



# European Migration Network Conference 2015

## Attracting and Retaining Talent in Europe

19<sup>th</sup> and 20<sup>th</sup> March 2015

National Library of Latvia, 3 Mūkusalas Street, Riga

### 1 Introduction

The promotion of a new European policy on legal migration to address shortages in specific skills sectors and to attract talent to address some of the demographic challenges facing the EU has been defined as one of priorities in Jean-Claude Juncker's Political Guidelines for the next European Commission period.<sup>1</sup> Well-managed migration policies aimed at attracting highly qualified migrants can also contribute to boosting economic growth and competitiveness, addressing labour market shortages and offsetting the costs of demographic ageing.<sup>2</sup>

The conference theme will also correspond to one of the priorities defined by the Latvian Presidency of the Council of the European Union – more competitive EU as a basis for growth, improvement of quality of human life and contribution to the development of the future.

Within this broad context, the EMN Conference will focus on the very relevant topic of attracting and retaining highly qualified migrants in Europe.

### 2 Aims and Objectives of the EMN Conference

The aims and objectives of the Conference will be to build on the findings of the EMN Study 2013 on *Attracting Highly Qualified and Qualified Third-Country Nationals to the EU* and will showcase the findings of the EMN Study 2014 on *Admitting Third-Country Nationals for business purposes*. It will aim to provide a global context for the 'competition for talent' as well as the practical responses that Member States have developed to ensure that their skills needs can be identified and met.

The Conference conclusions will feed into the development of the new European policy on legal migration and will provide important insights into the implementation of such policies, by highlighting existing good practices and lessons learned from across EU Member States and from wider international experiences. The Conference will also further raise awareness about the work of the EMN and will aim to attract policy makers and practitioners at international, EU and national levels, and will aim to highlight and create synergies across the various levels. The Conference Conclusions will include the main findings from the Conference and will be forwarded to all delegates as a tangible outcome from the Conference, and as a prompt to continue the engagement of a wider audience in the work of the EMN.

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<sup>1</sup> A New Start for Europe: My Agenda for Jobs, Growth, Fairness and Democratic Change. Political Guidelines for the next European Commission.

<sup>2</sup> Communication from the Commission to the European Parliament and the Council on the implementation of Directive 2009/50/EC on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment.

**March 19, 2015**

<b>09.00 – 09.30</b>	<b>Arrival, registration and welcoming refreshments</b>
<b>09.30 - 10.15</b>	<p><b>Welcoming of participants, setting the scene and introductory remarks</b></p> <p><b>Opening words:</b> <b>Rihards Kozlovskis</b>, Minister of the Interior, Republic of Latvia</p> <p><b>Chairperson:</b> <b>Jānis Citskovskis</b>, Deputy Head of the Office of Citizenship and Migration Affairs, Republic of Latvia</p> <p><b>Main questions:</b> short mentioning of all the aspects that will be covered in the conference panels. Importance of investments to foster innovation and competitiveness. Shortage of specific skills and attraction of talent in relation to demographic challenges.</p> <p><b>Key Note Presenters:</b></p> <ul style="list-style-type: none"> <li>★ <b>William Lacy Swing</b>, IOM Director General</li> <li>★ <b>Belinda Pyke</b>, Director DG Migration and Home Affairs Directorate B, Migration and Mobility</li> </ul> <p><b>Questions/discussions</b></p>
<b>10.15 - 12.00</b>	<p><b>Panel I Global challenge and competition over talent</b></p> <p><b>Chairperson:</b> <b>Anna Platonova</b>, Regional Thematic Specialist Labour Migration and Human Development, International Organization for Migration</p> <p><b>Main questions/issues</b></p> <ul style="list-style-type: none"> <li>• What is 'talent' – students, graduates, entrepreneurs, highly-qualified with working experience?</li> <li>• Demographic challenges (global increase of old age dependency ratio and shrinking numbers of economically active people)</li> <li>• Shortages of skills in a context of uncertainty of (economic) forecasts</li> <li>• Attracting and facilitating the inflow of highly skilled migrants: How fierce global competition (particular attention laid on the efforts of eg the US, Canada, Australia and China)?</li> </ul> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>★ <b>Mathias Czaika</b>, University of Oxford</li> <li>★ <b>Ilmārs Osmanis</b>, CEO, HansaMatrix group, Member of the Board at the Latvian Electrical Engineering and Electronics Industry Association (LETERA)</li> <li>★ <b>Konstantinos Pouliakas</b>, Expert in Education and Training at the European Centre for the Development of Vocational Training (CEDEFOP)</li> <li>★ <b>Thomas Liebig</b>, Senior Migration Specialist at the International Migration Division of the OECD</li> </ul> <p><b>Questions/discussions</b></p>
<b>12.00 – 13.00</b>	<b>Family photo and lunch break</b>

13.00-14.45	<p><b>Panel II Is the EU ready for attracting talent vis-à-vis its main competitors?</b></p> <p><b>Chairperson: Madeleine Sumption</b>, Director of the Migration Observatory</p> <p><b>Main questions:</b></p> <ul style="list-style-type: none"> <li>• What are international competitors doing to attract talent? Are they successful?</li> <li>• The role of the EU in the global competition: weaknesses and strengths</li> <li>• What are (likely) trends in attracting talent at international level?</li> </ul> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>★ <b>Steve J. Couch</b>, Partner and Tax Practice Leader at PricewaterhouseCoopers (UK)</li> <li>★ <b>Ana Gazarian</b>, CEO of Employee Mobility Solutions</li> <li>★ <b>Matt Hoskin</b>, Manager, Skills and Investment, New Zealand</li> <li>★ <b>(tbc) Marie Josee Lemay</b></li> </ul> <p><b>Questions/discussions</b></p>
14.45 – 15.15	Coffee break
15.15 – 17.00	<p><b>Panel III From the Global to the local: EU and national practices for attracting talent</b></p> <p><b>Chairperson: Laura Corrado</b>, Acting Head of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration</p> <p><b>Main questions:</b> Presentation of different MS national practices, confronting and reflecting on possible inconsistencies and or best practices.</p> <p>Discussion on the legal framework at both EU and national level and on what incentives can be offered to attract and retain migrants: Are we doing enough?</p> <p>Findings from the EMN studies – <i>Attracting Highly Qualified and Qualified Third-Country Nationals to the EU and Admitting Third-Country Nationals for Business Purposes.</i></p> <p>Which way for the EU Blue Card?</p> <p>Towards a meaningful outcome of the negotiations on Students/researchers</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>★ <b>Jan Saver</b>, Policy Officer of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration</li> <li>★ <b>Elisa Hanganu</b>, Research Associate, Federal Office for Migration and Refugees</li> <li>★ <b>Ágnes Töttös</b>, Migration Expert, Department of European Cooperation, Ministry of the Interior, Hungary</li> <li>★ <b>Birgit Lüüs</b>, Deputy Department Head for Migration, Ministry of the Interior, Republic of Estonia</li> </ul> <p><b>Questions/discussions</b></p>
18.00-19.00	Guided tour around Old Riga
19.00-21.00	Dinner at the restaurant <i>Kaļķa vārti</i> , Kaļķu Street 11a

**March 20, 2015**

<b>8.45 – 9.00</b>	<b>Arrival and registration</b>
<b>09.00 – 10.30</b>	<p><b>Panel IV Retaining talent: the importance of the Welcome Culture</b></p> <p><b>Chairperson: Eugene Eteris</b>, European Studies Faculty, Rīga Stradiņš University, prof.</p> <p><b>Main questions:</b> Discussion on the circumstantial factors that influence the decision to migrate and impact on the experience of migrants, and how this is reflected in the attractiveness of the EU.</p> <ul style="list-style-type: none"> <li>• Are institutions/local authorities and services sufficiently welcoming?</li> <li>• Support for integration: What works?</li> <li>• How is the family taken into account?</li> <li>• Conditions that facilitate the creation and development of a highly skilled migrant network</li> <li>• Support packages offered by the private sector for their staff: any lessons to be learnt?</li> <li>• Reaching out to world but in which language(s)?</li> <li>• Other "soft" factors</li> </ul> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>★ <b>Juris Gromovs</b>, OSCE Office for Democratic Institutions and Human Rights</li> <li>★ <b>Māris Baltiņš</b>, Director of the State Language Centre</li> <li>★ <b>(tbc) Sverker Rudeberg</b>,</li> </ul> <p><b>Questions/discussions</b></p>
<b>10.30–11.00</b>	<b>Coffee break</b>
<b>11.00-12.30</b>	<p><b>Panel V What's in it for the talented migrants and their countries of origin?</b></p> <p><b>Chairperson (tbc) Rolands Lappuķe</b>, Ambassador, Permanent Representative of Latvia to the Council of Europe</p> <p><b>Main questions:</b> How to facilitate possibilities for talented migrants to move across borders?</p> <ul style="list-style-type: none"> <li>• Migration – facilitator for countries of origin to better integrate into the global economy</li> </ul> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>★ <b>Ronald Skeldon</b>, University of Sussex</li> <li>★ <b>Riva Kastoryano</b>, Research Director, SciencesPo - CERI - CNRS</li> <li>★ <b>Masarat Din</b>, Corporate Account Manager, AMITOURS</li> </ul> <p><b>Questions/discussions</b></p>
<b>12.30-12.45</b>	<b>Closing remarks: Laura Corrado</b> , Acting Head of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration
<b>12.45-13.30</b>	<b>Lunch and departures</b>
<b>13.30-16.00</b>	<b>Informal Meeting of the European Migration Network National Contact Points</b> (participation by the EMN NCP members only)

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