

# Exploring new legal pathways and partnerships to fulfil labour needs in the EU

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# Presentation structure

1. Introduction to the two EMN informs
2. Drivers and policy context
3. Defining key concepts
4. SMPs and SMP-like indicatives
5. Opportunities and challenges

# Introduction to the two EMN Inform

- EMN inform on **Exploring legal pathways to fulfil labour needs** (published July 2021)
- EMN-OECD Inform on **Skills Mobility Partnerships: Exploring Innovative Approaches to Labour Migration** (forthcoming *\*preliminary results available only*)



## Drivers and policy context

- **Drivers and trends:** unprecedented demographic changes, technological development, growing mobility of workers => **skills shortages**
- In 2011, GAMM placed emphasis on the skills dimension in migration and mobility initiatives with third countries.
- In 2020, the New Pact on Migration gave the concept of ‘mobility partnerships’ a new impetus with the announcement of ‘Talent Partnerships’, aimed at providing a comprehensive policy framework, and boost **mutually beneficial international mobility.**



## Defining key concepts

- **Talent partnerships:** ‘form of an enhanced commitment to support legal migration and mobility with key partners’ (New Pact on Migration and Asylum)
- **Skills Mobility Partnerships (SMPs)** bilateral or multilateral agreements, which vary in form, modality and level of stakeholder involvement and typically have the following elements: (1) formalised State cooperation (2) multi-stakeholder involvement (3) training, (4) skills recognition, (5) migration/mobility
- **Global Skills Partnerships:** model proposes a bilateral labor migration agreement between a country of origin and a country of destination whereby the latter takes on the technology and finance for the training of required skills in prospective migrant workers

# SMPs and SMP-like initiatives at MS level

- The majority of Member States have initiatives in place – initiatives aimed at labour migration, mobility and skills development.
- Such initiatives can be categories into 3 areas:
  - 1. Formal bilateral agreements with third countries on labour market access - Belgium, Bulgaria, France, Luxembourg, Slovenia, the Slovak Republic and Spain
  - 2. Partnerships concerning mobility of graduates, for the purpose of study or circular mobility of young professionals - Austria, Estonia, France, the Netherlands and Spain
  - 3. Partnership Programmes and Projects to promote mobility of workers from specific nationalities in certain occupations - Belgium, Germany, Lithuania, the Netherlands and Spain

# Opportunities and challenges

- Partnership-based approach and **mutual** benefits for both the destination state and the country of origin
- Multi-stakeholder approach, including migrants' and employers' needs
- Matching skills shortages and employer's needs – e.g. SMPs in specific sectors, such as IT
- Further opportunities and challenges discussed in the Inform!

# Thank you!

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