



EMN Ad-Hoc Query on Strategy of managed labour mobility of foreigners

Requested by SK EMN NCP on 16th July 2018

Economic Migration

Responses from [Austria](#), [Belgium](#), [Croatia](#), [Cyprus](#), [Czech Republic](#), [Estonia](#), [Finland](#), [France](#), [Germany](#), [Hungary](#), [Ireland](#), [Italy](#), [Latvia](#), [Lithuania](#), [Luxembourg](#), [Malta](#), [Netherlands](#), [Poland](#), [Slovak Republic](#), [Sweden](#), [United Kingdom](#) (21 in total)

Disclaimer:

The following responses have been provided primarily for the purpose of information exchange among EMN NCPs in the framework of the EMN. The contributing EMN NCPs have provided, to the best of their knowledge, information that is up-to-date, objective and reliable. Note, however, that the information provided does not necessarily represent the official policy of an EMN NCPs' Member State.



Background information:


The Slovak Republic, more specifically the Ministry of Labour, Social Affairs and Family of the SR is considering adoption of the strategy of legal and managed labour mobility of foreigners in connection with the needs of the labour market of the SR. The reason behind is that the current "Integration policy of the Slovak Republic" based on which the integration mainstreaming is carried out in the SR does not specifically target managed legal mobility of foreigners.

Questions




1. Please briefly state whether there is any strategy of managed legal mobility of foreigners elaborated in your country either on the national or regional level(s). If yes, please state: a) what type of document this is, b) which authority is responsible for implementation of this strategy, c) internet source (if any) with the accessible document.
2. Please provide any other relevant information.



Responses


	Country	Wider Dissemination	Response
	Austria	No	This EMN NCP has provided a response to the requesting EMN NCP. However, they have requested that it is not disseminated further.
	Belgium	Yes	1. Preliminary note: In Belgium, the Regions (Brussels-Capital, Flanders and Wallonia) and the German-speaking Community are competent for the legislation, application, control and maintenance of work permits and professional cards. The federal state is competent for the entry and residence of foreign nationals on the Belgian territory. Information was obtained from the Brussels-Capital Region and Flanders. No, the Regions do not have strategies of “managed and legal labour mobility” of foreign nationals. There are only national schemes and the schemes foreseen by EU Directives (e.g. highly qualified workers, Blue Card, artists, sportspeople, etc.). For the list of these categories of workers, see article 9 of the Royal Decree of 9 June 1999 executing the law of 30 April


			<p>1999 regarding the employment of foreign workers: http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=fr&la=F&cn=1999060935&table_name=loi. Furthermore, the Brussels-Capital Region foresees certain measures to facilitate the issuance of work permits for nurses, on the basis of instructions from the government.</p> <p>2. N/A</p>
	Croatia	Yes	<p>1. No. There is no official strategy document on this topic.</p> <p>2. There are other legal documents which contain regulations on the employment of foreigners. These documents are: a) Foreigners Act (NN 130/11, 74/13, 69/17, 46/18). By this Act the Government of Croatia regulates the work of TCNs, work of EU/EGP members and Switzerland and determines annual quota for employment of third-country citizens. b) Decision on Determining the Annual Quota for Employment of Foreigners for the calendar year 2018. By the above Decision the Government of Croatia determines annual quota for: - extending work permits already issued in the Republic of Croatia - new work permits in the Republic of Croatia (divided into fields of business) - seasonal work permits in agriculture and forestry - permits for intra-corporate transferees By this document it is also decided that the authority for issuing work permits will submit, once every three months, data on issued permits to the Croatian Employment Service for comparison with the Overview of Needs for Employment of Foreigners by fields of business and occupations, which is an integral part of the Decision. Based on the collected data on the number of extensions and issued permits to foreigners, the Croatian Employment Service submits a report to the ministry responsible for labor and labor market once every three months. c) Regulations on Status and Work of Foreigners (third part: Work of foreigners) d) Act on Employment Mediation and Unemployment Rights (OG 16/17): regulates the rights of unemployed foreigners from third countries and the EU / EGP and Switzerland e) Action Plan for Integration of Foreigners Granted International Protection for the period from 2017. to 2019.: defines activities related to employment of persons under international protection, strategic document has elaborated Working Group for operational implementation of tasks Permanent Committee for the implementation of foreigners integration in the Croatian society appointed from the side of Head of the Office for Human Rights and Rights of national minorities. Internet page on which is the document available: https://ljudskaprava.gov.hr/UserDocsImages//dokumenti//ACTION%20PLAN%20FOR%20INTEGRATION%202017-2019.pdf f) International and Temporary Protection Act (OG 70/15, 127/17): rights to employment of</p>

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			persons under international protection,; Ministry of the Interior is the body that has adopted the mentioned Act, however, the body which implemented the right on employment is the Ministry of labour and pension system, concerned, their implementation body the Croatian Employment Institute; g) Regulation on the adoption of the Directive 2014/54/EU regarding measures to facilitate the exercise of rights guaranteed to workers in the context of freedom of movement (OG 49/2016): exercising the right to freedom of movement for workers from other EU Member States
	Cyprus	Yes	<p>1. In Cyprus, there is no strategy of managed legal mobility of foreigners in any level.</p> <p>2. N/A</p>
	Czech Republic	Yes	<p>1. Yes a) Strategic document adopted by the government in 2015. b) Ministry of the Interior in cooperation with other ministries. c) The document is available on-line but only in Czech language and without its Annex specifying implemented schemes and measures: http://www.mvcr.cz/migrace/clanek/strategie-strategie-migracni-politiky-cr.aspx</p> <p>2. The document called “Migration Policy Strategy of the Czech Republic” was adopted by the resolution of the Government of the Czech Republic in 2015. The Strategy consists of 7 chapters out of which one is dedicated to management of legal migration of third-country nationals including labour migrants. (Other sections deal with integration, illegal migration and returns, international protection, policy towards countries of origin, free movement within the EU and international cooperation). Each chapter comprises the lists of main goals of the Czech Republic on national and international level and tools to achieve them. More than 40 specific tasks (schemes and measures to be designed and implemented within the given timeframe) are listed in the Annex to the Strategy.</p>
	Estonia	Yes	<p>1. Estonia does not have a specific strategy in the context of this ad-hoc query, however the Ministry of Culture has completed a general development plan titled “Integrating Estonia 2020”, which formulates the seven-year objectives of the integration policy (also including mobility) of Estonia and the activities needed to achieve them. The development plan serves as a basis for the implementation and budgeting of the national integration policy for</p>



			<p>2014–2020. The development plan is carried out through implementation plans, which describe the activities that are needed to achieve the objectives in greater detail. The multidisciplinary strategic head of the integration plan is the steering committee of the development plan. The Ministry of Culture organises the work of the steering committee and the steering group both substantively and technically. The work of the development plan is managed by the steering group of the development plan. In addition to organisations of the public sector, field experts – especially from research organisations and civil society – are continuously included in the work of the steering group. The work of the steering group is coordinated by the Cultural Diversity Department of the Ministry of Culture. The Ministry of Culture is responsible for the implementation of the development plan. Other involved ministries and their implementing units have coordinated the activities under their responsibility specified in the development plan, and are responsible for the implementation of these activities. Pdf document available at: http://www.kul.ee/sites/kulminn/files/integrating_estonia_2020.pdf</p> <p>2. N/A</p>
	Finland	Yes	<p>1. Yes, there is national level programme named Work in Finland — Government Migration Policy Programme to Strengthen Labour Migration. The programme was published in January 2018. a) The Government Migration Policy Programme. b) The Programme was prepared by a cross-sectoral working group with representatives from: the Migration Department, Police Department, Border Guard Department, Communications Unit, and Administration and Development Department of the Ministry of the Interior; Ministry of Justice; Ministry of Economic Affairs and Employment; Ministry of Education and Culture; Ministry of Social Affairs and Health; Ministry for Foreign Affairs; Ministry of the Environment; and the Finnish Immigration Service and the National Police Board. The implementation of the Programme will be monitored by the ministerial working group on migration. c) https://intermin.fi/en/publication?pubid=URN:ISBN:978-952-324-184-8</p> <p>2. -</p>
	France	Yes	<p>1. With more than 27,200 admissions for economic migration being granted to third country nationals (temporary data for 2017), i.e. more than 11% of total new admissions for residence, labour migration is in fourth place behind family immigration, student immigration and humanitarian, which represent respectively 35.9 %, 32.3 % and 14.6 % of admissions. Family migration which represents the main category of newly arrived migrants (over 89,000</p>

			<p>residence permits in 2017 – temporary data) benefits from residence permits giving direct access to the labour market. Regarding economic migration, in order to work in France, a third-country national must apply in advance for a work permit and/or residence permit. This is granted if various criteria are met, in particular identical conditions of employment and remuneration between French and foreign employees for salaried work, the feasibility of an economic project, etc. Various criteria are set out in the Labour Code, in particular: - the employment situation applies (through an employment market test, employers have to look for candidates and verify whether a French or a EU national can occupy the position) ; This is the principle of preference for the national and European labour market. – the professional qualifications of the applicant match the job being offered (qualifications, career experience, etc.); – employment and remuneration conditions must be the same as that for other workers in the same occupational group; – the gross monthly salary must be at least equivalent to the minimum monthly wage (Salaire Minimum Interprofessionnel de Croissance - SMIC); – the employer complies with labour and social protection legislation. Moreover, for several years, France has been implementing an attractiveness policy for international talents which does not respond to labour shortages but focusses on attracting target groups who can contribute towards the economic development and reputation of France. For these categories, the labour market test is not required, and application processes are simplified. However, conditions of salary and qualifications are determined depending on the category (highly qualified workers, scientists, entrepreneurs, etc.). The Code for entry and stay of foreign nationals in France gathers all national regulations and laws related to the asylum and migration issues. The Ministry of the Interior is in charge of the policy for the entry, stay and work of foreign nationals in France. Here follows the link to the web site of the general directorate for foreign nationals in France within the ministry of the interior (unfortunately only in French): https://www.immigration.interieur.gouv.fr/Accueil</p> <p>2. You can read the FR NCP EMN 2015 study on the “Determining labour shortages and the need for labour migration from third countries in France” to obtain more information on the economic migration (link: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/networks/european_migration_network/reports/docs/emn-studies/emn-studies-10a_france_determining_labour_shortages_english.pdf)</p>
	German	Yes	<p>1. Competent authority responsible for developing and implementing strategies In Germany, the competent authority in charge of developing and implementing strategies on the national level is the Federal Government</p>

	y		<p>(called “Bundesregierung”). These strategies may correlate with European directives issued by the European Commission or they may be strategies only implemented in the national law (in this case only valid for Germany). The Federal Office for Migration and Refugees (called “Bundesamt für Migration und Flüchtlinge”), as a federal authority within the portfolio of the Federal Ministry of the Interior, is for example revealed in the cooperation with the European institutions in order to effectively implement these legal norms and strategies in practice. 2. Competent authorities responsible for carrying out strategies As soon as a law is passed on the national level, the legal execution is carried out by local immigration offices (called “Ausländerbehörden”). In Germany, the place of residence of one person determines which immigration office is responsible. 3. Strategies of legal and managed labour mobility of foreigners in Germany In order to cope with the needs of the labour market, measures have been taken. For example, the European directives 2009/50/EG (Blue Card EU) and 2014/66/EG (Intra-Corporate Transfer – ICT), both transposed into the national law, are seen as essential instruments for supporting legal migration of highly-qualified foreigners and increasing Germany’s attractiveness.</p> <p>2. Information Federal Government: https://www.bundesregierung.de/Webs/Breg/EN/Homepage/_node.html Federal Office for Migration and Refugees: http://www.bamf.de/EN/Startseite/startseite-node.html Information to labour migration for citizens of third countries: http://www.bamf.de/EN/Migration/Arbeiten/BuergerDrittstaat/buerger-drittstaat-node.html Immigration offices: http://www.bamf.de/SiteGlobals/Functions/WebGIS/EN/WebGIS_Auslaenderbehoerde.html Information about the Blue Card EU in Germany: http://www.bamf.de/EN/Migration/Arbeiten/BuergerDrittstaat/BlaueKarte/blaue-karte-node.html Transposition Blue Card EU-Directive into national law: https://www.gesetze-im-internet.de/englisch_aufenthg/englisch_aufenthg.html#p0364 Information about ICT: http://www.bamf.de/EN/Migration/Arbeiten/BuergerDrittstaat/UnternehmensinternerTransfer/unternehmensinterner-transfer-node.html Transposition ICT-Directive into national law: https://www.gesetze-im-internet.de/englisch_aufenthg/englisch_aufenthg.html#p0388</p>
	Hungary	Yes	<p>1. At the end of 2013 a Migration Strategy was adopted by the Hungarian government. This strategy overviewed the general migration situation of Hungary, and laid down the action trail and the tools for achieving the goals in the field of admission, residence, integration, international protection and return policies. a) what type of document this is, Government decision b) which authority is responsible for implementation of this strategy, The whole governmental structure is addressed by the Strategy. Ministry of Interior is responsible for the fields of migration</p>




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			<p>and asylum. the Responsible Authority of the AMIF Fund. c) internet source (if any) with the accessible document. - http://belugyialapok.hu/alapok/sites/default/files/MMIA_.pdf - abstract in English: http://www.belugyialapok.hu/alapok/sites/default/files/Migration%20Strategy%20Hungary.pdf</p> <p>2. N/A</p>
	Ireland	Yes	<p>1. Ireland does not have a strategy document on the managed mobility of legal migrants. Legal migration is managed via employment permits legislation under the Employment Permits Acts and via various administrative legal migration schemes, e.g. for students, researchers, entrepreneurs, investors, volunteers.</p> <p>2. Ireland published the integration strategy "The Migrant Integration Strategy: A Blueprint for the Future" in February 2017. This Strategy contains actions to improve the labour market integration of migrants. See link to the Strategy here: http://www.integration.ie/en/ISEC/Migrant_Integration_Strategy_English.pdf/Files/Migrant_Integration_Strategy_English.pdf</p>
	Italy	Yes	<p>1. No strategy</p> <p>2. n/a</p>
	Latvia	Yes	<p>1. On 15th February 2018 Cabinet of Ministers of the Republic of Latvia has approved The Concept Report on Immigration Policy. According to this Report new Immigration Law shall be drafted until 31st March 2019. The Report gives the main guidelines for the draft law in all areas of legal migration, including labour migration. For example, it is foreseen: - to cancel labour market test for foreigners who have been employed in Latvia for 2 years; - not to revoke a residence permit if a foreigner who has been employed in Latvia for 2 years loses his/her job and is searching for a new employer (residence permit would be in force for a period up to 2 months); - not to require to obtain new right to employment, if a foreigner after 6 months employment with an employer, changes his/her position in the same enterprise.</p>


			2. N/A
	Lithuania	Yes	<p>1. The Lithuanian Migration Policy Guidelines approved by Resolution No 29 of the Government of the Republic of Lithuania of 22 January 2014 list the key priorities of the country's migration policy. The Guidelines stipulate the key principles of labour migration policy: the principle of selection (foreigners are admitted into the country if they can contribute to economic growth and enhancement of competitiveness) and the principle of compensation (foreigners are recruited only when the shortage cannot be met by the local labour force, returning emigrants and EU citizens). Labour migration is seen as a temporary and secondary measure for meeting the needs of the labour market. It should be noted that the current Government has included the attraction and retention of highly qualified aliens (talents) as one of its priorities. The task of developing special measures in order to achieve this goal was given to the Ministry of the Economy. Under the 4th priority of the programme "Sustainable and competitive economy" the Government included the task named "Attraction and retention of talents". Under this task several actions are proposed: - Creation of an agency responsible for attraction of talents; - Development of incentives for attraction of highly qualified foreign workers; - Facilitating immigration for highly qualified workers and their family members; - Development of measures to attract, retain and integrate foreign researchers. Concrete measures are currently being developed by the Invest Lithuania, the official agency for Foreign Direct Investment and Business Development in Lithuania under the Ministry of Economy.</p> <p>2. See answer 1.</p>
	Luxembourg	Yes	<p>1. The government programme 2013 – 2018 establishes that in order that the Luxembourgish economy can benefit from the capacities and expertise of migrants the Government would improve the internal procedures and will study the creation of new categories of authorisation to stay not covered by EU law such as the authorisation to stay for investors (https://gouvernement.lu/fr/actualites/toutes_actualites/discours/2013/12-decembre/10-declaration.html). There is no strategy of managed legal mobility of foreigners as such, even if on a regular basis, the authorities and the legislator take the opportunity to adapt the legislation to the current economic situation. This was the case with the transposition of the Directive 2014/36/EU on seasonal workers and the Directive 2014/66/EU on intra-corporate transfers into national law by the law of 8 March 2017 modifying 1) the amended law of 29 August 2008 on the free movement of people and immigration; 2) the amended law of 28 May 2009 on the Detention Centre; 3) the law of 2 September 2011 regulating access to the artisan, merchant, industrial and</p>


			<p>certain liberal professions : The law extends the period of validity of the "European Blue Card" residence permit from two to four years (maximum duration allowed by the directive). The aim is to increase Luxembourg's attractiveness to this category of people, as well as to achieve administrative simplification. Part of the push towards the diversification of Luxembourg's economy and boosting entrepreneurship, the law of 8 March 2017 introduces an authorisation of stay for investors, which aims to attract qualitative TCN investors to the country. The law of 8 March 2017 introduces also a mechanism for continuation of activity, which allows registered entities situated in a third country to continue their activities on Luxembourgish territory if a major incident (geopolitical incident, data processing incident or natural disaster) occurred in the country of origin. In case of a major incident, the TCN workers of the registered entity will receive a residence permit of the category "salaried worker" valid for one year at most and renewable for one year upon request, if they can prove that they have health insurance and appropriate accommodation. If the entity establishes itself permanently in Luxembourg, the TCN can apply for a "salaried worker" or "highly qualified worker" authorisation of stay. Furthermore in 2017, the salary thresholds for applying as a highly qualified worker were set to: at least 1.5 times the average gross salary in Luxembourg. Lower salary thresholds set to at least equivalent to 1,2 times the average gross annual salary in Luxembourg are foreseen for jobs in occupations belonging to groups 1 and 2 of the International Standard Classification of Occupations (ISCO) for which a particular need for workers from third countries is recognised by the Government. The list establishes some professions in which the Government considers there to be a shortage of qualified workforce in the telecommunications and information sectors such as for example mathematicians, actuaries and statisticians, systems analysts (2511), software developers (2512) Also the agreement between Luxembourg and Cape Verde approved through the law of 20 July 2017 introduces a simplified procedure for obtaining an authorisation of stay for Cape Verdean salaried workers who have for example one of the following professions : directors, senior executives and managers (directors of administrative services, directors and executives of directorates, sales, marketing and development, information and communication technologies); Intellectual and scientific professions (physicians, chemists and related, mathematicians, actuaries and statisticians, specialists in life sciences), specialists in technical sciences (with the exception of electro technology), engineers of electro technology, architects, urbanists, surveyors and designers.....</p> <p>2. N/A.</p>
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	Malta	Yes	<p>1. Malta does not have any specific strategy to manage labour mobility. With reference to TCNs, Malta focuses and develops its procedures in line with EU legislation on migration and takes into account the situation of the Maltese labour market. The Public Employment Services' employment licences guidelines are drafted in line with these policies and legislations. In the case of EU Nationals the situation is different as EU citizens have an automatic right to live and work in Malta. Therefore, the legislation focuses on facilitating mobility and removing barriers to mobility. In this regard, Malta follows the EURES regulation (2016/589) which defines the roles and responsibilities and the EURES services must provide.</p> <p>2. Please refer to question 1.</p>
	Netherlands	Yes	<p>1. The Dutch government facilitates labour migration that is beneficial, to enhance the knowledge economy, innovative strength and competitiveness of the Netherlands. To this end the government pursues a positive policy on legal migration that is commensurate with the requirements of the labour market. Labour migration policy is responsive to the needs of the labour market and skills shortages. Employers apply for a work permit if they would like to hire a migrant worker from outside the EU. They have to demonstrate that there is no labour supply available within the Netherlands and the EU. For highly skilled migrants a work permit is not required. a) By parliamentary letter of 28 March 2018 the Dutch government informed the parliament on the comprehensive agenda on migration, including labour migration policy. b) The ministry of Social Affairs and Employment is responsible for labour migration policy. c) https://www.government.nl/documents/parliamentary-documents/2018/07/10/comprehensive-agenda-on-migration</p> <p>2. -</p>
	Poland	Yes	<p>1. There is a systematic rise in the employment of foreigners in Poland, especially in the last 4 years. The majority of immigrants come from Ukraine. Due to low level of unemployment rate, good economic situation and baby bust, there is an increasing demand on foreign employees in Poland. Therefore, in response to abovementioned challenges Polish authorities are working at deploying an appropriate strategy which facilitates an effective management of legal mobility of foreigners. For this purpose, the Council of Ministers has adopted a document "Socio-economic priorities of migration policy" on March 2018. On the basis of this document, there has been drafted the "Action Plan 2018 – 2025 of socio-economic priorities of migration policy" which includes the detailed</p>

			<p>expansion of individual priorities. The aim of above documents is to create a system of incentives for attracting migrants with desired qualifications, foreign students as well as Polish returnees. The Polish Ministry of Investment and Economic Development is the coordinator of those documents. The Action Plan is currently only available in Polish language. English version is planned by the Polish authorities, but the date of its publication is unknown. However, it is vital to underscore that the coordinator of holistic Polish migration policy is the Polish Ministry of the Interior. Regardless of above actions, Polish Ministry of Family, Labour and Social Policy has been preparing projects which respond to the needs of the Polish labour market. One of those projects, it is a new regulation which is related to the list of shortage occupations. The regulation has been introduced in July and it enables foreigners to enter special sectors without labour market tests (in a total of 289 professions such as IT, healthcare, construction, transport, elderly care, etc.). Thanks to this regulation, the time of expectation for decision about work permits for an employee who will work in those indicated professions will be quicker. Moreover, Polish Ministry of Family, Labour and Social Policy has prepared a project of the new Act on Labour market. The project also includes a few facilitations for employing foreigners in Poland.</p> <p>2. In order to work legally in Poland a foreigner must have a document allowing him/her to enter the Polish labour market and legally stay in Poland, and the basis for the right of residence must include the right to work (e.g. a valid visa or residence permit). As a general rule, to perform work in Poland, a foreigner is required to obtain a work permit. However, citizens of six countries (Armenia, Belarus, Georgia, Moldova, Russia, Ukraine) can be employed on the basis of a declaration of an employer to entrust a job to a foreigner (so called ‘declarations procedure’ or ‘simplified procedure’) for a period no longer than 6 months within the 12 consecutive months without work permit provided they have a declaration registered by an employer in the local labour office. Furthermore, from January 2018 there is a possibility to employ the migrant on the basis of a seasonal work permit (as a result of implementation of Seasonal Workers Directive (2014/36/EU) into Polish law). The seasonal work permit entitles a third country national to perform work in the area of agriculture, horticulture, tourism for 9 months in a calendar year. The vast majority of labour migrants in Poland are short-term and work within the above mentioned ‘simplified procedure’.</p>
	Slovak Republi	Yes	1. No.

	c		2. N/A.
	Sweden	Yes	<p>1. Sweden does not have an explicit strategy of managed legal labour mobility of foreigners in the sense of this query. The Swedish government's general objectives for migration and asylum policy are briefly outlined here: https://www.government.se/government-policy/migration-and-asylum/objectives/. There is also a fact sheet available here: https://www.government.se/491b2f/contentassets/84c1ec8c729f4be384a5ba6dddeb0606/swedens-migration-and-asylum-policy. Although there is no explicit strategy, Sweden does have a system for admitting labour migrants from outside the EU. It was reformed in 2008 and can be described as follows: Since 2008, Sweden has pursued a liberal and employer-driven approach to immigration of third country nationals for employment purposes. With the 2008 reform, the previous agency-based labour market test was phased out. Since then, the overall point of departure has been that it is the individual employer who best knows the recruitment needs of his or her business. The possibility to recruit foreign workers has been significantly facilitated. Provided that the working conditions are in line with Swedish collective agreements or established practice and that certain additional conditions are met, the employer can in principle recruit anyone, regardless of nationality or profession. The existing rules also provide opportunities for migrants to get a permanent residence status after four years of stay with a work permit in Sweden. In recent years, however, the Swedish system for labour immigration has often been criticised for not sufficiently preventing untrustworthy employers from exploiting foreign workers. The Swedish Migration Agency has therefore been applying stricter control measures for work permit applications within certain sectors of the economy since January 2012, and since 2014, the Migration Agency has had a mandate to conduct follow-up checks and revoke residence permits if the conditions of the work permit (e.g. the requirements concerning the terms of employment) are no longer met or if the employment does not begin within four months after a foreign worker has been issued a residence permit.</p> <p>2. In 2017, Sweden granted 32 294 first-time residence permits for work-related reasons. This number was 24 709 in 2016, and 26 998 in 2015. These figures include not only persons coming to Sweden because they found employment there (16 178 in 2017), but also their family members (12 233) as well as self-employed people (221), visiting researchers (1 222) and people who work in Sweden under special rules, e.g. as au pairs, trainees, artists or sportsmen (2 440). The most frequent professions among labour immigrants in 2017 were "IT architects, systems analysts, and test managers"; "Berry pickers and planters" as well as "Engineering professionals". The most common nationality groups engaging in labour market-related migration to Sweden in 2017 were India (8 483),</p>

			Thailand (3 512), and China (2 226).
	United Kingdom	Yes	<p>1. The United Kingdom recognises the valuable contribution migrants make to our society and welcome those with the skills and expertise to make our nation better still. The immigration system has a role to play in supporting growth and meeting the needs of UK businesses. Migrant workers fill skills gaps in our labour market and help to boost our economy. However, we must control immigration so that we continue to attract international talent to work or study in Britain, and manage the process properly so that our immigration system serves the national interest. The United Kingdom does have a route for supporting the mobility of foreign nationals who wish to work or study here which forms part of the wider immigration system of the United Kingdom. The Home Office is the Government Department with responsible for immigration legislation, policies, and case specific decisions in the United Kingdom. Our main immigration route for non-EEA nationals is under Tier 2 of the UK Points Based System. Under this route, there are two types of Tier 2 visa: • The Tier 2 (General) – this route is designed to fill skilled vacancies for which no suitable resident workers are available. Applicants must have an offer of a graduate level job, paying an appropriate salary, from an employer which has been licensed by the Home Office to sponsor migrant workers. Over 27,000 UK employers hold a Tier 2 sponsor licence. There is a cap to the number of Tier 2 (general) visas which can be issued each year. This cap is currently set at 20,700 places per year, set on the advice of the independent Migration Advisory Committee. • The Tier 2 (Intra-Company Transfer (ICT)) route supports inward investment and trade by allowing multinational employers to transfer key company personnel from overseas to their UK branch. Transferees (other than graduate trainees) must be established employees who have worked for their overseas branch for at least 12 months. Further information about Tier 2 can be found at: o https://www.gov.uk/government/publications/points-based-system-tier-2 o https://www.gov.uk/tier-2-general o https://www.gov.uk/tier-2-intracompany-transfer-worker-visa In addition, the UK has a strong offer for other highly skilled migrants with either specialist skills in the arts, creative, science and digital technology sector, those looking to invest or establish businesses in the UK or those wishing to be sponsored temporarily in the UK. Policy guidance on all of these routes covering Tiers 1, 2 and 5 are available on the GOV.UK website and can be found here: https://www.gov.uk/search/advanced?keywords=&subgroup%5B%5D=guidance&public_timestamp%5Bfrom%5D=&public_timestamp%5Bto%5D=&topic=%2Fentering-staying-uk%2Fwork-and-investor-visas&group=guidance_and_regulation Our offer in relation to those wishing to study in the UK under our Tier 4</p>

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			<p>route is available here: https://www.gov.uk/tier-4-general-visa</p> <p>2. Please see Q1.</p>
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