

# European Migration Network (EMN)

EMN Conference 2015

## *Attracting and Retaining Talent in Europe*

19<sup>th</sup> and 20<sup>th</sup> March 2015, Riga, Latvia

### **Conclusions and Summary**



Prepared by the European Migration Network  
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# Conclusions of the EMN Conference 2015

## Framework for the EMN Conference 2015

The main Conference theme 'Attracting and Retaining Talent in Europe' is highly relevant to the debate on the new European Agenda on migration, and in particular, legal migration to address shortages in specific skills sectors and to attract talent to address some of the demographic challenges facing the EU. 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>1</sup> As well as being defined as one of priorities for Jean-Claude Juncker's Commission, it also corresponds to one of the priorities defined by the Latvian Presidency of the Council of the European Union.

The aims and objectives of the Conference were 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 Agenda 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 also drew on the findings of the latest EMN Study 2014 on *Admitting Third-Country Nationals for business purposes*.

Ms. Laura **CORRADO**, Acting Head of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration summarized the main issues emerging from the EMN Conference. These were:

### Issue 1

In response to the need to meet skills and labour shortages in EU Member States, and due to demographic change, the **case for attracting and retaining talented workers from third countries remains strong**. This is in spite of the continued economic crisis and high levels of unemployment in Europe. Attracting and retaining talents is an issue of increasing policy relevance for the EU and Member States alike, and is one of the EU's 10 highest priorities. At the same time, the EU must also work to increase the employment rates of people already here, EU citizens and third country nationals. Action is needed on both fronts to meet the challenges of sustaining living standards in the medium and longer term for all.

### Issue 2

Europe is currently less attractive than other developed regions when it comes to highly skilled migrants. One underlying question for attracting and retaining talented migrants, is **do migration policies to attract and retain talents really matter?** Many factors shape a decision to migrate to another country, based on more than just the promise of a job - opportunities for a spouse and children, the quality of life in the destination country, the possibility of being welcomed into a new community. To have an impact, skilled labour migration policies depend on much more than the just the setting of admission rules.

### Issue 3

The Conference highlighted many successful examples of how effective migration policies have been designed and implemented to attract and retain talents, not only from EU Member States, but from around the world. **Migration policies do matter, and some important lessons on how the EU and Member States can work together to manage migration to attract and retain the talents we need have been learned.** Member States are indeed well placed to learn from the practices that have proved effective in different countries and contexts, working also with third countries. Whilst a number of policies which facilitate and harmonise the admission for certain categories of labour migrants are now in place, it is important that we focus on improving these admission policies and building them into attractive schemes that benefit migrants and host societies alike.

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<sup>1</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.

#### Issue 4:

As well as attracting talented migrants, Europe needs also to retain such migrants if their full potential and contribution is to be realized. **Effective integration policies are the key.** Whilst there is no hard competence at EU level for this work, different models have been implemented across the Member States, based often on historical links with third countries. There remain many opportunities for the exchange of good practice, at national, regional and local levels, as well as from the business world. The EU can also play a role in facilitating integration practices, through funding interventions and enabling the setting up of platforms for the identification and sharing of good practices. Whilst it is in the host countries' best interests to maximise the contributions of talented migrants, it is also essential to **improve labour market integration for all legally residing migrants**, where unemployment rates and rates of over-qualification remain persistently high.

#### Issue 5:

A further challenge in attracting and retaining talent, is how we can create a 'triple-win' situation, not only for the European economies that may benefit from migrant talents and skills, but for the migrants themselves and their countries of origin (many of which have funded their education and training). Migration and development are important issue, and it is essential that we improve our approaches to integrate migration into development policies. **Well-managed migration can have a positive impact** - for all.

#### Next steps:

How will the current issues be addressed by the EU and Member States? A new comprehensive European Agenda on Migration will be launched in mid-May 2015, as an **explicit strategic priority of the new Commission.** One of the four pillars of the Agenda will focus on legal migration, and fully acknowledges the need for Europe to attract the right talent and to improve competitiveness, to contribute to economic growth as well as social cohesion policies. This will also involve taking an holistic global approach, further embedding migration considerations into external trade and development policies. Implementation will be facilitated by the development of robust tools to asses labour and skills shortages, improve high-level skills matching, and address the issue of over-qualification through better recognition of qualifications, as well as facilitating the intra-EU mobility of third-country nationals to meet skills gaps across the EU. The Asylum, Migration and Integration Fund will be applied in a coherent way to work together with the European Social Fund to ensure effective integration measures. The new measures for legal migration will be developed coherently alongside policies for international protection and to tackle irregular migration. The EMN will act as a sustainable mechanism to foster structured dialogue and to identify best practices on attracting and retaining talent, as well as the wider issues addressed by the new European Agenda.

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# Summary of the EMN Conference 2015

## Opening remarks

The EMN Conference 2015 'Attracting and retaining talent in Europe' was opened by Mr **Jānis CITSKOVSKIS**, Deputy Head of the Office of Citizenship and Migration Affairs, Republic of Latvia who welcomed speakers and delegates and highlighted the role played by the European Migration Network in contributing to the development of migration policies both at national and EU levels.

The key note speakers addressed the Conference's main theme from a number of perspectives. Mr **Rihards KOZLOVSKIS**, Minister of the Interior, Republic of Latvia, noted that whilst the EU was an attractive destination for talent, it remained important for Member States to focus their legal migration policies to allow this to take place. The Minister also highlighted the importance of the EU's role in providing the necessary support to Member States. Integration of migrants, including ensuring access to social rights as well as tolerance in home communities and investment in public education to develop a welcoming society also remained priorities. Latvia was supporting the agenda to attract talent during its Presidency of the Council of the EU, in particular through measures to ensure Europe remains an attractive location for international students and researchers. Finally, the Minister looked to the speakers and delegates of the Conference to help to generate new ideas and proposals to facilitate access to international talent to EU Member States.

IOM Director General **William Lacy SWING** congratulated Latvia on their important contribution to the migration agenda under the Presidency of the Council of the EU and welcomed the focus of the Conference. Mr Lacy Swing noted the inevitability of migration in the context of global demographics, distance-shrinking technologies, cheap travel and global political unrest, driving also irregular migration. Sound policies for legal migration would help to ensure the positive contributions of migration to the EU - supporting growth and development, addressing labour deficits and reversing the trend of ageing populations. Whilst the 28 EU countries each had different needs, presenting challenges to create one harmonised approach, opportunities for learning and sharing practices were presented from the wealth and variety of programmes in operation. Mr Lacy Swing warned that the rise in anti-migrant sentiment across the EU, a decline in public confidence in government, plus restrictive visa policies which were resulting in greater irregularity and putting more people at risk of labour exploitation, smuggling and trafficking were creating the 'perfect storm'. The attraction and retention of talent thus required both public and political support, as well as sound integration measures to support new migrants, at pre-departure stage as well as on arrival. Bringing together actors at the local level ('where the 'rubber meets the road') such as mayors with national policymakers was noted as a key ingredient in developing effective integration measures. Mr Lacy Swing concluded that migration was inevitable, necessary and desirable. However, sound governance was required to ensure a balance between meeting skills needs through migration and durable popular support, encouraged through public dialogue, public education, effective integration policies and the management of diversity.

Director for DG Migration and Home Affairs Directorate B, Migration and Mobility **Ms Belinda PYKE** presented the latest update on EU plans to support improvements in migration management, making the EU attractive to talented migrants, and on integration. EU thinking responded to the context of ageing EU populations, persistent skills shortages and the need to remain competitive, even in the times of economic crisis and of high unemployment levels, and the fact that Europe remained less attractive than other developed regions when it came to highly skilled migrants. Ms Pyke announced the Commission's priority to develop a new European policy on regular migration. This would include priorities to support Member States to attract the highly skilled migrants needed to help to create dynamic, innovative EU economies and to contribute to society as a whole. EU policies adopted to date already were making it easier for certain categories of labour migrants to be admitted under harmonised conditions. One of the key elements of the 2013 Commission proposal on Students and Researchers was to facilitate job-seeking and the possibility to set up a business for this talented group of migrants. This proposal was under negotiation between the European Parliament and the Council, represented by the Latvian Presidency. A review was also planned for the main instrument in place at EU

level to specifically attract highly skilled workers: the EU Blue Card Directive.

When designing migration policies, Ms Pyke reminded delegates that migrants were not moveable assets responding only to economic incentives. The success of migration policy depended on more than setting the correct admission rules – the Single Market, opportunities for intra-EU mobility, high living standards, relatively low levels of inequality, plus access to freedoms were all factors shaping migration decisions. Other essential elements for well-planned policies was respect for the rights of all workers, ensuring they did not foster unfair wage competition at the expense of indigenous workers, and the involvement of the business community and social partners. To this end, the EU planned to set up a new Platform for a structural dialogue with economic stakeholders (business, trade unions) on labour migration issues.

Labour market integration of legally residing migrants was also highlighted as an area for further EU level development, through an enhanced monitoring and continuous support to Member States' (economic) integration policies. The aim would be to support Member States to reduce high unemployment rates and rates of over-qualification among migrants, which represented a colossal waste for both individuals and for societies. Finally, Ms Pyke expressed her confidence that the conference would take a wide view of how best to attract and retain talent, and would help policy makers to identify some of the good and best practices in the field.

### **Panel I - Global challenge and competition over talent**

Migration policies and national legislations strive to attract and select talents from the global pool: there is a need, however to clearly define talent in the context of migration policies and translate this into attractive and accessible policies which can be key to supporting the EU to compete in the global competition for skills and talents (**Anna PLATONOVA**, IOM). Attracting talented immigrants can contribute to boosting the EU economy and advancing towards the EU 2020 strategy's goals.

Labour and skill shortages do not necessarily equate to migration needs. Though activation of people out of the labour market could address the current shortages, it won't sufficiently cope with the demographic ageing and unemployment rates affecting EU economies: according to EU forecasts, attracting non-EU workforce can be a game changer (**Jasper VAN LOO**, CEDEFOP). So-called "highly-skilled" third-country nationals cannot be alone an adequate response: the internal demand of skills concerns larger categories of third-country nationals.

Migration policies structure the flows of third-country nationals and may effectively filter the demand of third-country nationals: there is an increase in skill selective national migration policies: in this respect hybrid systems (demand and supply driven) are likely to be more effective in filtering demands and attracting the desired human capital (**Mathias CZAIKA**, University of Oxford).

However, immigrants' choice are influenced by "sunk-costs" (i.e. socio-economic factors such as remuneration, family link, language, social capital, but also country's reputation or credibility). This holds also true in retaining talents, which strongly relates to economic conditions, wages, hiring systems, R&D infrastructure (**Thomas LIEBIG**, OECD). Finally, migration policies tend to be most effective in attracting younger migrants ("path dependency"), when the likelihood to unlock and unfold their talent is higher (**Ilmārs OSMANIS**, Hansa Matrix group, Latvia).

Though the existence of competing national policies is a process on a learning curve, an EU response to migration challenges may help Member States rethink their approaches, while guaranteeing third-country nationals the possibility to compete and be treated on an equal level. This will level the competition for skills and could guarantee the best use of human capital as third-country nationals are often over-qualified for the works/tasks they are required to do.

### **Panel II: Is the EU ready for attracting talent vis-à-vis its main competitors?**

The EU's readiness to attract talent vis-à-vis its main competitors can be enhanced by taking stock of how third countries and businesses are shaping their policies and positioning themselves to secure the talent they need. There are reasons to believe that policies are not the only (main) driver, but several important other factors also play a role. (**Madeleine SUMPTION**, University of Oxford and Migration Observatory).



The current shifts happening globally and for the EU include changes in global economic power, demographics, climate change and resource scarcity, rapid urbanisation and technological breakthroughs (**Steve COUCH**, PwC). The world will look vastly different in 2050 as 32 countries will represent 84% of GDP, Africa's population will double, average fertility rates will change, the mobility of people will increase and work patterns will change, while the share of women in the workplace will rise substantially. Big trends are also happening in urbanisation as on a daily basis 200,000 move to cities.

Against this backdrop new ways of business are influenced by borders, currency fluctuations, political stability, history, infrastructure, culture, political stability, business and mass communications (**Ana GAZARIAN**, Employee Mobility Solutions and **Steve COUCH**, PwC).

Because of these important factors the EU needs to be open and welcoming and establish ever closer collaboration between the public and private sector. As the movement of people is a global phenomenon, the discussion should be on 'brain circulation', rather than 'brain drain' or 'gain'. In South America several organisations also promote mobility transfers and labour mobility and in a world of increasing digital communications cities are ever frequently considered as those dynamic hubs (**Ana GAZARIAN**). Miami is a hub for Latin America, and the Canary Island could be a potential hub connecting Africa to the EU.

In this regard the EU can learn from other countries. New Zealand manages to attract talent, business and investment and uses immigration as an economic leverage. As part of the country's Business Growth Agenda it has set up several portals for students, investors and business persons.

It is essential to clearly coordinate the drafting and promotion of policies in order to effectively communicate key messages to prospective immigrants. Very important for a successful implementation of policies is a view on expectation management and taking into consideration that information needs to be clear and that prospective talent should be fully aware of what country they are coming to. Promotion offices in other countries can help in attracting talent, investment and business. Selecting the right talent is key but depends on many factors. Possible approaches are diploma recognition and the use of selection grids, such as the points system of 10 criteria or characteristics that promote labour market integration used in Québec (**Marie-Josée LEMAY**, Ministry of Immigration, of Diversity and Inclusion of Quebec, Canada).

While drafting and promoting programmes is one step of this process, another critical success factor is regular evaluation of existing schemes, policies and programmes. Québec conducts multi-year public consultations to evaluate the programme and assess the need for change, leading to an evolution of approaches in order to stay ahead of the game. This is important also for better understanding the skills, training, demands and needs of the sector and of the prospective talent(s).

Facilitation of procedures is an important element in this process. The facilitation of labour is important, but also social security arrangements, taxation, health, education, space, freedom and lifestyle and family arrangements. Procedures to achieve this include an effective combination of electronic and face-to-face methods, marketing in target countries, exploiting commercial expertise and connections, specific work schemes (such as the Seasonal Employer Scheme in New Zealand) and a view of highly skilled labour as based on productivity and needs, instead of high skills being linked to education alone (**Matt HOSKIN**, Immigration New Zealand). Fast-track procedures exist in New Zealand, where there is a standard assessment procedure for investment under a certain threshold and an accelerated procedure of immediate assessment for high-value investment.

### **Panel III: From the Global to the local: EU and national practices for attracting talent**

Attracting talent relies on the contributions of a wide range of actors, operating at all of the various levels of governance – EU, national and local. EU and national legislation are essential in setting out a common framework; however successful implementation depends on many more (complementary) factors. The new Agenda on migration will include a pillar on legal migration, and thus the EMN Conference was considered timely in contributing ideas for this (**Laura CORRADO**, DG Migration and Home).

**Jan SAVER** (DG Migration and Home) introduced the important contributions made by EU legislation and policy in supporting Member States to attract the talent they need. These have included facilitating professional mobility across the EU; leveraging the attractiveness of world's largest economy to compete in the global competition for talent; and promoting cooperation. Relevant categories of workers / migrants from third countries for whom entry and stay procedures in EU Member States have been harmonized through EU legislation include highly qualified workers (via the EU 'Blue Card'); inter-corporate transferees and students and researchers. The EU has also supported cooperation tools such as the EU Immigration Portal, the European Migration Network and targeted funding through the EU Asylum, Migration and Integration Fund (AMIF). For the future, the EU would support the agenda to attract and retain talent through ambitious provisions to attract and where required, retain students and researchers, as a clear source of high level skills; review of the EU Blue Card to improve take up; and support further cooperation with Member States, involving a wide range of economic actors, as well as promoting cooperation with third countries.

Over 90% of EU Blue Cards that have been issued to date, have been issued in Germany. **Elisa HANGANU** (German Federal Office for Migration and Refugees) set out the demographic, social and economic situation that was shaping demand for highly qualified migrants in Germany. It was explained how legal amendments implementing the EU Blue Card had helped to standardise admissions procedures nationally, when previously there had been only small sector-focused schemes in place, making the EU Blue Card the most popular route for migrants to access highly qualified employment in Germany. Other measures implemented in Germany to attract and retain talent included permitting international students to stay on in Germany to look for a job for up to 18 months after graduating, and allowing in-country migrants to change their status to access opportunities to, for example, set up their own businesses.

Whilst the benefits of harmonizing legal migration legislation are not disputed, the harmonisation process is not without its challenges. **Ágnes TÖTTÖS** (Department of European Cooperation, Ministry of the Interior, Hungary) set out some of the challenges for Member States in harmonising legal migration rules. These included lengthy negotiation processes and specific challenges for Member States in working through complex legal problems. In the case of the EU Blue Card, there had been a need to harmonise with parallel national schemes, to take into account rules on intra-EU mobility (including compliance with the Schengen acquis); and to ensure equal treatment etc. For the future, approaching third-country nationals more generally and with a different legal approach, focusing on harmonising core admission criteria and core rights was recommended. Overall, legislative changes were only one part of the competition for talent, however; other factors, such as effective cooperation with third countries, could also play a significant role.

This latter point was demonstrated in the Estonian context, when **Birgit LÜÜS** (Department for Migration, Ministry of the Interior, Estonia) set out their national approach to attracting talented workers. As well as making legal amendments, including fast-track procedures for students, researchers, teachers, lecturers and top specialists (extending also to spouses and minor children), reducing the administrative burden of foreign workers on employers etc. a number of talent attraction policies were also introduced. These included a national Action Plan; a new 'branding' policy; and a new system for labour market forecasting ('OSKA'). Other contributing activities included a welcoming programme; a better alignment between international students and their integration into the Estonian labour market; mentoring and coaching; and the Estonian 'e-residency' initiative. The Estonian model sees attracting talent as a broad question requiring the contributions of many actors.

#### **Panel IV - Retaining talent: the importance of the Welcome Culture**

The element of a welcome culture is crucial when debating on attracting talents. Though normally embedded into home affairs competencies, migration is about much more than that. Member States performances in economic, political, social and cultural terms matter. Language can be a driving force/barrier for third-country nationals. National welfare and socio-economic factors matter (talents are "fishing" for the most suitable system for them) as much as practical means and family issues.

Elaborating a "science of talents" would mean to find a balance between structural reforms and growth plans: a "head-hunting" approach could be devised to find and attract talented people to

address workforce needs. Such approach could be accompanied by a more comprehensive rationalization of intervention in migration policies which should avoid anti-cyclic migratory movements and create a balanced approach between real needs and policies to attract and admit talented immigrants (**Eugene ETERIS**, Rīga Stradiņš University).

Integration is a two-way process involving both the host society and immigrant population (**Juris GROMOV**, OSCE – ODIHR). Learning the language of the host society plays a key role in the integration path of newly arrived immigrants: customised language support should be made available by the national competent authorities (**Māris BALTIŅŠ**, State Language Centre, Latvia). But a welcoming culture is a prerequisite for a successful integration. From a business perspective, it can be compared to the concept of Corporate Social Responsibility (CSR). But both concepts cannot be merely reduced to the knowledge of the national language(s): unduly high requirements on language skills are often at the core of integration programmes. Other factors may be more relevant in supporting third-country nationals' efforts to become an active part of the host society (**Sverker RUDEBERG**, Confederation of Swedish Enterprise, BUSINESSEUROPE).

### **Panel V: What's in it for the talented migrants and their countries of origin?**

The panel sought to address the degree to which the migration of talented people to Europe could achieve a triple 'win' of creating advantages for the migrants and their countries of origin, as well as EU Member States (**Kielo BREWIS**, National co-ordinator, FI EMN NCP, Finnish Immigration Service). There is a growing international competition for skills and the focus is increasingly on so-called skilled migrants but skilled and less skilled migration systems are linked and the focus should therefore be a comprehensive one (**Robert SKELDON**, University of Sussex and University of Maastricht). Against the backdrop of growing mobility in the world and especially competition between cities, skilled migrants circulate among countries of the developed world and come from a few middle-income countries. The classic argument of the negative consequences of an exodus of large numbers of skilled migrants to the development of countries of origin needs to be nuanced by the fact that a response to these trends is the training of new people in compensation. Factors not often considered in the brain drain discourse are the distribution of skilled migrants in countries of origin through high urban concentration, the need for migration in order to train people to global standards and the importance of outsourcing.

Talented migrants can contribute to the development of their countries of origin, but this is not necessarily so and is not a given. Whilst migrants might be automatically considered part of their nation's or ethnic group's diaspora by policymakers, the reality may be different. Transnationalism is not new and multi-identity policies are becoming more prominent. Diaspora members can have multiple identities and loyalties and there can be 'competition' between the host and sending country in terms of integration (**Riva KASTORYANO**, Sciences Po Paris). The external image of the host country is important in attracting migrants and states can influence and shape this image, but may compete also with transnational networks.

Migrant remittances can provide positive benefits for the countries of origin, but are not necessarily evenly spread within the country and among social classes, and include both investment and consumption behaviours (**Robert SKELDON**). Whether migrants or host societies have a responsibility towards the countries of origin of migrants is being debated, but some employers (such as the NHS in the UK) use ethical recruitment to factor this into decision-making. Finally, there are many reasons why people choose to leave a country and settle in another one, a process that is also not easily explained. Factors influencing a decision often include education, health, quality of life, infrastructure, cost of living and opportunities, the ease of getting permits and/or starting a business (**Masarat DIN**, Amitours). A very important factor that is often overlooked is the importance of word of mouth, as both positive and negative news about a country travels fast.

### **Closing remarks**

The Conference conclusions were presented by **Ms Laura CORRADO** (DG Migration and Home Affairs). Mr **Jānis CITSKOVSKIS**, Deputy Head of the Office of Citizenship and Migration Affairs, Republic of Latvia then closed the Conference, thanking the speakers and delegates for their contributions.



# Annex 1: Conference Programme and Audience:

## Conference Programme

### Thursday, 19 March

- 9.00 – 9.30 Arrival of the delegates to the National Library of Latvia, registration, welcoming refreshments
- 9.30 – 10.15 **Welcoming of participants, introductory remarks**  
*Chairperson:* **Jānis Citskovskis**, Deputy Head of the Office of Citizenship and Migration Affairs, Republic of Latvia  
*Opening words:* **Rihards Kozlovskis**, Minister of the Interior, Republic of Latvia  
*Key Note Presenters:*  
**William Lacy Swing**, IOM Director General  
**Belinda Pyke**, Director DG Migration and Home Affairs Directorate B, Migration and Mobility
- 10.15 – 12.00 **Panel I Global challenge and competition over talent**  
*Chairperson:* **Anna Platonova**, Regional Thematic Specialist, Labour Migration and Human Development, International Organization for Migration  
*Presenters:*  
**Mathias Czaika**, University of Oxford  
**Thomas Liebig**, Senior Migration Specialist at the International Migration Division of the OECD  
**Jasper van Loo**, Expert in Education and Training at the European Centre for the Development of Vocational Training (CEDEFOP)  
**Ilmārs Osmanis**, CEO, HansaMatrix group, Member of the Board at the Latvian Electric Engineering and Electronics Industry Association (LETERA)
- 12.00 – 12.15 Family photo
- 12.15 – 13.00 *Lunch*
- 13.00 – 14.45 **Panel II Is the EU ready for attracting talent vis-à-vis its main competitors?**  
*Chairperson:* **Madeleine Sumption**, Director of the Migration Observatory  
*Presenters:*  
**Steve J. Couch**, Partner and Tax Practice Leader at the PricewaterhouseCoopers (UK)  
**Ana Gazarian**, CEO of Employee Mobility Solutions  
**Matt Hoskin**, Manager, Skills & Investment, Immigration New Zealand  
**Marie-Josée Lemay**, Director of Immigration Policy, Quebec (Ministry of Immigration, of Diversity and Inclusion of Quebec), Canada
- 14.45 – 15.15 *Coffee break*

15.15 – 17.00 **Panel III From the Global to the local: EU and national practices for attracting talent**

*Chairperson:* **Laura Corrado**, Acting Head of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration

*Presenters:*

**Jan Saver**, Policy Officer of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration

**Elisa Hanganu**, Research Associate, Federal Office for Migration and Refugees

**Ágnes Tóttós**, Migration Expert, Department of European Cooperation, Ministry of the Interior, Hungary

**Birgit Lüüs**, Deputy Department Head for Migration, Ministry of the Interior, Republic of Estonia

**Friday, 20 March**

8.45 – 9.00 Arrival of the delegates to the National Library of Latvia and registration

9.00 – 10.30 **Panel IV Retaining talent: the importance of the Welcome Culture**

*Chairperson:* **Eugene Eteris**, European Studies Faculty, Rīga Stradiņš University, prof.

*Presenters:*

**Juris Gromovs**, OSCE Office for Democratic Institutions and Human Rights

**Māris Baltiņš**, Director of the State Language Centre

**Sverker Rudeberg**, Social affairs in the Confederation of Swedish Enterprise, Member of the Social Affairs Committee in BUSINESSEUROPE, Chairperson for the working group on immigration and free movement of workers in BUSINESSEUROPE

10.30 – 11.00 *Coffee break*

11.00 – 12.30 **Panel V What's in it for the talented migrants and their countries of origin?**

*Chairperson:* **Dr Kiello Brewis**, National co-ordinator, FI EMN NCP, Finnish Immigration Service

*Presenters:*

**Ronald Skeldon**, Professorial Fellow in Geography, University of Sussex

**Riva Kastoryano**, Research Director, SciencesPo – CERI – CNRS

**Masarat Din**, Corporate Account Manager, AMITOURS

12.30 – 12.45 **Closing remarks:** **Laura Corrado**, Acting Head of Unit DG Migration and Home Affairs, B1 Legal Migration and Integration

12.45 – 13.30 Lunch and departure of the delegates

13.30 – 16.00 Informal Meeting of the European Migration Network National Contact Points (participation by EMN NCP members only)

## Audiences and follow up

Some 135 participants attended the Conference, including representatives from the European Commission, 26 EMN National Contact Points, the business community, international and regional organisations, National and International Academics and researchers, and representatives from Government Departments in third countries.

More information and presentations from the event may be found on the website of the EMN NCP for Latvia and on the EMN Internal Exchange System (IES).