At a local level, there are welcome programmes run by the municipalities.</li> <li>- Housing is not a problem in Spain. Of course, there are cities where prices are higher than others, but the offer is wide enough.</li> </ul>
	<p>EMN NCP Sweden</p>	<p>Yes</p>	<p>1. No</p> <p>2. No</p> <p>3. NA</p>

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			<p>4. NA</p> <p>5. NA</p>
	<p>EMN NCP United Kingdom</p>	<p>Yes</p>	<p>1. No</p> <p>2. No</p> <p>3. The UK does have immigration routes for highly-skilled people, but they are not considered packages/models. The closest example would be the recently expanded Global Talent Scheme – <a href="https://www.gov.uk/government/news/boost-for-uk-science-with-unlimited-v...">https://www.gov.uk/government/news/boost-for-uk-science-with-unlimited-v...</a> This offers a faster route to settlement (3 years rather than 5 years), greater allowance for absences from the UK, and unrestricted work rights for main applicants and dependants. However, most of the UK's skilled work route is employer-led, meaning third-country nationals must already have a job offer from a UK employer. An exception is the Seasonal Workers pilot, in which licensed operators help to recruit applicants and match them to jobs on a small scale in the agricultural sector. There is no general route for jobseekers, although some routes (such as the Youth Mobility Scheme, UK Ancestry) allow individuals to come to the UK to look for work. We do not target jobseekers from particular countries or groups.</p> <p>4. The UK does not participate in the Blue Card scheme. Tier 2 is our main skilled work route. The core requirement is that applicants must have an offer of a graduate level job, paying an appropriate salary, from a licensed employer. Our Global Talent route is for leaders in sciences, arts and digital technology, and allows top international talent to come to work in the UK without needing a sponsoring employer.</p> <p>5. Packages/incentives will be offered by local authorities rather than centrally by the Home Office. However, we do allow applicants in most of our work routes to bring dependants (spouses/partners and dependent children under 18), with few restrictions on spouses'/partners' right to work. Some of</p>

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			our routes (e.g. Global Talent) also offer settlement in shorter time periods or greater allowances for absences from the UK without jeopardising future settlement applications.
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